

Training of Trainers' Programme for Peer-led Interventions

This training of trainers' programme is designed, for the use of resource persons, to train peer outreach workers, trainers, and those involved in the monitoring process. The trainers trained are provided with a manual for training current users into risk-reduction measures related to drug use and sexual practices. The methodology of training is important given the fact that the current users would be exposed to seven sessions for change in risk-taking behaviours. The training of trainers' programme stresses experiential learning using the experiential learning cycle.

The training of trainers programme shall provide:

Knowledge:

- Phases of the peer-led intervention,
- Mobilising the community - Profile of a community, mapping the vulnerabilities and resources, needs assessment,
- Interacting with health, welfare, police and law enforcement agencies, setting up an enabling environment, a committee of concern, community meetings,
- Setting up a referral network,
- Changing behaviour:
 - o Introduction to Behaviour change communication,
 - o Stages of change,
- Interventions in networks of drug users and youth at risk,
- Types of outreach work, minimizing danger to self,
- Knowledge, skills and attitudes of outreach workers,
- Professional boundaries for 'acceptable' outreach work,
- Concept of infection, disease and disease causing micro-organisms, modes of transmission,
- Basic information about HIV/AIDS and modes of transmission,
- Consequences of substance use: health, legal and welfare problems,
- Harm reduction strategies to minimize risk behaviour related to substance use and HIV/AIDS,
- Leadership,

- Hunger for recognition, volunteerism,
- Knowledge, attitudes and practices of substance users; client anonymity and confidentiality,
- Assistance in accessing services,
- Self-help/support groups,
- Indicators and monitoring mechanisms.

Skills:

Practical training through supervised induction in undertaking outreach:

- Meeting strangers,
- Observation and listening skills,
- Conversation skills,
- Assertiveness,
- Skills in asking questions,
- Key informant interviews,
- Group discussions,
- Using a facilitators' manual,
- Skills in making outreach contacts,
- Information and advice giving,
- Demonstration and practice sessions in condom use and using bleach to clean syringes/ needles for injecting drug users,
- Decision making,
- Reaching a consensus,
- Problem solving,
- Identifying and managing emotions,
- Leadership skills,
- Skills in managing volunteers, sensitivity in recognizing the contribution of volunteers, empathy,
- Designing training sessions,
- Training to use the Manual for risk-reduction among young drug users - Manual for training peer volunteers,

- Using the baseline KAP assessment instrument.

Attitudes

- Sensitivity to the problems faced by current users/PLWA,
- Commitment to contacting new, and re-contacting old clients,
- Commitment to supervision, administration and management,
- Commitment to project recording and monitoring.

Induction and supervision: Care is to be taken for appropriate induction and training of the outreach team. Support persons and trainers provide supervision to peer outreach workers on an ongoing basis. It is therefore important/preferable that supervisors/managers of outreach staff have some experience in undertaking outreach work and some experience of working with target populations. The supervisors are also the principal trainers of peer volunteers. Therefore training of supervisors/support persons/trainers is envisaged during the training of trainers. This includes training and sensitivity in managing volunteers and their need for recognition.