



BUILDING THE CAPACITY OF NGOs

2020-2023



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WHERE WE HAVE WORKED

Türkiye

Syria

Iraq

Yemen

Gaza

Tanzania

Kyrgyzstan

Sudan

UK

Lebanon

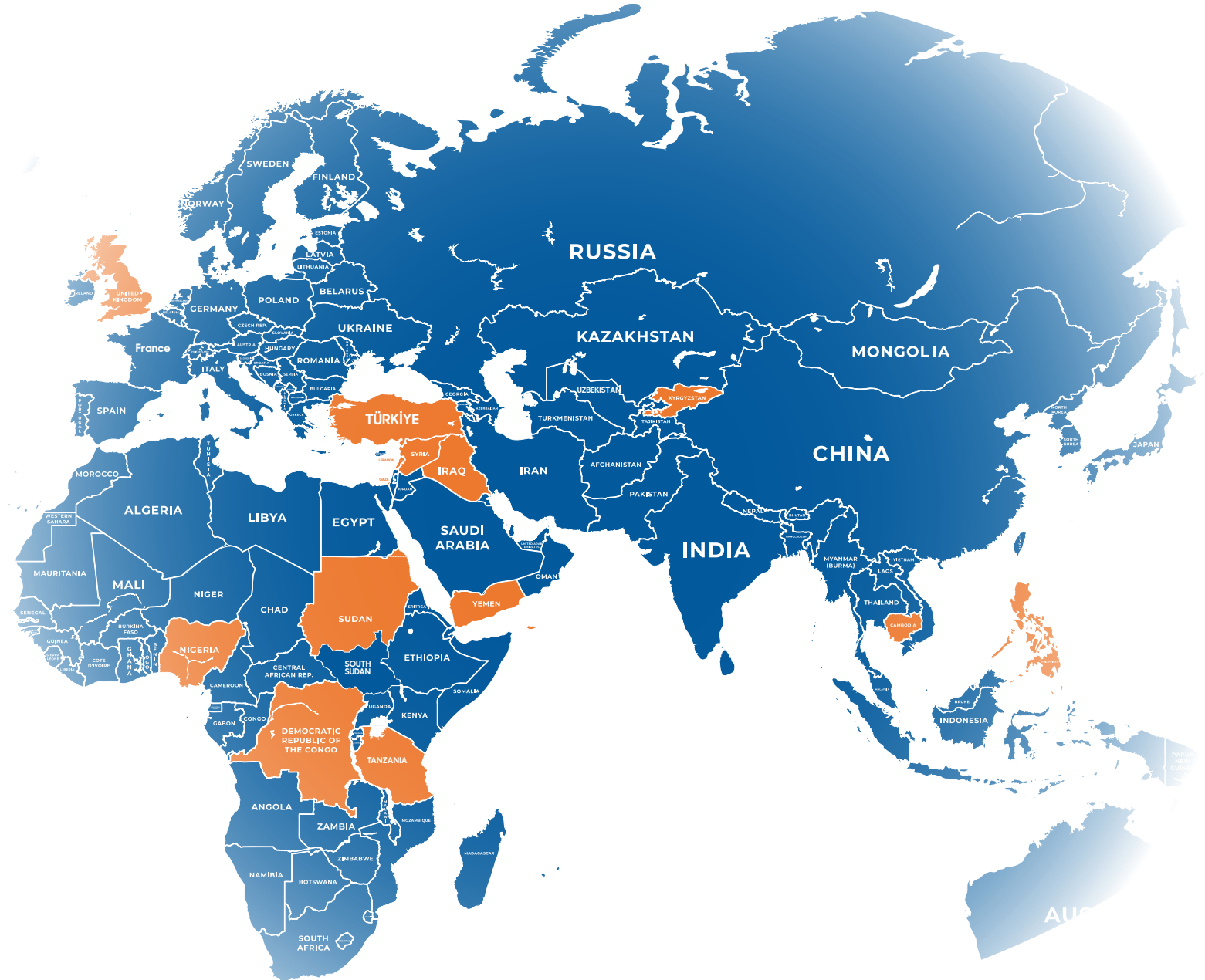
Nigeria

Cambodia

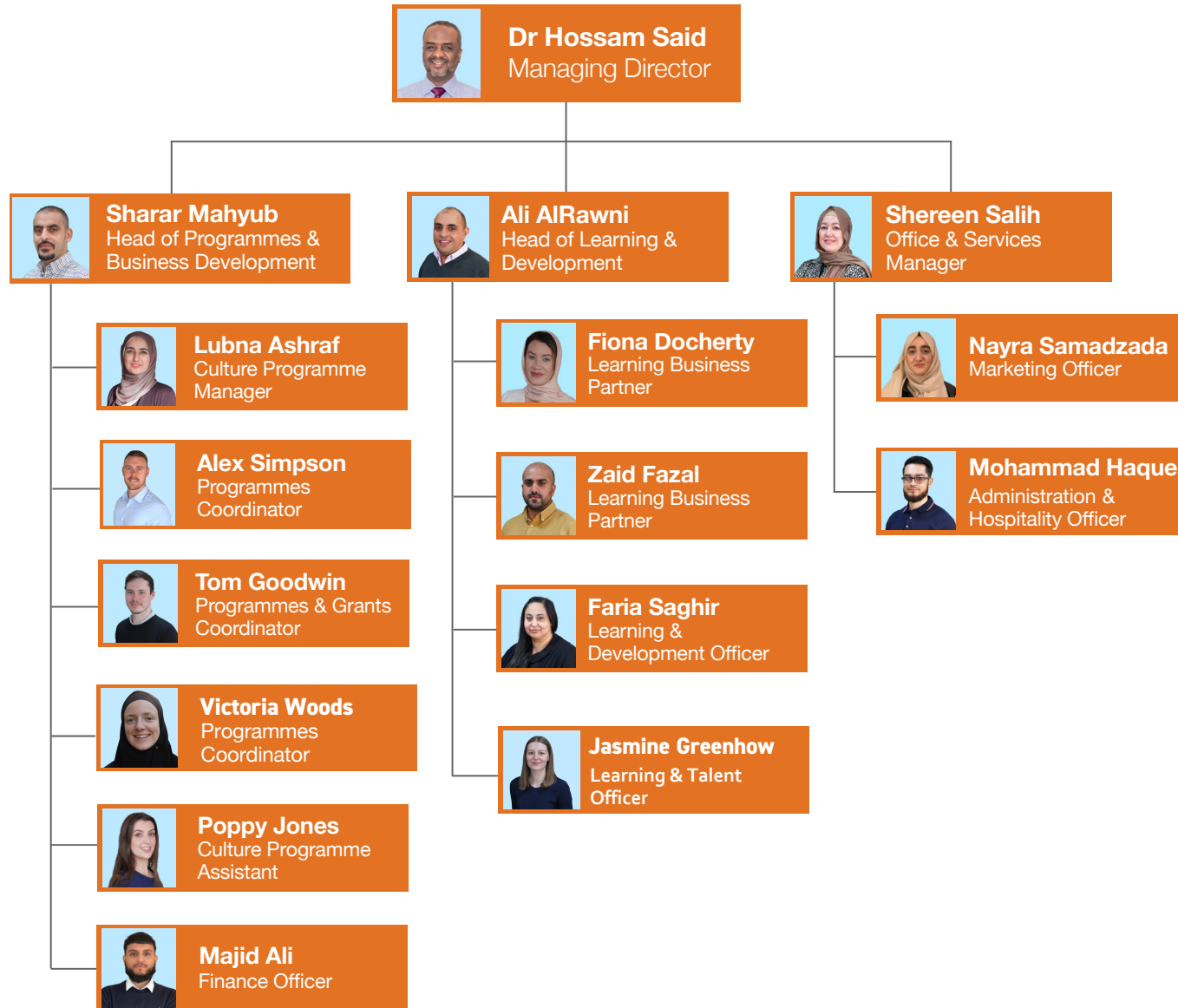
Philippines

Democratic

Republic of Congo



HAD ORGANOGRAM



ABOUT US

A Strategic Business Unit within Islamic Relief Worldwide specialised in providing tailored, action-oriented, and evidence-based capacity building services for local NGOs and CSOs on behalf of our external clients and donors.

Who we are

We design, develop, and deliver high quality, essential, and tailored capacity development programmes to civil society and local non-governmental organisations, who are engaged in multi-sectoral humanitarian interventions throughout some of the world's most complex and crisis-affected contexts.

What we do

Acting as the bridge between our external clients and the training room, we apply HAD's full portfolio of tried and tested capacity development services to provide holistic solutions and develop bespoke programmes to meet our clients' needs.

How we do it

We do this by drawing on the technical expertise of our extensive network of international and local subject matter experts, as well as the proven project management skills of our in-house staff, to offer an effective and efficient service for the delivery of our clients' programmes on time, scope, and budget.

Learn more about our services by contacting us through: info@had-int.org

PROGRAMMES PORTFOLIO

No	Project Name	Location	Donor/Partner	Month/Year
1	Islamic Relief Culture Programme	United Kingdom	Islamic Relief Worldwide	Sept 2023 - Present
2	British Red Cross Presentation Skills Training	United Kingdom	BRC	Sept 2023 - Present
3	Capacity Building of Mosques and Community Groups in the UK	United Kingdom	Islamic Relief UK	March 2023 - Feb 2024
4	Capacity building of Islamic Relief Local Partners in the DRC, Nigeria, Cambodia and the Philippines	DRC, Nigeria, Philippines, Cambodia	International Programmes Division (IPD) / Strengthening Response Capacity and Institutional Development for Excellence (STRIDE)	March 2023 - Aug 2023
5	Development of Local Partnership Satabase and Upgrading Technical Management Systems of IR Lebanon	Lebanon	IPD – Islamic Relief Lebanon/STRIDE	March 2023 - Sep 2023
6	Report Writing Training	Sudan	Plan International Sudan	July 2022 - Sep 2022
7	Advocacy and Influencing Training for Eco-advocacy Groups in Ninawa	Ninewa, Iraq	Oxfam, Iraq	Sept 2022 – Sept 2022
8	Provision of Project Management Courses to Support the Further Capacity Strengthening of National Mine Action Authorities (NMAA) in Iraq	Iraq (Erbil and Baghdad)	UNOPS/UNMAS Iraq	Dec 2021 - Feb 2022

No	Project Name	Location	Donor/Partner	Month/Year
9	Provision of Training on Report Writing	Iraq	UNOPS/UNMAS Iraq	May 2021 - June 2021
10	Locally Driven Support to Gaza	Gaza	Humanitarian-to-Humanitarian Network (H2H)	Sept 2021 – Dec 2021
11	Provision of Training on Negotiation Skills	Türkiye	UNDP Libya	Jan 2020 – Jan 2020
12	Capacity Building for Local NGOs in Yemen	Yemen	Islamic Relief Germany & Islamic Development Bank (IRD/IsDB)	March 2020 - Nov 2023
13	Capacity Building services for UN-FPA Iraq Partners	Iraq	UNFPA Iraq	April 2020 - June 2022
14	SUSTAIN 2021	Tanzania & Kyrgyzstan	NAMA Foundation	June 2020 - Jan 2022
15	Remote capacity building of Iraqi, Syrian & Yemeni NGOs to adapt to COVID-19 Context	Syria, Iraq & Yemen	Humanitarian-to-Humanitarian Network (H2H)	June 2020 - Sep 2020
16	Youth advocacy & Negotiation online training	Gaza	Oxfam	Nov 2020 - Jan 2021

ISLAMIC RELIEF

CULTURE PROGRAMME (IRCP)

HAD has partnered with Islamic Relief Worldwide to produce and deliver the Islamic Relief Culture Programme. This programme spans across all four UK Offices, IRW, IR UK, HAD and TIC, engaging all staff members in a new organisational culture initiative.

The programme's main goal is as follows; to enhance IR's values-driven organisational culture, where IR values are mainstreamed and embedded in everyday actions, behaviour, and decisions, throughout the IR Family.

 1
INGO

 1
COURSE

 275
PARTICIPANTS



BRITISH RED CROSS

PRESENTATION SKILLS TRAININGS

In November 2023, HAD delivered a 1-day presentation skills training to 18 British Red Cross staff members. The main objectives of the training program were to provide participants with the tools to plan and structure presentations appropriately, deliver engaging presentations using effective techniques, and effectively communicate through both verbal and non-verbal means. In doing so, participants were able to develop their confidence and break down the barriers of public speaking.

 **1**
NGO

 **1**
COURSE

 **18**
PARTICIPANTS



CAPACITY BUILDING

OF MOSQUES & COMMUNITY ORGANISATIONS IN THE UK

HAD conducted a series of 5 one-day taster courses in three major cities in the UK, including: London, Birmingham, and Manchester. This initiative, carried out in collaboration with Islamic Relief UK and supported by their funding, featured courses in Bid Writing, Finance for Non-Finance Managers, Governance, GDPR, and Safeguarding. The sessions were specifically tailored for mosques and local community groups, and were provided free of charge to participants in these cities.

Additionally, one governance training session was delivered in Glasgow, whilst the same 5 courses are scheduled to be delivered virtually in 2024. This virtual format is designed to ensure greater reach and accessibility for individuals who were unable to attend the face-to-face sessions, aligning with our commitment to inclusive community development.

 **67**
CBOs/MOSQUES/
NGOs

 **16**
COURSES

 **100**
PARTICIPANTS



CAPACITY BUILDING

OF IR LOCAL PARTNERS IN THE DRC, NIGERIA, CAMBODIA AND THE PHILIPPINES

Implemented by HAD and funded by Islamic Relief USA, Islamic Relief Germany, and Aktion Deutschland Hilft under the STRIDE Project within Islamic Relief, this initiative between May and August 2023 aimed to enhance local responders capacity by equipping them with the tools and knowledge to improve key interventions and become more effective and sustainable partners of Islamic Relief.

The project included the delivery of the following trainings:

- 4 financial sustainability workshops in the DRC, Nigeria, Cambodia, and the Philippines.
- 3 Leadership Development Programmes (LDP) in DRC, Cambodia, and Nigeria.
- 1 Management Development Programme (MDP) in the Philippines.

 **8**
NGOS/CSOS

 **8**
COURSES

 **118**
PARTICIPANTS



DEVELOPMENT OF LOCAL PARTNERSHIP DATABASE

AND UPGRADING TECHNICAL MANAGEMENT SYSTEMS OF IR LEBANON

The project was implemented by HAD and funded by Islamic Relief Lebanon and Islamic Relief Worldwide's STRIDE, who collaboratively sought to strengthen local partnerships, improve technical management, and enhance MEAL practices in Lebanon.

A core component of the project involved working closely with IR Lebanon to map and assess the capacity of several local NGOs in Lebanon. Through a systematic process of surveys, FGDs, and interviews, HAD shortlisted 12 local NGOs, of which 6 were recommended as local implementing partners for IR Lebanon.

 **12**
CSOs

 **1**
COURSES

 **8**
PARTICIPANTS



REPORT WRITING TRAINING

Report writing is a core basic competency required in the humanitarian sector. It is a vital component and a necessary task for humanitarian workers in various levels. The training was delivered to Plan International's Sudan office, which included participants with varying levels of expertise such as: Project Managers, Project Coordinators, Program Leads, Program Area Managers, Sponsorship Coordinators, and M&E Coordinators. It was a 3-day workshop from 7th-9th of August 2022. A preparatory meeting was conducted between HAD and Plan International Sudan in Khartoum on 27th June 2022. The meeting addressed the objectives of the training, its contents, and its methodology. It was agreed during that meeting to focus more on the practical than the theoretical aspects to increase the effectiveness of the training.

 **1**
NGOs

 **3**
DAYS

 **30**
PARTICIPANTS



ADVOCACY

AND INFLUENCING TRAINING FOR ECO-ADVOCACY GROUPS IN NINAWA

In collaboration with SIDA, Oxfam executed a project with the objective of enhancing the economic resilience of women in specific agriculture value chains. Under this project, HAD was selected to provide training to designated eco-groups on advocacy and influencing. The training encompassed an implementation task, during which participants formulated an advocacy campaign on a topic of their choosing. The entire project was conducted in a participatory manner, ensuring that all stakeholders in the intervention had a voice, either in person or through representation.

The training unfolded in three phases. The initial phase involved the trainer engaging with the groups to identify issues and ascertain the need for training. The second phase consisted of a tailored 4-day training session delivered to the participants, whilst the final phase consisted of a post-training mentoring session to assist the groups in identifying and finalising their campaign strategies and action plans.

 **2**
NGOs

 **4**
DAYS

 **12**
PARTICIPANTS

PROVISION OF PROJECT MANAGEMENT COURSES

TO SUPPORT THE FURTHER CAPACITY STRENGTHENING OF NATIONAL MINE ACTION AUTHORITIES (NMAA) IN IRAQ

The Humanitarian Academy for Development (HAD) was tasked to deliver two 5-day Project D Pro training courses in Arabic and Kurdish to a total of 15 Directorate of Mine Action (DMA) staff in Baghdad and 13 staff from the Iraqi-Kurdistan Mine Action Agency (IKMAA) in Erbil as part of the UNMAS Iraq Country Program Strategy. Project D Pro developed the learner's (DMA Planning and Projects Sections) ability to apply Project management concepts and tools in order to deliver a more effective and efficient Mine Action response.

The training prepared the participants to undertake the Project D Pro examination at the end of the course to become certified as a project management professional.



2

NGOs



10

DAYS



28

PARTICIPANTS

PROVISION OF TRAINING ON REPORT WRITING IN IRAQ

HAD delivered a 5-day Report Writing course to 16 participants from various national partners of UNMAS Iraq. The course aimed to improve the participants' capacities in preparing and writing reports, as well as providing them with the technical skills necessary to collect information and data, prepare, formulate, and produce reports efficiently and effectively.



8

NGOs



5

DAYS



16

PARTICIPANTS



LOCALLY DRIVEN SUPPORT TO OPT - GAZA

The project aimed to enhance the capacity of LNGOs to successfully secure funds and win projects directly from donors. This was achieved through a series of interventions, including gap and needs assessments, which identified the need for training, coaching and mentoring in both proposal and report writing.

Four rounds of training were delivered to a total of 57 participants, which were further supported by coaching and mentoring in areas of identified gaps and needs. The project provided coaching and mentoring to 116 staff members across 17 LNGOs in Gaza.

A CHS workshop titled “Strengthening quality and accountability with the application of CHS” was also conducted in collaboration with the CHS Alliance to reinforce quality and accountability standards, benefiting 21 participants from 14 LNGOs.

Please use the following link for more information on this project:

<https://h2hnetwork.org/news-and-events/had-locally-driven-support-for-ngos-in-gaza/>

31
NGOs

20
DAYS

194
PARTICIPANTS



PROVISION OF TRAINING

ON NEGOTIATION SKILLS

HAD provided a 5-day Negotiation Skills Training in Türkiye to 15 staff members from the Libyan Ministry of Planning, funded by UNDP Libya. The training was designed using an interactive approach, with HAD providing the training materials, pre- and post-tests and certificates of completion.

Please use the following link for more information on this project:

<https://www.youtube.com/watch?v=qcNq2HOTMvo>

 1
NGO

 5
DAYS

 11
PARTICIPANTS



CAPACITY BUILDING OF LNGOs IN YEMEN

After an initial Training Needs Assessment, HAD delivered 27 remote trainings to a total of 408 participants from 39 NGOs in southern Yemen, and 17 face-to-face trainings to 394 participants from 20 NGOs in northern Yemen, followed by a total of 129 coaching and mentoring days. The project was funded by Islamic Development Bank and Islamic Relief Deutschland, with the goal of strengthening the capacity of local Yemeni NGOs to enable them to respond to the changing and developing needs of war-affected people. The trainings provided were specialised in themes of organisational development including subject areas such as human resources, project management, financial management, strategic planning, and several others.

 **59**
CSOs

 **44**
COURSES

 **802**
PARTICIPANTS



CAPACITY BUILDING

SERVICES FOR UNFPA IRAQ PARTNERS

HAD provided training support to the UNFPA partners in Iraq to enhance their capacity for continued and effective work in new conditions, including remote working, required by COVID-19, as well as to enable them to increase efficiency in collaborating with UNFPA Iraq.

The trainings included: 1. Strategic Planning (2-day virtual training), Report Writing (5-day training), IT Training (3-day virtual training) and Advanced Accountability Monitoring and Evaluation Training (3-day training). All trainings were delivered in Arabic, with simultaneous translation into Kurdish to ensure accessibility for all participants.



13

NGOs



13

DAYS



76

PARTICIPANTS



CAPACITY BUILDING

OF LOCAL NGOS SUPPORTING SYRIAN REFUGEES

The project contributed to alleviating the suffering of Syrian people by ensuring a needed and quality service is delivered. It aimed at building the capacity of NGOs serving Syrian refugees by preparing trained and well-qualified staff to fulfil their roles in an effective and efficient manner.

A detailed training needs assessment was conducted in Gaziantep, Türkiye via a survey questionnaire, focus group interviews, one to one interviews, and telephone interviews. A total of 90 organisations participated in the TNA representing 239 individual responses.

The findings provided the project with the direction and platform of what intervention was needed and required. 10 face-to-face training courses were delivered reaching 159 staff members across 90 Syrian NGOs, in addition to 3 mentoring and coaching interventions to 11 of those organisations, reaching 36 staff members directly.

Please use the following link for more information on this project:

<https://www.youtube.com/watch?v=jErc9kkpsTM>

 **90**
NGOs

 **23**
TRAINING DAYS

 **213**
PARTICIPANTS

SUSTAIN 2021

The project aimed to enhance the financial sustainability of CSOs in Tanzania and Kyrgyzstan by improving their ability to generate income from diverse sources, increase effectiveness of fundraising activities, and develop human capital in fundraising.

The interventions included conducting a baseline study for 21 LNGOs in each country, creating a clear definition and framework of financial sustainability, developing 5 financial sustainability training modules, delivering training sessions along with mentoring and coaching to create financial sustainability plans, and enhancing the skills of local experts in delivering financial sustainability training.

The training and mentoring covered topics such as financial sustainability, income generation, resource mobilisation, cost management, and financial strategy.

Please use the following link for more information on this project:

<https://www.youtube.com/watch?v=YqEwcNthrwU>



 **21**
NGOs

 **10**
DAYS

 **369**
PARTICIPANTS



REMOTE CAPACITY BUILDING OF IRAQI, SYRIAN & YEMENI NGOs TO ADAPT TO COVID-19 CONTEXT

The project, funded by FCDO through the H2H Network, aimed to support local Iraqi, Syrian and Yemeni NGOs to adapt to the COVID-19 crisis, ensuring their sustainability and business continuity in the face of this and other crises.

Capacity assessments were conducted to identify areas for improvement, and the project provided training, coaching and mentoring to build the capacity of NGOs in COVID-19 response, Crisis management, Emergency preparedness, Advocacy & Communication, Policy influencing, Financial systems, Proposal writing and Fundraising, and other areas such as Human Resources development and Project Management. The project also provided tangible deliverables such as capacity building plans, advocacy roadmaps, and impact assessment tools to support NGOs in business continuity.

Please use the following link for more information on this project:

<https://www.youtube.com/watch?v=4SlbaVrA-04>

 **27**
CSOs

 **246**
DAYS

 **335**
PARTICIPANTS



YOUTH ADVOCACY AND NEGOTIATION ONLINE TRAINING

The project contributed to increasing youth inclusiveness in COVID-19 response in Gaza. The training courses aimed at enhancing skills, knowledge, and confidence of 12 youth from Gaza in their ability to design, facilitate, and implement round-table/webinar discussions with relevant stakeholders on the COVID-19 response in OPT, through evidence-based presentations.

16 days of training were provided to 12 youth, supported by 4 days of mentoring & coaching.

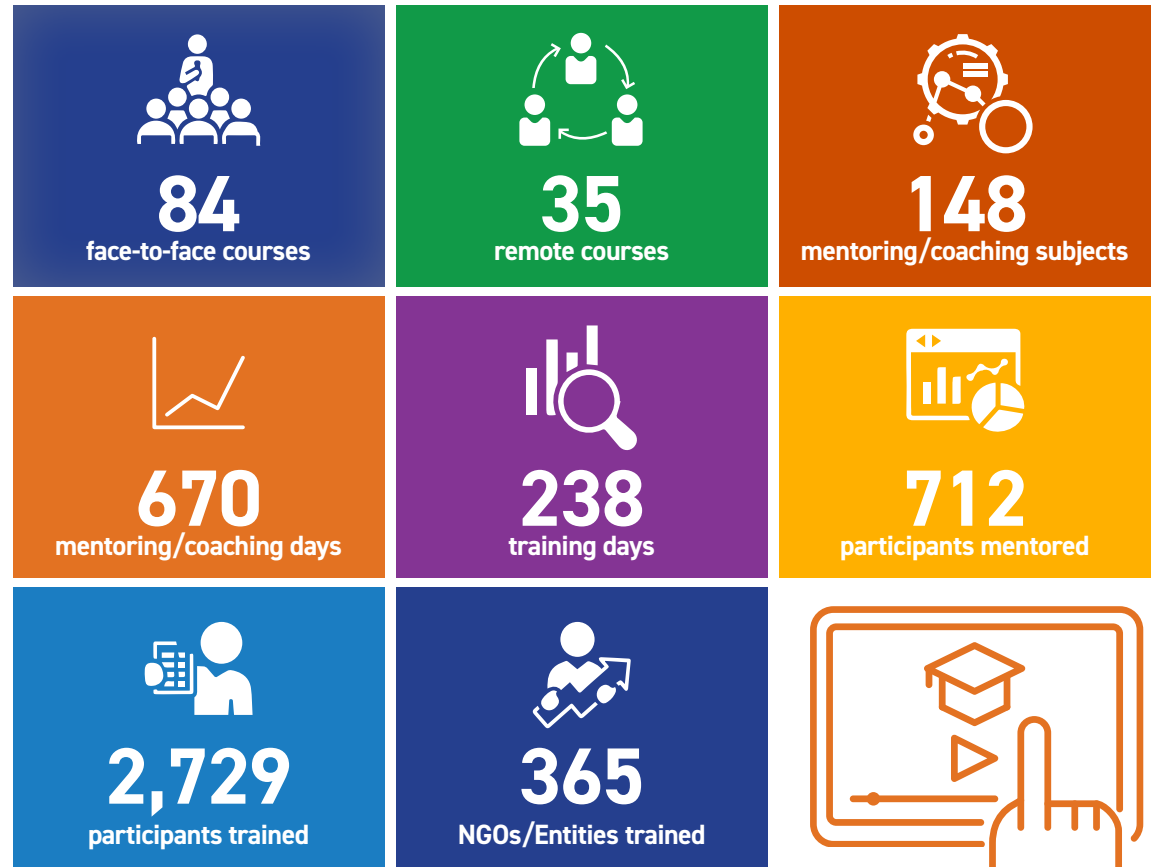
 **21**
NGOs

 **16**
DAYS

 **12**
PARTICIPANTS



2020 - 2023 IN NUMBERS



CLIENTS AND PARTNERS





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22-24 Sampson Road North, Birmingham B11 1BL.
Phone: +44 (0)121 309-0290

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