Imparting knowledge, skills and technology to improve and sustain effective and efficient HIV prevention programs
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About National Community Health Partners (NCHP)

Formerly Border Health Foundation (BHF), we recently changed our name to National Community Health Partners (NCHP) to reflect the expansion and scope of our services.

Based in Tucson, Arizona, our organization was founded in 1984 to address the health needs of border populations. Since then we have developed a strong national presence providing education and services to minority and underserved populations in 44 states and two U.S. territories.

We have housed over 70 public health programs and services promoting the health and well-being of individuals and communities across the U.S. It is our goal to improve health outcomes through innovative services and compelling educational programs.

NCHP’s mission is to educate and assist in the identification and correction of social and economic issues associated with the threat and outbreak of communicable disease and social dysfunction.
NATIONAL COMMUNITY HEALTH PARTNER’S (NCHP) Capacity Building Assistance (CBA) program is funded by the Centers for Disease Control and Prevention (CDC) to provide training and technical assistance to community based organizations (CBOs) and health departments (HDs) serving racial/ethnic minority populations at risk for HIV/AIDS in all 50 states, the District of Columbia and 8 U.S. territories. At-risk categories addressed through CBA include, but are not limited to:

- All individuals with known HIV-positive serostatus and their partners
- MSM of all races/ethnicities including, but not limited to, Asian & Pacific Islander, Native American (inclusive of American Indian, Alaska Native, and Native Hawaiian people) and Caucasian populations
- Injection drug users (IDU) and non-injection drug users
- Latino MSM
- Latino HRH men & women
- Latino transgender individuals
- Youth

The Goals of NCHP’s Capacity Building Assistance Program are to:

1. Improve the capacity of CBOs and HDs to strengthen and sustain organizational infrastructures that supports the delivery of effective HIV prevention services and interventions for high-risk racial/ethnic minority individuals

2. Improve the capacity of CBOs and HDs to implement, improve, and evaluate HIV prevention interventions for high-risk racial/ethnic minority individuals of unknown serostatus, including pregnant women, and people of color who are living with HIV/AIDS and their partners
**What is... Capacity Building?**

**CAPACITY BUILDING** is the process to increase the skills, infrastructure, and resources of individuals, organizations and communities. Capacity building is a key strategy for the promotion, delivery and sustainability of HIV prevention programs. As a result of capacity building on HIV prevention programs, the programs will (1) operate optimally and (2) increase their capacity to effectively deliver evidence-based interventions and core public health strategies for HIV prevention.

Capacity Building Assistance or “CBA” provision is a free (not for fee) service that is provided directly to communities, community–based organizations and health departments and is made available through a variety of methods including:

- Training
- Technical assistance (TA)
- Technology transfer to individuals, organizations and communities

**INFORMATION TRANSFER:**
- Provides, collects, packages, and disseminates information to the recipient
- Information may be disseminated orally, through newsletters, technical reports, conference announcements, list serves, batch faxes, and maintenance of hotlines

**SKILLS BUILDING:**
- Provider facilitates the enhancement of skill sets of key personnel who carry out core functions within the organization
- Delivered through training of staff, board, trainers, and volunteers

**TECHNICAL CONSULTATION:**
- Provider delivers expert advice to key personnel on how to accomplish a task or series of tasks with the intent that the activity will be carried out by the recipient of the advice
- Consultation may be provided telephonically, on-site, electronically, or through written documents

**TECHNICAL SERVICE:**
- Provider carries out a task or series of technical tasks for the recipient that result in increased capacity
- May result in facilitating or implementing operational, managerial, technological, programmatic, administrative, or governance systems

**TECHNOLOGY TRANSFER:**
- Provider facilitates CBO access to products, methodologies, or techniques that increase capacity
- Provider and CBO may collaborate to adapt technology to fit local culture and conditions
- May be accompanied by information exchange, skills building, technical consultation, or technical services
Capacity Building Assistance Providers

CBA Providers are partner organizations funded to assist in building the capacity of funded grantees (including state and local health departments and community-based organizations) to implement HIV prevention programs. The CBA program announcement, PS09-906, “Capacity Building Assistance (CBA) to Improve the Delivery and Effectiveness of Human Immunodeficiency Virus (HIV) Prevention Services for High-risk and/or Racial/Ethnic Minority Populations,” focuses on providing funding to improve the capacity of individuals, organizations, and communities in the delivery and effectiveness of evidence-based interventions and core public health strategies for HIV prevention.

Capacity Building Areas

The CBA program provides assistance in the following areas:

- CBA for CBOs – Strengthening organizational infrastructure, interventions, strategies, monitoring and evaluation for HIV prevention
- CBA for Communities – Strengthening community access to and utilization of HIV prevention services
- CBA for Health Departments – Strengthening organizational infrastructure, interventions, strategies, community planning, monitoring and evaluation for HIV prevention.
- Resource Center for CBA Providers – Strengthening the quality and delivery of CBA services for HIV Prevention
- Resource Center for CBA Consumers - Strengthening consumer access to and utilization of CBA services for HIV Prevention

How to Receive CBA: Accessing Capacity Building Assistance Services

CDC-Directly Funded Organizations: CBOs that receive direct funding from CDC may access CRIS to submit a CBA request. The CRIS website is https://wwwn.cdc.gov/Cris2009/pages/main/11.aspx.

Organizations NOT funded directly by CDC: CBOs (indirectly funded and non-funded) and community planning groups (CPGs) that provide HIV prevention services can ask the health department in their jurisdiction to submit a request on their behalf.

CBOs are also encouraged to contact a CBA provider to inquire about CBA services and to acquire support in the process of submitting requests into CRIS.
Organizational Infrastructure and Program Sustainability (OIPS)

Course List, Course Description and Course Objectives
BOARD DEVELOPMENT

This training is about the importance, commitment, code of ethics, and teamwork that non-profit Board Members must demonstrate. By the end of the training participants will be able to:

- Describe the four key responsibilities of Board Members
- Understand basic Board services
- Explain the importance of finances and fundraising
- Develop policy and effective management
- Delineate the relationship between the Board and the CEO/Executive Director

FISCAL MANAGEMENT AND ACCOUNTING

This training will develop participants’ skills in basic accounting and budget implementation. By the end of the training participants will be able to:

- Describe the financial management of an organization
- Manage grants, circular and Generally Accepted Accounting Principles (GAAP)
- Determine when to use a cash-based or accrual-based system
- Identify the elements of an accounting system
- Differentiate between direct and indirect costs

GRANT WRITING

Writing a successful grant application requires time and skill. This training teaches participants key grant writing skills and strategies to maximize the quality of their applications. By the end of the training participants will be able to:

- Identify potential grant opportunities from both public and private funding sources
- Describe the common components of grants and their relationship to the overall narrative
- Match project ideas and organizational strengths with potential funding sources
- Use language and writing techniques that market a project as innovative, well-planned, results-oriented, and cost-effective
- Analyze reviewer feedback to continually enhance the quality of future grant submissions

LEADERSHIP DEVELOPMENT

Leadership is defined as the knowledge, attitudes and behaviors used to influence people in order to achieve a desired outcome. This training teaches participants how to motivate others and achieve common goals. At the end of this training participants will be able to:

- Identify the characteristics of an effective leader
- Recognize how to utilize different leadership styles
- Explain the importance of modifying leadership styles to accommodate individual differences
- Describe the relationship between leading and following
- Explain the importance of empowerment in community efforts
ORGANIZATIONAL INFRASTRUCTURE AND PROGRAM SUSTAINABILITY (OIPS) COURSE LIST

QUALITY MANAGEMENT

This training provides an overview of the quality management process and tools to assist organizations in planning and attaining quality standards. At the end of the training participants will be able to:

- Describe the basics of quality management
- Design a plan for continuous improvement in performance and cost-effectiveness
- Measure performance with project evaluation and quality management tools and activities
- Use trend analysis to address staff performance
- Develop a quality management process and report

PERSONNEL POLICIES AND PROCEDURES

Personnel policies and procedures constitute a vital component of organizational management. Upon completion of the training participants will be able to:

- Describe the purpose and importance of record keeping
- Understand the processes of hiring, firing, and arbitration
- Explain the difference between at-will and non-at-will employment
- Execute performance evaluations as a personnel management tool
- Develop an appeals procedure

PROGRAM COLLABORATION AND SERVICE INTEGRATION

Program collaboration and service integration (PCSI) is part of the Centers for Disease Control’s (CDC) strategy to combine and coordinate efforts across common prevalent disease areas to increase the effectiveness of current health care providers and community centers. Upon completion of this CBA training participants will be able to:

- Recognize the need for collaboration of program services to reduce the spread of disease and to increase the prevention of multiple related diseases
- Describe the five principles of effective program collaboration and service integration
- Explain how combining services for HIV/AIDS, STIs, Hepatitis, and Tuberculosis (including family planning), can reduce rates of transmission for various infectious diseases
- Develop greater service integration to improve client outcomes, satisfaction, and retention in programs and interventions

HUMAN RESOURCES

This training will assist an organization in implementing human resources requirements effectively, taking into account local, state and federal laws and regulations. At the conclusion of this training participants will be able to:

- Maintain an awareness of local, state, and federal labor laws
- Describe recruitment, selection, and retention, including training and staff development
- Implement employee record-keeping and maintain confidentiality
This training teaches participants how to promote a positive image of an organization’s goals, programs and services, and how to maximize its impact in a cost-effective manner. After completing the training participants will be able to:

- Define public relations terminology
- Understand the impact public relations has on increasing awareness of your organization
- Identify target audiences
- Describe various methods of engaging the community
- Develop and execute a compelling public relations campaign

**PROGRAM MARKETING**

Promote your organization to the community at-large with a compelling marketing plan! After completing the training participants will be able to:

- Recognize the importance of marketing programs and services in an effective manner to potential funders, clients, and key stakeholders
- Identify and develop unique methods to position and protect an organization’s brand
- Develop and execute a marketing action plan
- Monitor and evaluate marketing efforts

**PUBLIC RELATIONS**

This training teaches participants how to promote a positive image of an organization’s goals, programs and services, and how to maximize its impact in a cost-effective manner. After completing the training participants will be able to:

- Define public relations terminology
- Understand the impact public relations has on increasing awareness of your organization
- Identify target audiences
- Describe various methods of engaging the community
- Develop and execute a compelling public relations campaign

**STRATEGIC PLANNING**

This training focuses on developing a strategic plan to address the specific needs of an organization. Upon completion of this training participants will be able to:

- Recognize the purpose and importance of strategic planning
- Explain the framework of a strategic plan
- Identify who should be included in the development of the strategic plan
- Formulate the organization’s mission statement, vision, and value statements
- Develop written goals and strategies

**FAITH-BASED LEADERSHIP**

This training demonstrates how faith, religion, and community stakeholders can collaborate to effectively address HIV/AIDS prevention. After completing the training participants will be able to:

- Identify the resources available in faith-based communities and the importance of community collaboration
- Assist faith leaders in dispelling myths associated with HIV/AIDS
- Develop holistic methods for HIV/AIDS-related treatment and services
- Nurture leadership skills to support individuals in motivating and empowering communities
ORGANIZATIONAL INFRASTRUCTURE AND PROGRAM SUSTAINABILITY (OIPS) COURSE LIST

PROGRAM DEVELOPMENT

This training provides an overview of the program development process, which includes elements such as community needs assessment, logic model development, recruitment and retention, program marketing, and project evaluation. At the end of this training participants will be able to:

- Delineate the steps involved in program development
- Explain the process of identifying potential funding sources
- Formulate goals, objectives, and an action plan
- Illustrate the relevance of conducting project evaluations

LOGIC MODEL DEVELOPMENT

This training provides a blueprint to simulate the basic process and principles of logic model development. At the conclusion of this training participants will be able to:

- Identify the components and categories of a standard logic model
- Delineate the process of structuring and developing a logic model
- Explain the difference between program, intervention, and evaluation logic models
- Produce a logic model from beginning to end
Evidence Based Interventions and Public Health Strategies (EBI and PHS)

Course List, Course Description And Course Objectives
HIV101
The HIV101 training provides information about the nature, extent, causes and consequences of HIV/AIDS, as well as the social and behavioral aspects of prevention and treatment. In addition, this training is designed to help participants analyze basic information, core messages, values and practices related to HIV/AIDS prevention education while instilling a caring and supportive attitude towards people living with HIV/AIDS. At the end of this training participants will be able to:
 Distinguish facts from myths regarding HIV transmission and prevention
 Address stigma and discrimination against people with HIV/AIDS
 Identify effective HIV prevention and intervention programs and services in the community
 Promote and emphasize safety in prevention messages, attitudes and behaviors
 Maintain an awareness of the most current information regarding HIV/AIDS

COMMUNITY NEEDS ASSESSMENT DEVELOPMENT
Community needs assessment is a process of gathering, analyzing and reporting information about the needs of a community and the capacities or strengths that are currently available to meet those needs. This training focuses on developing and strengthening the skills needed to conduct community assessments. After this training, participants will be able to:
 Define “community needs assessment” and describe its major components
 Outline the steps involved in conducting a community needs assessment
 Determine appropriate data collection procedures to address community needs
 Prepare and conduct a needs assessment

ADAPTING EVIDENCE–BASED INTERVENTIONS
Adaptation is the process of modifying an intervention without altering its core elements or internal logic. By adapting an evidence-based intervention, an organization can meet the specific needs of its target population using the framework of a scientifically rigorous approach. Participants in this training will be able to:
 Describe the historical development of evidence-based interventions
 Articulate an understanding of terminology such as core elements, fidelity, and internal logic
 Explain the theories and principles of adaptation and behavior modification
 Identify the five stages of the adaptation process
 Select, adapt, and implement an intervention

PROJECT EVALUATION
Evaluation is the systematic application of scientific methods to assess the quality, cost-effectiveness, and importance of a project. It helps decision-makers understand how and to what extent a program or intervention was responsible for particular measured results. At the end of this CBA training, participants will be able to:
 Understand the purpose and importance of program evaluation
 Differentiate between various types of evaluations
 Summarize the steps and standards for executing an effective evaluation
 Recognize practical issues related to conducting program evaluation
RECRUITMENT AND RETENTION

The Recruitment and Retention training provides key techniques for conducting outreach, including strategies for effectively accessing hard-to-reach, at-risk populations for the purpose of enrolling them into prevention programs. The training also looks at the development of an effective retention plan to minimize client attrition; maintain interest and participation; and ensure completion of HIV prevention services. Upon completion of this training, participants will be able to:

- Define and distinguish the difference between outreach, recruitment, and retention
- Describe effective techniques for conducting formal and informal outreach
- Negotiate retention strategies appropriate for the target population being served
- Create a retention plan for future program use
- Explain the role and value of peer-driven recruitment

GROUP FACILITATION

This training is designed to teach participants the essential skills necessary to effectively facilitate groups and to provide an opportunity to practice those skills and techniques in a group setting. At the conclusion of this training participants will be able to:

- Recognize the basic characteristics and role of a facilitator
- Explain how facilitation styles can influence the delivery of HIV prevention education
- Identify the role group dynamics play within the scope of the facilitation process
- Utilize theoretical models to foster facilitation skills

OVERCOMING COMMUNICATION BARRIERS

This training focuses on the basic attitudes and behavioral skills that establish an effective foundation central to interacting with other individuals and maintaining positive relationships. It encompasses the characteristics of effective communication, personality traits and interactions styles and how they influence engagement. By the end of this training participants will be able to:

- Utilize the characteristics of proactive communication
- Demonstrate how a client-centered approach accelerates self-awareness and establishes rapport and cooperation
- Recognize how cultural dynamics can influence effective communication
- Translate evidence-based foundations into strategies to overcome communication barriers

MOTIVATIONAL INTERVIEWING

Motivational Interviewing is a client-centered method of enhancing motivation to change behavior by exploring and resolving ambivalence within the client. After completing this training participants will be able to:

- Articulate an understanding of “change talk” and motivational enhancement approaches that evoke change
- Explain the relationship between motivation principles and “stages of change” theory
- Demonstrate basic skills for enhancing motivation, diffusing resistance, and addressing ambivalence towards change
- Assess clients’ readiness for change
CULTURAL COMPETENCY 101

Broadly defined, cultural competency is a process of learning to engage effectively with people of different backgrounds and experiences. The goal of this training is to challenge individuals to examine their own assumptions and cultural biases that may negatively impact their ability to communicate and work well with others. At the end of this training participants will be able to:

✅ Define the concept of cultural competency as it applies to different populations
✅ Apply theories of cultural competency to deliver culturally and linguistically appropriate services
✅ Justify the value of cultural competency as it pertains to individuals, organizations and communities
✅ Recognize the importance of “unlearning and relearning” to examine and confront one’s own cultural point of reference

CULTURAL COMPETENCY: WORKING WITH THE TRANSGENDER POPULATION

Transgender persons are some of the most misunderstood and marginalized individuals, even within the LGBT community. Working with the transgender population requires skill and sensitivity to their unique physical, emotional, and sexual health needs. In this training, participants will be able to:

✅ Differentiate between various trans identities
✅ Explain the continuum of sex, gender, and sexual orientation
✅ Identify the financial, emotional, and sexual health challenges that impact HIV risk among transgender individuals
✅ Demonstrate humility and competency in communicating and working with trans-persons

CULTURAL COMPETENCY: WORKING WITH INJECTING DRUG USERS (IDUs)

This training examines the circumstances and issues surrounding intravenous drug use and how they impact HIV prevention services. After this training participants will be able to:

✅ Describe the challenges that influence an IDU’s response to HIV-related interventions
✅ Recognize patterns of identity formulation, social dynamics, and the physiological and psychological risk factors among IDUs
✅ Determine which harm reduction strategy is most effective when working with IDUs
✅ Incorporate hepatitis prevention into the framework of existing risk reduction programs

CULTURAL COMPETENCY: WORKING WITH A “SILENT” POPULATION

This training focuses on the population that maintains heterosexual relationships publicly while secretly engaging in same-gender sex. The training advocates a non-labeling approach and includes strategies for overcoming cultural, psychosocial, structural, and environmental barriers. At the conclusion of this training participants will be able to:

✅ Identify the unique characteristics and cultural dynamics of the silent population that contribute to HIV risk
✅ Gauge science-based techniques and methods that complement the silent population’s experiences and behaviors
✅ Convey an appreciation for the actual and perceived stigmas, discrimination, and associated stressors experienced by members of the silent population
✅ Utilize theoretical models to challenge culture-based risk determinants
Evidence Based Interventions and Public Health Strategies (EBI and PHS) Course List

FUNDAMENTALS OF HIV PREVENTION COUNSELING

The Fundamentals of HIV Prevention Counseling (FHPC) training is designed to develop a counselor’s proficiency in conducting HIV Prevention counseling. Unit One introduces the participant to the background, rationale and history of FHPC and Unit Two reviews basic counseling skills. Units 3-6 are devoted to learning and implementing the steps of the prevention counseling protocol, which are as follows:

1. Introduce and orient client to session
2. Identify client’s personal risk behaviors and circumstances
3. Identify safer goals behaviors
4. Develop client action plan
5. Make referrals and provide support
6. Summarize and close session

Unit Seven closes the course and addresses issues of professional development. The focus in this course on the steps of HIV prevention counseling is intensive and rather exclusive. The course does not, for example, include an “HIV/AIDS/STD 101” component. A basic knowledge of HIV/AIDS/STDs, prevention methods and antibody testing are prerequisites of this course. In addition, this course does not provide in-depth training in how to:

- Conduct test decision counseling
- Conduct client education sessions
- Build or maintain client referral networks or make an effective referral
- Elicit contact information and conduct partner notification
- Counsel those who test HIV positive or negative about test results
- Provide prevention case management
- Advocate for or negotiate changes in local policies or HIV service
Prevention with Positives

Course List, Course Description
And Course Objectives
ECHPP/PCSI/NHAS

Over 56,000 HIV infections occur in the United States every year, demonstrating a need to expand targeted HIV efforts and broaden strategies for HIV prevention and treatment. This training will illustrate three major strategies for HIV prevention and treatment and will discuss ways in which providers can align themselves with these strategies in order to provide cost-effective interventions with demonstrated potential to: 1) reduce new infections in the right populations; and 1) yield a major impact on the HIV epidemic.

Following the training, participants will:

- Have a basic understanding of Enhanced Comprehensive HIV Prevention Planning and Implementation (ECHPP), Program Collaboration and Service Integration (PCSI) and the National HIV/AIDS Strategy (NHAS)
- Understand the premise of the National HIV/AIDS Strategy, required and recommended targets and how they can align themselves with the projected goals and activities
- Develop action plans to integrate existing programs while identifying potential gaps in services and/or communications

CULTURAL COMPETENCY: PREVENTION & CARE FOR HIV POSITIVE PERSONS

For HIV prevention and treatment to be effective, the unique needs and life contexts of those who are marginalized because of race, ethnicity, socioeconomic status, sexual orientation, age, or gender must be sensitively addressed. Cultural competence must be demonstrated by program staff, as well as those delivering prevention care services and treatment programs to HIV-infected clients. This training will provide strategies to participants, increasing their ability to provide more culturally competent services to HIV positive clients.

Following the training, participants will be able to:

- Erase any preconceived ideology of HIV positive persons that can be detrimental to providing effective care
- Increase awareness regarding the knowledge, attitudes and practice skills necessary to care for people living with HIV/AIDS
- Practice culturally competent behaviors that are both mutually accepting and affirming
- Increase their understanding of the relationships between cultural competency and health
- Identify resources for developing skills to better provide services for the HIV positive populations

CULTURAL COMPETENCY: FAITH BASED LEADERSHIP & HIV

The faith community’s influence on knowledge, attitudes, beliefs, and behaviors about health are influential in just about every culture, family and individual. At this stage of the HIV epidemic, faith groups are playing critical roles in HIV/AIDS prevention, education and support and conduct many HIV prevention activities. However, as more faith communities begin to speak out and embrace HIV-related issues, other faith communities and religious leaders continue to be silent about the epidemic and the issues presented by HIV/AIDS. This training will discuss the impact of HIV/AIDS on society and the religious response to HIV/AIDS and will teach participants how the faith community can play an integral role in preventing the spread of HIV in their community.

Following this training, participants will be able to:

- Identify religious and theological principles that support HIV prevention
- Understand the influence faith leaders have in the community regarding health and education
- Understand the points of intersection between faith, communication and collaboration
- Identify strategies to develop effective partnerships among public health and faith communities in support of HIV prevention
- Understand the potential roles and activities that faith leaders may undertake in HIV prevention
MEDICATION ADHERENCE FOR HIV POSITIVE PERSONS

Adherence to medical recommendations has been defined as the extent to which a person's behavior coincides with medical or health advice, such as taking medication regularly, returning to a doctor's office for follow-up appointments, and observing preventive and healthful lifestyle changes. Despite the positive health benefits that adherence engenders, many patients fail to adhere or comply to medical advice for a variety of reasons. This training will look at causes for non-adherence and will explore strategies for supporting clients and increasing their likelihood of adhering to HI treatment.

Following the training, participants will be able to:
- Define antiretroviral therapy (ART) and how it interrupts the continual replication of HIV
- Understand the significance of adherence in correlation to HIV disease management
- Illustrate the determinants, both internal and external, that may affect medical adherence
- Apply the health belief model and effective ways of evaluating medication adherence

OUTREACH, RECRUITMENT & RETENTION: LINKING AND RETAINING HIV POSITIVE PERSONS IN CARE

A fundamental element of HIV prevention, care and treatment is linking persons who test positive for HIV to care and treatment services. Following an HIV diagnosis, linkage to outpatient treatment, antiretroviral medication and long-term retention in care is essential for: 1) optimal disease management; 2) health promotion; 3) reception of secondary prevention messages to decrease onward transmission of HIV; and 4) the overall success of care. This training will explore strategies for accessing hard-to-reach clients and successfully linking them to HIV treatment and prevention services.

Following this training, participants will be able to:
- Identify ways of accessing and congregating HIV positive individuals to deliver prevention messages specific to that population
- Utilize appropriate outreach strategies to engage and motivate a change in at-risk behavior
- Identify strategies to increase motivation of clients to seek and stay in care through outreach messages
- Identify and address client-level barriers to HIV prevention and treatment services

MOTIVATIONAL INTERVIEWING FOR HIV POSITIVE PERSONS

For antiretroviral therapy (ART) to exhibit optimal success, clients must maintain a high level of adherence, including changes in lifestyle to accommodate medication-taking schedules and other requirements. However, not all persons on ART take their medications exactly as prescribed. Motivational interviewing is a client-centered approach for enhancing motivation to maintain healthy behaviors, introduce harm reduction activities and/or encourage a change in behavior. This training will teach providers how to build confidence, reduce ambivalence and increase motivation for adherence to the prescribed medication regimen by utilizing motivational interviewing as a strategy for medical adherence.

Following this training, participants will be able to:
- Identify the key concepts of motivational interviewing
- Understand how motivational interviewing ties into HIV positive individuals and medication adherence
- Assess readiness and/or resistance to change (specifically medication adherence) and how to apply motivational interviewing to facilitate “change talk” among the target population
- Understand the relevance and importance of a change plan as well as how to apply those plans to individual progression.
STIGMA IN THE COMMUNITY

AIDS-related stigma and discrimination refers to prejudice, negative attitudes, abuse and maltreatment directed at people living with HIV and AIDS as well as their loved ones, associates, social groups and communities. The consequences of stigma and discrimination can foster a reluctance to seek care; deter individuals from getting tested; discourage HIV positive persons from discussing their status with sexual and/or needle sharing partners; and have a negative effect on the overall success of treatment. Organizations serving HIV positive clients face important questions regarding stigma and overall care. This training is designed to increase the capacity of participants to improve the care, quality of life and emotional health of HIV positive clients by offering strategies to cope with stigma related to HIV.

Following the training, participants will be able to:

- Understand the meaning of stigma, discrimination and related concepts
- Identify the various ways in which clients experience stigma
- Explore key sources of pre-existing stigma and discrimination
- Identify consequences of stigma on a client’s willingness and ability to access services
- Identify ways to address stigma at individual and agency levels

ADAPTING EVIDENCE BASED INTERVENTIONS FOR HIV POSITIVE PERSONS

As HIV prevention strategies change and focus more on prevention efforts for HIV positive individuals, the demand for more specialized interventions to address the needs of geographically and culturally specific groups will continue to increase. Developing new HIV prevention interventions and programs can be very time consuming and costly. So adapting interventions that have been proven to be effective can save time and money, while using already existing tools and theories of successful programs with a proven track record. This training will show participants how to take these existing interventions and tailor them to specific cultures, languages, attitudes, risk behaviors, etc. of HIV positive individuals within their respective communities.

Following the training, participants will be able to:

- Identify the five stages of the adaptation process
- Understand the difference between adaptation and reinvention
- Identify theories and resources to adapt Evidence Based Interventions (EBIs)
- Understand how to create and evaluation plan to measure the effectiveness of the adaptation

NAVIGATING RESOURCES FOR HIV POSITIVE PERSONS

A person living with HIV may require several resources to manage his/her disease and may work with multiple service providers such as clinicians, case managers, dentists, dieticians, social workers, therapists and other specialized workers. Discovering what services and resources are available in the community is crucial to providing the most comprehensive and effective services to HIV positive clients, especially those who find it challenging to navigate the complex healthcare system. This training will teach participants how to support HIV positive clients in accessing resources in order to effectively manage their disease.

Following the training, participants will be able to:

- Identify government, state and local resources for HIV positive individuals
- Describe the dynamics of funded programs for HIV positive persons
- Create and implement resource and referral guidance
- Support clients in effectively managing appointments with doctors, clinicians, providers, etc.
SOCIAL MEDIA: UTILIZING NEW MEDIA TO BUILD A COMMUNITY FOR HIV POSITIVE PERSONS

"Social media” is defined as a media with a social focus, where information is shared with the purpose of networking. “New media” consists of computerized, interactive, networked information and communication. It is based on the use of digital technologies such as the internet, digital video and mobile devices. Social media has had a major impact on the ways that people communicate, learn and take action. Mobile phones and other portable electronic devices allow individuals access to health information at anytime, anywhere. In addition, people go online to meet their health information and medical needs. This training will discuss the benefits of using social media strategies in HIV prevention and outreach efforts as a means of expanding the reach of traditional services.

Following the training, participants will be able to:

- Understand the fundamentals of social media and “techno-communication”
- Recognize the influence of social media in society
- Identify creative ways of using diverse venues to connect to the HIV positive community

CARING FOR SELF WHILE GUIDING OTHERS: SELF CARE FOR PEER SUPPORTERS

While working in HIV treatment and prevention can offer both clinical challenges and personal rewards, healthcare workers are among those affected by HIV/AIDS. There are many stressors inherent in working in HIV prevention and treatment such as many difficult and repetitive situations, no breaks in action, too much direct contact with clients, unrealistic expectations (wanting to do it all) and excessive individual responsibility. The impact of HIV can increase staff turnover and adversely affect the morale of staff and their ability to perform their tasks. Service providers working in this field need to understand burnout in order to be more effective in understanding their own potential for burnout. This training will provide self-care techniques for providers to ensure that they are “re-filling” themselves after pouring out all to others.

At the conclusion of this training, participants will have basic knowledge in:

- Prevention and management of burnout
- The impact of burnout on an organization at all levels
- Strategies for managing stress related to working in HIV
- Managing burnout in order to enhance job satisfaction