

Terms of Reference (TOR)

Psychosocial Counseling Certification Training for LGBTQI+ Youth

Background

Blue Diamond Society (BDS), under the LGBTIQ+ Child Rights Project, aims to strengthen the capacity and well-being of LGBTQI+ youth by providing opportunities to develop skills in psychosocial support and counseling. Under this activity, BDS will support **two or three LGBTQI+ youth** to participate in recognized psychosocial counseling training and obtain certification.

Objective

The objective is to provide quality psychosocial counseling training to two or three selected LGBTQI+ youth and support them to complete the required training and certification process. The training should cover basic counseling skills, communication, active listening, confidentiality, psychosocial well-being, identifying psychosocial concerns, referral mechanisms, self-care and ethical practice.

Scope of Work

The selected training provider will conduct the psychosocial counseling training according to its approved curriculum and certification requirements. The training should use practical methods such as discussion, case studies, role play and counseling practice. The training should also promote respectful and non-discriminatory support for LGBTQI+ people and help participants understand when they should refer a person to a qualified mental health professional or other specialized service.

The training provider must be **CTEVT-affiliated/recognized** and provide a valid certificate to participants who successfully complete the required training.

Expected Deliverables

The training provider will conduct the agreed training for two or three LGBTQI+ youth, provide training materials, assess the participants as required, and provide certificates upon successful completion. The provider will also submit a short training completion report to BDS covering the training dates, participants, major topics covered and certification status.

Qualification of Training Provider

The training provider must be a **CTEVT-affiliated/recognized institution** with experience in psychosocial counseling or related professional training. The institution should have qualified trainers with relevant experience in psychosocial counseling, mental health and counseling practice. Experience working with LGBTQI+ people or other marginalized communities will be an advantage.

Safeguarding and Confidentiality

The training provider must maintain confidentiality and respect the privacy and dignity of participants. The training must be safe, inclusive and free from discrimination based on sexual orientation, gender identity, gender expression or sex characteristics. Participants should not be pressured to disclose personal experiences or mental health information.

Documents to be Submitted with Proposal

Interested training providers should submit a short technical and financial proposal along with the following documents:

1. **Organization/institution profile**, including relevant experience in psychosocial counseling training.
2. **Proof of CTEVT affiliation/recognition** or relevant CTEVT registration document.
3. **Proposed training curriculum/course outline**, including duration and major topics.
4. **CV/profile of the proposed trainer(s)** showing relevant qualifications and experience.
5. **PAN/VAT registration certificate** and latest tax clearance document, as applicable.
6. **Company Registration and latest tax clearance**
7. **Financial Proposal**

Apply at bds.jobs2012@gmail.com

Deadline -23 Sep-27 Sep 2026