

Global Social Service Workforce Alliance – Scope of Work

Consultant to prepare the 2024 State of the Social Service Workforce Report

1. Background

The [Global Social Service Workforce Alliance](#) (hereafter referred to as ‘the Alliance’) works toward a world in which a well-planned, developed and supported social service workforce engages people, structures and organizations to strengthen and build individual, child, family and community well-being and resilience. The mission of the Alliance is to promote and strengthen the social service workforce to provide services when and where they are most needed, alleviate poverty, challenge and reduce discrimination, promote social justice and human rights, and prevent and respond to violence and family separation. To achieve this, the Alliance works to build and channel the political will, actions, resources, and structures necessary for a social service workforce that is knowledgeable, capable, critically reflective, resilient and committed.

The Alliance pursues this approach by:

- Serving as a convener for an inclusive, representative network of stakeholders including government organizations, civil society organizations, academic institutions, donor groups, professional associations and community practitioners to create a forum for discourse and collective learning.
- Generating knowledge and building the evidence base for effective social service workforce strengthening by developing and sharing research, resources, tools, models and best practices.
- Building the capacity of humanitarian and development actors to implement strategies to strengthen the social service workforce.
- Promoting effective advocacy and stimulating an active network of workforce strengthening advocates through information sharing, collaboration and networking.

Every year the Alliance produces a [State of the Social Service Workforce Report](#) to shed light on key social service workforce data and trend and showcase innovative and effective workforce strengthening initiatives. The reports explore specific thematic areas of focus in include with qualitative and quantitative analyses of the workforce and make recommendations for future efforts to strengthen the workforce.

The Alliance requires a consultant to develop the 2024 State of the Social Service Workforce Report.

2. Purpose

Protecting children without adequate family care is a challenge faced by families, communities and governments in every country in the world. In many countries, formal care and protection responses within the child protection system have relied primarily on residential care, including institutions, orphanages and children’s homes. Millions of children are separated from their families and living in alternative care even though most have at least one living parent or relative willing to care for them with the right support; countless others are at risk of being without adequate family care. There is growing recognition of the central role of family and child development and well-being, and of the

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detrimental impact that loss of family care has on children. Increasing numbers of countries are working to make changes to their child care systems and develop practice mechanisms for family-based care, which:

- promote and strengthen the capacity of families, in order to prevent separation or enable safe and lasting family reintegration;
- for children who cannot remain with or return to their original family:
 - enable and support appropriate forms of continued contact with valued family members, and,
 - assess, arrange, support and monitor appropriate family-based alternative care, whether kinship care or foster care, and / or transition to independent living;
 - facilitate safe and suitable adoption arrangements, and post-adoption support, if this option is in the child's best interests, and

Developing and strengthening the social service workforce is integral to these care reforms and developing the capacity for this forms of child and family-centred practice. However, it is a complex undertaking that involves creating appropriate and supportive legislation and education programs; developing and strengthening curricula and competencies for various levels of the workforce; helping to nurture professional associations of and for social workers; developing licensing and practice standards; transforming the attitudes, roles and skills of the existing workforce and redirecting them towards child and family services; and raising awareness about the crucial role of social work to social service delivery, among other things.

With funding from USAID under the Partnerships Plus cooperative agreement, the Alliance is currently facilitating a Social Service Workforce in Care Reform Task Force, under the [Transforming Children's Care Collaborative Platform](#). The Task Force is derived of 40 members with experience in strengthening the social service workforce for the purposes of care reform and has the ultimate goal of developing a 5-10 page technical brief to support policy and decision makers to incorporate social service workforce strengthening in global commitments relevant to children's rights and care.

For this year's State of the Social Service Workforce Report, the Alliance would like to expand upon the learning obtained from the Social Service Workforce in Care Reform Task Force to produce a more in-depth analysis of social service workforce strengthening as it relates to child care reform. The report will be intended for a broader audience than the Technical Brief, and will include donors, non-governmental organizations, UN agencies, civil society organizations, practitioners and service providers. Further, through profiles of social service workers and/or real stories of the impact a social service worker has had on the life of an individual affected by or at risk of family separation, the report will bring to life, through first-hand accounts, how a well-planned, developed and supported social service workforce is integral to care reform efforts.

3. Proposed process and methods

The Alliance staff and Steering Committee will act as sounding board and source of support to the consultant throughout this process. The Alliance Communications and Advocacy Manager will also be responsible for planning and developing the worker profiles and impact stories showcased throughout the report.

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Proposed methods for developing the report – to be adapted as necessary:

1. Propose an outline for the report ensuring differentiation from Technical Brief but also determining which components from the Technical Brief can be expanded upon in the report.
2. Conduct desk review – both published research and ‘gray literature’.
3. Carry out key informant interviews with relevant experts at global, regional and country levels (including with those in the SSW in Care Reform Task Force and those not in the Task Force); representing a diversity of country and care system experiences.
4. Determine organizations to approach to obtain worker profiles and impact stories, propose an outline for the profiles and stories, and coordinate collection.
5. Develop the first draft of the report, incorporating brief case studies, worker profiles and stories of impact.
6. Based on the feedback from key peer review experts, develop the final draft of the report.
7. Coordinate with Communications and Advocacy Manager on graphics for report as needed as well as on key stakeholders for dissemination.
8. Prepare slides and/or speak to the topic during a webinar to present the report findings.

Tasks, person responsible and timeline (*staff = GSSWA staff*)

1. Develop and agree on SoW for consultant
 - Staff – Feb 2024
2. Prepare full report outline for approval
 - Consultant (1 Day) – March 2024
3. Draft and develop desk review
 - Consultant (3 Days) – March - April 2024
4. Plan, carry out, write up and analyze Key Informant Interviews
 - Consultant (2 Days) – March - April 2024
5. Plan, carry out, write up Worker Profiles and impact stories
 - Staff (2 days) – March - April 2024
6. Develop first draft of text as well as ideas for infographics/charts, for review by key stakeholders
 - Consultant (5 days) – April-May 2024
7. Integrate feedback and perform any additional data gathering and analysis to prepare second draft of report for key stakeholder review
 - Consultant (2 Days) – May 2024
8. Develop final draft for approval by key stakeholders and WG
 - Consultant (1 Days) – May 2024
 - Staff (1 day)

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9. Coordinate with Communications and Advocacy Manager on graphics for report as needed as well as on key stakeholders for dissemination.
 - Consultant (.25 Days) – June 2024
10. Prepare slides and/or speak to the topic during a webinar to present the report findings.
 - Consultant (.75 Days) – June 2024

TOTAL DAYS
15 days

4. Location

The work may take place in any location, providing there is reliable communication to conduct online or telephone interviews and communicate with Alliance staff (based in different countries).

5. Travel

This role will require no travel nor receive any support for travel expenses, as interviews and any presentations would be online.

6. Qualifications

The successful candidate or team will be able to demonstrate skills in the following areas:

- Master's degree in social work, child and youth care work, child welfare, social science, social policy or related field.
- Knowledge of social service workforce strengthening approaches across multiple country contexts.
- Knowledge and demonstrated experience in carrying out literature reviews, key informant interviews and developing case studies.
- Demonstrated excellent writing, analytical and research knowledge and skills, including the capacity to seek and find data and sources in a fluid context.
- Fluency in English.
- Demonstrated ability to work independently, and to work within tight timeframes.

7. Period of Performance – Compensation

The piece of work is estimated to be completed through **15 days of work** during the period of **March 2023 through June 2023**.

8. Application process

Applications should be submitted to contact@socialserviceworkforce.org and must include a CV or resume and a professional writing sample similar in nature to this consultancy. In the subject line of the email, please include the title of this consultancy. In the body of the email please confirm your availability for the days referenced in this Scope of Work and propose a total

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consultancy amount (in USD\$) to undertake the scope of work above. Applications submitted without the proposed budget will not be considered.