Development of a Learning Strategy for the WHO Academy
WHO Advisory Group (AG_LS)
Terms of reference

1. Background
The World Health Organization (WHO) Academy is a priority special initiative of the WHO transformation agenda and will support accelerated learning and capacity building towards achievement of the Sustainable Development Goals (SDGs). On 11 June 2019 the President of France and the Director-General of WHO signed a Declaration of Intent to establish the WHO Academy that will revolutionize lifelong learning in health. The Academy will support the learning and development needs of WHO staff and stakeholders to progress the WHO’s strategic plan (the 13th General Programme of Work 2019–2023) and “triple billion” goal: ensuring that by 2023, an additional one billion people benefit from universal health coverage; one billion more are afforded better protection in health emergencies, and one billion more enjoy improved health and well-being.

The Academy aims to reach 10 million people by 2023 with innovative learning via a state-of-the-art digital learning experience platform at a flagship campus in Lyon and embedded in the six WHO regions. The Academy Lyon hub will feature high-tech learning environments, a world-class health emergency simulation centre and collaboration spaces for learning co-design, research and innovation.

The Academy will bring together adult learning science, behavioural science and cutting-edge learning technologies such as artificial intelligence and virtual reality with WHO’s norms, standards and evidence to deliver high-impact accredited and tailored multilingual learning to meet diverse needs. The Academy will be open to a wide range of multisectoral stakeholders that can influence health, including leaders, educators, researchers, health workers, WHO staff and the broader public. It will be run as an internal WHO Division, and the Organization will ensure strong coordination and collaboration with all WHO Member States, thereby optimizing the learning assistance provided to all. The Academy will also harness the strength of WHO’s partnerships, experts, collaborating centres and networks.

The Academy will be established through a set-up phase between 2019 and 2021 before its official launch in May 2021.

2. Purpose
The purpose of this group is to provide strategic steer and concrete ideas into the development of the Learning Strategy associated with the proposed WHO Academy which targets the learning needs of both WHO staff and external users from Member States across the world. The group will comprise external experts and internal personnel drawn from WHO staff from HQ, regional and country offices. All members will have expertise, experience and interest in learning, capacity development, continued education, training, workforce development, strategy development and related areas. The nominees will together act as a temporary Advisory Group (AG_LS) in support of the core team responsible for the development of the Learning Strategy for the WHO Academy.
3. Responsibilities of the AG_LS

The role of this AG_LS will be to:

a. Provide strategic advice on the objectives, scope, content and focus of the proposed Learning Strategy.
b. Advise on the scope of consultations required both internally and externally.
c. Participate in at least one strategic domain that will make up the Learning Strategy by providing direct inputs.
d. Identify and provide to the Learning Strategy team relevant documents, surveys, publications and reviews.
e. Act as focal point for organizing consultation processes in their respective institutions, WHO regions and HQ programmes, and proactively seek participation of colleagues and networks.
f. Contribute, as appropriate, to the writing and finalization of the Strategy.
g. Advise on and engage in the dissemination and visibility of the Strategy, among all relevant stakeholders.

4. Responsibilities of the members

• Members of the AG_LS (hereinafter referred to as “Members”) will commit to attending its meetings. Membership in the AG_LS, and participation in meetings, is in a personal capacity and non-transferable.
• The WHO Secretariat, supported by external consultants, will serve as the secretariat to the AG_LS.
• The AG_LS will reinforce the Learning Strategy development from the relevant expertise. The widest possible technical, gender and geographical representation is required.

5. Membership and structure

Nominees should have multidisciplinary expertise, experience and interest in staff and/or wider adult learning, capacity development, lifelong learning, training, workforce development, strategy development and related areas. The composition of the AG_LS is proposed as follows:

External advisors: External members of the group will have the status of WHO Temporary Adviser. As such they will not be paid for their services but their travel and per diem will be covered by WHO should they be required to travel. They will be required to declare and manage any conflicts of interest and agree to confidentiality of the documents, discussions and other products related to the terms of reference. A minimum of 10 and a maximum of 15 external members are foreseen.

WHO regional offices: two representatives per WHO regional office (12), comprised of:
• one staff member from each regional office, and
• one from a country office in each region.

WHO HQ programme (eight), comprised of:
• two representatives from each “billion” (six), and
• two representatives from HRT (two).
6. Operating procedures

This AG will predominantly work virtually, with no more than two face–to–face meetings in Geneva or a WHO regional office.

The intensity of that work will vary in different periods and will be agreed among all group members and the Learning Strategy development core team working on the WHO Academy. The group will not appoint a chair and will work by consensus. Its discussions will be moderated by the WHO Academy Learning Strategy pillar lead Dr Gaya M Gamhewage and her team. Its proceedings and meeting outputs can be shared inside the Organization.

7. Timeframe

The AG_LS will function during the period of the learning strategy development (1 December 2019–31 May 2021).