

## **CEC Training Consultant - Terms of Reference**

Consultant to adapt materials for and facilitate trainings of Community Education Committees (CEC's), aimed at creating a more positive environment in school for girls to enrol, stay in, and graduate from primary and secondary education in Somalia and Somaliland.

### **Background and Introduction**

The Girls' Education Challenge (GEC) is a DfID supported initiative that will help up to a million of the world's poorest girls improve their lives through education. The initiative works through non-governmental organisations (NGOs), charities and the private sector to find better ways of getting girls in school and ensuring they receive a quality of education to transform their future.

The Educate Girls, End Poverty project represents the roll out the GEC in Somalia, and strives to enrol more girls in school, inspire them to stay in school, and make sure they graduate school with the knowledge that enables them to break the cycle of poverty. The project will work within primary, secondary, and non-traditional schools, and will engage the Ministry of Education, Teachers, Community Education Committees, and girls and their parents themselves. The project is rolled out by Relief International (also the lead NGO) in Puntland, by ADRA in Somaliland, and by CISP in South Central Somalia.

To ensure girls will complete their education, we need to make sure schools are places they want to be. To start building a positive environment at school for girls, we wish to work with Community Education Committee's (CECs) to support them in creating a more girl-friendly environment in the schools. CISP is therefore looking for an individual consultant to develop training materials to work with the CEC's of the schools we are supporting, as well as facilitate these trainings from mid December 2013 to January 2014.

### **Problem Statement**

Somalia is one of the most off-track countries in meeting MDG 2. The average gross enrolment rate at the primary school level is one of the lowest in the world at 30% (34% for boys and 22% for girls). Women and girls in particular face entrenched barriers, as reflected in low enrolment and high dropout rates. Girls constitute just 37% of pupils. In order to improve the education achievements and life chances of the girls of Somalia, our project is based the idea that the factors affecting marginalized girls' education are multi-faceted and interrelated, and that there is not one measure alone – offering scholarships, training teachers, building latrines – that is a “silver bullet.” Our project therefore offers a package of services and policies. This way we plan to tackle the various barriers at once – whether social, psychosocial, political, economic, or cultural – that keep the most marginalized girls out of school across Somalia.

### **Duties and Responsibilities**

- Adapt materials on the topics covered in the CEC workshops; gender responsive education, retention and learning of girls, and inclusive School Development Planning; to develop three days training for CEC workshop. Most of those materials have previously been developed by partners of the project already and will just need some adaptations, while others require more research and creativity of the consultant.

- Ensure the curriculum is fitting well with other trainings that have already been developed by partners, and with those that will be given to the CEC as part of this project as well, such as the training on psychosocial support developed by GRT. This will be a one day training that will be given directly after or before the training in December, resulting in a total training of four days.
- Gather feedback from the field on the curriculum and materials, and accompanying guidance notes and framework, to ensure the curriculums are acceptable and useful in the local Somali context.
- Develop a comprehensive set of m&e materials that will enable us to rigorously monitor and evaluate our progress and impact regarding the trainings.
- In collaboration with CISP staff in the field, plan for and facilitate the CEC trainings in Mogadishu, Galkayo, and Guriceel. Ensure the training is being implemented properly, as well as M&E tools being used.
- Produce an extensive training report.

### **Expected Outputs and Deliverables**

- Adapted curriculum for the workshop for the CEC's. The curriculum should provide the CEC's with the tools to develop gender-sensitive SDP's, and include the voices of girls and boys in their consultations. This curriculum should include all materials such as hand-outs, power point slides, and exercise materials.
- M&E plan and all M&E materials, including but not limited to pre- and post testing tools, assessment tool to evaluate the quality of the SDP's developed by the CEC's, beneficiary satisfaction, etc. The M&E materials should provide useful indicators as to how to adjust the training programme during the implementing phase to improve the quality too, as well as allow for a rigorous over-all assessment of the impact of the workshops and trainings.
- Consultancy report including a training report that at minimum describes what has been done under the consultancy, provides lessons learned, and makes suggestions regarding next steps in engaging with the CEC's throughout the Educate Girls, End Poverty project.

### **Contract and Duration**

The consultant would be responsible for facilitating five training workshops of three days each for a total of 15 days of training in the three locations. As part of the financial planning, the applicant should explain how many working days this consultancy will take him/her.

### **Qualifications**

- The ideal candidate would have at least as Master's Degree in Education, Pedagogy, Social Sciences or a related field.
- Demonstrated experience in development of training curriculum
- Demonstrated experience in gender sensitive programming

- Demonstrated experience in training CEC's or education sector.
- Previous experience working with a child centred approach
- Strong understanding of the Somali context
- Fluency in Somali and English language

**To apply:**

Please send in the following documents before Wednesday the 27<sup>th</sup> of November 2013 to [ruberto@cisp-nairobi.org](mailto:ruberto@cisp-nairobi.org) and [oconnor@cisp-nairobi.org](mailto:oconnor@cisp-nairobi.org). The consultant is expected to start working as soon as he or she has been selected, and no later than the 1<sup>st</sup> of December 2013.

- Curriculum vitae
- Implementation plan/technical proposal
- Financial proposal

Please send in your applications as soon as possible, and before Wednesday the 27<sup>th</sup> of November.