

TERMS of REFERENCES

Consultancy to analyse the outcomes of the Child Rights Training of Care Professionals and develop resulting Recommendations and Guidelines

Background information

SOS Children's Villages International is currently undertaking the development of the project "Training Professionals Working with Children in Care" under the framework of the European Commission's Fundamental Rights Programme concerning the rights of the Child.

Based upon the already developed "Securing Children's Rights – A Guide for Professionals Working in Alternative Care, SOS Children's Villages will undertake the development and rolling out of training modules aimed at care professionals to adopt **a child rights based approach to their practice with children and young people in Alternative Care**. The project, titled, **Capacity Building of Care Professionals** is funded through the European Commission's Fundamental Rights Framework Programme on the Rights of the Child. The project has activities in 8 partner countries Bulgaria, Croatia, Estonia, France, Hungary, Italy, Latvia and Romania.

A number of key project activities have been undertaken to date with the objective to build the **capacity of care professionals, to engage key national and European stakeholders** and **raise awareness on the need to sustain such trainings**. In 2015 a number of key activities and deliverables have already been completed, these include at International Level, the setting up of the European Steering Group (ESG), who are coordinating, managing and overseeing the project activities. The setting up of the European Expert Group (EEG) who have already developed the training handbook **Realising Children's Rights – A Training Manual for Care Professionals working with Children in Alternative Care**. Together with our project partners, the Council of Europe, we have already undertaken a training of trainer's event in Budapest. This event trained 19 trainers from partner countries. At national level, National Steering Groups (NSGs) have been created, which consist of partners at national level who hold the responsibility of undertaking project activities relating to training, awareness raising and developing national recommendations on how to ensure the sustainability of the project's aim after the project will have ended.

In spring 2016, trainees and trainers are expected to undergo a post-training assessment. The post training assessment will evaluate, to the greatest possible extent, the quality of work done during the trainings and its influence on the work of care professionals. It is not meant to evaluate the impact of the training or of the project. A report should be compiled based on the outcomes of the post training assessment in the 8 partner countries. This report should be used for three further purposes:

- Support the development of the national and European recommendations, expected to be developed by mid September 2016 (the national ones) and mid October 2016 (the European ones);
- Contribute to the final evaluation of the project (to be done in December 2015)
- Provide relevant information for potential follow up actions of reviewing the training materials.

Profile of the Consultant

The consultant will take on the role of "technical expert" in collecting and analysing data, as well as developing recommendations deriving from the Post Training Assessment.

The consultant should have an expert level of knowledge on the topics of

1. Children's Rights and Child Protection
2. Children and young people in alternative care
3. Research and evaluation

The Consultant should have a good knowledge on the topics of

1. Social service workforce development
2. Training and capacity building of professionals in the field of child care and protection

Tasks of the Consultant

In cooperation with the project management staff, at international and national level, the consultant will:

- Input into the development of a focus group guidelines, with particular attention paid to the questions and line of inquiry sought from focus group participants



- Analyse the information coming out of the questionnaires, focus groups and other relevant sources of information (e.g. the evaluation filled in by trainees and trainers after each of the training)
- Based on the data analysis, develop a report to be presented at the end of project Conference in Paris in November 2016
- Develop a Framework and Process which all 8 participant countries can apply in order to be able to derive national recommendations on how to mainstream child rights in the practice of care professionals as well as guidelines for implementation of those recommendations.
- Based on the national recommendations, derive European recommendations on the same topic.

Expected outputs (deliverables)

The consultant will be expected to deliver the following:

- Finalised Focus Group Guidelines
- A draft report on the Post Training Assessment which will contain both quantitative and qualitative data. The report should include: a brief description of the Post-Training Assessment and a critical analysis of all relevant data, covering the evaluation pillars of
 - o awareness raising of Children's Rights amongst trained care professionals,
 - o embedding of Children's Rights amongst trained care professionals and
 - o implementation in practice of Children's Rights amongst trained care professionals
- Upon feedback provided by SOS Children's Villages and partners, prepare final Report
- A proposed Framework and Process aiming at providing partner countries with necessary background information on the state of the social workforce with regards to child rights skills of care professionals in order for national recommendations to be derived on how to improve the situation
- National recommendations and Guidelines for further implementation of trainings with the same objective (to be developed with the partner countries).

Timeframe

The timeframe for the whole post-training assessment activity is March 2016 –June 2016. The national and European recommendations are due by end of August 2016. The consultant should spend up to 24 days working on the requested activities. The consultant will be asked to outline the use of the working days in a timesheet report format which will be provided by the project manager. Breakdown of the days are as follows:

- 2 days finalising focus group guidelines and undertaking a virtual call with national coordinators of the 8 partner countries on their use
- 5 days for data analysis
- 7 days to develop the draft and final report on the post training assessment
- 4 days for developing a Framework and Process aiming at "mapping out" the state of the social workforce with regards to child rights skills of care professionals, and explaining the proposed process to national coordinators as well as following up on its implementation
- 5 days to finalise the national recommendations and corresponding guidelines for implementation as well as for compiling European recommendations and corresponding guidelines for implementation

The technical expert should deliver the final report on the post training assessment to the European Steering Group by the 10th of June 2016, with the recommendations and guidelines delivered by the 9th of September 2016. Some travel maybe required.

Duration of Contract

We estimate the total number of days to complete this assignment to be 24 days. SOS Children's Villages will offer a competitive daily remuneration rate.

Deadline for interested Parties

Interested experts should submit their Curriculum Vitae together with proof of having undertaken similar work in the desired areas of interest, including expectations for remuneration to undertake the assignment. All submissions should be sent electronically by the 26th of February 2016 to, Project Assistant, Aleksandra Grassl Aleksandra.grassl@sos-kd.org.

