**CPHA Competency Framework: Tools and Training**

You can find the CPHA Competency Framework [here](https://alliancecpha.org/en/child-protection-online-library/guidance-child-protection-humanitarian-action-competency-framework).

Welcome to the CPHA Competency Framework tools and training package!

In this package you will find:

* Three tools that have been developed to support CP and HR practitioners to operationalise the competency framework in their staff recruitment, learning and professional development, performance management, planning and organisational design activities. These tools are:
  + Tool 1: Drafting of CPHA competency-based job descriptions
  + Tool 2: Development of CPHA competency-based interviews
  + Tool 3: Evaluation of performance and identification of learning goals against the CPHA competencies, including practitioner and manager assessment.
* Resources to deliver a three-hour session on the purpose, structure and content of the CPHA Competency Framework and the use of the tools listed above. These resources comprise:
  + Session plan, with versions for face-to-face and remotely-facilitated versions
  + Slidedeck, to support delivery of the session.

If you have questions, require further support, or would like to provide feedback on the CPHA Competency Framework, the tools, or the training, please contact: [learning@alliancecpha.org](mailto:learning@alliancecpha.org)

