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**POSITIVE
PATHWAYS**

STATEMENT OF WORK

PARENTING CLASSES CONSULTANCY

FLANKER, NORWOOD, AND SALT SPRING, ST. JAMES, JAMAICA

I. BACKGROUND

The five-year USAID Positive Pathways Activity in Jamaica, implemented by Democracy International, seeks to prevent community violence through an evidence-based, collaborative problem-solving, positive youth development approach that strengthens youth, parents, caregiver, and community resilience in target communities for greater impact and sustainability. The Activity utilizes cross-cutting tools and approaches such as social and behavioral science, positive youth development, sport-for-development, positive deviance, and other strategies that focus on impact at the individual, community, and systems levels.

Positive Pathways works with partner organizations to ensure that Jamaican youth and families in the target communities have the resilience, resources, and opportunities they need to build more peaceful, supportive families and community. Violence is not only an individual or family problem, but a structural problem with far reaching socio-economic and cultural causes that requires a comprehensive response. Research from the World Health Organization and American Psychological Association linked low socioeconomic status (SES) with risk of engaging in or becoming a victim of violence, and the United States Surgeon General has identified low SES as a risk factor for violence. Although there is no direct causal link between SES and violence, improved SES has indirect positive effects, creating more supportive family environments and opportunities for youth in the long run.

To build resilient communities and reduce crime and violence in Jamaica, Positive Pathways seeks to strengthen one of the foundational building blocks of community: families and caregivers. Family dynamics, evidence shows, are a major predictor of youth crime and violence since many at-risk youth first learn destructive coping mechanisms at home.

2. Objectives

USAID Positive Pathways Activity is seeking to engage the services of a suitably qualified consulting firm or group¹ to implement parenting skills trainings to 200 eligible parents including parents/caregivers of at-risk youth and youth parents. Of those 200 parents, at least 160 participants should complete at least 80% of the training sessions.

The specific objective of the parenting skills training is to engage parents and caregivers to improve their parenting/co-parenting skills, father-child relationships, target perceptions of masculinity and domestic roles, provide access to the resources necessary to build more peaceful, and supportive families to create better, more positive interpersonal environments for

¹ This opportunity is only open for consulting groups or firms and not for independent consultants.



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at-risk youth. The consultant firm should have relevant technical expertise in developing and implementing positive parenting training programs, preferably in volatile and vulnerable communities.

3. Required Services

The Consultant Firm will be required to perform the following tasks to fulfil the objectives of the consultancy:

- Meet Positive Pathways' program staff to receive orientation on current and past activities, approaches being used, and vital partners needed for and during training, and to develop an activity plan that incorporates these approaches within the training, for example: the use of nudges to encourage training attendance and promotes participation in parenting activities.
- Design and implement innovative parenting engagement workshops that incorporate parenting best practices and tools and address social inclusivity issues impacting parents and caregivers regardless of gender, ethnicity, sexual orientation, religion, and disabilities.
- Collaborate with schools, CBOs, and faith-based organizations to mobilize and enrol eligible families into parenting trainings and provide insights into community dynamics.
- Implement activities geared towards strengthening father-child relationships.
- Support and implement monitoring, evaluation and learning for activities and manage participants' register for each session
- Submit reports highlighting achievements, challenges, mitigation strategies and recommendations.

4. Duration of Consultancy

The consultancy will run for 60 days- June 2022- September 2022

5. Deliverables

The Consultant group will deliver at least three in-person parenting engagements of no less than two hours in duration in each of the targeted communities using an interactive curriculum, using proven methodologies. The curriculum should be provided by the consultant but approved by the Positive Pathways team

Deliverables	Delivery Date	Payment
Inception Report- Objectives, planned activities, course outline, expected outcomes, project sustainability, gender and	June 2022	30%



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social inclusion strategies and monitoring evaluation and learning plan		
<p>Mid-Way Report</p> <p>Overview of Implementation (What did you do and how did you do it?) Achievements and Outputs (What impact are you having?)</p> <p>Demonstration of reaching one half of the targeted group or 100 parents with the first of the three trainings. Each training must be a minimum of two hours using a Positive Pathways approved curriculum.</p> <p>Demonstration of completion of pre and post tests for all participants of the parenting engagement activities in accordance with the Positive Pathways monitoring, evaluation and learning team.</p> <p>Sign in sheets with names, ages, sex, phone numbers and signatures of trainees.</p>	July 2022	30%
<p>Progress Report</p> <p>Overview of Implementation (What did you do and how did you do it?) Achievements and Outputs (What impact are you having?), Number of beneficiaries -disaggregated by age and sex</p> <p>Demonstration of reaching 200 parents with the first of the three trainings and 100 with the second training. Each training must be a minimum of two hours using a Positive Pathways approved curriculum</p> <p>Demonstration of completion of pre and post tests for all participants of the parenting engagement activities in accordance with the Positive Pathways monitoring, evaluation and learning team.</p> <p>Sign in sheets with names, ages, sex, phone numbers and signatures of trainees.</p>	August 2022	20%



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<p>Final Report</p> <p>Overview of Implementation, Achievements and Outcomes (What impact did you have?), Lessons Learned, Challenges and Mitigation Strategies, Sustainability Plans, Gender and Social Inclusion, Recommendations</p> <p>Demonstration of reaching at least 160 parents with all three trainings.</p> <p>Demonstration of completion of pre and post tests for the parenting engagement activities in accordance with the Positive Pathways monitoring, evaluation and learning team.</p> <p>Sign in sheets with names, ages, sex, phone numbers and signatures of trainees.</p>	September 2022	20%
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6. Age Cohorts

Parent and caregiver activities under this activity should primarily focus on the parents and caregivers of youth in the cohorts below, with a focus on young parents. However, Positive Pathways recognizes that in some cases, it is important to allow other parents/caregivers in the community to participate due to their roles supporting at-risk youth or as influencers of those parents in the primary target group.

Cohort 1 – *Boys and girls ages 10-13* who are demonstrating conduct issues in schools

Cohort 2 – Boys and girls ages 14-17 who show signs of maladaptive behaviour and have conduct order

Cohort 3 – *Males, females, and other ages 17-24* For this cohort, implementers may work with either of the following two subset cohorts:

- Subset A: unattached youth who may be primary or secondary prevention levels
- Subset B: Secondary and tertiary youth who are ex-gang members or have been in conflict with the law or living in high-risk situations

7. Geographic Area of Coverage

St. James - Flanker, Norwood, Salt Spring

8. Gender Inclusivity



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Activities proposed must include a gender sensitive approach. The recruitment for training, management and implementation of these activities must consider gender roles, the availability of boys, girls, women or men and other factors. Activities are not required to have a 50-50 male-female balance (for example, activities focused on fathers) but when there is an intentional effort to recruit persons of one sex over another, the activity must provide a justification for that approach. Otherwise, activities should provide equal opportunity for boys and girls, males, females, and others. Activities must explore and challenge gender norms and how these contribute to cyclical violence.

9. Desired Qualifications and Experience of the Lead Consultant(s) assigned to the project:

- A Masters' degree in Family Counselling, Psychology, Social Work or Sociology.
- At least 10 years of relevant professional experience in developing, coordinating, and implementing programs in the areas of parenting support and gender-based violence within volatile and vulnerable communities.
- Demonstrated expertise on parenting practices and approaches to effectively support pro-social behaviour and mitigate antisocial behaviour.
- Demonstrated experience as a training facilitator and ability to prepare high quality reports and training materials.
- Excellent inter-personal, oral, and written communication skills.
- Strong organizational and leadership skills.

10. How to Apply:

Interested firm should submit a 3-5 page training plan, including an overview of the curriculum, plus the CV of lead Consultant(s) **via email to infojamaica@democracyinternational.com by 5:00 p.m, on May 24, 2022.** We appreciate all interest in this consultancy, but only shortlisted candidates will be contacted.

11. About the USAID Positive Pathways Activity in Jamaica

The United States Agency for International Development (USAID) Positive Pathways Activity in Jamaica, funded by the United States Agency for International Development Mission in Jamaica (USAID/Jamaica) and implemented by Democracy International (DI), aims to build community and family resilience to reduce youth involvement in crime and violence. Through a community-driven approach, Positive Pathways strengthens the capacity of parents and communities to leverage economic and social resources to prevent youth violence, while also establishing pathway programs to support youth at risk of involvement in crime and violence. USAID Positive Pathways uses an evidence-based, learning-focused approach to ensure interventions respond to each target community's individual needs and existing resilience capacities. The Activity applies a behavioral insights lens to maximize impact, examining the ways incentives and cognitive biases affect program outcomes to adapt programming accordingly