



GLOBAL PUBLIC HEALTH



Terms of Reference

DREAMS Thina Abantu Abasha Program KwaZulu-Natal Peer Educator

Introduction

Adolescents girls and young women are a priority within the DREAMS mandate and in all advocacy efforts and programmes worldwide. In South Africa, 41% population is made up of young people between the ages of 14 and 35 years. The South African National Youth Policy places a commitment towards prioritizing the needs of young people with respect to education, health and well-being, economic participation and social cohesion.

The World Health Organization estimated that 36.7 million people were living with HIV in 2015. Sub-Saharan Africa is the most severely affected region, accounting for nearly 70% of people living with HIV worldwide.

It is within this context that in September 2015 the international community committed to ending AIDS by 2030, as part of the Sustainable Development Goals (SDGs). In support of this objective, the U.S. President's Emergency Plan for AIDS Relief (PEPFAR) and supporting organizations, including Johnson & Johnson, launched DREAMS, which is an ambitious \$385 million partnership to reduce HIV infections among adolescent girls and young women in 10 sub-Saharan African countries.

Girls and young women account for 74% of new HIV infections among adolescents in sub-Saharan Africa. The 10 DREAMS countries account for more than half of all the new HIV infections that occurred among adolescent girls and young women globally in 2015. The goal of DREAMS is to support Adolescent Girls and Young Women to develop into Determined, Resilient, Empowered, AIDS-free, Mentored and Safe women.

Within this framework, Johnson & Johnson facilitated workshops focused on insight generation with adolescent girls and young women in nine DREAMS countries in 2016. Feedback from these workshops outlined three principal areas which the girls felt needed to be addressed to instill behavior change and decrease engagement in risky sexual behavior. These areas were on employment and employability, leadership skills and sexual and reproductive health. Against this background Johnson & Johnson and UNFPA South Africa Country Office entered into a public-private partnership in June 2017 to implement the DREAMS Thina Abantu Abasha (DREAMS TAA) Programme in KwaZulu-Natal and Gauteng. The purpose of the Programme is to contribute towards the DREAMS goal of reducing HIV infection amongst Adolescent Girls and Young Women (AGYW).

The Program was successfully implemented in City of Johannesburg and City of Ekurhuleni (Gauteng) and eThekweni and uMgungundlovu (KwaZulu-Natal) in 2018 – 2019.

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In 2020, the Program will be implemented in City of Tshwane District (Gauteng) and uGu district KwaZulu-Natal).

Peer Educators

Johnson & Johnson and UNFPA will establish under the leadership of the YLT, a team consisting of thirty-two Peer Educators to conduct face-to-face peer education to AGYW willing to participate in the DREAMS TAA Program that will be deployed within the uGu district: Umdoni and Ray Nkonyeni.

The Peer Educators to demonstrate a shift away from working for young people, to empowering young people to ensure youth-friendly approaches and action.

Purpose of the Peer Educators

Under the leadership and guidance of the YLT and Program Trainers, the Peer Educators will conduct face-to-face peer education based on the content developed through the DREAMS TAA program. The Peer Educators will be from the two priority subdistricts namely, Umdoni and Ray Nkonyeni.

The peer educators will interact with the young people, district and provincial partners engaged in HIV prevention and Sexual Reproductive Health and Rights involved in the HIV response to HIV.

Specifically, the objectives of the Peer Educators are to:

- Conduct Interpersonal/face-to-face peer education sessions with youth recruited within their local communities based on the content and training tools developed within the DREAMS TAA program.
- Train and equip the youth participants within the DREAMS TAA program framework with correct information and knowledge on sexual reproductive health, and rights, employability and leadership skills in targeted subdistricts.
- Contribute towards the DREAMS goal of reducing HIV infection amongst Adolescent Girls and Young Women (AGYW) by 40%.
- Under the guidance and oversight from the Program Trainers and YLT, compile and submit on Adolescent Girls and Young Women reached during the face-to-face sessions.

The expected results from having the Peer Educators are:

- Youth-led programme deployment and implementation that will enhance meaningful participation of target AGYW;
- Youth leadership skills enhanced;
- Young people exposed to employment experience;
- Total reach of 62 000 Adolescent Girls and Young Women (AGYW) aged 12-24yrs. within the targeted subdistricts of KwaZulu-Natal.

Roles and Responsibilities of Peer Educator members

- Recruit AGYW within their communities to actively participate in the DREAMS TAA program
- To implement the peer-to-peer education youth program that will deliver against the set objectives;
- Provide a safe space for AGYW to freely participate in the DREAMS TAA program
- Dedication to conduct the set-out and pre-determined sessions, as specified in the youth- led program, to the participating AGYW
- Under the guidance of the Program Trainers, capture and collect vital program implementation data
- Peer Educators are expected to be available during pre-specified and agreed contact hours.
- Map their local communities for HIV prevention and SRHR services that can be used to refer AGYW in the local priority districts.
- Performance measurement: performance will be reviewed weekly and failure to meet above will result in contract being reviewed.
- Peer educators are to work in areas that are approved by YLT
 - Peer Educators can branch out to other areas but should get approval from YLT prior to beginning – request should be sent through Program Trainers
- To ensure all M+E documents are correctly filled out at the appropriate time – weekly basis
- PE's are to ensure an attendance register is filled out at every programme session that takes place; including Roadshows, Community Activations and any other events.
 - PE's are to ensure that the peer educator comments are filled out at every programme session that takes place. Should a session not take place on the intended date, the PE is still required to ensure the peer educator comments are filled out.
 - PE's are to ensure all participants who take part in the programme sessions, successfully fills in a pre and post evaluation form. The number of pre and post evaluation forms submitted will be considered towards monthly

payments.

- PE's are to ensure an event attendance register is administrated at every roadshow, community activation or event. These documents are to be submitted to their PT for them to capture them.
- PE's are to meet with their PT once a week in order to deliver all M+E documents and discuss programme progress. Failure to meet weekly will be considered towards monthly payments.

Duration of the training programme

Program Trainers will serve for a period of ten months, from February 2020 to November 2020 subject to ongoing performance reviews.

Allowance

- Allowance of the Program Trainers will be ZAR R4,000.00 (four thousand Rand) per month.

Applications for DREAMS TAA Program Trainer

Johnson & Johnson and UNFPA invite applications for the DREAMS TAA Program Trainer role from Adolescent Girls and Young Women who meet the following criteria:

- AGYW aged 18-24 as at 1 January 2020
- Minimum educational requirement would be a Matric (Grade 12) certificate
- Resident within the local communities, Umdoni and Ray Nkonyeni
- Active membership in a community-based organization focused on youth development, HIV/AIDS, Sexual Reproductive Health and Rights, social development.
- One-year experience on program implementation and peer leadership programs
- Affiliated to one or more youth organizations / networks, i.e. representing a constituency of some kind (faith-based, disability, educational, skills development, gender, leadership, living with HIV, sports, rural development, etc).
- Not employed/contracted else where
- Not a full-time student

Criteria for selection

A panel convened by Johnson & Johnson and UNFPA will review all applications and select shortlisted applicants for interview. Preference will be given to applicants from the two priority subdistricts who are active in their communities. Applicants will be chosen to represent a diversity of interest groups, networks and constituencies, and preference will be given to applicants with teamwork qualities, leadership experience, communication skills, innovative approaches and commitment to furthering youth development.

How to apply

Interested applicants are requested to submit the following to zaf.admin@unfpa.org.

- Indicate position applying for and area of residence
- Letter of motivation
- CV
- Letter of support / endorsement from a local community-based organization/s to which you are affiliated.

Closing date: 12 January 2020

Communication with prospective applicants

After the above-mentioned closing date, communication will be limited to shortlisted applicants only. Should you not hear from us after two weeks from the closing date, kindly consider your application as unsuccessful. For any enquiries regarding these terms of reference please do not hesitate to contact UNFPA at zaf.admin@unfpa.org.