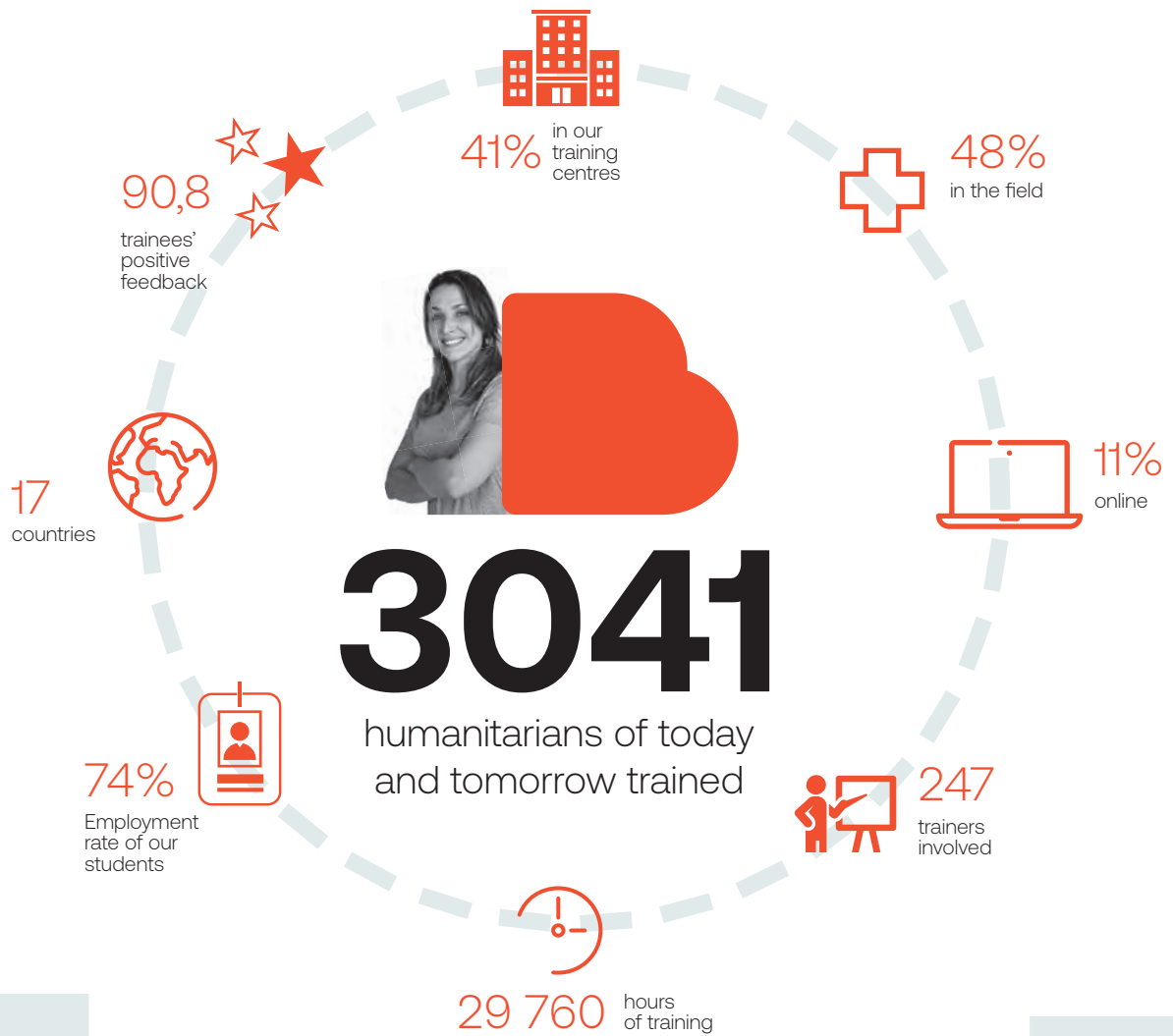




bioforce

ANNUAL REPORT 2023

2023 in figures



2 379
people trained



662
staff trained
(capacity building projects
and bespoke programmes)

65
organisations supported
in crisis-affected zones

Laying the foundations of a new ambition



BERNARD SINOU, PRESIDENT
DOROTHÉE LINTNER, MANAGING DIRECTOR

For the last two years, Bioforce has been reshaping its action and approach, in order to reach out to current and future staff working for emergency and development organisations more effectively, and provide solutions to suit their local needs. Our ambition is to provide worldwide training to local humanitarians, operators who remain local while being connected to an international community of practice, resources, standards and tools. This ambition is henceforth reflected in our mission: to help ensure the greatest number of humanitarians are committed, employable and effective as locally as possible.

To do so, we need to make our expertise accessible, and enable it to be disseminated, while maintaining our quality standards. While it is clear that we need to adapt our courses to the skills of the future, we are also determined to increase funding for low-income students, to implement our activities in new areas, closer to crisis zones and local needs, and to implement them in a more agile way. This includes developing digital teaching and learning, and forging partnerships with organisations that can in turn deliver these courses.

In 2023 we continued to implement our activities in a range of countries despite the crises that sent shock

waves through some of them: Bioforce remains very active in Burkina Faso, Mali, Niger, Lebanon, and we sent trainers as far afield as Nepal and Columbia.

Over 300 people also decided to take the e-learning route.

And in the autumn, we began preparing for a training event in Ukraine in 2024, in the wake of an operational organisation, Triangle Génération Humanitaire.

2023 was also marked by our drive to diversify teaching and learning methods:

- The first Learning week in Dakar, bringing together almost 100 regional solidarity stakeholders over one week (see p.10); we are intent on adapting it in 2024 to the needs of Ukrainians mobilised on the ground, and of social emergency response workers in France!
- The first combined work-study programme in Vénissieux (see p.15), before the second one begins in 2024;
- And the first milestones of an e-learning diploma course for Humanitarian programme coordinators which will start in 2024.


In order to keep making our solutions increasingly tailored to local needs, Bioforce developed its regional approach in 2023: its long-standing training centre in

Lyon has adapted its work to provide more effective support to local crises in France (social emergency response) and Europe. Every year, 300 future members of the European Solidarity Corps start a four-year training course there. In Dakar, the Bioforce Africa centre has embedded its regional roots, through support for local associations during the Sahel crisis, for example.

Finally, Bioforce is seeking to develop a network of local partners by 2030, to implement Bioforce's expertise outside its centres in Europe and West Africa: an initial partnership has been set up this year with the Lebanese School of Social Training at Saint-Joseph University in Lebanon, to offer a university diploma in 'Humanitarian crises, solidarity and international cooperation' in 2024 (see p.19), which should expand the pool of professional humanitarians in Lebanon.

Two noteworthy points: on the one hand, a consolidated economic model. In 2023, Bioforce adapted to strengthen its financial foundations. On the other hand, the Bioforce teams, through the support of a network of 250 professional trainers, provided support and training to a record number of over 3,000 people in 2023. For all that, we have maintained the quality of our work (almost 91% positive feedback), as well as operations in very turbulent areas.

These convincing results are the outcome of the combined work of the teams, the trainers and all our partners.

May our thanks go to them! 

**we need to make our
expertise accessible,
and enable it to be
disseminated,
while maintaining
our quality standards.**



learn

training the humanitarian actors of today and tomorrow.

The organisation and implementation of aid is changing radically: it needs to be more sustainable, fairer, more local, more inclusive, and more effective. Aid workers' professional development must therefore keep evolving accordingly, in terms of skills and behaviour, as well as personal motivation. These three dimensions are key drivers to ensure aid is not only effective, but also sustainable.

Aid organisations face the same challenge: how to recruit enough qualified, operational staff. The scale of this problem is such that it can compromise the responsiveness and, over time, the volume of aid provided. Yet there are many people seeking to get involved in helping others. So, the problem is not a lack of commitment, rather geographical or financial barriers to accessing training. We strive hard to develop a worldwide pool of professional humanitarians.

At the same time, it is important to create the right conditions for those people already working in the sector to keep developing their skills throughout their careers, so as to improve their practice and advance within their organisation. Every year, we develop training sessions on key humanitarian skills in our centres, in the field, and online.

We empower these women and men who take action throughout the world by making it easier to access tailored, reputed training. **LEARN**

2 379
people trained

including
762
in diploma
courses



including
1 617
in open
courses

1 262

in our regional training
centres for
Europe and Africa
53%



292

online
12%



825

in crisis-affected zones
(Burkina Faso, Chad,
DR Congo, Ivory Coast,
Mali, Niger)
35%



26 672

hours of training



build

strengthening the capacities of organisations in crisis-affected zones.

Aid organisations operate in a changing environment:

increasingly complex crises, access challenges ranging from local acceptance to security issues, accountability requirements, the impact of new technologies and data, issues around compliance with humanitarian principles and managing high-risk behaviour, reducing our carbon footprint, etc. Both national and international humanitarian organisations, and civil society organisations even more so, must inevitably develop their structural capacity, and optimise their operational capacity. How can we begin the process when, plunged into

the middle of crises, all their time is taken up by the work they do day after day to meet the needs of vulnerable populations? We develop tailored capacity building to suit the specific needs of each organisation, which gives consideration to its operational environment and practices, draws on its own tools and procedures, and takes into account its development priorities.

We empower national and international humanitarian organisations, their teams and their partners by designing, with them, tailored programmes of study. **BUILD**



organisations supported

45%

national and local organisations and institutions



15

countries



3 089

hours of capacity building (training and support)



Thematic areas



33%

Human resources and management



32%

Project and programme management



14%

Finance



6%

Training of trainers



6%

Water, sanitation and hygiene



6%

Logistics and security

africa

Offering long-term support to individuals and civil society organisations in the countries of West and central Africa is a concrete way of addressing people's need for training in the skills required to manage the multiple and growing crises they face. For Bioforce Africa, which came into being in 2017, working closely with civil society will help inspire a new wave of solidarity, based on prevention rather than cure.



Training the humanitarian actors of today and tomorrow

Diploma courses

Our diploma courses, taught in each of the regional training centres, provide students with all the knowledge, expertise and inter-personal skills they need to work as professional humanitarians and/or take on greater responsibilities. They offer professional certifications accredited by the French state (registered at the French National Register of Professional Qualifications) accessible via accreditation of prior learning, or university diplomas (through our partners).

Every year since it was established in 2017, the Bioforce regional training centre for Africa has hosted an increasing number of students (from 75 in 2017 to over 300 today) and offers more diploma courses, some of which are only available in Dakar, such as the 'Child Protection in Emergencies Projects Manager' programme.

FIVE HUMANITARIAN PROFESSIONS

In Dakar, we offer training in 5 humanitarian professions:



1 Projects and programme coordination professions

118 people trained in 2023

- Humanitarian Programme Coordinator



2 Support role functions

146 people trained in 2023

- Logistics Manager
- Human Resources and Finance Manager



2 Technical coordination professions

50 people trained in 2023

- Water, Sanitation and Hygiene Projects Manager
- Child Protection in Emergencies Projects Manager

WHO ARE THE STUDENTS ATTENDING OUR DIPLOMA COURSES AT BIOFORCE AFRICA?



314

people trained

up 19% in one year

36%

women.

31

average age.

55% from West Africa, 38% from central Africa.

Cameroon, Burkina Faso and Niger

are the most common country of origin.

69%

already employed by a national or international aid organisation (17% in Europe).

31%

retraining to work in the aid sector.

ON AN UNPRECEDENTED SCALE

Every year the cross-disciplinary field practice, a full-scale humanitarian simulation exercise which brings the course to a close in each of the centres, takes place in two phases: half of the year group during the first week, and the other half during the second week. The scenario involves the opening of a humanitarian mission; the aim for the students is to apply what they have learnt in their respective training, and to learn to work with students from other courses, trained in other professions that make up a mission.

In order to tailor this to the tense security situation in Dakar, in 2023 the teaching team decided to merge the two exercises into a single one on an unprecedented scale: for the first time, 120 students, 15 trainers and team members were mobilised over 5 days, including 3 days in the field in Mboro, 118 kilometres (73 miles) from Dakar. So quite a logistical challenge, requiring meticulous preparation (availability of equipment, travel planning, hosting students and staff) and a logistics team available around the clock. It also represented a personal challenge for each student, trying out their skills and stepping out of their comfort zone to test themselves and get to know themselves better, while remaining in a safe learning environment. And finally, a professional challenge for the teaching team, who were testing this new format, with its unusual scale and scenario, in real time. Success on all three fronts!



Open courses

Bioforce's short continuing education courses teach the key skills required for current or future high-quality professional practice in the humanitarian sector. Year-round, in our training centres in Europe and Africa, in the countries where we operate, and via our e-learning platform, we offer training in key humanitarian competencies.

In Africa, the majority (90% in 2023) of the people on our courses already work for national or international organisations. They come here to develop or consolidate their skills so they can advance their humanitarian career.

Despite the volatile security and political situation in the region, this determination to learn has not been rocked: 315 participants in Burkina Faso, 147 in Niger and 127 in Mali - so similar numbers to previous years. Training for trainers, logistics and finance were the most sought-after courses in 2023. Following the launch of evening classes in Dakar in 2022, they continue to be in high demand, addressing the need to take training without taking time off work (up 147%).

956

people trained

including 80% in the field
(Burkina Faso, Ivory Coast,
Guinea, Mali, Niger,
DRC, Chad).



66%

work for international
organisations.

24%

work for national organisations.

28%

women.

THEY ARE HOSTING OUR OPEN COURSES



in Burkina Faso
and Chad



in Mali



in DRC



in Ivory Coast



in Niger



in Guinea

Strengthening the capacities of organisations in crisis-affected zones

The first ever Learning week!

Five days, 93 humanitarians, over 90% satisfaction rate, and an incredible experience! During the week of 23 October 2023, Dakar hosted the roll out of a teaching and learning innovation aiming to give solidarity stakeholders a taste for learning, and encourage them to work together more effectively. Five short courses were delivered to 93 national and international NGO staff (of which 42% were women and 58% were men) to develop five flagship humanitarian skills (supply, project management, finance management, management, training for trainers).

However, the learning process does not simply boil down to attending training sessions, and this is exactly what Bioforce wanted to demonstrate during this very first Learning week. Throughout the five days, participants also took part in conferences, a market place, practical workshops using role play, as well as social events to help them explore other ways of operating, share their experiences, discuss issues with their peers, meet potential partners and discover innovations within the humanitarian community. An agile, exacting and joyful place to learn.

A great many African and international organisations and associations helped run these events: Women in Law and Development in Africa, Centre Estel, COSPE Onlus, Humanity & Inclusion, Village Pilote, Terre des Hommes Foundation, DG ECHO, Samu Social Senegal, SOS Villages d'Enfants, YMCA Senegal, HELP Logistics...



The Learning week includes a full-scale humanitarian simulation exercise. Participants work together independently.

Photo: Sylvain Cherkaoui for Bioforce

5 days

93 participants

+90% positive feedback



Training refugees and internally displaced people in Niger

Since 2022, Bioforce has joined forces with the UN High Commission for Refugees, Monaco's Department of International Cooperation, and the Nigerien NGO, Forsani, to train refugees and internally displaced people in humanitarian professions. Through this project, we seek to demonstrate that by equipping the latter with the appropriate tools, they can shift from being aid beneficiaries to qualified humanitarian workers, improve the quality of humanitarian action, and contribute to global efforts to localise aid.

The 46 scholarship students from Mali, Burkina Faso, Togo, Ivory Coast and Niger, are determined to put their skills into practice in support of the sustainable development goals. Yet, despite their skills, motivation and perseverance, they often face administrative and legal stumbling blocks that prevent them from gaining a foothold in the humanitarian labour market. In 2023, our advocacy work therefore focused on facilitating this integration, and included organising a Humanitarian Stakeholders Forum in Niamey to foster networking and dialogue with employers from the humanitarian sector in Niger and within the ECOWAS zone.

Alongside this, in response to specific local needs and capacity, we designed a humanitarian action awareness-raising programme to help staff from refugee and internally displaced communities, and host populations, to make their voices heard more effectively within the aid system. This training course will be rolled out in French and in Hausa during the first quarter of 2024.

This initiative reflects the essence of this pilot programme through which we are seeking to identify the most sustainable and effective approach to maximise our students' professional prospects in the aid sector, for which tribute was paid to Bioforce at the Global Refugee Forum in December 2023.

FUNDING BODY



IN 2024

Bolstering civil society in the Sahel region

Operated by Bioforce Africa and supported by the government of the Principality of Monaco, the Sahel Initiatives Fund, launched in October 2023, aims to support local organisations leading high-impact projects that address the population's fundamental needs and foster local empowerment. In Burkina Faso, Mali, Niger and Senegal local organisations were invited to submit project proposals to improve the living conditions of the most vulnerable in key areas such as education and vocational training, child protection, entrepreneurship and employability, food security, culture and sport, peace and social cohesion, adapting to climate change, and environmental protection.

Successful applicants will receive grants of between €15,000 and €30,000 to implement their project from April 2024. Over and above offering financial support, Sahel Initiatives also strives to build a community of local stakeholders by sharing best practice and providing training in project management.

www.initiatives-sahel.org

FUNDING BODY



Standing alongside the teams from the Malian Ministry of health and social development

In Mali, the National department of social development coordinates emergency and development operations as part of its administrative remit, and works with the United Nations and humanitarian organisations to implement projects. Its teams in the field are in daily contact with affected populations, including internally displaced people. As our Malian trainer points out, “some have faced challenging security situations in the field, others have negotiated humanitarian access without any training, or struggled to foster trust with their teams and beneficiaries.” From social workers to psychologists and planners, while they each hold specific expertise and have learnt a great deal on the job, they are also eager to develop cross-cutting knowledge and

skills specific to the humanitarian system. So, in November 2022 regional directors travelled to Bamako to improve their understanding of humanitarian contexts, learn to identify safety and security issues better (especially when teams are on the move), and be able to build trust and work with people from different backgrounds. Following this nine-day course, the participants said they felt better equipped to interact with humanitarians and aid beneficiaries, and also better prepared to advocate and integrate safety and security regulations, as well as concepts related to gender and accountability in humanitarian action, both in terms of planning and organisation.

“A big thank you to DRC for including national NGOs in their capacity building plan”

To facilitate the implementation of a rapid response mechanism run by its local partners in Liptako Gourma, a hotspot within the Sahel region which is hard to access, Danish Refugee Council (DRC) called on Bioforce to deliver training to its teams and local NGO partners. These four sessions run in Burkina Faso on project methodology, monitoring, evaluation, accountability and learning, and financial management resulted in capacity building for 16 partners and 90 participants trained. It was still possible to run these activities in this area in 2023 thanks to our network of regional trainers.

This collaboration with DRC will be strengthened in 2024 through joint running of the project, additional training for national partners in logistics, water, sanitation and hygiene, and the humanitarian action environment. Finally, alongside this, these same partners will be supported in the actual implementation of the rapid response mechanism throughout the year, ending in 2025.



Photo: DRC

**it was still possible
to run these activities in
this area in 2023
thanks to our network of
regional trainers**

”

europa

Facing war, a migration crisis, social and climate instability, Europe is also a vulnerable region. While the Bioforce Europe teams continue to train people who wish to work internationally, these new challenges are also being taken into consideration so that people can become local humanitarians, right here. Over and above individuals, a whole professional community needs strengthening. Bioforce Europe has put a framework in place to offer gradual capacity building to social emergency response organisations. Preparing for crises is a critically important issue for these organisations.



Training the humanitarian actors of today and tomorrow

Diploma courses

Our diploma courses, taught in each of the regional training centres, provide students with all the knowledge, expertise and inter-personal skills they need to work as professional humanitarians and/or take on greater responsibilities. They offer professional certifications accredited by the French state (registered at the French National Register of Professional Qualifications) accessible via accreditation of prior learning, or university diplomas (through our partners).

Bioforce Europe, the organisation's long-standing training centre, mainly hosts people who have already had a career, and are seeking to use their experience to support a cause. The only exception to this rule are the students on our three-year Bachelor programme to become Occupational environment and humanitarian logistics managers. The course is designed to leave them the choice between working for a company or an aid organisation, but always in support of others.

SIX HUMANITARIAN PROFESSIONS

In Vénissieux, we offer training in six humanitarian professions:



2 project/programme coordinator courses

133 people trained in 2023

- Humanitarian Programme Coordinator
- Humanitarian Programme Manager



4 support role courses

315 people trained in 2023

- Logistician
- Logistics Manager
- Humanitarian Resources and Finance Manager
- Humanitarian Logistics and Facility Management (Bachelor)

WHO ARE THE STUDENTS ATTENDING OUR DIPLOMA COURSES AT BIOFORCE EUROPE?



448
people trained

47%
women.

31
average age.

83%
retraining to work in the aid sector.

17%
already employed by a national or international aid organisation (69% in Africa).

134 in initial training
(post-18 Bachelor's)

22
average age.

94%
from Europe.

314 in professional training

36
average age.

65%
from Europe (31% from Africa, 2% from the Middle East and 2% from America).

WORK-STUDY PROGRAMMES IN SUPPORT OF HUMANITARIAN TRAINING

For the very first time one of Bioforce's professional training courses includes a work-study programme. We wanted this format (one week studying, three weeks at the headquarters of a humanitarian organisation) to provide students with long-term immersion in the workplace, daily dialogue with humanitarian colleagues from the headquarters and the field, and real-life application of what they have learnt. A direct path to independence and confidence, and of course a way to develop skills quickly. For interns, this training is funded by their employer, and paid, so that they can focus fully on their course.

This first year, 15 organisations recruited the future 'Humanitarian Logistics Managers' on work-study programmes:

- **They operate in France** > Federation of Food Banks, Yambi, Salvation Army, la Ressourcerie du Cinéma, Plateau Urbain, Restos du Cœur, Emmaüs
- **They operate in France and worldwide** > Solidarités international, Médecins du Monde, ASMAE, Action against Hunger
- **They operate worldwide** > Aviation without Borders, Triangle Génération Humanitaire, Peuples Solidaires Jura, Organisation for the Prevention of Blindness.

Open courses

Bioforce's short continuing education courses teach the key skills required for current or future high-quality professional practice in the humanitarian sector. Year-round, in our training centres in Europe and Africa, in the countries where we operate, and via our e-learning platform, we offer training in key humanitarian competencies.

In Europe, 2023 saw 333 future members of the European Solidarity Corps complete their training (see box). There was a sharp increase in distance learning (up 19% compared to 2022) and the 16 sessions held this year were attended just as keenly from Greece and Kenya as from Cambodia and Ethiopia. The most popular topics remain project management and financial management for aid projects. In 2024, the team will offer off-campus sessions in Paris, Brussels and Geneva, close to the European humanitarian hubs.

661
people trained
almost half of whom (44%)
via e-learning.



42%
work for international organisations.

22%
for national organisations
or institutions.

61%
women.

PREPARING YOUNG EUROPEAN VOLUNTEERS



Bioforce will be working alongside Lattanzio KIBS and Punto Sud (Italy), IECAH (Spain) and IHFV (Germany) between now and 2026 to help prepare members of the European Solidarity Corps. Before joining the pool of volunteers and setting off on their first mission, they must all complete a self-study e-learning course, as well as in-person training covering topics such as the humanitarian environment, project management, managing a team and intercultural relations, safety and security, and occupational health risk prevention.

Within this consortium, Bioforce has been tasked with developing content in English for the five-day face-to-face course, which will be translated into French and Spanish so that each partner can run the sessions; as well as training all the programme's trainers. Bioforce is also responsible for running most of the sessions. In 2023, 333 young, committed Europeans joined us for the 18 sessions. In 2024, there will be 400. "Thank you Bioforce for providing us with such high-quality content and a space in which we could share previous experiences that would help us in the future."

Strengthening the capacities of organisations in crisis-affected zones

Humanity & Inclusion: improving access to populations

Ensuring assistance is provided to populations even in the most perilous environments has become a critically important issue for humanitarian organisations. What can be done when access is denied? Since 2020 Bioforce has been accredited to deliver training on a toolkit designed in French and in English by the Norwegian Refugee Council (NRC) and the International NGO Safety Organisation (INSO). Delivered through role play, it helps understand and use tools to analyse and prepare for humanitarian negotiations, and negotiation techniques, which is exactly what Humanity and Inclusion sought for some twenty of its regional directors, who attended the training at their headquarters. The aim was also to bring the organisation into alignment on a common approach and vision of humanitarian negotiations. Next step: Bogotá 2024.

Forging a common culture at Médecins du Monde

The adventure began in 2015, and is showing no signs of stopping: since we redesigned its healthcare project planning training together, Bioforce has delivered training to Médecins du Monde teams several times per year. They may work in the field (in France or worldwide) or at the headquarters; be technical specialists or generalists; have experience in planning and project management through other organisations or be completely new to the concept. What they have in common is that they all need to take this training to develop a common vision of project planning, an understanding of Médecins du Monde's specific approach, and the tools at their disposal. In 2023, we ran four sessions in Saint-Denis, Amman and Bogotá, training a total of 95 people. In 2024, we will have the pleasure of continuing this work in Tbilisi, Abidjan, Addis Ababa, Bogotá and Paris!

“Very important training - very helpful and eye opening to tools, methods and processes already existing but not known.”
“Participating in physical training sessions offered good networking opportunities and a deeper understanding of the challenges and circumstances faced in other missions.”

This joint collaboration doesn't stop there: since 2022, Médecins du Monde managers have been offered face-to-face and online training (team management, managing a team of volunteers, strategic team management, coaching and intercultural issues, change management) as well as group and individual sessions to help them apply what they have learnt to the workplace. In 2023, 114 managers took this training.



Photo : Triangle Génération Humanitaire

Supporting local stakeholders

With a centre in Les Minguettes district in Vénissieux since 1986, Bioforce Europe supports other stakeholders striving to promote local solidarity. In 2023, 114 students got involved in 39 projects supervised by the Bioforce team, across 10 localities within the Lyon metropolitan area. Their action was targeted in line with their training (operational or methodological support), and its impact appreciated by local partner organisations:

- **100%** of the projects led by students had a concrete, positive impact on the organisation's operations and/or projects: tools set up (management, communication, etc.), skills transferred, quality of activities improved, new initiatives developed, etc.).
- The students' projects had a direct impact on **3,435 people** in the Lyon metropolitan area.

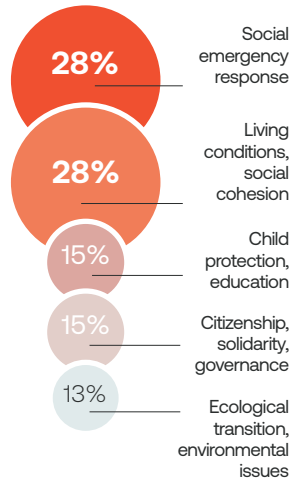


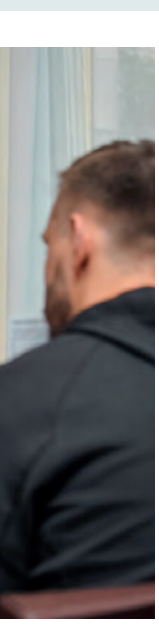
Photo : Instagram / Bioforce

WITH THE SUPPORT OF



IN 2024

Learning weeks tailored to the European context for 2024



Following on from Dakar in 2023, two Learning week projects should get off the ground in 2024. Each one exemplifies how flexible this approach is, and how well it can be tailored to the local context.

The result of a partnership with Triangle Génération Humanitaire, this first project will be delivered in June 2024 in Dnipro, Ukraine to local NGO staff who have been working hard since 2022 to alleviate the consequences of the war: while technically skilled, they lack the keys to access the international aid system and its funding opportunities. Yet, this local fabric is best placed to meet both immediate and long-term needs. The assessment conducted in 2023 identified needs in the areas of project management (especially monitoring, evaluation, accountability and learning), humanitarian principles, and how donors operate. This Learning week is the first step towards a joint ambition to strengthen the Ukrainian community network over

the long-term, in order to create a lasting impact and foster empowerment.

The second one, to be held in the autumn in Vénissieux, will be dedicated to local social emergency response stakeholders, who are working in increasingly complex and poorly understood situations. The Solidarity learning week will focus on preparing them to effectively address these new types of crises which intertwine local and international levels: on the one hand by developing their skills (project methodology, advocacy, logistics, managing volunteers, psychosocial risk prevention, etc.), but also by making space for cooperation so as to expand their professional networks. Once again, our aim is for this to be the first step towards more personalised support (pooled learning group, self-assessment of organisational, technical and structural capacities, development plan, etc.).

Bioforce in other parts of the world

Improving the quality and efficiency of aid work involves recruiting and retaining qualified professionals who can hit the ground running locally. Yet, such staff are lacking, or volatile, and HR development is rarely practised due to insufficient time or resources. This situation has also been observed among many civil society organisations in Lebanon, which have been working flat-out since the collapse of the State and the disintegration of economic and social stakeholders. We need to advocate a learning reflex, both for organisations and for individuals.

Sanabel Nour: a more effective organisation

For decades, Lebanese civil society organisations (CSO) have come together to support the population through the country's successive crises. However, they still face a great many challenges: a growing number of beneficiaries, a lack of legitimacy and recognition from other local stakeholders, a lack of funding and resources. Yet coordination and crisis response could be significantly improved through capacity building, as well as broader, direct access to institutional funding. Sanabel Nour is an iconic CSO from the city of Tripoli, providing assistance to people in need since 1995. Widely recognised and appreciated by the people of Tripoli, it had to cope with an exponential increase in the number of beneficiaries between 2019 and 2022. In order to meet these needs without jeopardising quality, Sanabel Nour had to consolidate its operations and diversify its sources of funding. From January 2022 to June 2023, Bioforce helped it do just that. Following a self-assessment of its capacities using our tool 'Taking the Lead', five capacity building areas were identified: 'secure funding for our work', 'assess the effectiveness of our work', 'manage governance and ensure leadership', 'make us a resilient organisation', 'manage people'. From developing the teams' skills and helping experts establish internal procedures and policies, to supporting the restructuring of departments, and more; a total of 17 capacity building initiatives were incorporated until May 2023. At this point the measure of Sanabel Nour's organisational performance had shot up by over 36% (compared to June 2022)! The final phase of our support will involve establishing an internal training and learning plan by mid-2024 to improve Sanabel Nour's best practice in various domains (security, communications, data confidentiality,

etc.). However, Sanabel Nour didn't wait to complete the programme before reaping the rewards: the organisation has been granted funding from an international donor, Expertise France, for a five-month food security and nutrition project with Tripoli residents.

FUNDING BODY



IN 2024

Building the pool of Lebanese professionals



Photo : Saint-Joseph University

Providing access to high-quality support and training is a matter of necessity in Lebanon. That is what Bioforce aims to do, with the support of Monaco's Office of International Cooperation, by setting up a new 200-hour university diploma course in 'Humanitarian crises, solidarity and international cooperation', taught jointly by the Lebanese School of Social Training at Saint-Joseph University, and Bioforce. This cooperation is one-of-its kind, in that it combines a scientific approach to analysing social action in a complex environment, with practical training to prepare the operational side of field work, in the same diploma. From the start of the 2024 academic year, the two-year course will begin for 40 students. These include some with Master's degrees (social work, political or human sciences, management, etc.) keen to work in the aid sector, as well as practising professionals or those eager to work for local organisations (civil society, community development departments, professional networks and groups) or international bodies (NGOs) focused on humanitarian work. Training these professionals will indirectly contribute to building the capacity of their organisations and providing high-quality, effective aid.

FUNDING BODY





Worldwide work placements for students

464 students from both the Africa and Europe centres on internships or skills assessment and application periods are on placements across nearly every continent to complete their course. Find out where.

Once the course is complete, learning continues on assignment in the field

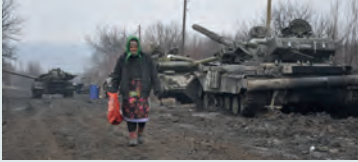
A fundamental part of Bioforce's approach to teaching and learning, which alternates knowledge acquisition and practical application, our diploma courses include a four or six-month work placement in the field within a humanitarian organisation, depending on the course. Our teaching teams offer students guidance and monitoring to develop their placement plans and prepare to meet their future employers. Their training coordinator remains on-hand to provide support throughout their assignment. The humanitarian organisation's assessment, as well as the student's own mission report, are prerequisites for professional certification. The award panels are made up of Bioforce representatives as well as industry professionals (employees and employers). In 2023, 168 trainees were awarded professional certification.

America
3%



Photo : European Union/Camila Díaz (Colombia) - CC

Photo : European-Union/People in Need (Ukraine) / CC



Europe
33%



Photo : European Union/Sherko Mohamed (Iraq) - CC

Middle East
1%

Asia
2%



Photo : European Union/Lisa Hastert (Bangladesh) - CC

Africa
61%



Photo : European Union/Olympia de Maismont (Burkina Faso) - CC

The main employers in 2023



Employment rate at the end of the course*

74%

**Calculated one-year on for the class of 2021-2022 on diploma courses, excluding the Occupational environment and humanitarian logistics manager course.

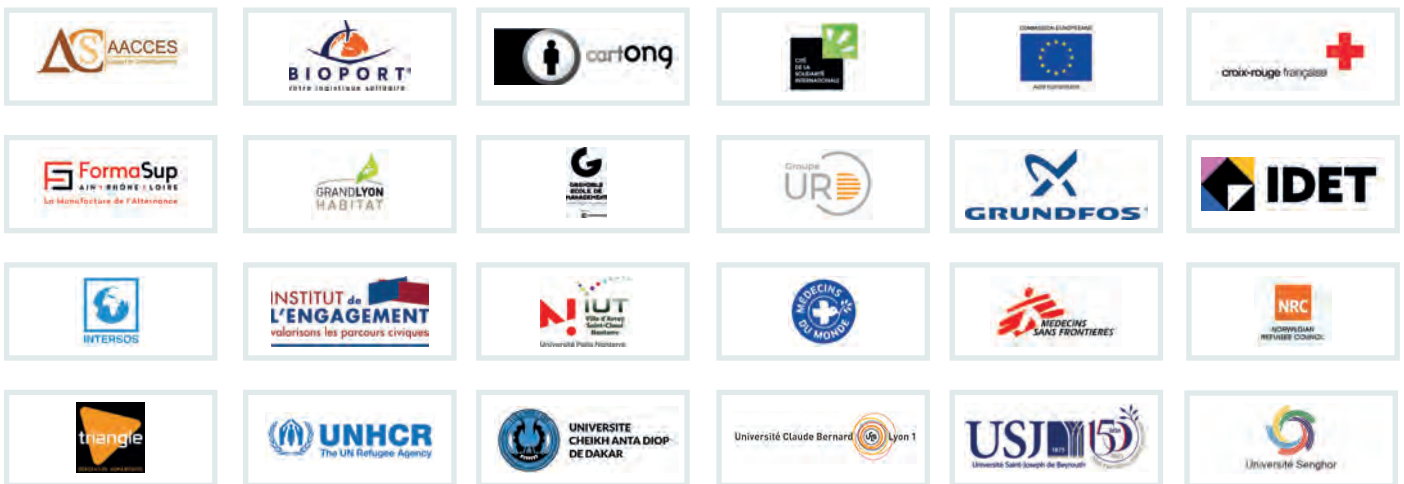
For the Bachelor course in Humanitarian logistics and Facility management: **78%** of the 2023 graduates were employed or continuing their studies three months after the end of their course.

An overview of our 2023 partners

Bioforce is a member of



Our training or capacity building partners

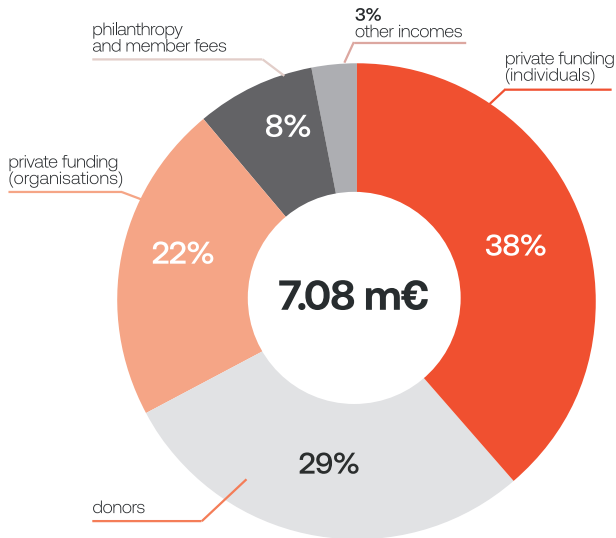


We trained their teams or partners in 2023



Resources

Origin of funds



- **Private funding (individuals)**

Funding from course participants.

- **Donors**

Auvergne-Rhône-Alpes regional authorities, Lyon metropolitan authorities, regional and town councils, public establishments, Caisse des Dépôts, Agence Française de Développement, French Europe and Foreign Affairs ministry, UN agencies, Principality of Monaco.

- **Private funding (organisations)**

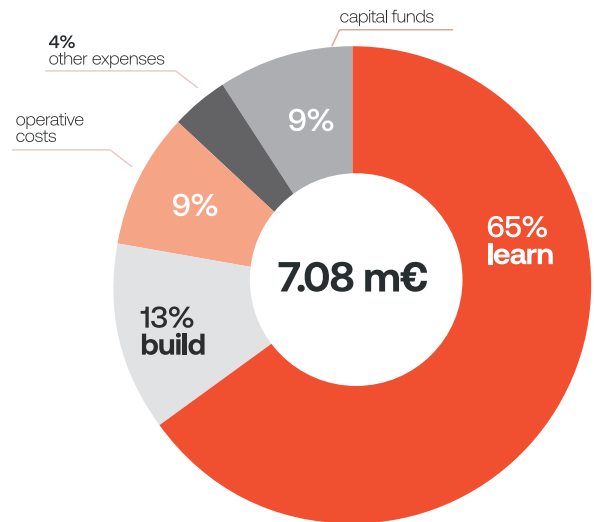
International organisations, NGOs, companies, foundations, taxe d'apprentissage (French tax to fund continual professional development), OPCO (French funding body for vocational contracts).

- **Philanthropy and membership fees**

Institut Mérieux, bioMérieux, Sogelym Dixence, members fees.

- **Other income** Miscellaneous operating income.

Allocation of funds



- **Learn**

Diploma and open training courses for the humanitarians of today and tomorrow.

- **Build**

Strengthening the capacities of organisations in crisis-affected zones.

- **Operative costs**

Overhead costs incurred in carrying out our missions and ensuring they are properly implemented.

- **Other expenses** Depreciation, amortisation and impairment expenses.

- **Capital funds** Profit for the year

The profit this year, amounting to €666,109 was allocated to capital funds.

THEY SUPPORT BIOFORCE





EMPOWERING HUMANITARIANS

We are here for those who give their time, who care for others,
who appease crises and who dedicate themselves to humanity.

We are here for those who believe in peace and solidarity.

For all those who save lives, around the world.

We accompany them to become humanitarian professionals
because caring for the most vulnerable is more than a calling,
it is a true profession.

headquarters.

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