

***TERMS OF REFERENCE FOR ONE HEALTH TRAINING NEEDS ASSESSMENT OF MIDDLE
LEVEL COLLEGES***

Proposal prepared by AFRICA ONE HEALTH UNIVERSITY NETWORK

1) BACKGROUND AND UNDERSTANDING

The economy, among other sectors continues to run the risk of being negatively impacted, as the likelihood of emerging and re-emerging infectious diseases continues. Over the past two decades, the risk of transmission of infections from wildlife to human beings and livestock has increased. This is as a result of, amongst others, the spread in transboundary animal diseases which have caused the resurgence and emergence of zoonotic diseases, which continue to pose a threat to human health. The emergence of COVID-19 in December 2019 in China serves to illustrate this purpose. With the COVID-19, the world witnessed the third occurrence of a highly pathogenic coronavirus into the human population in the 21st century. It is worth noting that controlling the emergence of new diseases in animals and human beings, requires a shift from the traditional responses.

The implementation of multidisciplinary One Health approach has been identified as an urgent need, to address complex health challenges at the human-animal-environment interface. This approach seeks to optimize limited resources available to health, by adopting a multisectoral approach that looks beyond the health sector, at all levels of professional and paraprofessional training. Subsequently, the implementation of the One Health approach and/or strategy requires establishment of cross-sectoral partnerships, multidisciplinary teams, joint planning and implementation of cross-sectoral multidisciplinary approaches, amongst other initiatives.

Subsequently, the training needs assessment for Middle Level Colleges significant to One Health in Kenya (including Tertiary Training Institutions and Technical and Vocational Education Training Institutions), would be important in identifying existing gaps and complementarities that can be synergized and harnessed, to reduce the effect of zoonotic and other infectious diseases, food-borne disease burdens and other complex public health challenges, in a One Health manner.

AFROHUN Kenya is therefore seeking to contract a Subject Matter Expert, who shall be expected to undertake a Training Needs Assessment (TNA) of Middle Level Colleges significant to One Health in Kenya (including Tertiary Training Institutions and Technical and Vocational Education Training Institutions), as outlined in section 2 below on Tasks and Responsibilities. AFROHUN Kenya will use the results and outputs of the study to engage with the identified institutions. Where need be, the subject matter expert, through the AFROHUN Kenya Country Office, may seek for information from the OHW-NG Global Consortium, AFROHUN Secretariat as well as other Subject Matter Experts, that will facilitate the effective and efficient execution of the survey.

2) MAIN TASKS AND/OR RESPONSIBILITIES

Where possible, the Subject Matter Expert is encouraged to incorporate One Health student(s) in this assignment, to address all elements that can support the achievement of the training needs assessment goal, while building the capacity of the students. The survey and/or assessment is expected to build on previous One Health Training Needs Assessments and other analyses done in the country. The subject matter expert will assume the following responsibilities:

1. Review the initial One Health training needs assessment report undertaken in the year 2013
2. Identify pertinent existing and upcoming Middle Level Colleges-MLCs (including Tertiary Training Institutions-TTIs and Technical and Vocational Education Training Institutions-TVETS), significant to One Health and which AFROHUN Kenya can engage with.
3. Determine the most appropriate strategy and/or model (or combination of models) to use to map the Middle Level Colleges (including Tertiary Institutions and TVETS) identified in 1 & 2 above.
4. Develop appropriate data collection methods and tools, including identifying key informants and contacts and documentation requirements that will ensure efficiency and effectiveness for delivery of the expected output(s).
5. Undertake a Training Needs Assessment in the identified MLCs (including TTIs and TVETs), to determine, among others:
 - i. Training gaps in One Health Core Competencies, Principles and Application among relevant courses the institutions offer.
 - ii. One Health Knowledge, Attitudes and Practices
 - iii. Roles in disease prevention, detection and response
 - iv. Curriculum reviews, short courses and other interventions that may be formulated to address the identified gaps.
6. Determine the interest and influence of the MLCs (including TTIs and TVETS) in One Health including among others:
 - i. Identifying their alignment towards the country Global Health Security road map
 - ii. Identifying what policies have been instituted towards incorporating One Health in their training curriculums.
 - iii. Identifying and determining obstacles and challenges to incorporation of One Health Core Competencies, Principles and Application in the training curriculums.
 - iv. Propose interventions to the identified obstacles and challenges
7. Categorize and prioritize the Middle Level Colleges (including Tertiary Training Institutions and TVETS) based on their One Health needs and expectations and according to the choice of strategy and/or model the subject matter expert chooses to implement.
8. Prepare and present a synthesis report for feedback from identified stakeholders.
9. Consolidate the findings into a final report and facilitate an online or face to face meeting and present the final report to the stakeholders.
10. Integrate measures to promote sustainability in all proposed interventions.
11. Develop concept papers for AFROHUN Kenya engagement with and/or reaching out to the identified training institutions, as categorized and prioritized.

3) KEY DELIVERABLES

The key-deliverables will include:

- I. A TNA report on One Health in the Middle Level Colleges (including Tertiary Training Institutions and TVETs) addressing all the responsibilities outlined in section 2.
- II. Identified Training Needs
- III. Concept Papers

4) *TIMELINE*

The study is expected to be conducted within 45 working days from the date of award of the contract for completion of all tasks in the assignment, including the draft and final report as well as the concept papers.

5) *STRUCTURE OF THE FINAL REPORT*

Final project report. The final report will follow the draft format below and will be no more than 30 pages in length excluding annexes;

- o Title page
- o Table of contents
- o Executive summary
- o Abbreviations and Acronyms
- o Background and program description
- o Purpose of study
- o Literature review with clear situational/contextual analysis
- o Methodology
- o Findings, conclusions and recommendations organized around the study questions. The recommendations for implementation will also be based on each result area.
- o References
- o Annexes: TOR, list of meetings and interviews, questionnaires used, Concept Papers developed and any other relevant documents.
- o A PowerPoint presentation with key findings and recommendations from the baseline report
- o Developed reporting template
- o Three hard copies of the final report in English and soft copies.

6) *APPLICATION REQUIRED*

All expressions of interest should include:

- § Experience of the person (including testimonials and a copy of a report of similar work)
- § A capability statement: individual's experience relevant to the assignment, curriculum vitae, appropriate references and relevant testimonials Please state your availability for the assignment.
- § Cover letter (maximum one page): A short letter addressing the baseline criteria
- § Technical Proposal (maximum eight pages) highlighting: brief explanation about the Subject Matter Expert/s with particular emphasis on previous experience in this kind of work; profile of the SME/s to be involved (if any) in undertaking the TNA exercise; understanding of the TOR, the task to be accomplished as well as draft baseline framework and plan.
- § Financial Proposal: The financial proposal should provide cost estimates for services rendered including daily SME fees excluding accommodation and living costs; transport cost, stationeries, and supplies needed for data collection; costs related to persons that will take part from partners

and government officers during baseline process, etc. The financial proposal should also provide cost estimates for services rendered including daily technical fees related to the SME and/or associate who will take part in assignment. Data collection and data processing costs are included in the account of the Subject Matter Expert. The SME should use own computers and requisite equipment.

7) SUBJECT MATTER EXPERT QUALIFICATION REQUIREMENTS

- Post-graduate qualifications in agriculture, animal health, community development, social sciences, development studies, environmental sciences, health sciences or any other field relevant to One Health, with at least 5 years' experience in research and/or health related policy and institutional development and capacity building work.
- Experience in working with Government Ministries, MDAs and SAGAs, including the Ministry of Agriculture, Livestock and Fisheries, Ministry of Health and the Ministry of Environment and/or National Environment Management Authority (NEMA), training institutions at the tertiary level (at a minimum of Middle Level Colleges including other tertiary training institutions and TVETs, international organizations and other key One Health agencies.
- Proven experience in conducting research.
- Strong English language writing skills. Writing samples will be required.

8) PAYMENTS MODALITIES

20% upon signature of the contract

30% of the total amount will be paid upon submission and approval of the methodology

20% of the total amount will be paid upon submission of the draft report

30% of the total amount will be paid upon submission and approval of the final report

Please note that the contents of the report will be analyzed, and final payment will only be made upon agreement on the final Baseline Survey Report from the Program Team

9) SUBMISSION OF PROPOSALS

Proposals can be sent to the address below or e-mailed so as to reach the undersigned by 31st March 2021 to:

Mr Sam Wanjohi and
AFROHUN Kenya
P.O. Box 29053 00625, Nairobi
Email : swanjohi@afrohun.org

The Dean
Faculty of Veterinary Medicine
P.O. Box 29053 00625, Nairobi
Email : dean_vet@uonbi.ac.ke

And cc dnmuta@afrohun.org

10) Evaluation and Award of Assignment

AFROHUN Kenya will evaluate the proposals and award the assignment based on technical and financial feasibility. AFROHUN Kenya reserves the right to accept or reject any proposal received without giving reasons and is not bound to accept the lowest, the highest or any bidder. Only the successful applicant will be contacted. AFROHUN Kenya does not charge any fees from applicants for any recruitment. Further, AFROHUN Kenya has not retained any agent in connection with this recruitment. AFROHUN Kenya is an equal opportunities employer and recognizes the needs of women and persons who are enabled differently.