
HIV AND AIDS TRAINING

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INTRODUCTION

The following information details the varying types of training that can be supplied to you as an organisation, all training modules can be altered to suit the particular requirements that you as managers and workers may require when dealing with issues around HIV and AIDS.

All training is supplied 'In House', to individuals who have either been selected for initial training, or as further training to those individuals who have volunteered to go on to train as trainers and counsellors themselves.

Individuals supplying training for your organization have been working in the field of HIV and AIDS for several years, and have experience of working in the Public and Statutory sectors and with Voluntary Organisations nation-wide. Other trainers who may be asked to deliver specific sessions, will have had experience as trainers, and will have been carefully selected for their suitability.

TRAINING MODULE: A

SUMMARY

This is a session lasting between 1½ to 2 hours dependant upon the participants requirements. the session is divided into two parts the first part giving factual information regarding HIV and AIDS, transmission and other relevant information including condom usage and injecting drug use as appropriate.

Part two of the session is a question and answer forum facilitated by the trainers, where any questions regarding HIV and AIDS not covered in the first part will be answered.

This session forms the basis from which all other training begins.

3] Language and Terminology.

This session looks at more fully appropriate and inappropriate language usage in HIV and AIDS, for example 'High Risk Groups', and 'AIDS VICTIMS', etc.

4] Drugs and Drug Use.

Drug awareness and OK drug use are looked at during this session, also information on Health and Safety issues, plus cleaning injecting equipment and needle exchange.

5] HIV Testing.

This session looks at HIV testing and the implications surrounding the taking of such a test, it also focuses on what the test is and what it is not, a basic who, what, why, where, when and how. Also discussed are issues surrounding compulsory testing for HIV.

6] Attitude Scale.

Staff split into small groups for this exercise to look at how differing attitudes towards HIV and AIDS can affect the way in which we work and deal with those people affected.

7] Risk Assessment.

This area begins to tackle the issues that staff may face when working on Wings, Landings and Units. It enables staff, through knowledge gained throughout the day to assess the level of risk that an individual may been or is at, and to then advise them accordingly.

8] Question Session.

The final session of the day when the trainers will facilitate a question and answer session, either from questions placed anonymously in a box or in open forum.

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TRAINING MODULE: C

SUMMARY

This module has been developed over a period of four years using the experiences of the trainers in AIDS and General counselling. The purpose of this module is to train staff to be fully competent as both 'AIDS Counsellors' and Trainers. The training encompasses a wide range of skills which the participants are encouraged to use and to develop their own training packages suitable for their work-place. The training is based on participatory and experiential learning, and each student is expected to produce a session of their own.

1] Introduction and Ground-Rules.

The course begins by each student introducing themselves to the rest of the group, who they are, where they work, and why they are here, or what they expect from the course. The foundation for the course is set down here by allowing the participants to make their own ground-rules,

of what is acceptable and what is not, for example one ground-rule is invariably 'confidentiality', and freedom of speech without interruption.

2] HIV Quiz.

A version of Module: A.

3] Roundabout

A version of the roundabout session used in Module: B but using questions designed to elicit personal responses.

4] Language and Terminology.

As per Module: B, but again more provocative by attempting to elicit more damaging statements.

5] Safer Sex.

This subject is divided into three sessions;

i) High Risk & Low Risk, a session that looks at the comparative risks involved in certain sexual practices and what can be done to make them safer if needed.

ii) Safer Ways Of, a session that looks at ways of making sex safer.

iii) Negotiating Safer Sex, the third session will enable the participants to negotiate safer sex not only for themselves but to help others learn new ways of reducing risk behaviour.

6] Can You.

A exercise designed to give the participants an insight into what pressures that people with HIV and AIDS may face on a day to day basis.

7] Condoms.

This session focuses on the use of condoms and how they should be used properly, and to enable the participants to get used to handling condoms and discuss them without embarrassment.

8] Awareness Journey.

A participatory exercise that will enable course members to see how race, sex and disabilities can affect the way in which they work.

9] HIV Testing.

As per Module: B.

10] Student Presentations.

All participants throughout the period of the course will be expected to present a session to the other participants and trainers on some aspect of HIV and AIDS. Subjects may range from, the Church and AIDS, HIV/AIDS and the Media. Risk activities in Prison. The probation Service and HIV, Insurance and Mortgages, AIDS Related Dementia and Women and AIDS. The participants may choose any subject they wish and are given sufficient time and resources to enable them to present this package.

11] Living With HIV and AIDS.

A further experiential exercise where the students are guided through a scenario whereby they are given a diagnosis of having HIV and AIDS. This is an extremely powerful exercise and students often find it quite disturbing, after this exercise a period of relaxation therapy is provided to allow participants to re-adjust and to learn the value of relaxation therapy in HIV and AIDS.

12] Risk Assessment.

As per Module: B, but participants are moved on through the sequence of risk assessment to 'Pre-Test Counselling'.

13] Outside Agencies.

Throughout the period of the course the trainers often use trainers from other agencies for specific training sessions. These individuals are often from organisations who deliver specific services to individuals with HIV and AIDS. Agencies used include, Leicester AIDS Support Services, Body Positive and The Community Drugs Services.

14] Drugs and Drug Use.

As per Module: B, but much more detailed and using a trainer from the Community Drugs Team.

15] Safer Injecting.

As per 14.

16] Pre-Test Counselling.

This part of the programme is divided into two parts, this is to allow participants the opportunity to develop their skills and to put to use the knowledge gained throughout the course so far. Pre-Test Counselling allows individuals going forward for HIV antibody screening to be well informed of the decision they are making. Participants by the end of this session will be well able to begin to advice individuals coming forward for testing.

17] Difficult Issues.

As may be expected when dealing with HIV and AIDS their will be many difficult issues that both the Counsellor and the Client will have to face. This session will allow the participants to see from first hand experience what type of issues may arise, for example Death, Dying and Bereavement. The giving of a positive test result. Standing up in front of others and delivering a session on HIV and AIDS.

18] Post-Test Counselling.

Again this part of the programme is divided into two parts, again this is to allow the participants through

Role-Plays to gain knowledge and experience of the issues surrounding post-test counselling.

19] Continued Support.

This session deals with issues surrounding the continued support for those people affected by HIV and AIDS, and begins to look at the services that can be provided for those individuals.

20] Supervision and Support.

This session tackles the subjects of Supervision and Support for the 'AIDS Counsellors', it is a vital session in as much as it allows the participants the opportunity to begin to organise themselves into a working group and develop a coherence amongst themselves. Supervision will normally be provided by a member of the training team until such time as one the counselling team feels able to take over that role. Support is normally provided by the AIDS Counselling Team at Monthly meetings which presents an opportunity for further training as well.

21] Planning For Further Training.

In this session the participants are given the opportunity to develop and present their own training sessions, this is aided by the trainers and by the information and knowledge the participants have gained throughout the week.

(5)

CONCLUSION.

The training modules identified here form the groundwork for a multidisciplinary approach to HIV and AIDS. It will enable staff to provide services to those people both directly affected by HIV and AIDS, and to those individuals who may come into contact with them.

All training can be supplied 'In House' and with full discussion altered to meet any special needs that your organisation/establishment may require.

P J BEET

S WHITLOCK

EXAMPLE TRAINING PROGRAMMES

HIV & AIDS TRAINING DAY

09.00 - 09.10	START
09.10 - 10.00	HIV QUIZ
10.00 - 10.30	ROUNDABOUT
10.30 - 11.00	BREAK
11.00 - 11.30	LANGUAGE & TERMINOLOGY
11.30 - 12.00	DRUGS & DRUG USE
12.00 - 13.30	LUNCH
13.30 - 14.00	HIV TESTING
14.00 - 14.00	RISK ASSESSMENT (1)
14.30 - 15.00	RISK ASSESSMENT (2)
15.00 - 15.30	BREAK
15.30 - 16.00	ATTITUDE SCALE
16.00 - 16.30	FURTHER SUPPORT & LOCAL AGENCIES
16.30 -	QUESTIONS & FINISH

HIV AND AIDS COUNSELLING TRAINING

DAY ONE

08.30 - 09.30 Introductions & Ground-rules

09.30 - 10.30 HIV Quiz

10.30 - 11.00 Break

11.00 - 11.30 Roundabout

11.30 - 12.30 Language & Terminology

12.30 - 13.30 Lunch

13.30 - 14.00 Safer Sex (1)

14.00 - 14.30 Can You?

14.30 - 15.00 Condoms

15.00 - 15.30 Break

15.30 - 16.00 Awareness Journey

16.00 - 16.30 Finishing off Day 1

DAY TWO

08.30 - 09.30 HIV Testing

09.30 - 10.00 Safer Sex (2)

10.00 - 10.30 Student Presentations

10.30 - 11.00 Break

11.00 - 12.30 Living with HIV & AIDS

12.30 - 13.30 Lunch

13.30 - 14.00 Safer Sex (3)

14.00 - 15.00 Risk Assessment (1)

15.00 - 15.30 Break

15.30 - 16.00 Risk Assessment (2)

16.00 - 16.30 Finishing off Day 2

DAY THREE

08.30 - 09.30 LASS/BP

09.30 - 10.30 Drugs & Drug use (CDT?)

10.30 - 11.00 Break

11.00 - 11.30 Safer Injecting (CDT?)

11.30 - 12.30 Pre-Test Counselling (1)

12.30 - 13.30 Lunch

13.30 - 14.00 Attitude Scale

14.00 - 15.00 Pre-Test Counselling (2)

15.00 - 15.30 Break

15.30 - 16.00 Student Presentations

16.00 - 16.30 Finishing off Day 3

DAY FOUR

08.30 - 09.30 Difficult Issues

09.30 - 10.30 Post-Test Counselling (1)

10.30 - 11.00 Break

11.00 - 11.30 Student Presentations

11.30 - 12.30 Post-Test Counselling (2)

12.30 - 13.30 Lunch

13.30 - 14.30 Continued Support

14.30 - 15.00 Supervision & Supporting Ourselves

15.00 - 15.30 Break

15.30 - 16.30 Finishing off the Course

2017.21.5.1.571