

Terms of Reference (ToR) for Advanced Case Management Trainer for Reintegration Capacity Building Training

Basic information about the project

Title of the project	Assure protection, social integration and access to services for marginalized and at-risk children in Iraq
Project code and donor	2495001 - ECHO
Project Location	Mosul, Ninawa, Iraq
Project period	May 1 st – 31 st October 2023

Introduction

Tdh-L, in partnership with Tdh-Italy and funded by ECHO, is undertaking an activity to develop a competency framework for social workers in the Reformatory Schools (RS) and the aftercare department. The project aims to design and implement rehabilitation and reintegration programs for children in conflict with the law. The capacity building initiative targets a diverse audience, including state and non-state actors operating at the governorate level, with the goal of establishing a referral and treatment pathway for children and youth in RS.

Location

The training will be provided in Erbil for 4 days.

Objective of the training

The trainer is expected to facilitate and deliver a 4-day capacity building training (the materials will be prepared by Tdh- L) for 20 participants, focusing on the following key topics:

1. Individualized Case Management: This module should encompass the principles and practical aspects of individualized case management and the provision of specialized services.
2. Coordination Mechanisms and Referral Pathways: This module should cover coordination mechanisms and referral pathways for the rehabilitation and reintegration of children and youth in RS.

Methodology

The methodology for the training on developing a competency framework for social workers and other government officials, as well as state and non-state actors, for designing and implementing rehabilitation and reintegration programs for children in conflict with the law involves a participatory and hands-on approach. Here's a breakdown of the methodology:

1. Target Audience: The training is designed for social workers, government officials, and other service providers working with children in conflict with the law. Participants are assumed to have basic case management and child protection skills.
2. Customized Modules: Based on the participants' prior training and hands-on experience, Tdh-L will develop customized training modules to address the specific needs of social workers and government staff.

3. **Theory and Practice:** The training will combine theoretical knowledge with practical applications. It aims to bridge the gap between theory and real-world implementation.
4. **Participatory Approach:** The methodology emphasizes active participation, involving participants in discussions, reflection, and practical exercises. It encourages engagement through various techniques such as case studies, role plays, moot case conferencing, roundtables, and group exercises.
5. **Guiding Document Creation:** The training will involve the development of guiding documents, such as operational guidelines for referral, to provide participants with practical tools for their work.
6. **Value and Application:** The training is designed to ensure that participants can immediately apply their newly acquired competencies in their daily work. This approach reinforces their professionalization and contributes to the enhancement of their skills.
7. **Interdisciplinary Approach:** Different professionals are encouraged to attend the training, fostering interdisciplinary exchanges among various members of the social service workforce and justice stakeholders. This approach promotes a holistic understanding of the issues and encourages collaboration among different professionals.
8. **Training Duration:** The training will span four days. This duration allows for an in-depth exploration of the topics and sufficient time for practical exercises and discussions.
9. **Overall Goal:** The methodology aims to establish a skilled workforce of social workers in the RS, enhance coordination among various stakeholders and actors, clarify roles and responsibilities, and establish effective coordination pathways for the rehabilitation and reintegration of children in conflict with the law.

By using this participatory and practice-oriented approach, the training seeks to empower participants with the knowledge and skills needed to improve the quality of services, protect children's rights, and enhance coordination among the various actors involved in the rehabilitation and reintegration process.

Expertise and experience of the trainer

1. Extensive experience in developing and delivering training related to child protection, rehabilitation, and reintegration.
2. Strong knowledge of individualized case management and coordination mechanisms for child rehabilitation.
3. Demonstrated ability to engage participants in a participatory learning process.
4. Excellent communication and facilitation skills.
5. Fluent in English and Arabic.

Deliverables and time

1. Well-structured training to be delivered to the participants, the materials will be prepared by Tdh-L

2. Evaluation report on the effectiveness of the training program.
3. The trainer is expected to facilitate a 4-day capacity building program, focusing on the following key topics:
 - Individualized Case Management: This module should encompass the principles and practical aspects of individualized case management and the provision of specialized services.
 - Coordination Mechanisms and Referral Pathways: This module should cover coordination mechanisms and referral pathways for the rehabilitation and reintegration of children and youth in RS.
4. Prepare pre-post-test for the material with deliver the corrected version though to MEAL Department
5. Translate the materials that will be prepared by Tdh-L from English into Arabic

Application process and selection criteria

Interested trainers are invited to submit their CV, a sample training module, and a cover letter outlining their experience and suitability for this role irq.tenders@tdh.org by **[November 18, 2023]**

Tdh-L looks forward to collaborating with a dedicated and qualified trainer to enhance the capacity of professionals involved in the rehabilitation and reintegration of children in conflict with the law.