

REGIONAL AIDS TRAINING NETWORK



TRAINING
PROSPECTUS
2011



TRAINING PROSPECTUS 2011



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↑ **FOREWORD**

The Regional AIDS Training Network (RATN) is pleased to release its 2011 Training Prospectus. The prospectus contains details of courses that will run from across the 29 Member Training Institutions (MIs) from 11 countries in Eastern and Southern Africa.

This second prospectus contains training courses in the four clusters namely; HIV prevention; treatment care and support; impact mitigation and institutional development.

RATN has developed and integrated into its training programmes modules that aim to develop skills and competencies on design and effective implementation of HIV prevention interventions.

Over the years, RATN has invested a lot of resources to identify and prioritize training and capacity development needs that are critical for managing HIV and AIDS response in the region. We will continue to develop the evidence based

training programmes that are focused to address the critical skills gaps for effective scaling up of the HIV response in the region.

This year, we are very excited about the new courses that will be offered by our MIs as well as those that will be designed and rolled out next year because they will help us to develop the capacity of HIV and AIDS response in the Eastern and Southern Africa.


This prospectus is designed to make it easy for you to find courses in your area, and at whatever level you are – at regional level, country or community levels. As long as your

work relates to HIV and AIDS we are sure that you will find a training course from RATN that will build and strengthen your skills.

And to ensure that the thousands of people that are working hard every day to make a difference in responding to HIV and AIDS epidemic have the skills needed to succeed in a rapidly changing world, RATN is dedicated to ensure that it maximizes access to quality training opportunities.

We hope you enjoy and gain much from the trainings and look forward to your feedback to enable RATN

to continue designing and tailor-making courses that meet your needs anytime anywhere.

A handwritten signature in black ink, appearing to read 'Kelvin Storey', with a stylized, cursive script.

Kelvin Storey

Executive Director
Regional AIDS Training Network



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ABOUT RATN

The Regional AIDS Training Network (RATN) is a Regional/International NGO facilitating the strengthening of capacity and skills for effective HIV response. Established in 1997 as a project funded by the Canadian International Development Agency (CIDA), RATN's status changed in 2003 from a project to an NGO representing a consortium of training institutions in Eastern and Southern Africa collaborating on training.

TRAINING AND CAPACITY BUILDING

In collaboration with its member institutions, universities, and other partners, RATN facilitates gap identification, design, development and delivery of short and long term courses; exchange programmes, training, quality assurance; monitoring and evaluation to ensure that training produces intended results.

WHY CHOOSE OUR COURSES?

At least 75 percent of RATN's training programmes are tailored to address the needs of adult learners. Since its inception, RATN has applied training methodologies that promote participation and exchange of experiences to enhance transfer of skills.

The RATN training programmes have clear instructional plans and use adult learning and participatory approaches including case studies, group discussions, and personal experiences. The development of work plans are also incorporated within the RATN training methodologies. At the end of each training, participants are encouraged to develop action plans on how the new skills and knowledge will translate to improved performance at their places of work.

RANGE OF COURSES PROVIDED

RATN provides courses in the following HIV thematic areas:

- 1) HIV Prevention
- 2) Treatment Care and Support
- 3) Impact Mitigation
- 4) Institutional Development

AVAILABILITY OF APPROPRIATE SKILLS

RATN has over 200 experienced trainers in different areas of HIV capacity development such as policy design and analysis, HIV clinical and epidemiology, project management, monitoring and evaluation and community based interventions. RATN's model of Training of Trainers (TOT) has been at the centre of all RATN training programmes with the aim of strengthening the culture of excellence in course content and delivery among RATN member institutions. The other strength within RATN is that in the event that trainers with specific skills are required in one part of the region, RATN facilitates their availability from a Member Institution to another.

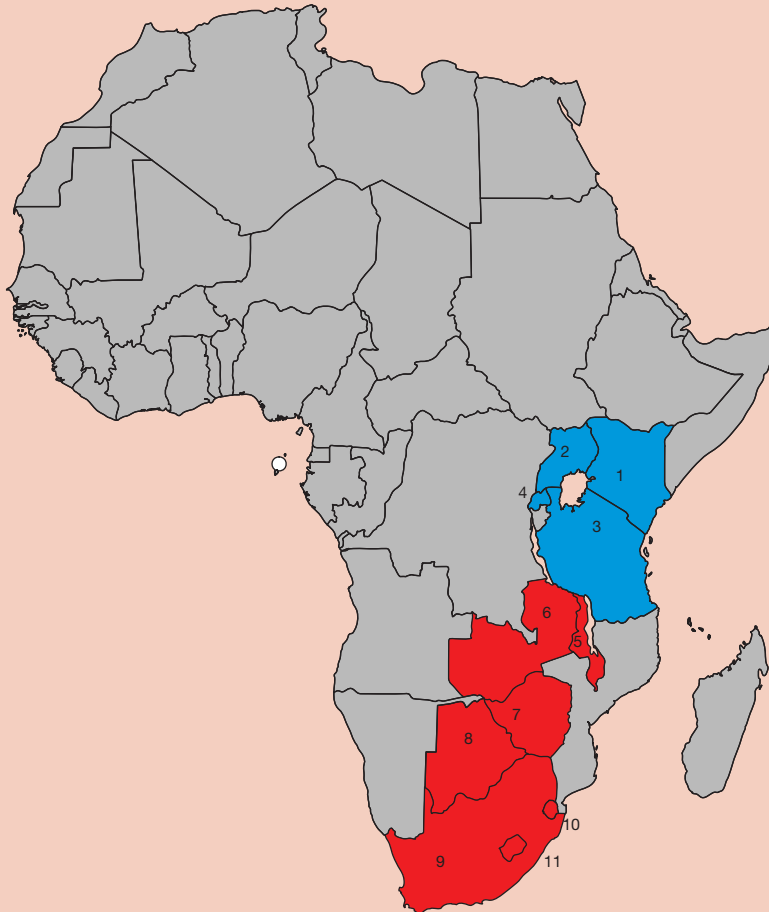
OUR EXPERIENCE

Follow-up studies of RATN course alumni demonstrate that the alumni and their employing organisations are satisfied with skills gained through RATN courses. One alumni follow-up study from the Counselling and Community Care courses offered by RATN and its MIs indicated that over 80% of the respondents improved their operational skills in the workplace and that there were increased levels of confidence and inter-personal skills with clients. RATN is also a well known and trusted source of information and knowledge on HIV and AIDS related training and capacity development issues in the Eastern and Southern Africa (ESA) region. RATN's reputation for quality is largely the result of its systematic and comprehensive approach to Quality Assurance in its Training and Information Sharing and Knowledge Management programmes.

SCHOLARSHIPS

RATN has limited tuition scholarships to support regional participants. The scholarships, which cover tuition only, can be accessed through member institutions. Potential candidates are encouraged to apply for this support through the Member Training Institution while demonstrating that they have other additional funds catering for their travel and accommodation expenses. Please note that the decision for selection entirely lies on the member institutions.

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Where we work

RATN works in Eastern and Southern Africa (ESA) region as a network of Member Training Institutions. Currently, RATN has 29 full members and 4 associate members in the following 11 countries: Kenya, Uganda, Tanzania, Zambia, Rwanda, Malawi, Zimbabwe, Lesotho, Swaziland, Botswana and South Africa.

RATN's Member Institutions

Eastern Africa

1. Kenya

- African Medical and Research Foundation (AMREF)
- Centre for African Family Studies (CAFS)
- Gertrude's Pediatric Training Centre
- Liverpool VCT Care and Treatment (LVCT)
- Kenya Association of Professional Counsellors (KAPC)
- Network For Researchers in Eastern and Southern Africa (NARESA)
- University of Nairobi, Clinical Epidemiology Unit (CEU)

2. Uganda

- AIDS Information Centre (AIC)
- Infectious Diseases Institute (IDI)
- Mildmay Uganda (MU)
- The AIDS Support Organization (TASO)
- Traditional and Modern Health Practitioners Together Against AIDS (THETA)

3. Tanzania

- Eastern and Southern Africa Management Institute (ESAMI)
- Tanzania Gender Networking Programme (TGNP)

4. Rwanda

- Kigali Health Institute (KHI)

Southern Africa

5. Malawi

- Malawi College of Health Sciences (MCHS)
- Malawi Institute of Management (MIM)

6. Zambia

- Churches Health Association of Zambia (CHAZ)
- In-Service Training Trust (ISTT)
- KARA Counselling and Training Trust Ltd
- The Salvation Army, Chikankata Mission Hospital

7. Zimbabwe

- CONNECT Institute of Systemic Therapy
- Family AIDS Caring Trust (FACT)
- Genitourinary Centre (GU)
- Zimbabwe Open University

8. Botswana

- Institute of Development Management (IDM)

9. South Africa

- Health Economic and HIV and AIDS Research Division (HEARD), University of Kwazulu Natal
- Regional Psycho-Social Support Initiative (REPSSI)

10. Swaziland

- Mananga Centre for Regional Integration and Management Development

11. Lesotho

- Institute of Development Management (IDM)

Associate Members

- Pro Femme Twese Hamwe, Rwanda
- Uganda National Consumers Organization (UNHCO), Uganda
- Southern Africa AIDS Dissemination Service (SAfAIDS), Zimbabwe
- Southern African AIDS Trust (SAT), South Africa

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 **COURSE CALENDAR**

COURSE TITLE	TRAINING INSTITUTION	DATES	VENUE	DURATION
HIV PREVENTION COURSES				
Children and their Carers	The Salvation Army, Chikankata Mission Hospital	To be announced	Mazabuka, Zambia	2 weeks
Communication and Behavior: Principles and Practices	Malawi Institute of Management (MIM)	1 st August-2 nd September 2011	Lilongwe, Malawi	5 weeks
Community Care for HIV and AIDS	Family AIDS Caring Trust (FACT)	To be announced	Mutare, Zimbabwe	3 weeks
Community Care for HIV and AIDS	The Salvation Army, Chikankata Mission Hospital	To be announced	Mazabuka, Zambia	3 weeks
HIV Counselling and Testing (HCT) Service Management (TOT)	AIDS Information Centre (AIC)	21 st March - 9 th April 2011	Kampala, Uganda	3 weeks
Training of Trainers (TOT) in Community Care of HIV and AIDS	The AIDS Support Organisation (TASO)	9 th - 27 th May 2011; 10 th - 28 th October 2011	Kampala, Uganda	3 weeks
Trainer of Trainers (TOT) in Traditional and Alternative Therapies in HIV and AIDS Prevention and Care	Traditional and Modern Healers and Practitioners Together Against AIDS (THETA)	To be announced	Kampala, Uganda	2 weeks
TREATMENT CARE AND SUPPORT COURSES				
Advanced Certificate in Counselling Supervision	Kenya Association of Professional Counsellors (KAPC)	6 months divided into 3 blocks 21 st March - 2 nd September 2011	Nairobi, Kenya	4 weeks
Anti-Retroviral Therapy (ART) for Programme Managers	The AIDS Support Organisation (TASO)	28 th March - 15 th April 2011; 12 th 30 th September 2011	Kampala, Uganda	3 weeks

COURSE TITLE	TRAINING INSTITUTION	DATES	VENUE	DURATION
Anti-Retroviral Therapy (ART) Programme Managers	Mildmay Uganda	6 th - 25 th June 2011	Kampala, Uganda	3 weeks
Child and Adolescent Counselling	The AIDS Support Organization (TASO)	1 st - 19 th August 2011	Kampala, Uganda	3 weeks
Clinical Pharmacy in Management of HIV and AIDS for Pharmacy Health Workers	Infectious Disease Institute (IDI)	March 2011	Kampala, Uganda	1 week
Counseling for Anti-Retroviral Therapy	Mildmay Uganda	5 th -16 th September 2011	Kampala, Uganda	2 weeks
HIV and AIDS Counselling: Current Challenges	Kenya Association of Professional Counselors (KAPC)	4 th - 29 th April 2011; 1 st - 26 th August 2011	Nairobi, Kenya	4 weeks
HIV and AIDS Counselling: Current Challenges for the Hearing Impaired	Kenya Association of Professional Counselors (KAPC)	31 st - October - 25 th November 2011	Nairobi, Kenya	4 weeks
HIV and AIDS Counselling: Current Challenges for the Visually Impaired	Kenya Association of Professional Counselors (KAPC)	2 nd - 27 th May 2011	Nairobi, Kenya	4 weeks
Laboratory and Management Methods in Support of ARV Roll-Out Programs	Mildmay Uganda	11 th - 22 nd July 2011	Kampala, Uganda	3 weeks
Medical Laboratory Practices Management	African Medical and Research Foundation (AMREF)	To be announced	Nairobi, Kenya	3 blocks, 24 weeks
Nutrition Care and Support for People Living with HIV and AIDS	In-Service Training Trust (ISTT)	12 th - 16 th September 2011	Lusaka, Zambia	1 week

COURSE TITLE	TRAINING INSTITUTION	DATES	VENUE	DURATION
Rehabilitation and Palliative Care for People Living With HIV and AIDS	Mildmay Uganda	1 st - 19 th August 2011	Kampala, Uganda	3 weeks
Post Graduate Certificate in Professional Counseling	Kigali Health Institute (KHI)	1 st February -4 th March 2011	Kigali, Rwanda	4 weeks
Comprehensive Paediatric HIV Management	Gertrude's Children Hospital	28 th February -4 th March; 16 th -20 th May; 14 th -18 th November 2011	Nairobi, Kenya	1 week
IMPACT MITIGATION COURSES				
Advanced Health Research Methods	Clinical Epidemiological Unit, University of Nairobi (CEU)	31 st October - 18 th November 2011	Nairobi, Kenya	3 weeks
Developing Advocacy Strategies for Sexual and Reproductive Health and HIV and AIDS	Centre for Africa Family Studies (CAFS)	To be announced	Nairobi, Kenya	2 weeks
Eclectic Approach to Counselling	KARA Counseling Trust	To be announced	Lusaka, Zambia	4 weeks
Gender and HIV and AIDS Training of Trainers (TOT)	Institute of Development Management (IDM)	18 th - 29 th March 2011	Maseru, Lesotho	2 weeks
Gender and HIV and AIDS Training of Trainers (TOT)	Institute of Development Management (IDM)	15 th - 25 th February 2011	Mbabane, Swaziland	2 weeks
HIV Testing and Statistical Quality Control	Malawi College of Health Sciences (MCHS)	To be announced	Lilongwe, Malawi	5 weeks
Monitoring and Evaluation (M & E) for NGOs	Churches Health Association of Zambia (CHAZ)	3 rd -16 th April 2011; 4 th - 17 th September 2011	Lusaka, Zambia	2 weeks
Systemic Approach to HIV and AIDS Counselling	CONNECT Zimbabwe Institute of Systemic Therapy	2 nd - 27 th May 2011; 5 th - 30 th September 2011	Zimbabwe, Harare	4 weeks

COURSE TITLE	TRAINING INSTITUTION	DATES	VENUE	DURATION
Systemic Approach to HIV and AIDS Counselling (for Marginalized Groups)	CONNECT Zimbabwe Institute of Systemic Therapy	4 th - 29 th July 2011	Harare, Zimbabwe	4 weeks
Gender Policy and HIV and AIDS	Tanzania Gender Network Programme (TGNP)	To be announced	Dar es Salaam, Tanzania	2 weeks
INSTITUTIONAL DEVELOPMENT COURSES				
Adult Education (TOT)	Eastern and Southern Africa Management Institute (ESAMI)	To be announced	Arusha, Tanzania	2 weeks
Certificate in Inter-Disciplinary Studies HIV and AIDS Programme Management (E-Learning Course)	University of Manitoba in collaboration with IDM, Mananga, and TASO	To be announced	University of Manitoba, Canada	1 year
Management and Administration Course for HIV and AIDS for Programme Leaders and Managers	Malawi Institute of Management (MIM)	26 th September-21 st October 2011	Lilongwe, Malawi	4 weeks
Management and Administration Course for HIV and AIDS for Programme Leaders And Managers	Mananga Centre for Regional Integration and Management Development	February/March 2011	Mbabane, Swaziland	4 weeks
Management and Administration Course for HIV and AIDS for Programme Leaders and Managers	Eastern and Southern Africa Management Institute (ESAMI)	To be announced	Arusha, Tanzania	4 weeks



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HIV PREVENTION COURSES



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CHILDREN AND THEIR CARERS

The Children and their Carers course is conducted at The Salvation Army, Chikankata Mission Hospital in Mazabuka, Zambia. It aims to equip the capacities of Training of Trainers (TOTs) and people who work with children with caring skills to enable them cope with the impact of HIV and AIDS in the communities they serve.

Course Objectives

- Enrich the participant's understanding of difficult circumstances faced by children such as HIV and AIDS, poverty, violence and abuse;
- Develop a holistic approach to assisting children affected by the AIDS pandemic;
- Impart knowledge and skills that will help the participants train others on helping children cope with difficult circumstances;
- Enable participants to speak openly and explicitly about illness, death and dying;
- Enhance the participant's ability to reflect critically on practice, rituals, beliefs, procedures and attitudes that implicitly or explicitly impact on working with the children especially orphans and vulnerable children (OVCs);
- Enable participants to identify and manage their own stress reactions, thereby increasing service efficacy and boosting the morale, capacity and reputation of care services.

Course Focus

This course focuses on the following areas:

- Basic facts about HIV and AIDS in children;
- The child counselling techniques and key counselling concerns for children;
- Theories of human development;
- Needs and rights of children;
- Policy issues and professional ethics in handling children;

Course Benefits

The skills learnt will enable the participants to strengthen the existing child counselling activities in their work places and also establish and integrate child counselling activities among their organisational services.

Course Methodology

This course uses adult learning approaches that are used to encourage participation in class and in the field. A variety of education methodologies and technologies are used including practicum which involves visiting a child facility, experiencing play with children, hands on practice and action planning in child counselling. Other methodologies include brainstorming, assignments, small group discussions, case studies, plenary presentations, music, dance and drama, field visit, lectures, discovery, illustrations, story telling, role plays, audio-visual aids and power point presentations.

Target Audience

This course is suitable for Training of Trainers (TOTs), community health workers, and people working with children and have basic skills in child care. The course is also suitable for people caring for those who are infected.

Essential facts

- ✓ **Duration:** 2 weeks
- ✓ **Tentative dates:** **(exact dates shall be confirmed in the course of the quarters)**
- ✓ **Course cost:** Tuition fee is USD 800; payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

The Salvation Army, Chikankata Mission Hospital
Mazabuka, Zambia
Private Bag S-2 Mazabuka, Zambia
Tel: 260-213-235208
Fax: 260-1-222060
Email: administration@chikankata.org.zm
Website: <http://www.salvationarmy.org>



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COMMUNICATION AND BEHAVIOUR: PRINCIPLES AND PRACTICES

The Communication and Behaviour: Principles and Practices course conducted at The Malawi Institute of Management (MIM) in Lilongwe, Malawi aims to build participants' capacity in planning, designing, implementing, monitoring and evaluating, research-based behaviour change communication and programmes for prevention of STIs including HIV and AIDS.

Course Objectives

- Build participants' knowledge and understanding in priority programme areas (sexual and reproductive health, including STIs and HIV and AIDS with focus on adolescents);
- Build capacity in the field of communication planning, including behaviour analysis, audience and channel analysis; objective setting; strategy development; material development, production and utilisation;
- Develop knowledge and skills in communication research methods for analysis, formative research monitoring and evaluation;
- Assist in the development of regional network of communication trainers, facilitators and strategic planners.

Course Focus

The course focuses on the following areas:

- Basics of HIV and AIDS;
- Adolescent reproductive health and sexuality;
- Stigma and discrimination and HIV and AIDS;
- Communication and models of behaviour change;
- Formative research;
- Steps and approaches for developing and pre-testing BCC concepts and materials;
- Managing and implementing BCC programmes;
- Monitoring and Evaluation of BCC programmes

Course Benefits

The knowledge and skills that the participants gained from the course are demonstrated through the group activities that they undertake throughout the course. The participants' discussions focus on different behaviour problems that contribute to the high prevalence of HIV and AIDS. These problems are discussed and analysed and the outcome enables them to come up with BCC integrated communication strategies.

Course Methodology

The course uses participatory learner centred training approaches that are highly characterised by great balance of lectures, group work and field visits. The participants build upon each module to acquire knowledge and develop expertise in behaviour change communication and HIV and AIDS. Classroom and group discussions facilitate exchange of knowledge and ideas among the participants while presentations from the facilitators provide the conceptual frameworks to guide the learning process.

Field visits are also arranged during the course.

Target Audience

The course targets programme planners and managers, including project officers, adult educators and communication trainers who have prior skills in coordinating and managing HIV and AIDS programmes at their workplaces.

Essential facts

- ✓ **Duration:** 5 weeks
- ✓ **Tentative dates:** 1st August-2nd September 2011 **(exact dates shall be confirmed in the course of the quarters)**
- ✓ **Course cost:** Tuition fee is USD 3,187, payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

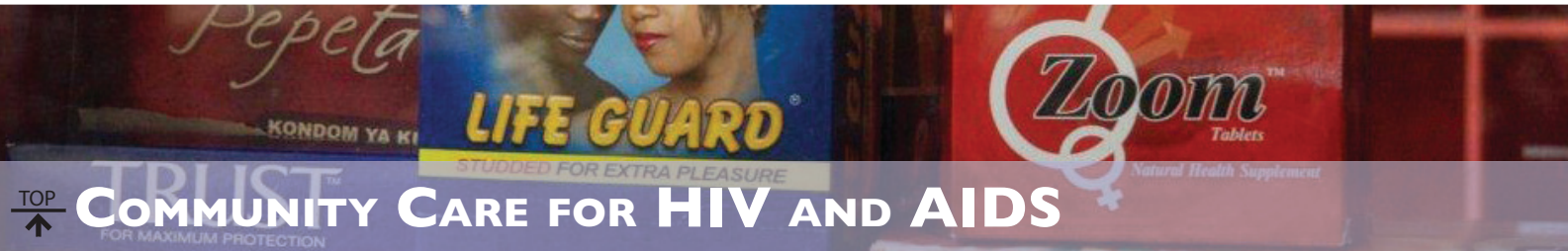
Malawi Institute of Management
P.O. Box 30801, Lilongwe 3
Malawi

Tel: +265-1-710866

Fax: +265-1-710609

Email: mimexecutive@mim.co.mw

Website: <http://www.mim.co.mw>



COMMUNITY CARE FOR HIV AND AIDS

Community Care for HIV and AIDS training is one of the flagship courses run by Family AIDS Caring Trust (FACT), in Mutare, Zimbabwe. The overall goal of the course is to contribute to the establishment of effective HIV and AIDS prevention, care and support interventions through capacity development of individuals, communities and HIV and AIDS service organisations. It also aims at imparting skills, knowledge and attitudes crucial in responding to HIV and AIDS at the pre-referenced tripartite levels.

- Enhance the institutional capacity to design and implement sustainable community HIV and AIDS prevention, care and support interventions of OVC and People Living with HIV and AIDS (PLWHIV) mitigation initiatives;
- Enhance community capacities to care and support those affected by HIV and AIDS;
- Promote sharing and adaptation of good practices in HIV and AIDS prevention, care and support among organisations and communities;
- Facilitate development of appropriate trainings by Community Based Organisations (CBOs) to support those affected and infected by HIV and AIDS;
- Build competency of participants to facilitate communities in developing appropriate interventions to manage HIV and AIDS related challenges.

Course Focus

The course focuses on the following areas:

- Basic facts, trends and impact of HIV and AIDS
- Care for people living with HIV and AIDS;
- Models of community based care;
- Community dynamics;
- Prevention and mitigation of HIV and AIDS;
- Working with communities;
- Steps in setting up community based AIDS Programmes;
- Building networks and referral systems;
- Training and facilitation skills to build capacity of health care workers and community change agents.

Course Benefits

This course is intended to equip community care providers with knowledge and skills to effectively provide HIV and AIDS prevention, care and support services at community level.

Course Methodology

The course is highly participatory, interactive and energising. A variety of methods are employed to deliver the training and these include brainstorming, plenary discussions, demonstrations, group work, role plays, dramatisation and presentations. Participants are encouraged to participate and to share examples from their own experiences in their workplaces.

Target Audience

This course is suitable for peer counsellors, project coordinators, project officer, community health personnel, programme coordinators.

Essential facts

Duration: 3 weeks

Tentative dates: **(exact dates shall be confirmed in the course of the quarters)**

Course cost: Tuition fee is USD 1,500 payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

Family AIDS Caring Trust (FACT)
12R. Mugabe Way, Mutare, Zimbabwe
P.O. Box 970, Mutare, Zimbabwe
Tel: +263-20-63673/67493/66015
Fax: +263-20-65281

Email: info@fact.org.zw

Website: <http://www.factmutare.org>



COMMUNITY CARE FOR HIV AND AIDS

Community Care for HIV and AIDS (CCHA) training for community based care providers is conducted at The Salvation Army, Chikankata Mission Hospital, in Mazabuka, Zambia. The course aims at contributing to the establishment of effective HIV and AIDS prevention, care, and support interventions for improving the quality of those affected and infected by HIV and AIDS through capacity development.

Course Objectives

This course equips community care providers with knowledge and skills to effectively provide HIV and AIDS prevention, care and support services at community level.

Course Focus

This course focuses on the following areas:

- Basic facts, trends and impact of HIV and AIDS;
- Care for people living with HIV and AIDS;
- Models of community based care;
- Community Dynamics;
- Prevention and mitigation of HIV and AIDS;
- Working with communities;
- Steps in setting up community based AIDS Programmes;
- Building networks and referral system;s
- Training and facilitation skills to build capacity of health care workers and community change agents.

Course Benefits

This course is intended to equip community care providers with knowledge and skills to effectively provide HIV and AIDS prevention, care and support services at community level.

Course Methodology

This course is highly participatory, interactive and energising. Other methods employed to deliver training include brainstorming, plenary discussions, demonstrations, group work, role plays, drama and presentations. Participants are encouraged to participate and share case studies of experiences from their workplaces.

Target Audience

This course is suitable for peer counsellors, project coordinators, project officers, community health personnel and programme coordinators.

Essential facts

- **Duration:** 3 weeks
- **Tentative dates:** **(exact dates shall be confirmed in the course of the quarters)**
- **Course cost:** Tuition fee is USD 1,500 payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

Salvation Army Mission, Chikankata Mission Hospital
Mazabuka, Zambia
Private Bag S-2 Mazabuka, Zambia
Tel: 260-213-235208
Fax: 260-1-222060
Email: administration@chikankata.org.zm
Website: <http://www.salvationarmy.org>



HIV COUNSELLING AND TESTING SERVICE MANAGEMENT

HIV Counselling and Testing (HCT) Service Management Training Course is conducted by AIDS Information Centre (AIC) in Kampala, Uganda. This course aims to train a cadre of people who will implement, monitor and evaluate the quality of HCT services in their institutions.

Course Objectives

This course will enable participants to:

- Acquire up to date information on the current trends and magnitude of HIV and AIDS;
- Understand the components necessary in HCT services management and delivery (continuum of care and quality service delivery);
- Understand different HCT approaches, models and protocols in service delivery;
- Acquire knowledge on designing, monitoring and evaluating HCT programmes;
- Understand strategies and counselling interventions for special groups;
- Appreciate the importance of mobilising resources for HCT services delivery;
- Learn ways of managing stress in an organisation;
- Gain knowledge and skills to enable them pass on the acquired information to others.

Course Focus

The course is in two phases. It has a HIV Counselling and Testing (HCT) component and a Training of Trainers (TOT) component. The HCT component focuses on HCT services delivery approaches and models; HCT interventions for special (vulnerable groups); research skills and methods; designing, monitoring and evaluating HCT programmes; ethical and legal issues in HCT service delivery. The TOT component focuses on training/teaching methods; developing teaching Aids; training and facilitation skills; the training processes; planning a training course and skills on evaluating a training programme.

Course Benefits

The skills learnt will build the capacities of the participants to implement, monitor and evaluate quality HIV counselling and testing services within their institutions and organisations.

Course Methodology

The course uses adult learning approaches and encourage participation in class and in the field. A variety of participatory methodologies and technologies that are used include sharing of experiences, role plays, group work and plenary discussions, lectures, focus group discussions, and case studies.

Target Audience

The course targets mid-level managers; VCT service providers and VCT Trainers of HIV and AIDS service organisations.

Essential facts

- ✓ **Duration:** 3 weeks
- ✓ **Tentative dates:** 21st March-9th April 2011
- ✓ **(exact dates shall be confirmed in the course of the quarters)**
- ✓ **Course cost:** Tuition fee is USD 1,100; payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

AIDS Information Centre (AIC), Musajja lumbwa Rd, Mengo-Kisenyi, plot No. 1321
P.O. Box 10446, Kampala, Uganda
Tel: +256-414-231528
Fax: +256-414-270022
Email: informationdesk@aicug.org
Website: <http://www.aicug.org>
Fax: +256-414-270022



TRAINING OF TRAINERS IN COMMUNITY CARE OF HIV AND AIDS

The Training of Trainers (TOT) in Community Care of HIV and AIDS is conducted at The AIDS Support Organization (TASO) in Kampala, Uganda. The course involves broadening the participants' information base and skills building for a dynamic approach to HIV and AIDS in mitigation of its impact.

Course Objectives

The objective of this course is to

- Equip community care providers with knowledge and skills to effectively provide HIV and AIDS prevention, care and support services at community level.
- Increase community capacity to cope with HIV and AIDS;
- Increase institutional capacity to respond to HIV and AIDS;
- Reduce further spread of HIV through promotion of prevention strategies;
- Develop effective training programmes in participants' own work stations;
- Facilitate the development of appropriate services required for community care of PLWHA across the continuum of care.

Course Focus

The course focuses on the following areas:

- Care for people living with HIV;
- Models of community based care;
- Community dynamics;
- Prevention and mitigation of HIV and AIDS;
- Working with communities;
- Steps in setting up community based AIDS programmes;
- Building networks and referral systems;
- Training and facilitation skills to build capacity of health care workers and community change agents.

Course Benefits

This course develops the capacity of participants to build community and institutional competencies to respond to HIV and AIDS.

Course Methodology

This course is highly participatory, interactive and energising. A variety of methods are employed to deliver the training and these include brainstorming, plenary discussions, demonstrations, group work, role plays, drama and presentations. Participants are encouraged to participate and share case studies of experiences from their workplaces.

Target Audience

This course is suitable for peer counsellors, project coordinators, project officers, community health personnel and programme coordinators.

Essential facts

Duration: 3 weeks

Tentative dates: 9th-27th May 2011, 10th-28th October 2011*(*exact dates shall be confirmed in the course of the quarters*)*

Course cost: Tuition fee is USD 1,500 payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

TASO Training Centre
Kanyanya, off Gayaza Road
After Mpererwe Trading Centre
P.O. Box 10443, Kampala, Uganda
Tel: +256-414-567637/ 256-392767637
Fax: +256-414-566704
Email: training@tasouganda.org
Website: www.tasouganda.org



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TRAINING OF TRAINERS IN TRADITIONAL MEDICINE AND ALTERNATIVE THERAPIES IN HIV AND AIDS PREVENTION AND CARE

The Training of Trainer's (TOT) course in Traditional Medicine and Alternative Therapies in HIV and AIDS/STDs, Prevention and Care is run at the Traditional and Modern Healers and Practitioners Together Against AIDS (THETA) in Kampala, Uganda.

Course Objectives

To enable participants to:

- Appreciate the role and contribution of traditional medicine in prevention, care and support;
- Provide accurate information about the available and safe herbal remedies and other alternative therapies commonly used in HIV Management;
- Identify areas and facilitate collaboration in HIV and AIDS/STDs prevention and care between traditional and biomedical health care systems;

- Support the community in addressing the cultural and gender issues that influence the utilisation of HIV and AIDS prevention care and support services;
- Integrate traditional medicine and alternative therapies in the prevention and care of HIV and AIDS/STDs in the region;
- Sensitise the community on the health rights in relation to traditional medicine practice;
- Enhance knowledge and skills in HIV and AIDS programme implementation and monitoring and evaluation.

Course Focus

This course focuses on traditional medicine and alternative therapies such as, traditional healing and practices, the role of herbal medicines in HIV and AIDS, herbal remedies for common ailments, the place of spiritual healing in traditional medicine and indigenous knowledge rights.

Course Benefits

The participants will learn, understand and appreciate traditional healing, cultural beliefs and practices in various African communities.

Course Methodology

The course uses adult learning approaches that are used to encourage participation in class and in the field. A variety of participatory methodologies and technologies are used include sharing of experiences, role plays, group work and plenary discussions, lectures, focus group discussions, and field visits. Participants are also involved in daily evaluation and review as part of the training package to provide them with an opportunity to practice skills in conducting training workshops.

Target Audience

The course targets community health personnel and alternative medicine health practitioners.

Essential facts

- ✓ **Duration:** 2 weeks
- ✓ **Tentative dates:** **(exact dates shall be confirmed in the course of the quarters)**
- ✓ **Course cost:** Tuition fee is USD 1,550 payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

THETA
Plot 724/725 Mawanda Road, Kamokya
P.O. Box 21175, Kampala, Uganda
Tel: +256-414-532930
Fax: +256-414-530619
Email: theta@theta.org
Website: <http://www.thetaug.org>





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TREATMENT CARE AND SUPPORT COURSES



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ADVANCED CERTIFICATE IN COUNSELLING SUPERVISION

The Counsellors Supervision support course provides training for people wishing to be counsellor supervisors. This six months course is divided into three blocks and is offered at the Kenya Association of Professional Counsellors (KAPC) in Nairobi, Kenya.

Course Objectives

To enable participants to:

- Gain an understanding of the theoretical basis for counsellor supervision.
- Critically examine counselling and counsellor supervision practice;
- Demonstrate skills necessary in counselling supervision;
- Explore counsellor supervision process in HIV and AIDS context and other setting;
- Reflect on mechanisms of effective counsellor supervision implementation.

Course Focus

The course focuses on six main modules which include Introduction to Counsellor Supervision, Developing Counsellor Supervision in the HIV and AIDS Context, Transitions and evaluation in Counsellor Supervision, Facilitation and Monitoring of the Development of Supervision, Practicum and Field Practice.

Course Benefits

The skills learnt will enable the participants to competently provide counsellor supervision for HIV and AIDS programmes in the region.

Course Methodology

This six months course is divided into three blocks as follows:

- Block 1: 1-10 days tuition at KAPC Centre in Nairobi,
- Block 2: 4-5 months of field practice at the participants' works stations;
- Block 3: 3-10 days tuition at KAPC Centre in Nairobi Kenya.

The experiential mode of training facilitates knowledge sharing among participants.

Target Audience

The course targets trained and practicing counsellors, Counsellor Trainers and Counsellor Programme Coordinators

Essential facts

- ✓ **Duration:** 6 months divided into three blocks
- ✓ **Tentative dates:** 21st March-2nd September 2011
- ✓ **Course cost:** Tuition fee is USD 2,300, payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

Kenya Association of Professional Counsellors (KAPC)
2nd Parklands Avenue
P.O. Box 55472-00200
Nairobi, Kenya
Tel: +254-20-3741051/ 3741056/ 3741123
Mobile: +254-733-761242/ 721-296912
Email: Nairobi@kapc.or.ke
Website: <http://www.kapc.or.ke>



ANTI-RETROVIRAL THERAPY FOR PROGRAMME MANAGERS

The Anti-Retroviral Therapy (ART) for programme managers' course is jointly run by Mildmay Uganda and The AIDS Support Organization (TASO) in Kampala, Uganda. This course is designed to enhance knowledge of participants and equip them with skills in management of effective and sustainable ART programmes in resource limited settings.

Course Objectives

To enable participants to:

- Explore emerging issues in HIV and AIDS programming and address them to enhance HIV prevention in the era of ART;
- Discuss clinical issues in HIV and AIDS care and ART delivery;
- Explain psychosocial support strategies employed in ART programmes;
- Utilise leadership and management skills in ART programmes for effective ART service delivery;
- Describe the process of quality assurance for ART programmes.

Course Focus

The course focuses on principles and practices of ART, ART drug regimens for resource limited settings, ART side effects and toxicities and role of counselling in ART. Other areas of focus include, monitoring and follow-up of patients on ART, current HIV presentation strategies, managing human resources on ART, partnership building for ART programmes and resource mobilisation. The course also focuses on work plans and budgeting for ART programmes, scaling up of ART services in resource limited settings and models of ART services delivery. These topics and others related to ART programming are covered on a weekly basis.

Course Benefits

The knowledge and skills learnt and the confidence built in the participants will enable them to manage human resources, write proposals and effectively manage, monitor and evaluate ART programmes.

Course Methodology

The course uses participatory learner centred training approaches merging theory and practice with a lot of sharing of experiences and learning from each other. Other participatory methods used include group discussions, plenary presentations, case studies and field visits.

Target Audience

The course targets middle level managers with the aim of equipping them with knowledge and ability to effectively run self sustaining ART programmes.

Essential facts

- ✓ **Duration:** 3 weeks
- ✓ **Tentative dates:**
Mildmay Uganda: 6th-25th June 2011
Taso: 28th-15th April 2011, 12th-30th September
- ✓ **Course cost:** Tuition fee is USD 1,610, payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

Mildmay Uganda
Plot 127, Entebbe Road, Naziba Hill, Lubowa near Lweza
P.O. Box 24985, Kampala, Uganda
Tel: 256-312210200
Fax: 256-312210205
Email: registrar@mildmay.or.ug
Website: <http://www.mildmay.org>



COUNSELLING FOR ANTI-RETROVIRAL THERAPY

The programme for counselors from various HIV and AIDS organisations on counseling for Anti-Retroviral Therapy (ART) is run at Mildmay Uganda. The course aims at equipping participants with knowledge and skills on counseling for ART.

Course Objectives

To enable participants to:

- Explain the basic principles of ARVs;
- Discuss implications of taking ARVs;
- Discuss and demonstrate counseling issues surrounding ARV treatment in their community;
- Explain the relationship between people taking ARV, PEP and PMTCT of HIV;
- Discuss legal, ethical and cultural issues around the use of ARVs

Course Focus

The course focuses on enhancing knowledge and skills of in-service counsellors to enable them provide quality HIV and AIDS counselling services to people infected with HIV and their families. Key content areas include: challenging and emerging issues in HIV and AIDS treatment care and support, ART with special focus on adherence, counselling issues in ART, counselling children and adolescents for ART, common HIV related opportunistic infections, role of nutrition in HIV management, stigma and discrimination in HIV and AIDS care, basic operational research, gender and cultural issues in ART, PMTCT of HIV and ART.

Course Benefits

The knowledge and skills learnt and the confidence built in the participants will enable them to effectively provide counselling services to clients on Anti-retroviral Therapy (ART).

Course Methodology

This course is conducted over a period of 10 days. Seven of these days are spent in the classroom gaining knowledge and practicing skills and three days are for practicum. A variety of participatory, methodologies and technologies used include sharing of experiences, role plays, and focus group discussions.

Target Audience

The course targets trained counsellors, counsellor trainers, and counsellors' coordinators.

Essential facts

- ✓ **Duration:** 2 weeks
- ✓ **Tentative dates:** 5th – 16th September 2011
- ✓ **(exact dates shall be confirmed in the course of the quarters)**
- ✓ **Course cost:** Tuition fee is USD 1,100, payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

Mildmay Uganda
Plot 127, Entebbe Road, Naziba Hill, Lubowa near Lweza
P.O. Box 24985, Kampala, Uganda
Tel: 256-312210200
Fax: 256-312210205
Email: registrar@mildmay.or.ug
Website: <http://www.mildmay.org>



TRAINING OF TRAINERS IN CHILD AND ADOLESCENT COUNSELLING

This Training of Trainers (TOT) in child and adolescent counselling course is conducted by The AIDS Support Organization (TASO) at the TASO Training Centre, Kanyanya in Kampala.

Course objective

To develop competencies of participants in providing psychosocial support to children infected and affected by HIV and AIDS.

Course Benefits

The skills learnt in this course will enable the participants to strengthen the existing child counselling activities in their work places and also establish and integrate child counselling activities in their organisations.

Course Focus

This course focuses on the following areas:

- Basic facts of HIV and AIDS concerning children;
- Child counselling process techniques and key counselling concerns for children;
- Theories of human development;
- Needs and rights of children;
- Policy issues and professional ethics in handling children;

Course Methodology

The course uses adult learning approaches that are used to encourage participation in class and in the field. A variety of education methodologies and technologies are used including practicum which involves visiting a child facility, experiencing play with children, counselling children, hands on practice and action planning. Other

methodologies include brainstorming, assignments, small group discussions, case studies, plenary presentations, music, dance and drama, field visit, lectures, discovery, illustrations, story telling, role plays, audio-visual aids and power point presentations.

Target Audience

This course is suitable for teachers, nurses, counsellors, guardians and programme staff working with children. Applicants must have attended and completed a basic counselling course.

Essential facts

- ✓ **Duration:** 3 weeks
- ✓ **Tentative dates:** 1st-19st August 2011 **(exact dates shall be confirmed in the course of the quarters)**
- ✓ **Course cost** Tuition fee is USD 1,800, payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

TASO Training Centre
Kanyanya, Off Gayaza Road
After Mpererwe Trading Centre
P.O. Box 10443, Kampala, Uganda
Tel: +256-414-567637/ 256-392767637
Fax: +256-414-566704
Email: training@tasouganda.org
Website: www.tasouganda.org



CLINICAL PHARMACY IN MANAGEMENT OF HIV AND AIDS FOR PHARMACY HEALTH WORKERS

Clinical Pharmacy in Management of HIV and AIDS for Pharmacy Health Workers course that is conducted at the Infectious Disease Institute (IDI), in Kampala, Uganda aims at building the capacity of pharmacy workers in the provision of high quality HIV care through effective management of Antiretroviral Therapy.

Course objectives

- To enable health care providers to:
- Recognize the public health importance of HIV across the world with specific emphasis on Sub-Saharan Africa;
- Appreciate the relationship between the immune system and the infectious and non- infectious complications in PLWHIV;
- Appropriately manage patients with adverse reactions to ART;
- Appropriately initiate ART in children; and
- Rationally dispense antiretroviral medicines used in management of common opportunistic infections (OI);
- Counsel patients on how to take ART.

Course Focus

The course focuses on the following areas:

- Epidemiology and immunology of HIV/AIDS;
- Pharmacology of HIV/AIDS;
- Stores and supply management for ART services; and,
- Good pharmacy practices.

Course Benefits

The skills learnt will enable pharmacy health care workers to understand their importance in the provision of antiretroviral care by guiding patients on use of ART, thus leading to improvement in the quality of life of PLWHIV.

Course Methodology

Participatory methodologies and technologies are used. These include classroom teaching, assignments, practical assessments, group discussions and plenary presentations.

Target Audience

This course targets pharmacy health workers involved in the dispensing of medicines and ARVs to PLWHA in the region. Pharmacy technicians, enrolled nurses, registered nurses and pharmacy assistants are also eligible.

Essential facts

- ✓ **Duration:** 3 weeks
- ✓ **Tentative dates:** 1st-19st August 2011 **(exact dates shall be confirmed in the course of the quarters)**
- ✓ **Course cost** Tuition fee is USD 1,800, payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

Infectious Diseases Institute (IDI)
Mulago Hospital Complex
P. O. Box: 22418 Kampala, Uganda
Tel: +256-41-4307000,+256-31-2307000;
Fax: +256-41-4307290; +256-31-2307290
Email address: office@idi.co.ug
Website: <http://www.idi-makerere.com>



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HIV AND AIDS COUNSELLING: CURRENT CHALLENGES

This course runs four times a year at Kenya Association of Professional Counsellors (KAPC). Courses that run in April and August are known as regular classes and aim at training HIV and AIDS professional counsellors. The programme that runs in May aims at training professional HIV and AIDS counselors.

Course Objectives

To enable the participants to:

- Have an opportunity to develop and practice counseling skills;
- Explore different issues in living with HIV and AIDS;
- Facilitate counsellor self awareness in relation to counselling;
- Understand cultural beliefs and practices and decision making in matters of sexuality;
- Explore pre, post test and supportive counselling;
- Understand psychological theories of counselling in relation to behaviour change;
- Understand the the place of counselling supervision for counsellors.

Course Focus

The course focuses on self-awareness, psychological theories of counselling, HIV and AIDS information, HIV and AIDS issues, counselling and testing issues, psycho-social issues in counselling, processes and practice of counselling and support supervision for counsellors.

Course Benefits

The skills learnt will enable the participants to be competent in providing counselling services within the institutions they are affiliated to. At the beginning of the programme participants undertake a series of self awareness/self exploration exercises that enable them to understand themselves as they handle and give care to their clients.

Course Methodology

The KAPC model of training is participatory and experiential with training methods that move and direct personal experiences and build individual commitment, growth and development. Other methods include use of exercises, brainstorming, role-plays, brief lectures, presentations and feedbacks. Self awareness is facilitated through exercise and sharing of personal life experiences to enhance their learning.

The programme targeting visually impaired integrates the use of brailled materials to support the learning process while the programme targeting hearing impaired make use of sign language as a medium of its delivery.

Target Audience

The course targets trained counsellors; counsellor trainers; and counsellors coordinators.

Essential facts

- ✓ **Duration:** 4 weeks
- ✓ **Tentative dates:** 4th-29th April 2011; 1st-26th August 2011 (Regular Courses); 2nd-27th May 2011 (Visually Impaired); 31st October-25th November 2011 (Hearing Impaired)
- ✓ **Course cost:** Tuition fee is USD 1,780 for regular programmes while the hearing impaired and visually impaired target group programme tuition fee is USD 2,049. This fee is payable on acceptance. It includes tuition and full board accommodation; participants are responsible for travel and other incidentals.

How to Apply

Kenya Association of Professional Counsellors (KAPC)
2nd Parklands Avenue,
P.O. Box 55472-00200
Nairobi, Kenya
Tel: +254-20-3741051/ 3741056/ 3741123
Mb: +254-733-761242/ 721-296912
Email: Nairobi@kapc.or.ke
Website: <http://www.kapc.or.ke>



LABORATORY MANAGEMENT AND METHODS FOR HIV TESTING

The Laboratory Management and Methods in Support of Anti-retroviral roll-out Programme course is conducted at Mildmay Uganda in Kampala, Uganda. This course aims at equipping participants with knowledge and skills in laboratory management and modern laboratory techniques for HIV testing to effectively contribute to the rolling out of ART programmes.

Course Objectives

To enable the participants to:

- Discuss the natural history of HIV and the need for ARVs;
- Discuss the basic principles of ARVs and the implications;
- Practice specific laboratory tests including HIV screening techniques, and tests for identification of opportunistic infections;
- Discuss counselling issues surrounding testing and ARVs in their community;
- Discuss issues involved in laboratory safety and prevention of infection and how these can be implemented;
- Discuss the role of key laboratory personnel, the minimum requirements within a laboratory and procurement supplies;
- Explain the importance of quality control and assurance;
- Discuss key components of laboratory monitoring and evaluation.

Course Focus

The course imparts to the participants skills in: recognising and diagnosing opportunistic infections, universal precautions and PEP, monitoring of treatment, CD4 and viral load efficacy, transmission and prevention of HIV, adherence, resistance and side effects, quality control and quality assurance within the laboratory, laboratory management: personnel, space design, and procurement of equipment.

Course Benefits

Participants gain knowledge and skills in laboratory management and modern laboratory techniques to enable them contribute to the rolling out of ART programmes.

Course Methodology

A variety of participatory methodologies and technologies are used. These include classroom teaching, assignments, group discussions and presentations and field visits for exposure and practical/ hands-on learning in different laboratories.

Target Audience

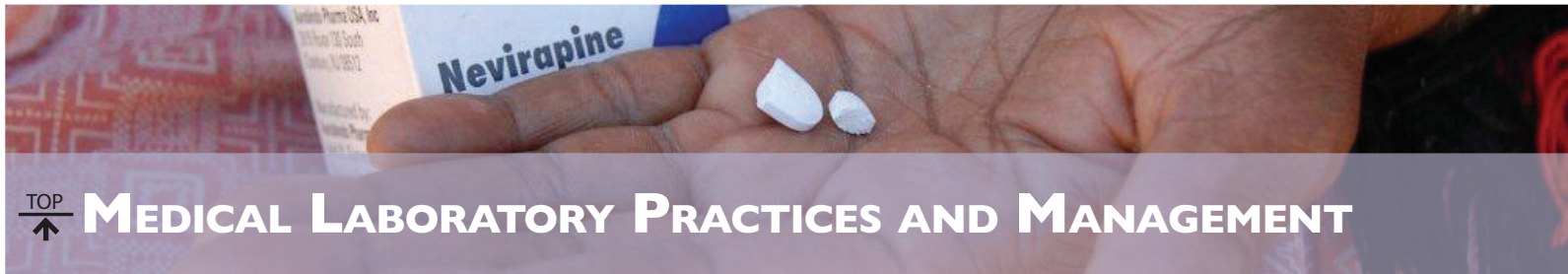
The course targets laboratory technicians, laboratory technologists, laboratory managers; researchers; trainers; laboratory supervisors and persons with basic knowledge in laboratory management skills.

Essential facts

- ✓ **Duration:** 2 weeks
 - ✓ **Tentative dates:** 11th to 22nd July 2011*(*exact dates shall be confirmed in the course of the quarters*)*
- Course cost:** Tuition fee is USD 1,100, payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

Mildmay Uganda
Plot 127, Entebbe Road, Naziba Hill, Lubowa near Lweza
P.O. Box 24985, Kampala, Uganda
Tel: 256-312210200
Fax: 256-312210205
Email: registrar@mildmay.or.ug
Website: <http://www.mildmay.org>



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MEDICAL LABORATORY PRACTICES AND MANAGEMENT

The Medical Laboratory Practices and Management Course is conducted at the African Medical and Research Foundation (AMREF), in Nairobi, Kenya. The AMREF course intends to contribute to improved health of the people of Africa through competency-based training of Medical Laboratory Technologists in public health laboratory practice and management.

The course supports health programmes at their health facility laboratory including malaria, TB and those supporting ART roll-out.

Course Objectives

- Demonstrate an understanding of the value of diagnostic tests in relation to public health issues and disease management;
- Apply knowledge and skills in developing laboratory management systems to improve the quality of care in their institutions, including support to malaria, TB and ART roll-out programmes at primary (district) levels of health care;
- Select and apply practical and feasible solutions to problems implementing laboratory management systems at primary (district) levels of health care.
- Develop appropriate supervisory mechanisms to ensure all essential laboratory tests are conducted to accepted standards;

- Demonstrate an understanding and utilisation of quality assurance procedures and quality monitoring to improve laboratory performance;
- Provide guidance and direction to relevant health personnel in the management and use of laboratory data for decision-making;
- Analyse and quantify data and information on disease surveillance and outbreaks to enhance decision-making.

Course Focus

The course focuses on the following areas:

- Health facility management and standards of laboratory practices;
- Laboratory infrastructure and resources;
- Quality laboratory management systems;
- Supply chain management; laboratory management information systems;
- Systematic approach to specimen management and processes;
- Systematic approach to laboratory processes;
- Support supervision.

Course Benefits

On completion of the programme, it is expected that participants will improve the quality of service delivery at their health facilities.

Course Methodology

The training course involves 270 hours and a maximum 570 hours of course work conducted in three blocks:

Block 1: Involves a two month pre-training period equivalent to 80 hours of course work. In this phase, pre-training course tasks and exercise are sent in a CD-ROM to each participant to carry out a general assessment and examine various aspects of the laboratory services in their own institutions, and make a report.

Block 2: Involves a two week residential training period equivalent to 70 hours of course work. During this period participants are equipped with appropriate knowledge, skills and attitudes to undertake quality management of diagnostic practices and procedures and to adequately address diagnostic errors and improve the overall delivery of health care services in their institutions;

Block 3: Involves a three months work-based training period equivalent to 120 hours of course work. This is a work-based training conducted at the place of work, designed to enable the participants to practice the various management and technical issues learnt during the course. Participants are expected to implement action plans developed during phase two, and make a report.

Target Audience

This course targets participants who have attained a basic training in Medical Laboratory Technology to at least diploma level with at least 2 years post-training experience, including involvement in laboratory management and the technical aspects of essential laboratory testing.

Essential facts

- ✓ **Duration** 3 phases, 24 weeks
- ✓ **Tentative dates** **(exact dates shall be confirmed in the course of the quarters)**
- ✓ **Course cost:** Tuition fee is USD 1,995, payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

African Medical and Research Foundation (AMREF)
International Training Centre
Langa'ta Road, Opposite Wilson Airport
P.O. Box 27691, 00506 Nairobi, Kenya
Tel: +254-020-6993000
Fax: + 254-20-609518
Email: amreftraining@amrefhq.org
Website: <http://www.amref.org>



NUTRITION, CARE AND SUPPORT FOR PEOPLE LIVING WITH HIV AND AIDS

Health care givers in Zambia have not been well equipped with adequate nutrition knowledge and skills to manage People Living With HIV and AIDS (PLHA). Managing the nutrition related complications and HIV related infections is a challenge for PLHA and people involved in HIV prevention, care and treatment. The In-Service Training Trust (ISTT) based in Lusaka, Zambia conducts the nutrition care and support for PLHA course. This course aims at imparting skills to participants to improve the knowledge and skills of health care givers in nutrition care and support for PLHA course.

Course Objectives

To enable the participants to:

- Advocate for and discuss the role of nutrition in the care and support of children and adult PLHA;
- Assess the nutritional and clinical status of child and adult PLHA;
- Design a nutrition care plan for PLHA clients;
- Prepare a drug-food plan for PLHA clients;
- Counsel PLHA on priority issues identified during nutrition assessment, including meal planning, diet, management of HIV related symptoms, drug food interactions, and hygiene.

Course Focus

The course focuses on the following areas:

- Nutrition guidelines for care and support of PLHA and other nutrition and HIV materials;
- Nutrition and HIV and AIDS;
- Nutrition counselling;
- Nutrition and Antiretroviral Therapy;
- Food safety and hygiene for PLHA;
- Nutrition care for HIVpositive mothers and HIV positive children
- Integrating nutrition into care and support of PLHA;
- Household food security;
- Monitoring and evaluation and data management

Course Benefits

By the end of the Course, the participants are expected to have improved their knowledge and skills as health care givers in nutrition and support for PLHA.

Course Methodology

The training methodology involves use of short presentations, group discussions, structured role plays, demonstrations, and practical work. Visualised lectures are also used to simplify concepts. Participants share experiences in dealing with PLHA. A field visit enables participants to have hands on experience of the sessions covered in the classroom.

Target Audience

This course is suitable for health care providers in NGOs, CBOs, private companies and public institutions and any person who works with PLHA.

Essential facts

- ✓ **Duration:** 5 days
- ✓ **Tentative dates:** 12th-16th September 2011
(exact dates shall be confirmed in the course of the quarters)
- ✓ **Course cost:** Tuition fee is USD 600, payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

In-Service Training Trust
P.O. Box 310201
NRDC Campus, off Great East Road
Lusaka, Zambia
Tel: +260-211-283695
Fax:- +260-211-281941
Cell: +260-979-949054/ 0966-139444/ 0955-949054
Email: istc@zamnet.zm
Website: <http://www.istt.ac.zm>



PALLIATIVE CARE AND REHABILITATION OF PEOPLE LIVING WITH HIV AND AIDS

The Palliative Care and Rehabilitation of People Living with HIV and AIDS Course is conducted at Mildmay Uganda. The course aims to empower participants with knowledge and skills needed to provide effective and efficient Palliative Care services to PLHIV and their families.

Course Objectives

To enable the participants to:

- Explain the principles and application of Palliative Care in chronic illnesses such as HIV and AIDS;
- Discuss the basic facts and trends of HIV and AIDS;
- Describe the pathophysiology of HIV and AIDS disease in adults and children;
- Classify and manage pain syndromes in both adults and children living with HIV and AIDS;
- Identify and manage AIDS associated malignancies;
- Discuss the rationale for applying palliative care in ART programmes;
- Explain ways of assuring quality in the delivery of palliative care services for PLHIV in both health and community settings;
- Explain the role of rehabilitative services in the management of persons with advanced AIDS;
- Recognise and manage signs of impending death;
- Identify grief and deliver bereavement care and support to families affected by HIV and AIDS;

Course Focus

The course focuses on issues such as basic facts on HIV, pain and symptom management, antiretroviral therapy, communication and counselling and also includes field visits to other partner organisations.

Course Benefits

The knowledge and skills learnt and the confidence built in the participants will enable them to provide effective and efficient care services to PLWHAs and their families in the community.

Course Methodology

This course takes into consideration that the participants are adult learners with considerable experience in HIV care, various teaching methods such as brief lectures, discussion in small groups, role play and case scenarios, large feedback and discussion, brain storming are among the various methodologies used to deliver the course effectively.

Target Audience

The course targets health care workers both clinical and non-clinical staff interested in palliative skills for use in resource limited settings are eligible for the programme.

Essential facts

- ✓ **Duration:** 3 weeks
- ✓ **Tentative dates:** 1st to 19th August 2011*(*exact dates shall be confirmed in the course of the quarters*)*
- ✓ **Course cost:** Tuition fee is USD 1,610, payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

Mildmay Uganda
Plot 127, Entebbe Road, Naziba Hill, Lubowa near Lweza
P.O. Box 24985, Kampala, Uganda
Tel: 256-312210200
Fax: 256-312210205
Email: registrar@mildmay.or.ug
Website: <http://www.mildmay.org>



POST GRADUATE CERTIFICATE IN PROFESSIONAL COUNSELLING

This post graduate certificate in counselling course is conducted at the Kigali Health Institute (KHI) in Kigali, Rwanda. It aims at equipping professional counsellors in knowledge, skills and attitudes of counselling.

Course Objective

To enable the participants to:

- Have acquired a general and basic understanding of principles of counseling theories and how they influence human behaviour;
- Develop some basic awareness of self and the need to seek supervisors to alleviate burnout;
- Review knowledge and facts about HIV and AIDS and acquire competencies for counseling those infected and affected by the pandemic;
- Appreciate the need to uphold ethical and professional demands in the helping relationship;
- Demonstrate ability to engage in a helping relationship by using basic counseling skills appropriately;
- Acquire competencies for applying the basic theoretical knowledge to a range of psychosocial and cultural issues in counseling

Course Focus

The course imparts professional counsellors with knowledge, skills and attitudes in counselling focusing on four counselling approaches namely:

- Person/Client centred;
- Psychoanalysis;
- Cognitive behavioural;
- Systemic

These approaches build a basis for counselling for the participants which they shall put to practice during role plays.

Course Benefits

The skills learnt will enable the participants to strengthen the existing counselling services within their organisations.

Course Methodology

The course uses adult learning approaches that are used to encourage participation in class and in the field. A variety of education methodologies and technologies used include brainstorming, assignments, small group discussions, case studies, plenary presentations, lectures, counselling profiling with actual clients/ supervisory mentoring.

Target Audience

The course draws participants from varied professional backgrounds such as counsellors, psychiatric nurses, teachers, social workers, psychologists, doctors, nurses, public health technicians, human resource personnel and other professionals who work with variety of people.

Essential facts

- ✓ **Duration:** 5 weeks
- ✓ **Tentative dates:** 1st February-4th March 2011 **(exact dates shall be confirmed in the course of the quarters)*.*
- ✓ **Course cost:** Registration-USD 20 / RWF 10,000. Tuition fee: USD 650, payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

Kigali Health Institute (KHI)
Career Guidance and Counselling Center
Tel: +250 252 571788; Fax: +250 210 571787
P.O. Box 3286, Kigali, Rwanda.
Email: btuyisenge@khi.ac.rw; tuyibona@yahoo.fr
Website: <http://www.khi.ac.rw>



TRAINING OF TRAINERS IN COMPREHENSIVE PEDIATRIC HIV MANAGEMENT

Training of Trainers in comprehensive paediatric HIV management course that is conducted at the Gertrude's Garden Children's Hospital Pediatric Training Centre, in Nairobi, Kenya aims to equip health care workers with the knowledge, skills and attitudes required to provide comprehensive care to HIV infected and HIV-exposed children.

Course Objectives

To equip health care providers with knowledge and skills in pediatric HIV care, in order to provide comprehensive care to HIV infected children.

Course Focus

The course focuses on the following areas:

- Overview of HIV in children
- Diagnosis and staging of pediatric HIV
- Paediatric HIV related diseases
- ARVs for HIV infected children

- Adolescents' HIV care
- Psychosocial issues in pediatric HIV
- Prevention of HIV transmission
- Ethical and legal issues and child protection
- Primary care in pediatric HIV
- Commodity management for pediatric HIV
- Setting up comprehensive services for children

Course Benefits

The skills learnt will enable pediatric health care workers to improve the care of HIV infected children in health facilities.

Course Methodology

The course uses participatory learner centered training approaches that merge theory and practice through sharing of experiences and learning from one another. Mentorship approach to training is also used in order to facilitate development of practical skills.

Target Audience

The course is designed for all health care workers providing comprehensive health services to HIV infected and HIV-exposed children and adolescents.

Essential facts

- ✓ **Duration:** 6 days
- ✓ Tentative dates: 28th February-4th March, 2011; 16th-20th May 2011; 14th-18th November 2011
(exact dates shall be confirmed in the course of the quarters)
- ✓ Course cost : USD 1,000, **(to be determined)*
- ✓ Tuition fee: Payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How apply

Gertrude's Garden Children Hospital, Pediatric Training Centre
Muthaiga Road
P.O. Box 42325 - 00100
Nairobi; Kenya
Tel: 254-722-898 948, 733 639 444
Email: trainingschool@gerties.org
Website: <http://www.gerties.org>



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IMPACT MITIGATION COURSES



ADVANCED HEALTH RESEARCH METHODS

The Advanced Health Research Methods course is conducted at The Clinical Epidemiology Unit (CEU) a department at the University of Nairobi's School of Medicine in Nairobi, Kenya. The course aims at building on principles of epidemiology, biostatistics, health economics and health planning to strengthen the skills of health service managers in solving problems of STD/HIV and AIDS and other associated areas of the health system.

Course Objectives

To enable the participants to:

- Describe the distribution and determinants of diseases especially STD/HIV and AIDS, and determine priority issues for research and policy in HIV and AIDS;
- Organise, present, interpret and utilise data for decision making and informing policy;
- Utilise qualitative approaches in policy analysis and data gathering;
- Utilise operations research methods and study designs;
- Utilise concepts of economics and management in a public health sector environment;
- Utilise the computer in communication, analysing data and preparing reports and presentations.

Course Focus

The course focuses on six modules namely:

- Intermediate/advanced skills in epidemiology
- Intermediate/advanced skills in biostatistics
- Qualitative research methods
- Operations research
- Health economics, policy and planning
- Computer skills for managers

Course Benefits

The course enables producers and users of research findings to design and implement research as well as translate results into action, policy, planning and implementation of evidence based programmes.

Course Methodology

The course uses participatory learner centred training approaches merging theory and practice with sharing of experiences and learning from each other. Other participatory methods used include didactic lectures, question and answer exercises and group work. Lectures are given in power-point presentations and at the end of the course each of the participants gets a CD containing the presentations.

Target Audience

The course targets research assistants, research coordinators and data collection assistants. Persons with basic knowledge in research and data collection skills are also eligible to apply.

Essential facts

- ✓ **Duration:** 3 weeks
- ✓ **Tentative dates:** 31st October-18th November 2011*(*exact dates shall be confirmed in the course of the quarters*)*
- ✓ **Course cost:** Tuition fee is USD 1,650, payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals

How to Apply

University of Nairobi
College of Health Sciences
Clinical Epidemiology Unit (CEU) Department
P.o. box 19676-00200 KNH
Tel: +254-2726300 ext. 44013
Email: nbiceu@wananchi.com
Website: <http://www.uonbi.ac.ke>



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ADVOCACY STRATEGIES FOR SEXUAL AND REPRODUCTIVE HEALTH AND HIV AND AIDS

The Centre for African Family Studies (CAFS) runs this collaborative regional course on developing advocacy for reproductive health and HIV and AIDS in Nairobi, Kenya. The course aims at equipping its participants with knowledge and skills to advocate for policies and programmes in Sexual and Reproductive Health (SRH) and HIV and AIDS in their countries.

Course Objectives

To enable the participants to:

- Define advocacy and describe the advocacy process;
- Apply advocacy skills as a tool for change;
- Effectively use available data for advocacy;
- Use acquired advocacy skills to facilitate change in health and development policies;
- Encourage a democratic process by providing people with skills to make their voices heard;
- Influence policy.

Course Focus

The course focuses on the following areas:

- Group dynamics and team building;
- Challenges of reproductive Health and HIV and AIDS;
- Advocacy strategies – setting goals and objectives;
- Building alliances;
- Working with the media;
- Resource mobilization.

Course Benefits

This course equips participants with knowledge and skills to advocate for policies and programmes in sexual reproductive Health (SRH) and HIV and AIDS in their countries.

Course Methodology

The course uses participatory learner centred training approaches to merge theory and practice through sharing of experiences and learning from one another. Other participatory methods used include group interactive lectures, plenary discussions, group work, visualisation in participatory programmes and video shows.

Target Audience

The course targets reproductive health and HIV and AIDS service providers; programme implementors and coordinators from different organisations, government institutions, universities and NGOs who are involved in assisting, coordinating and implementing activities related to HIV and AIDS advocacy, information, education and communication at community and national level.

Essential facts

- ✓ **Duration:** 2 weeks
- ✓ **Tentative dates:** **(exact dates shall be confirmed in the course of the quarters)**
- ✓ **Course cost:** Tuition fee is USD 2,000, payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

Centre for African Family Studies (CAFS)
P.O. Box 60054-00200, Nairobi, Kenya
Tel: +254-20-2731479/ 2735641
Fax: +254-20- 2731489
Mobile: +254- 722 205179/ 733 601765
Email: info@cafs.org
Website: <http://www.cafs.org>



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ECLECTIC APPROACH TO COUNSELLING

The Eclectic Approach to Counselling Course that is conducted at the KARA Counselling and Training Trust (KCTT) in Lusaka, Zambia has a unique course content applying the eclectic approach to counselling that helps participants understand how and when to apply counselling interventions.

Course Objectives

To enable the participants to:

- Understand counselling theories and techniques in an eclectic manner and apply them in a counselling relationship;
- Work from a heightened self awareness and identify how they could interact and related with others;
- Use counselling skills in a competent and professional manner;
- Identify professional and ethical aspects of their role as counsellors;
- Apply their updated knowledge of HIV and AIDS issue in an integrated counselling environment within the community;
- Understand their role in the community as act key resource persons within the framework of local circumstances, traditional beliefs and practices;
- Understand the therapeutic values of counselling and apply the evidence in using counselling as an effective intervention to helping persons to bring out change in their lives.

Course Focus

The course emphasizes the importance of self-awareness in developing in the counselling profession. The first four days of the course are spent doing exercises on self awareness. The topics covered are: value exercises, family shield, family circle, self concept and the Johari window. Various counselling theories are also taught and the participants undertake practical counselling sessions at VCT centres. The eclectic approach to counselling skills is however the backbone of the programme and participants concentrate on this approach throughout the course.

Course Benefits

The course equips participants with facilitation skills that will enable them to conduct trainings in HIV and AIDS, counselling and act as resource personnel for their respective communities.

Course Methodology

The course uses participatory learner-centred training approach that merge theory and practice through sharing of experiences and learning from one another. Assignments are given to participants on case studies, journal writing, reflective exercise, video commentary, and research on various terminologies.

Target Audience

The course targets peer educators and peer counsellors. Persons with basic counselling skills involved in counselling related activities are also eligible to apply.

Essential facts

- ✓ **Duration:** 4 weeks
- ✓ **Tentative dates:** **(exact dates shall be confirmed in the course of the quarters)**
- ✓ **Course cost:** Tuition fee is USD 2,000, this fee is payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

KARA Counselling and Training Trust Ltd
27 Joseph Mwilwa Road, Rhodes Park
P.O. Box 37559, Lusaka, Zambia
Tel: +260-211-229847
Fax: +260-211-229848
Email: trainingcentre@zamnet.zm
Website: <http://www.kara.org.zm>



GENDER AND HIV AND AIDS

The Gender and HIV and AIDS course is conducted at the three campuses of Institute of Development Management (IDM) namely Botswana, Swaziland and Lesotho Campus. It aims at introducing participants to gender aspects of HIV and AIDS management.

Course Objectives

To enable the participants to:

- Enhance their analytical and application skills on linkages between gender and feminism, policy and HIV and AIDS within the changing context;
- Engage in debates and dialogue on new trends and discourses on gender/feminism, policy and HIV and AIDS;
- Share and document experiences and best practices on issues of gender/feminism, HIV and AIDS policy.

Course Focus

The course focuses on the following areas:

- Differentiation between gender and sex;
- Global and regional trends of HIV and AIDS including specific country trends;
- Mainstreaming gender in the HIV and AIDS programmes and projects;
- Analysing existing prevention, care, treatment and support to ensure gender balance;
- Advocating for gender budgets for HIV and AIDS programmes;
- Appreciating the importance of respecting human rights in HIV and AIDS;
- Facilitation skills;
- Appreciating the importance of gender related research in HIV and AIDS.

Course Benefits

This course enhances participants' understanding of gender concepts; advocating for change and mainstreaming gender in HIV and AIDS programming.

Course Methodology

The course uses participatory learner-centred training approach that merge theory and practice through sharing of experiences and learning from one another. Assignments are given to participants on case studies, journal writing, reflective exercise, video commentary, and research on various terminologies.

Target Audience

The course targets programme implementors and coordinators from different organisations, government institutions, universities and NGOs who have basic management skills and are involved in the implementation of gender-based programmes at their workplaces.

Essential facts

- ✓ **Duration:** 2 weeks
- ✓ **Tentative dates:**
Swaziland: 15th-25th February; Lesotho 18th-29th March 2011; Botswana **(exact dates shall be confirmed in the course of the quarters)**
- ✓ **Course cost:** Tuition fee is USD 1,000 this fee is payable on acceptance. It includes tuition and full board accommodation; participants are responsible for travel and other incidentals.

How to Apply

Swaziland Campus

Kwaluseni, Matsapha
P.O. Box 1534 Mbabane, Swaziland
Tel: +268 5504 085
Fax: +268 5185 745
Email: ids@realnet.co.sz
Website: <http://www.idmbls.com>

Botswana Campus

Plot Nos. 21222 , 21254
P.O. Box 1357 Gaborone, Botswana
Tel: +267-361 2100
Fax: +267-3913296
Email: directorB@idmbls.com
Website: <http://www.idmbls.com>

Lesotho Campus

Plot No. 129 Moshoeshoe Road
P.O. Box 1318, Maseru, Lesotho
Tel: +266 (22) 312868
Fax: +266 (22) 310084
Email: director@idm.co.ls
Website: <http://www.idmbls.com>



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MONITORING AND EVALUATION FOR NGOs

Monitoring and Evaluation (M&E) course that is conducted at The Churches Health Association of Zambia (CHAZ) in Lusaka, Zambia aims to improve the implementation of projects at community level.

Course objectives

The course will enable the participants to:

- Define the key M&E concepts;
- Apply a structured process to effectively develop or improve an M&E system;
- Select and use relevant SMART indicators;
- Implement the Logical Framework as an active tool for M&E;
- Gather and analyze qualitative and quantitative information, and communicate it effectively;
- Identify and address key challenges faced by M&E practitioners;
- Develop competence in the application of qualitative and quantitative data analysis tools and methods; and
- Develop effective reports and presentations.

Course focus

The course equips participants with competencies in monitoring and evaluation of projects / programmes. The course further helps participants determine the relationship between programme inputs, activities and outputs as well as the influence of external factors on programme performance. It provides tools for improving project and programme management and aids participants in determining the results attained by the project activities.

Course Benefits

Monitoring and evaluation helps programme implementers to:

- determine the extent to which the programme/project is on track and to make corrections accordingly;
- make informed decisions regarding operations management and service delivery;
- ensure the most effective and efficient use of resources;
- evaluate the extent to which the programme/project is having or has had the desired impact

Course Methodology

The course is designed to facilitate sharing of relevant theoretical knowledge and technical skills through participatory approaches such as interactive lectures, Group Action Thinking (GAT), classroom exercises, group and action presentations and continuous assessments.

Target Audience

The target will constitute people who are already working with community projects/programmes or those that intend to work on such programmes. The course will further benefit all persons who participate in the implementation of projects and programmes, including:

- Project managers
- NGO staff, community leaders and officers involved in designing and implementing projects and programmes
- Supervisors and department heads who lead the project planning process
- Project Team leaders

Essential facts

- ✓ **Duration:** 2 weeks
- ✓ **Tentative dates:** 3rd - 16th April and 4th - 17th September 2011
- ✓ **Course cost** Tuition fee is USD 1,472, payable on acceptance. It covers tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to apply

The Manager Training
The Churches Health Association of Zambia
James Cairns Training Institute
Plot 109 Ngwezi Road, Roma
P.O. Box 34511
Lusaka,Zambia
Email: jcti@chaz.org.zm



SYSTEMIC APPROACH TO HIV AND AIDS COUNSELLING

The systemic approach to HIV and AIDS Counselling Course is run at the CONNECT Zimbabwe Institute of Systemic Therapy, in Harare, Zimbabwe. The course aims at producing counselling personnel with tacit knowledge, skills and attitudes to offer effective and meaningful counselling within the psychosocial contexts.

Course Objectives

To enable the participants to:

- Share experiences, knowledge, skills and challenges faced in all psychosocial contexts in the region;
- Review knowledge and facts about HIV and AIDS;
- Introduce participants to the systemic approach to counseling;
- Understand HIV and AIDS through mainstreaming of various topical subjects that have a direct or indirect bearing on the pandemic;
- Acquire systemic counseling skills in general;
- Apply the knowledge, attitudes and skills in counseling.

Course Focus

The course focuses on the systemic approach to HIV and AIDS counselling. It covers systemic counselling techniques, counselling session format, HIV and AIDS management i.e. VCT, PPTCT, ART, adherence counselling, traditional medicines, home care and bereavement.

Course Benefits

The skills learnt will enable the participants to strengthen the existing counselling services within their organisations.

Course Methodology

The course uses adult learning approaches that are used to encourage participation in class and in the field. The participatory methodologies and technologies used include sharing of experiences, role plays, group work and plenary discussions, lectures, focus group discussions, video viewing, case studies, and attachment to VCTs, clinics, hospitals, institutions.

Target Audience

The course targets peer counsellor educators; nurses among others.

Essential facts

- ✓ **Duration:** 4 weeks
- ✓ **Tentative dates:** 2nd-27th May 2011, 5th-30th September, 2011 **(exact dates shall be confirmed in the course of the quarters)**
- ✓ **Course cost** Tuition fee is USD 2,500, payable on acceptance. It covers tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

CONNECT Institute of Systemic Therapy, Harare, Zimbabwe
Stand 18149 Ganges Road Belvedere Harare
P.O. Box 6298 Harare
Tel: +263-4-741726/ 741719/ 741794/ 2916054
Fax: +263- 4- 741779
Email: admin@connect.org.zw; connectzist@gmail.com
Website: <http://www.connect.co.zw>



SYSTEMIC APPROACH TO HIV AND AIDS COUNSELLING (MARGINALISED)

The systemic approach to HIV and AIDS Counselling Course is run at the CONNECT Zimbabwe Institute of Systemic Therapy, in Harare, Zimbabwe. The course aims at producing counselling personnel with tacit knowledge, skills and attitudes to offer effective and meaningful counselling within the psychosocial contexts.

Course Objectives

To enable the participants to:

- Share experiences, knowledge, skills and challenges faced in all psychosocial contexts in the region;
- Review knowledge and facts about HIV and AIDS;
- Acquire knowledge on systemic approach to counseling;
- Understand HIV and AIDS in context through mainstreaming of various topical subjects that have a direct or indirect bearing on the pandemic;
- Apply the knowledge, attitudes and skills in counseling.

Course Focus

The course focuses around systemic approach to HIV and AIDS counselling. It prominently covers systemic counselling techniques, counselling session format, HIV and AIDS management i.e. VCT, PPTCT, ART, Adherence counselling, Traditional medicines, home care and Bereavement.

Course Benefits

The skills learnt will enable the participants to strengthen the existing counselling services within their organisations.

Course Methodology

The course uses adult learning approaches that are used to encourage participation in class and in the field. The participatory methodologies and technologies used include sharing of experiences, role plays, group work and plenary discussions, lectures, focus group discussions, video viewing, case studies, and attachment to VCTs, clinics, hospitals, institutions.

Target Audience

The course targets peer counsellor educators; nurses and other individuals who have different disabilities.

Essential facts

- ✓ **Duration:** 4 weeks
- ✓ **Tentative dates:** 4th-29th July 2011*(*exact dates shall be confirmed in the course of the quarters*)*
- ✓ **Course cost:** Tuition fee is USD 1400, payable on acceptance. It covers tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

CONNECT Institute of Systemic Therapy, Harare, Zimbabwe
Stand 18149 Ganges Road Belvedere Harare
P.O. Box 6298 Harare
Tel: +263-4-741726/ 741719/ 741794/ 2916054
Fax: +263- 4- 741779
Email: admin@connect.org.zw
Website: <http://www.connect.co.zw>



GENDER POLICY AND HIV AND AIDS

This Regional Training on Gender Policy and HIV and AIDS course is conducted at the Tanzania Gender and networking Programme (TGNP), in Dar es Salaam, Tanzania. The course aims at enhancing the participant's understanding of the link between Gender and HIV and AIDS and to increase their analytical capacities to engage in HIV and AIDS policy debates and practices from a gender perspective.

Course Objectives

To enable the participants to:

- Enhance their analytical and application skills on linkages between gender and feminism, policy and HIV and AIDS within the changing context;
- Improve their ability to engage in debates and dialogue on new trends and discourses on gender/ feminism, policy and HIV and AIDS;
- Share and document experiences, best practices among themselves on issues of gender/ feminism, HIV and AIDS policy.

Course Focus

The course focuses on the following areas:

- Analysis of HIV and AIDS pandemic, trends and issues in the Sub-Saharan region from a feminist perspective;
- Gender and development;
- Key gender concepts related to HIV and AIDS; development paradigm;
- Application of gender analytical frameworks: key debates and discourse relating to policy and HIV and AIDS;
- Review of gender inclusion aspects in existing National HIV and AIDS policies.

Course Benefits

This course enhances participants' understanding and analytical capacities to engage with HIV and AIDS policy debates and practices from a gender perspective and also gives the participants an opportunity to exchange experiences of mainstreaming gender in their HIV and AIDS programmes hence learning from each other.

Course Methodology

The course uses participatory learner-centred training approaches that merge theory and practice through sharing of experiences and learning from one another. Other participatory methods used include group discussions, plenary presentations, role plays, case studies, and field visits.

Target Audience

The course targets programme implementors and coordinators from different organisations, government institutions, universities and NGOs who have basic management skills and are involved/ interested in the implementation of gender-based programmes.

Essential facts

- ✓ **Duration** 2 weeks
- ✓ **Tentative dates** **(exact dates shall be confirmed in the course of the quarters)**
- ✓ **Course cost** Tuition fee is USD 2500; this fee is payable on acceptance. It includes tuition and full board accommodation; participants are responsible for travel and other incidentals

How to Apply

Tanzania Gender Networking Programme (TGNP)
Gender Resource Centre, Mabibo Road
P.O. Box 8921, Dar es Salaam, Tanzania
Tel. +255-22 -2443205/450
Mobile:+ 255 -754 784050
Fax. +255- 22- 2443244
Email: info@tgnp.org
Website: <http://www.tgnp.org>



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HIV TESTING AND STATISTICAL CONTROL

HIV Testing and Statistical Control course is conducted at The Malawi College of Health Sciences (MCHS) in Lilongwe, Malawi. This course aims to strengthen the capacity of the community to respond to HIV/AIDS pandemic effectively.

Course Objectives

- Improve the quality of HIV testing and counseling in the existing facilities
- Strengthen and promote long term care, support and behavioural change

Course Focus

The course focuses in maintaining HIV testing and counseling standards so as to ensure that quality of HCT services is reinforced under the following modules:

- HIV Testing
- Counselling
- Quality assurance
- Statistics and quality control

Course Benefits

On completion of the course it is expected that participants will have improved skills and competencies in HIV Testing and statistical control.

Course Methodology

The training methodology involves use of short presentations, group discussions, structured role play, demonstrations, group activities, case studies and practical work

Target Audience

This course is suitable for HIV and AIDS Programme Supervisors, laboratory technicians, clinical technicians, nurses, and clinical assistants

Essential facts

- ✓ **Duration:** 25 days
- ✓ **Tentative dates:** 1st-19st August 2011 **(exact dates shall be confirmed in the course of the quarters)**
- ✓ **Course cost:** Tuition to be announced

How to Apply

Malawi College of Health Sciences
P.O. box 30368
Lilongwe 3, Malawi
Tel: (265) 01 756 908/752 208
Fax: (256) 01 753 144
Email: mchs@malawi.net



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INSTITUTIONAL DEVELOPMENT COURSES



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ADULT EDUCATION TRAINING OF TRAINERS

The Adult Education Training of Trainers (TOT) Course is conducted by the Eastern and Southern African Management Institute (ESAMI) in Arusha, Tanzania. It aims at enhancing the capabilities of adult trainers in HIV and AIDS and also improve the participants' skills in development and delivery of adult training activities.

Course Objectives

To enable the participants to:

- Identify and analyse training needs;
- Design needs based training programmes;
- Draw and prepare training budgets;
- Evaluate and validate a training programme;
- Identify principles of effective facilitation.

Course Focus

The course focuses on the following areas:

- Learning/learning styles;
- Programme design;
- Budgeting and costing of training;
- Evaluation and validation of training;
- Facilitation skills.

Course Benefits

The participants' skills will be developed to deliver adult training activities.

Course Methodology

The course uses participatory learner-centred training approaches that merge theory and practice through sharing of experiences and learning from one another. Other participatory methods used include group discussions, plenary presentations, role plays, case studies, and field visits.

Course Audience

The course targets TOTs and persons who are adult education trainers involved in the field of HIV and AIDS

Essential facts

- ✓ **Duration** 2 weeks
- ✓ **Tentative dates** **(exact dates shall be confirmed in the course of the quarters)**
- ✓ **Course cost** Tuition fee is USD 2,000, this fee is payable on acceptance. It includes tuition and full board accommodation; participants are responsible for travel and other incidentals

How to Apply

Eastern and Southern Africa Management Institute (ESAMI),
P.O. Box 3030 Arusha, Tanzania

Tel: +255-27-2508384/5/7/8

Email: esamihq@esamihq.ac.tz

Website: <http://www.esami-africa.org>



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MANAGEMENT AND ADMINISTRATION OF HIV AND AIDS PROGRAMMES IN AFRICA

The Management and Administration of HIV and AIDS Programme Course is run in three of RATN's member institutions – The Mananga Centre for Regional Integration and Management Development in Ezuluwini, Swaziland, the Eastern and Southern African Management Institute

(ESAMI) in Arusha, Tanzania and the Malawi Institute of Management (MIM), in Lilongwe, Malawi. This course brings together programme/project leaders in Africa and focuses on the design of strategies that can be used in addressing the HIV and AIDS epidemic.

Course Objectives

To enable the participants to:

- Provide leadership and direction for HIV and AIDS programmes;
- Recruit, supervise and support administrative staff of the programme;
- Plan and provide appropriate and effective technical support to their programme;
- Implement and control programme activities;
- Monitor, evaluate and report on programme activities;
- Coordinate and collaborate with key stakeholders at local and national level;
- Support cross-fertilisation and sharing of lessons and documentation of good practice on programme management;
- Manage finance systems and internal controls;
- Facilitate reporting to donors.

Course Focus

The course focuses on the following areas:

- A foundation module where participants learn about the spatial and temporal dimensions of HIV and AIDS; socio-economic and impact of HIV and AIDS; strategies for dealing with HIV and AIDS and forging global partnerships;
- General management principles and an overview of project management;
- Stages of programme formulation and planning;
- Programme appraisal;
- Programme implementation and management;
- Programme monitoring and evaluation; and
- Re-integration and interactive activities such as action planning, individual and group projects, and field visits.

Course Benefits

The growth in the HIV infection continues to pose a great concern in the society. In an effort to combat the pandemic, this course brings together project leaders in Africa with a view to focus on the design of strategies that can be used to stop the spread of HIV and AIDS.

Course Methodology

The course uses practical, participant-centred activities. In line with adult learning principles, experiential learning exercises, case studies, field trips and plenary sessions are used.

Course Audience

The course is designed for programme managers, human resources managers, and focal point officers and trainers in HIV and AIDS in parastatals, private sector and civil society.

Essential facts

- ✓ **Duration:** 4 weeks
- ✓ **Tentative dates:** Mananga February/March 2011, MIM Malawi 26th September-21st October 2011
(exact dates shall be confirmed in the course of the quarters)
- ✓ **Course cost:** Tuition fee is USD 2,700, payable on acceptance. It includes tuition and full board accommodation. Participants are responsible for their travel and other incidentals.

How to Apply

Mananga Centre for Regional Integration and Management Development,
P.O. Box 5100, Mbabane, Swaziland
Tel: +268-4163155/6/4161326/4161330
Email: Mananga@africanonline.co.sz
Website: <http://www.mananga.sz>

Eastern and Southern Africa Management Institute (ESAMI)
P.O. Box 3030 Arusha, Tanzania
Tel: +255-27-2508384/5/7/8
Email: esamihq@esamihq.ac.tz
Website: <http://www.esami-africa.org>

Malawi Institute of Management
P.O. Box 30801, Lilongwe 3
Malawi
Tel: +265-1-710866
Fax: +265-1-710609
Email: mimexecutive@mim.co.mw
Website: <http://www.mim.co.mw>



RATN's Member Institutions



African Medical and Research Foundation
<http://www.amref.org>



Centre for African Family Studies
<http://www.cafs.org/>



Gertrude's Pediatric Training Centre
<http://www.gerties.org/>



Liverpool VCT Care and Treatment
<http://www.liverpoolvct.org/>



Kenya Association of Professional Counsellors
<http://www.kapc.or.ke/>



Network of AIDS Researchers in Eastern and Southern Africa (NARESA)
<http://www.naresa.org/>



INCLIN
University of Nairobi,
Clinical Epidemiology Unit
<http://www.unobi.ac.ke/>



AIDS Information Centre
<http://www.aicug.org/>



Infectious Diseases Institute
<http://www.idi-makerere.com/>



Mildmay Uganda
<http://www.mildmay.org/>



The AIDS Support Organization
<http://www.tasouganda.org/>



Traditional and Modern Health Practitioners
<http://www.theta.org/>



Eastern and Southern Africa Management Institute
<http://www.esami-africa.org/>



Tanzania Gender Networking Programme
<http://www.tgnp.org/>



Kigali Health Institute
<http://www.khi.ac.rw/>

Malawi College of Health Sciences



Malawi Institute of Management
<http://www.mim.co.mw/>



Churches Health Association of Zambia
<http://www.chaz.org.zm/>



In-Service Training Trust
<http://www.istt.ac.zm/>



KARA Counselling and Training Trust Ltd
<http://www.kara.org.zm/>



The Salvation Army, Chikankata Mission Hospital
<http://www.salvationarmy.org/>



CONNECT Institute of Systemic Therapy
<http://www.connect.co.zw/>



Family AIDS Caring Trust (FACT)
<http://www.fact.org.zw/>



Genito-Urinary Centre, City Health Department, Harare, Zimbabwe



Zimbabwe Open University
<http://www.zou.ac.zw/>



Institute of Development Management (IDM)
<http://www.idmbls.com/>



Health Economic and HIV and AIDS Research Division (HEARD), University of Kwazulu Natal
<http://www.heard.org.za/>



Regional Psycho-Social Support Initiative (REPSI)
<http://www.repsi.org/>



Mananga Centre for Regional Integration and Management Development
<http://www.mananga.sz/>

REGIONAL AIDS TRAINING NETWORK



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For More Information Contact:

The Executive Director, Regional AIDS Training Network
The Navigators Building, 3rd Floor, Kindaruma Rd, Off Ngong Road
P.O. Box 16035, 00100 GPO, Nairobi, Kenya
Wireless: Tel: 254-020-2635929, 254-020-2635938
Mobile (Office): +254-734 999975, 724 255849
Fax: 254-20-3872270
Email: ratn@ratn.org

<http://www.ratn.org>