



International Resources Group

# Training and Development



For over two decades, **International Resources Group** has helped international development organizations and government agencies improve their human resources management activities. IRG's efforts focus on increasing their efficiency, building skills and knowledge, and strengthening ownership by providing training and capacity building assistance around the world. Our dedicated work and successful track record have resulted in IRG being named as the single awardee of USAID's staff training Indefinite Quantity Contract—its primary source for training, management, and advisory services for staff training needs worldwide. IRG and its consortium are responsible for the development and delivery of the core skills training suite for USAID. In addition to USAID training, IRG has decades of experience in training local capacity in sector work, such as disaster management, sustainable land use, and energy systems. In these efforts, IRG has provided training services for the Environmental Protection Agency, the Asian Development Bank, the Inter-American Development Bank, the Department of Defense, non-governmental organizations, private sector companies, and governments worldwide.

## Representative Projects

### Meeting Client Needs through Specialized Training Services

The five-year (2005-2010), single-award Program and Project Management Training (PPMT) indefinite quantity contract (IQC) is USAID's flagship program for training its employees. PPMT serves the Agency's project, technical, and program personnel through integrated training, both in Washington and at USAID missions around the world. The PPMT team provides timely and appropriate skills-based training using interactive adult learning methodologies and blended learning technologies. IRG provides essential design and delivery support for numerous recurring instructor-led training (ILT) courses, online modules, and online learning communities across five Bureaus and the Office of Human Resources. Additionally, IRG provides core technical assistance in a dozen areas, including writing and producing field operations guides, managing the Training Quality Assurance Council (TQAC) Secretariat, providing subject-matter expertise to Afghanistan Provincial Reconstruction Team (PRT) training and the EGAT education sector, and assisting in staff competency model development. During its five years, PPMT has been awarded more than 115 task orders and successfully provided more than 350 core Agency courses to some 7,500 participants in 35 countries and the US. The team has also provided a wide range of targeted trainings and workshops to more than 3,000 participants in education, reconstruction and stabilization, food aid management,

## Capabilities

- ◆ Program Policy and Procedures Training for USAID Staff
- ◆ Disaster Relief and Mitigation Training
- ◆ Risk Assessment Training
- ◆ Knowledge Management Skills Training

F Bureau operational planning, and deployment in high-threat environments. ***Worldwide: Program Project Management Training IQC***

### **Providing Risk Management Training throughout Latin America and the Caribbean**

Working with regional experts in course development and delivery, instructor training, and workshop implementation, IRG has trained over 50,000 individuals in risk management since 1998 under the USAID Office of U.S. Foreign Disaster Assistance (OFDA) Regional Disaster Assistance Program. This includes more than 5,000 local instructors equipped to replicate OFDA methodologies. IRG has developed a core skills training suite consisting of 34 courses spanning five thematic areas – risk management, first response, prevention and control of forest fires, school/university safety, and skill-building for instructors, curriculum developers, and facilitators. In addition to face-to-face training, IRG is experienced in developing alternative learning (such as e-learning) methodologies. IRG has also worked with 26 universities in 14 LAC countries to advance risk reduction and mitigation by introducing OFDA training materials and strategies into university curricula and professional communities. ***Latin America Regional: Technical and Administrative Support to Latin America and the Caribbean***

### **Expanding Agricultural Market and Trade Potential**

IRG is training 8,700 producer groups in sustainable land use and the development of non-traditional agricultural enterprises with possibilities for national and export market potential. Some 770 joint ventures with newly trained entrepreneurs and primary market buyers are in the planning stages. ***Senegal: USAID Wula Nafaa Program***

### **Preparing Short-term Disaster Relief and Post-Conflict Reconstruction Personnel**

IRG's training specialists familiarized the Disaster Assistance Response Team (DART) with the social, political, and economic issues impacting the area of team operations within Iraq. IRG's focus was on immediate short-term disaster relief assistance through the distribution of food and non-food aid to Iraq's disaster-stricken areas. ***Iraq: Disaster Assistance Training***

### **Developing Curriculum and Course Delivery on Environmental Regulation & Compliance**

Since 1999, through a combination of field work and instructor led training courses, ENCAP has provided training for both USAID staff and implementing partners in order to

promote improved environmental management and to integrate environmental regulations in individual Missions. ENCAP supports both curriculum design and course delivery, with more than 50 workshops already delivered across sub-Saharan Africa. IRG collaborated with USAID Africa's regional and Mission offices to conduct training in environmental assessment and design in Senegal and the Congo, and facilitated an environmental compliance training course in Tanzania. IRG prepared training documents including guidelines for trade and environmental resources, environmental compliance models, factsheets, and a resource manual for environmental assessment and management. ***Africa: Environmentally Sound Design and Management Support Capacity Building for Partners and Programs in Africa (ENCAP)***

### **Using Training Programs to Improve Disaster Mitigation Efforts**

During this six-year activity, IRG worked with disaster management agencies and first responders in India, Philippines, Indonesia, Nepal, Bangladesh, and Pakistan to improve capacity in disaster response and preparedness. Training focused on promoting uniform development of skills and knowledge across the region through technical training and certification programs. IRG also developed a network of regional disaster managers with program management experience. Support for program management and institutional strengthening and a small grants program were also enacted to facilitate training. IRG was a subcontractor. ***Asia: Program for the Enhancement of Emergency Response***

### **Addressing Energy Regulation and Infrastructure in South Asia**

IRG developed and delivered courses for the South Asia Regional Initiative (SARI) Energy Program, which was designed to promote cooperation in energy issues and address the challenge of energy supply in South Asia. The SARI program sought to provide leaders, policy makers, and senior staff with the knowledge they needed to achieve rapid growth in energy in the most efficient, sustainable, and socially- and environmentally-acceptable way. Training topics included power regulation, pricing and tariffs, sector restructuring and private participation, grid codes, organizational change, billing and collection, environmental impact assessments, and legal, policy, and regulatory frameworks. IRG was a subcontractor on this project. ***South Asia Regional: SARI Energy Training Program***

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