



Supplementary information note to the climate change policy update

Costed implementation plan (2025–2029)

1. This supplementary note accompanies WFP's updated climate change policy and establishes the priorities and activities that are necessary to enable implementation of this policy over the next five years (2025 through 2029).
2. WFP's climate change policy envisions that people who are exposed to climate shocks and stressors have food security and can sustainably meet their food and nutrition needs as the climate is changing. To realize the change pathways and outcomes that underpin this objective, WFP has identified four enabling factors related to:
 - partnerships;
 - data, research, and evidence;
 - financing; and
 - workforce.
3. This implementation plan summarizes the costs that are associated with key activities and deliverables under these enabling factors. It was developed in close coordination with the implementation plan of WFP's updated resilience policy (2024), which is grounded in the same set of enablers. Activities in this costed implementation plan were reviewed jointly for both policies, to leverage cost savings and avoid duplications in policy implementation structures and processes.
4. To implement WFP's updated climate change policy, the following investment needs are projected over the next five years. These would be included in global headquarters (PSA and extrabudgetary) and country strategic plan (CSP) budgets, depending on where the investment is needed.

Enabling factor	Projected costs (USD)
Partnerships	1 595 904
Data, research, and evidence	2 255 263
Financing	2 994 738
Workforce	3 707 497
Total	10 553 402

Partnerships

5. The implementation of WFP's updated climate change policy is rooted in sustained collaboration and coordination with public and private sector partners, United Nations agencies and programmes, NGOs, local institutions, research and knowledge partners, and inter-governmental organizations. These partnerships are critical for enabling the change pathways for this policy, particularly the analysis of climate and disaster risk in different programming contexts and the integration of climate-focused activities in CSPs.
6. A key activity in the costed implementation plan is the development of a **partnerships plan for climate action**, which will map the financial, technical, knowledge and advocacy partnerships at the global and regional levels that strengthen WFP's abilities to develop and implement impactful climate-focused initiatives in CSPs.
7. To ensure that these interventions remain inclusive, innovative, and scalable, WFP will expand and diversify its partnerships and continue to **engage strategically in global policy fora** related to climate action and disaster risk reduction. This will also foster the consideration of food and nutrition security in international climate policies, funds and programmes.
8. Effectively communicating examples and learnings from climate and resilience-focused programming will be crucial to enable the implementation of both policies. This will be enabled by a comprehensive **communications strategy** for WFP's climate and resilience policies that targets both internal and external stakeholders.

Data, research and evidence

9. To ensure that CSPs are climate risk-informed, WFP will systematize access by country offices to **climate risk and vulnerability information** and ensure that such information is available in the early stages of CSP design. A WFP-internal **community of practice** between relevant teams and functions at all levels will facilitate the exchange of methodologies, data and analytical tools which combine the results of climate-specific assessments with other socioeconomic data related to food security, poverty, gender and nutrition.
10. To further professionalize results monitoring and impact analysis, WFP will standardize and systematize approaches to quantitative and qualitative evidence. This includes the prioritization of countries and themes for impact evaluations, the development and testing of **return-of-investment methodologies** for different types of projects, and a practical and low-cost tool to track implementation of WFP's climate change policy. The development and dissemination of an **evidence generation toolkit** for climate- and resilience-focused projects will enable WFP to translate analytical findings from ongoing projects into actionable strategies to design and implement better programmes.
11. **Regional training workshops** will support country offices in different risk and programming contexts to standardize the use of evidence in country programmes, enable adaptive management of ongoing projects, and adopt evidence-based decision-making protocols. An **evidence repository** will be part of WFP's knowledge management efforts to ensure that lessons learned, and good practices can be incorporated into the design of new climate and resilience programmes.

Financing

12. WFP is committed to improving its internal strategies and processes to access, sequence and combine a broader range of financing sources for climate action and resilience strengthening. A key feature of this implementation plan is the development of a **resource mobilization plan for climate action**, which is closely aligned with a broader resource mobilization strategy for climate and resilience in WFP. A **climate and resilience investment pipeline** will

keep being maintained and continuously updated as an instrument to scale up financial, technical and partnership support for climate change adaptation and disaster risk reduction in fragile and conflict-affected programming contexts.

13. To coordinate and harmonize strategic advocacy and fundraising priorities for climate and resilience programming, a WFP-internal **Advocacy, Partnership and Finance Group** will continue to operate, ensuring coherence in corporate messaging and synchronicity between the Programme Operations Department and the Partnerships and Innovation Department.
14. To facilitate resource mobilization from new and non-conventional sources, WFP will establish an **internal project design fund** which will provide crucial seed funding for the development of country-led climate proposals. In parallel, WFP will develop a **barriers and options paper** to identify and address bottlenecks in WFP-internal processes which presently hamper the ability of the organization to access multilateral climate financing and enable better alignment with the dynamic requirements of climate-specific and IFI-related financing.

Workforce

15. To strengthen the capacity of WFP staff as enablers of climate action, WFP will **review climate-related staffing needs and skills profiles** at the country office, regional bureau and headquarters levels and assess the suitability of current rotational cycles and contracting modalities to meet these needs. As part of these efforts, WFP will establish a **cadre of internally trained staff** to expand deployment options and support the retention of specialized skills for climate-related engagement at all levels of the organization.
16. A **Climate Crisis Task Force** will operate under the leadership of WFP executive management to facilitate coordinated engagement across WFP on climate-related issues. A series of **policy dissemination workshops** will be undertaken to orient country office, regional bureau and headquarters-based staff on WFP's updated climate change policy.
17. WFP will continue to ensure that **environmental and social safeguards** are applied across climate- and resilience-focused programmes and financing instruments. A **community of practice** will enable space for analytical and programmatic knowledge-sharing, incorporating relevant WFP technical teams and enabling knowledge sharing on the implementation of climate, resilience and environment policies.
18. To strengthen an intersectional approach to climate change through gender-transformative results, WFP will work with internal and external experts to create resources which foster greater **gender equality, protection, and social inclusion** in climate-focused programming, tools and guidance.

Enabling Factors	Objectives	Activity	Timeline
1. Partnerships	<i>Strategic partnerships are harnessed and strengthened to enable climate action at the national, regional and global levels</i>	Establish a partnerships plan for climate action , based on a mapping of technical, knowledge and advocacy partnerships at the global and regional level	Q1 2025 – Q3 2025
		Strengthen collaboration with existing partners and build new partnerships (including with IFIs, private and public sector institutions) to bolster climate-focused programming at the national, regional and global levels	Q4 2024 – Q3 2029
		Develop a communications strategy for WFP's Climate and Resilience Service to inform internal and external partners about WFP's value proposition and showcase WFP's climate change and resilience portfolio	Q2 2025 – Q3 2025
		Participate strategically in global policy processes to support strategic partnership building and sharing of effective climate solutions (e.g. UNFCCC and UNCCD CoPs, UNGA, WEF, G7, G20)	Q4 2024 – Q3 2029
2. Data, research and evidence	<i>Quality data, research and evidence is available to enable impactful climate programming and guide decision-making across programming contexts</i>	Roll out a standardized evidence generation toolkit and guidance to translate analytical results into programmatic action, including through regional training workshops	Q2 2025 – Q4 2026
		Promote access to data through a dedicated evidence repository , which captures lessons learned and good practices from climate- and resilience-focused programming across WFP	Q1 2025 – Q3 2029
		Develop, test, and implement return on investment methodologies to measure WFP's contributions to reducing humanitarian food assistance needs in a changing climate	Q4 2024 – Q3 2029
3. Financing	<i>Resource mobilization efforts are strengthened to enable multi-year, flexible and predictable funding for climate action</i>	Develop and update a resource mobilization plan for climate action to enable WFP to engage with a broader variety of financing partners and investors for climate-focused programming	Q1 2025 – Q3 2025
		Update WFP's climate and resilience investment pipeline to scale up investments in climate action and disaster risk reduction in fragile and conflict-affected situations	Q4 2024 – Q3 2029
		Coordinate a WFP-internal Advocacy, Partnership and Finance Group on climate and resilience to ensure coherence in corporate messaging and synchronicity across programme and partnership functions	Q4 2024 – Q3 2029
		Manage a WFP-internal project design fund to provide seed funding for the development of innovative climate action proposals and leverage new partnership and financing opportunities	Q1 2025 – Q4 2029
		Develop a barriers and options paper for the WFP leadership group to facilitate the unblocking of internal barriers to accessing multilateral climate financing and leverage support for climate action across WFP	Q1 2025

Enabling Factors	Objectives	Activity	Timeline
4. Workforce	<i>Specialized skills and expertise are available and retained across relevant functional areas to enable climate action across WFP</i>	Carry out dissemination workshops for WFP's updated climate change policy across all relevant thematic and functional areas and involving global headquarters, regional and country office teams	Q1 2025– Q2 2025
		Expand knowledge sharing of quality analysis and programmatic experience through a community of practice that incorporates relevant technical teams across WFP	Q4 2024 – Q3 2029
		Conduct workforce capacity assessments and review contracting modalities to assess staffing profiles, capacity needs and training gaps across functional areas	Q1 2025 – Q3 2026
		Develop and disseminate guidance materials to inform the design and implementation of high-quality climate change adaptation and disaster risk reduction projects	Q1 2025 – Q4 2026
		Integrate gender equality, protection, and social inclusion into climate-focused programming tools and guidance to enable more transformative gender outcomes	Q1 2025 – Q3 2026
		Develop and maintain a cadre of internal trained staff to enable the retention and deployment of climate-related skills in WFP	Q1 2025 – Q4 2029
		Ensure the application of environmental and social safeguards across climate- and resilience-focused programmes	Q4 2024 – Q3 2029
		Coordinate a Climate Crisis Task Force in WFP to enable coordinated corporate engagement on climate-related action across the organization	Q1 2025 – Q4 2029