**Terms of Reference (ToR) for Training Youth Drop-in Facilitators on soft and entrepreneurship training methodology skills**

Location: Easter equatorial state (Kapoeta South and Jonlei state Bor south county

Duration: 15 days

Reports to: SIDA-SCI Program Manager

**Background**

With Funding from Swedish International Cooperation Development Agency, Save the children is Implementing ‘Support for education and successful transitions among vulnerable children in South Sudan’ program (1st November 2019 to 31st December 2022). Key aim of the programme is to provide continued access to quality, protective and equitable education services for children in South Sudan. This programme is Implemented in partnership with four (4) other strategic partners with Save the children assuming the lead role. Parties in this programme include; Two frontlines and two technical partners. The frontline partners are National Non-Governmental Organisations (NNGO), namely; (i) Support for Peace and Education Development Program (SPEDP) and (ii) Organization for Peace, Relief and Development (OPRD) implementing SIDA project in two counties (Kapoeta and Magwi) in Eastern Equatoria State. Technical partners are; (i) College of Education, University of Juba and (ii) Light for the World. They are responsible for the development of teacher training, review of key school policy documents to ensure inclusiveness, support capacity building of education institutions, community structures on matters related to school management, monitoring, supervision of learning and teaching in schools.

Youth dropout in South Sudan falls under three categories, namely: (i) Secondary leavers (learners having completed secondary education but without any options for either further studies or access to vocational skills), (ii) Primary dropouts (learners having attended primary school, but did not complete primary education), and (iii) Illiterate youth. Though this programme and its partners will strive to create pathways for youth under these profiles through career opportunities such as; TVET focusing on basic vocational soft skills, life skills and functional literacy courses (especially for youth who never attended school). These services will be provided through youth drop-in skill training centres. Save the Children will coordinate with the potential consultants and education interventionists to define better pathways to empower the youth and win them back as valuable entities.

Target group will be the most vulnerable population youth aged 13- 22 years with the aim to contribute to a more motivating and engaging environment for them, through soft vocational trainings, employability programs, and opportunities for youth to productive engages in their community. It will also contribute to increased youth engagement by creating a network of relatable role models closest to the population groups, such as parents, teachers, community leaders, religious leaders and peers, who have the opportunity to act as change agents and influence the population groups’ behavior, attitudes, and actions.

In lieu of the above; Save the Children, therefore, is seeking services of a consultant with relevant knowledge and skills to undertake the training of Youth Drop-in Centre Facilitators on soft vocational skills, entrepreneurship, Functional adult literacy, psychosocial support first aid skills and other life skills appropriate for the holistic development of a youth to enable them become responsible citizens hence contribute to economic agenda of the national as well as that of house hold and individual youth .

**Purpose and Scope of the Training**

The overall purpose of this consultancy is to train 30 (6 per county) youth drop-center facilitators to equip them with relevant facilitation skills that will enable youth- drop in center facilitators help groups of people/youth to work together effectively and productively hence make progress and achieve success in their daily life work. Discuss and equip youth drop-in center facilitators with examples of good facilitation skills, how to become an effective facilitator and how to use these skills in the workplace to influence intended change.

The training should set out standards that will be important for the redesign, implementation, monitoring and evaluation of the project activity, while bringing out the five major principles within the youth drop-in centre facilitators soft and entrepreneurship skill training methodology process:

1. Language, literacy and numeracy courses
2. Apprenticeship opportunities with context-appropriate and existing livelihood opportunities, ensuring that girls have access to similar vocational training opportunities as boys. This will be done in collaboration with small to medium-scale local enterprises.
3. Building youth confidence and self-efficacy through softer life skills, including communication decision making and critical thinking skills to enable them to engage and advocate on issues that are important to them. We will notably aim to give visibility to groups who are discriminated against.
4. Encouraging youth’ involvement in the programme’s activities, including community mobilization, planning of distributions, coordination of recreational activities, as well as data and feedback gathering.
5. Give Psychosocial Support First Aid Skills to rebuild trauma and help to maintain mental health

**Scope of work for the training will include, but will not be limited to**:

1. Come up with the methodology of training
2. Come up with a productivity analysis of each initiative identified
3. Come up with clear strategies that are currently in use for creating sustainability in life skills that can make youths independent and self-reliant.
4. Design monitoring indicators relating to the beneficiary understanding of soft vocational skills, entrepreneurship and psychosocial support first aid skills
5. Compile the findings, analysis and submit the training report with clear aims and objectives.
6. Recommend better ways to address key challenges of marketing in a holistic manner
7. Working together with SIDA-SCI Program Manager, the consultant will undertake the training
8. The consultancy period will be divided into a preparatory phase, training, debriefing and documentation.
9. During the preparatory phase, the incumbent is expected to do a thorough review of relevant soft and entrepreneurship skills content to form the quality of the training submission to this call.

**Training Methodology**

The methodology will be developed in detail by the consultant and it will be discussed with the Program Manager.

The key elements to be incorporated in this process shall involve a mix of brainstorming, lecture and discussions to enhance its quality and ownership for equitable social and economic inclusion to create sustainable development. The methodology should involve formal, non-formal and informal learning approaches. In summary, the methodology should involve;

1. Lecture method, brainstorming and practical demonstrations and presentation of best training practices. The process should be participatory to the extent possible
2. The Key Non-Formal Education (NFE) approaches used in youth skill learning include: sharing, case studies, role play (dramatized sessions), problem-solving exercises, panel discussions, group dynamics, small group and large group discussion, brainstorming and simulation game.
3. Presentation and validation of draft training report
4. Writing of a final detailed report and submission for feedback
5. Incorporation of feedback in the draft report and submission of the final report

**Expected Outputs**

1. Final methodology and contents developed
2. Established strategic planning framework
3. Action plan developed
4. Draft report written
5. Debrief with programme and management staff
6. Submission of final report

**Expected Outcome of the Training**

1. Introduce good training methodology of the major principles above
2. Improve knowledge of the Youth Drop-in Centre Facilitators based on the major principles and other concepts.
3. Empowering the facilitators to be decision makers

**Timeframe**

The training is expected to be completed within 8 days as set out below.

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| --- | --- |
| **Activity** | **Proposed time** |
| Preparation | 2 |
| Training of facilitators | 12 |
| Travel days | 3 |
| **Total** | **15** |

**NB**: Fees, cost estimate and terms of payment to be determined by SCI. Mode of payment will be agreed with the successful candidate upon identification.

**Consultant (s) Expertise**

1. Advanced degree in Rural Development, Social Work and Social Development. Preference will be given to qualified South Sudanese experts.
2. Familiarity with Livelihoods, Child Safeguarding and GBV programming in development contexts
3. Experience in the use of participatory development methodologies
4. Excellent written and spoken communications skills in English
5. Proven experience in conflict focused programming

Logistical support;

SCI will facilitate all logistical support including, transportation and accommodation of the consultant in the field.

Training will be centralized; One training in Kapoeta town bring together 24 people and one in Bor focusing on 6 participants.

**Applications**

Interested consultant(s) should send their technical and financial expressions of interest including the following documentation to SCI at [Jobs.southsudan@savethechildren.org](mailto:Jobs.southsudan@savethechildren.org) and by the deadline of **26th March, 2021.** All applications will be reviewed as they come.

• Cover letter

• A short letter on why you would like to undertake this consultancy on behalf of SCI

• CV(s) of consultant (s)

• At least two examples of previous similar activities undertaken