



## 1. Background

Afghanistan is facing an unprecedented humanitarian crisis. While in past years humanitarian needs have been driven mainly by conflict, the key drivers of humanitarian needs in 2024 include protection threats, climate change (e.g. droughts, floods), other natural disasters (earthquake), and the economic crisis. High levels of unemployment and previous trends of inflation have caused the average household's debt to increase, challenging people's coping mechanisms and thwarting the already fragile economy's ability to adapt to shocks. The World Health Organization (WHO) in 2017 estimated that over 2 million people in Afghanistan suffer from depressive and anxiety disorders, and a 2018 nationwide study of the mental health situation in Afghanistan indicated high levels of mental distress; with 26% with impairment and 46% without impairment (GIA and Consultant, 2018). UNICEF estimates that 4.46 million people need MHPSS services in 2023 while 25% of the population is estimated to be receiving this service putting 75% of the population unserved.

Consequently, the need for trained human resources in MHPSS service provision is high. As humanitarian MHPSS is a very specific field, the need of capacity building training for psychology graduate students has become increasingly apparent: to be able to respond adequately to the population's needs, as well as to protect themselves in the process of supporting others.

As they step into the professional world, the graduates are often met with a stark reality - the need to adapt to new circumstances and challenges that their academic curriculum may not have fully prepared them for. The humanitarian landscape is complex and ever-changing, demanding a high level of flexibility and resilience from those who work within it. The pressures of this demanding environment can lead to burnout, a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress. This can result in decreased productivity, a decline in the quality of services provided, and in some cases, a complete shift away from the MHPSS field.

This issue is further compounded by the lack of integration of MHPSS programs in university curriculums. The absence of comprehensive training in MHPSS leaves graduates ill-equipped to handle the unique challenges posed by humanitarian work. This gap in their education can lead to feelings of inadequacy and frustration, further contributing to burnout and attrition.

This capacity-building program is a proactive measure designed to equip the the psychology and counseling graduate students with the tools and strategies they need to effectively function in the MHPSS emergency response. By fostering potential, we aim to create a more supportive and productive work environment, enhance job satisfaction, and ultimately improve the quality of services we provide to the population in need of MHPSS services.

Investing in capacity building of graduate students is not only an investment, but also in the overall addressing the needs and success of humanitarian response.



## 2. Objective

The primary objective of this training is to equip fresh graduates with the necessary knowledge and skills to provide effective MHPSS outreach services during emergencies and disasters.

This capacity-building program will also enhance their knowledge of the IASC, and other MHPSS guidelines and assessment and data collection tools endorsed by humanitarian organizations.

Through this initiative, we aim to create a supportive and understanding environment that prioritizes mental health and psychosocial well-being. Ultimately, the goal is to build human resource among the freshly graduate and senior students, enabling them to thrive in the face of adversity through the MHPSS services.

## 3. Scope of Work

The scope of work for this consultancy, which is tasked with developing a comprehensive Mental Health and Psychosocial Support (MHPSS) Capacity building training package for MHPSS community outreach and MHPSS response in disaster and emergencies. Additionally the consultancy will conduct this training for fresh graduate and senior students of psychology and counselling includes the following key areas:

### 1. Introduction to MHPSS:

- Basic psychosocial support skills recommended by MSP:
- Recognize the importance of MHPSS in emergency contexts.
- MHPSS core principals
- MHPSS pyramid
- Psychological First Aid
- Introduction to EQUIP and ENACT and WEACT assessment tools.

### 2. Community Engagement and Outreach:

- Learn strategies for engaging with affected communities.
- Understand to conduct awareness sessions on stress management, coping mechanisms, and resilience.

### 3. Self-Care and Resilience:

- Understand the importance of self-care during and after the intervention
- Learn stress management techniques.

### 4. Coordination and Collaboration:

- Understand the role of MHPSS within the broader humanitarian response.
- Collaborate with other sectors (health and nutrition, protection, livelihood etc.) to ensure holistic support.
- Understand referral pathways process.

### 5. Ethical Considerations:

- Learn about ethical guidelines of MHPSS interventions.
- Understand the importance and Maintain confidentiality and respect cultural norms during the service provision.



**Training Package Development:** The consultancy will be responsible for creating a comprehensive MHPSS capacity building training package. This will involve evidence based guide for the training package.

**Training Delivery:** Once the training package has been developed, the consultancy will also be responsible for conducting the training sessions. These sessions will be designed to be interactive and engaging, ensuring participants are actively involved in the learning process.

**Tailored Approach:** The training will be tailored to meet the specific needs of fresh graduate and senior students. This means the consultant will need to have a deep understanding of the psychology curriculum in Afghanistan.

**Evaluation and Feedback:** Post-training, the consultancy will evaluate the effectiveness of the training and gather feedback from participants. This will help to measure the impact of the training and identify areas for improvement.

Through these efforts, the consultancy will play a crucial role in enhancing the mental health and psychosocial well-being of the fresh graduate and senior students, ultimately contributing to our organization's overall resilience.

## 4. Deliverables

The deliverables of this consultancy, which is tasked with developing a comprehensive Mental Health and Psychosocial Support (MHPSS) Capacity -building training package and conducting this training for current psychology students and freshly graduate students, are as follows:

**Development of Comprehensive MHPSS Capacity- Building Training Package:** The consultancy will deliver a comprehensive training package in English that covers all aspects of MHPSS capacity building in Afghanistan. This package will be evidence-based and include resources for understanding MHPSS in humanitarian context, IASC guidelines, MHPSS screening tools, PFA, Self-care, Stress management, learning coping mechanisms, and building resilience. The process of developing this package necessitates a collaborative & incremental approach, requiring close coordination with the ACF - Mental Health and Psychosocial Support (MHPSS) department and MHPSS TWG working Group. It is crucial that every step of the development process aligns with the guidelines, objectives, and expectations set forth by the MHPSS department. This ensures that the package is not only effective but also adheres to the standards and protocols of the department. Therefore, any decisions or changes made during the development phase should be agreed upon by the MHPSS department, fostering a harmonious and productive working relationship. This collaborative approach will contribute to the successful implementation of the package, ensuring it meets the needs and expectations of all stakeholders involved.

This will include a facilitator's guide, a comprehensive manual, a worksheet, and a PowerPoint presentation. Each component is designed to enhance the learning experience.

**Translation and adaptation of training Package:** Upon the successful development of the training package, it is imperative that it be translated into both Dari and Pashto. This is a crucial step in ensuring that the content is accessible and comprehensible to the diverse linguistic communities within Afghanistan.



However, translation is not merely a process of converting words from one language to another. It should also take into account the cultural, social, and contextual nuances of Afghanistan. This means adapting the content of the training package in a way that it resonates with the local context, is culturally sensitive, and aligns with the lived experiences of the Afghan people. This approach will enhance the relevance and effectiveness of the training package, ensuring it is well-received and utilized to its full potential within the Afghan context.

**Conducted Training Sessions:** The consultant will conduct interactive and engaging training sessions for current psychology students and freshly graduate. These sessions will be tailored to the specific needs of the participants and will aim to equip them with the necessary knowledge and skills that will be beneficial in their professional path. The provision of the training sessions should be conducted under the direct supervision of the ACF-Mental Health and Psychosocial Support (MHPSS) department and MHPSS TWG working Group. This ensures that the quality and content of the training align with the standards set by the department. The MHPSS department's oversight will also ensure that the training is delivered effectively and appropriately, taking into account the specific needs and context of the participants. This supervision is crucial in maintaining the integrity of the training sessions and ensuring they achieve their intended outcomes. It also provides an opportunity for continuous feedback and improvement, enhancing the overall effectiveness of the training program.

**Training Evaluation Report:** After the training sessions, the consultancy will provide an evaluation report detailing the effectiveness of the training. This report will include feedback from participants and recommendations for future improvements. The insertion of the students in the professional environment will also be an indicator.

These deliverables will contribute to the overall goal of enhancing the capacity building of fresh graduate and senior students in provision the mental health and psychosocial support.

## 5. Timeframe:

The timeframe for this consultancy, which is tasked with developing a comprehensive Mental Health and Psychosocial Support (MHPSS) Capacity building training package and conducting this training for our staff and beneficiaries, is as follows:

**Training Package Development:** The first phase involves the design & development of the MHPSS capacity building training package. This training package will be an interactive, engaging, and tailored to the needs of the psychology graduate and senior students. The duration of this phase will depend on the complexity of the topics to be covered, but a reasonable estimate might be 2-3 weeks. See Annex 1

**Training Delivery:** Once the training package is ready, the consultancy will conduct the training sessions. The duration of this phase will depend on the number of senior students to be trained, as well as their availability. However, a typical training program might run for 2 weeks full day each batches for 25 participations. See Annex.



**Evaluation:** After the training module and at the end each training batch, the consultant will evaluate the effectiveness of the training through pre and post tests and training Evolution & feedback forms.

The consultant will work closely with MHPSS Department to develop a detailed timeline that suits the needs for capacity building program.

## 6. GENERAL Qualifications

- Mandatory Master’s degree in Clinical Psychology or equivalent field.
- Proven experience in developing and conducting MHPSS capacity building training.
- Knowledge of the specific needs and challenges of the emergency response and humanitarian context
- Excellent communication and facilitation skills.

### 6.1 Marks percentage for each Criteria

Technical evaluation criteria	Point
(i) Quality of the approach / Past Experience, Methodology and Plan	40
(ii) Team Composition, technical competence and contextual Knowledge	40
(iii) A realistic and affordable budget- Weighted Average	20
<b>TOTAL:</b>	<b>100</b>

## 7. Application Process:

Interested consultancies should submit the following:

- A proposal outlining their approach to the scope of work.
- CVs of the team who will be involved in the consultancy.
- Examples of previous similar work.
- A financial proposal detailing the consultancy fee, expected expenses, and payment terms.
- In the **financial proposal** give separate prices for content development and translation and provision of the training.

## 8. Evaluation Criteria & Contract Modality:

Consultants are invited to submit technical and financial proposals based on the ToR along with their CVs. The selection process will focus on:

- Understanding of the subject and objective of the consultancy;
- Methodology suggested;
- Qualifications, experiences, and competencies;
- Budget and Schedule;



## 8. Proposal Submission

- For proposal submission, consider the following points:
- Do not submit your proposal later than the submission deadline.
- Provide a technical and financial proposal in separate envelopes.
- Submit your PROPOSAL to the following Address: Address: Sub Street of Qalai Fathullah between street one and two, Kabul – Afghanistan, Phone: 0 799182227

## 9. Deadline:

The interested service providers shall submit their proposal/quotation COB by **14<sup>th</sup> of July 2024**



## Annex 1

### Activity and Deliverables:

- 1. Development of training package including translation and adaptation in Dari & Pashto (Deliverable 1 from July to 30<sup>th</sup> Sep 2024)**
  - a. Training Package Development and sharing it with ACF for feedbacks ( 20<sup>th</sup> July – 20<sup>th</sup> Aug 2024 )
  - b. Review and validation of Training Packages by ACF ( 21<sup>st</sup> -31<sup>st</sup> Aug 2024)
  - c. Translation and adaptation in Dari & Pashto developed training package ( 1<sup>st</sup> -30 Sep 2024)
  - d. Participants selection & introducing for the training ( this will be done by ACF) (1<sup>st</sup> -30 Sep 2024)
  - e. Training venue selection (this will be done by ACF).
- 2. Provision of capacity building for 50 participants in 2 batch each batch 25 participant will be attend ( Deliverable 2 & 3 from Oct to Nov 2024)**
  - a. 1<sup>st</sup> batch : Provision of capacity building for 25 participants (5<sup>th</sup> – 17<sup>th</sup> Oct 2024)
  - b. Submission of first batch training report including training database (19<sup>th</sup> -22<sup>nd</sup> Oct 2024)
  - c. 2<sup>nd</sup> batch : Provision of capacity building for 25 participants (2<sup>nd</sup> – 14<sup>th</sup> Nov 2024)
  - d. Submission of second batch training report including training database (16<sup>th</sup> -20 Nov 2024)
  - e. Submission of technical report for the first year ( 23<sup>rd</sup> -30<sup>th</sup> Nov 2024)
- 3. Provision of capacity building for 75 participants in 3 batch each batch 25 participant will be attend ( Deliverable 3, 4 and 5 from Feb - May 2025)**
  - e. 3<sup>rd</sup> batch : Provision of capacity building for 25 participants (1<sup>st</sup> – 13<sup>th</sup> Feb 2025)
  - f. submission of third batch training report including training database (16<sup>th</sup> -20 Feb 2025)
  - g. 4<sup>th</sup> batch : Provision of capacity building for 25 participants (22<sup>nd</sup> Feb – 6<sup>th</sup> March 2025)
  - h. submission of fourth batch training report including training database (9<sup>th</sup> -13<sup>th</sup> March 2025)
  - i. 5<sup>th</sup> batch : Provision of capacity building for 25 participants (22<sup>nd</sup> March – 3<sup>rd</sup> April 2025)
  - j. Submission of fifth batch training report including training database (6<sup>th</sup> -10<sup>th</sup> April 2025)
  - f. Submission of technical report for the second year ( 1<sup>st</sup> -31<sup>st</sup> May 2025)
- 4. Provision of capacity building for 75 participants in 3 batch each batch 25 participant will be attend ( Deliverable 6, 7 and 8 from Feb to May 2026)**
  - k. 6<sup>th</sup> batch : Provision of capacity building for 25 participants (1<sup>st</sup> – 14<sup>th</sup> Feb 2026)
  - l. submission of sixth batch training report including training database (15<sup>th</sup> -19 Feb 2026)
  - m. 7<sup>th</sup> batch : Provision of capacity building for 25 participants (1<sup>st</sup> – 14<sup>th</sup> March 2026)
  - n. submission of seventh batch training report including training database (15<sup>th</sup> -19<sup>th</sup> March 2026)
  - o. 8<sup>th</sup> batch : Provision of capacity building for 25 participants (4<sup>th</sup> – 16<sup>th</sup> April 2026)
  - p. submission of eighth batch training report including training database (19<sup>th</sup> -23<sup>rd</sup> April 2026)
  - q. Submission of technical report for the third year ( 2 -31<sup>st</sup> May 2026)
- 5. Submission of data and final technical report ( Deliverable 9 – 1<sup>st</sup> June -15<sup>th</sup> July 2026)**
  - a. Training database
  - b. Data base of pre & post test and training documents hard copy
  - c. Final technical and analysis report
  - d. training attendance sheet