



TERMS OF REFERENCE

Employment Coaching /Counseling Services for Refugees and Host Community Members - Training Consultant

INTRODUCTION

GOAL has been contributing to the urban refugee responses in Turkey since 2016. GOAL’s **GREEN Program** aims to improve socioeconomic inclusion, resilience and self-sufficiency of highly vulnerable/excluded women and girls from host and refugee communities (Syrians as well as those living in program locations under the international protection regulation) including nomadic communities and seasonal agriculture workers from both communities through integrated and market driven livelihood opportunities and protection services, such as language courses and vocational skills training on greenhouse production and agriculture; case management (CM) services using coaching approaches, establishment of a women cooperative, protection outreach, information provision and awareness raising; and provision of individual protection assistance services in assistance to persons with special needs.

TRAINING SERVICES REQUIRED

GOAL Program	GREEN Program.
<p>Purpose of Training Service Required</p>	<ul style="list-style-type: none"> • GOAL invites the prospective service providers to submit proposals for the provision of Employment Coaching /Counseling Services for Refugees and Host Community Members -Training Consultant (Company or individual basis). <p>For the following objectives:</p> <ul style="list-style-type: none"> • The consultant will be responsible for key deliverables as; • Training need assessment on Employment Coaching /Counseling Services for Refugees and Host community members • Review of tools and SoPs for activity implementation • Creation of modules and training methodology as per MERS and relevant standards customized to Turkish context • Prepare training manual and learning materials to be used during the technical/theoretical classroom trainings including videos, PPT presentations, handouts and booklets, etc. • 13 staff will be trained • Training on pre-post test • Provision of Trainings (in person setting, participatory and interactive set up for 1-2 days) • Submitting Training Final Report

	<ul style="list-style-type: none"> Following provision of trainings, follow up technical supervision support for team members (monthly follow up supervision sessions to improve quality of services)
Required Content	<p>(1) Provision of Livelihood Counseling and Coaching Services for refugees</p> <p>(2) Competence analysis and skill development plans,</p> <p>(3) Job referral and placement services</p> <p>All content shall pay specific attention to mainstreaming gender based and inclusion approaches into design and implementation.</p>
Training Methodology	<p>Face to Face.</p> <p>All protocols in place by the Government of Turkey to prevent the transmission of COVID 19 should be in place and observed by facilitators and instructors at all times.</p>
Training Location	Training to be provided in Adana

Final Evaluation Criteria	Weight	Remarks
Financial	20%	Financial compliance
Technical	80 %	References, technical capacity, training methodology, training modules

GOAL's ROLES & RESPONSIBILITIES

- GOAL will provide relevant project documents, tools and guidelines on Greenhouse Project to ensure the training modules are tailored to the needs of staff members for day-to-day implementation.

REQUIRED QUALIFICATIONS

- Minimum 5 years' experience in provision and designing of market-based trainings for refugees and/or disadvantaged groups.
- Turkish language skills.
- Familiarity with Syrian Response in Turkey and needs of Syrian community.
- Familiarity with displacement and refugee crisis context in the ME.

DESIRABLE CRITERIA

- Working experience with refugee women and/or refugee community.
- Experience in gender and inclusion mainstreaming is desirable.
- Experience in Livelihoods Programming and key global guidelines and standards in LLH Program Design and implementation.
- Arabic is desired