



Building Blocks for Peer Success: A Toolkit for Training HIV Positive Peers

2010 Ryan White Grantee Meeting

August 23-26, 2010



Disclosures

Bill Bower, Carol Tobias and John Ruiz have no financial interest or relationships to disclose.

HRSA Education Committee Disclosures HRSA Education Committee staff have no financial interest or relationships to disclose.

CME Staff Disclosures

Professional Education Services Group staff have no financial interest or relationships to disclose.

Learning Objectives:

By the end of this workshop, participants will be able to:

- Know where to go to access web-based training curricula and planning resources.
- Identify key core competencies for training HIV+ peers.
- Design a training plan for HIV+ peers.

Training Toolkit

http://www.hdwg.org/peer_center/training_toolkit/



The screenshot shows a web browser window displaying the PEER Center website. The page title is "Building Blocks to Peer Success | PEER Center". The main heading is "PEER Center" with the subtitle "Peer Education & Evaluation Resource Center". A navigation menu on the left includes links for Home, News, About Us, Partner Sites, How Peers Help, Models for Peer Programs, Resources for Peer Programs, Build a Peer Program, Newsletter, Upcoming Events, and Contact Us. The main content area features a search bar and a section titled "Building Blocks to Peer Success" with the subtitle "A toolkit for training HIV-positive peers to engage PLWHA in care". Below this, there are three colored squares (red, green, blue) and a list of resources: "Toolkit Guide", "Toolkit Modules", and "Comprehensive Training Curricula". The page also includes a "Purpose of this toolkit" section and a "Primary audiences" section. The browser's address bar shows the URL "http://www.hdwg.org/peer_center/training_toolkit/".

Building Blocks to Peer Success
A toolkit for training HIV-positive peers to engage PLWHA in care

Purpose of this toolkit: to support the training of HIV-positive peers who work to engage and retain people living with HIV in health care.

Primary audiences: experienced trainers and training organizations who can use this toolkit to design, enhance or refine their own training of peers.

Additional uses: Peer supervisors or program directors can use this toolkit to plan a peer training program for newly hired peers or provide continuing education for existing peers.

- Toolkit Guide
- Toolkit Modules
- Comprehensive Training Curricula

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People to People
MO Alliance: American Red Cross- St. Louis Chapter
Kansas City Free



PEER Center,
Boston University
Boston, MA



PACT Project
Harlem Hospital
New York, NY

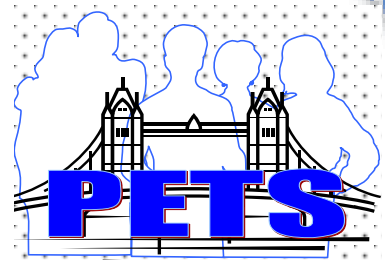


RI
CT
DE

Lotus Project
Center for Health Training
WORLD
Oakland, CA



Duke University
Durham, NC



The Toolkit is like a Supermarket



**PEER
ROLE**



**HIV-
AIDS**



**COMMUNICATION
SKILLS**



ENERGIZERS



**CONTINUING
EDUCATION**

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2018 RYAN WHITE ALL GRANTEE MEETING AND 17TH ANNUAL CLINICAL CONFERENCE

Why use the Toolkit?



Without Toolkit

Here's why . . .



With Toolkit

Choose wisely and you get...



**One day intro
workshop**



**1-week course to build
essential knowledge &
skills**

There is no “cookie cutter” way of training



Toolkit Guide

Guide Cover Page



Table of Contents

- Introduction – Quick Tips
- Designing a Training
- Facilitation Skills
- Training Modules – an overview
- Training Evaluation
- Appendices

Overview of Training Modules



The screenshot shows the PEER Center website in Internet Explorer. The browser title is "Building Blocks to Peer Success | PEER Center". The address bar shows the URL "http://www.hiv.org/peer_center/training_toolkit/". The page features the PEER Center logo and a navigation menu on the left. The main content area is titled "Building Blocks to Peer Success" and describes a toolkit for training HIV-positive peers. A red arrow points to the "Upcoming Events" link in the left sidebar.

PEER Center
Peer Education & Evaluation Resource Center

A national resource and evaluation center for people living with HIV and organizations interested in PEER education training programs.

Home - Resources for Peer Programs - Building Blocks to Peer Success

Building Blocks to Peer Success

A toolkit for training HIV-positive peers to engage PLWHA in care

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Models for Peer Programs
Resources for Peer Programs
Build a Peer Program
Newsletter
Upcoming Events
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BUILDING BLOCKS TO PEER SUCCESS

Core Competencies

- HIV/AIDS
- Communication Skills
- Peer Role

Other Modules

- Activities
- Continuing Education
- Case Studies & Scenarios

BUILDING BLOCKS TO PEER SUCCESS

HIV/AIDS

- HIV Basics
- HIV Life Cycle
- Understanding Labs
- Medications and Side Effects
- Adherence Strategies
- Harm Reduction

BUILDING BLOCKS TO PEER SUCCESS

Communication Skills

- Active listening
- Barriers to learning
- One and two-way communication
- Pushing all the buttons
- Asking tough questions
- Expressing yourself
- Nonverbal communication
- Responding to conflict
- Communicating with providers
- Counseling exercise
- Delivering culturally competent health care

BUILDING BLOCKS TO PEER SUCCESS

Peer Role

- What is a Peer?
- Workplace Issues (ethics, boundaries, confidentiality)
- Stages of Change
- Disclosure
- Multidisciplinary Team
- Navigating the System
- Self Care
- Are you ready to be a peer?

44 Training modules altogether in this section

Team 1

\$



Team 2

\$



Jeopardy



HIV/STD
101

Treatment
101

Peer
Advocacy

Prevention/
Transmission

More
Treatment

Challenge
Questions

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Final
Jeopardy

Scores



Activities and Icebreakers

Other Modules - Activities | PEER Center - Windows Internet Explorer

http://peer-hdeag.org/training_hu88/activities

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Other Modules - Activities | PEER Center

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Home Resources for Peer Programs Building Blocks to Peer Success Other Modules - Activities

Search

- Home
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- How Peers Help
- Models for Peer Programs
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- Frequently Asked Questions
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Other Modules - Activities

Building Blocks to Peer Success

This section includes activities that help facilitate group interaction and learning, break up the day and bring closure to the training. The intros help to lay out the ground rules and allow participants an opportunity to get to know each other and build trust. Icebreakers help to engage in a participatory manner and energizers are a fun way to re-invigorate a group after a serious discussion or after a break in the day. It is also useful to plan in advance how each training will end, the closures allow participants to summarize key points, review major "take home" lessons, or transition to the next topic.

- Intros
- Energizers
- Icebreakers
- Closure

Return to Building Blocks to Peer Success main page

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Continuing Education

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- [Models for Peer Programs](#)
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Other Modules - Continuing Education

Building Blocks to Peer Success

The modules in this section are provided as supplements to the core competencies for peer training. The information can either be used to build upon previously learned materials or offer new insight into topics and issues that may be relevant for a peer's role. The modules include information on health-related topics such as comorbidities and sexual health, working with special populations, and important subjects such as stigma and dealing with crisis. These modules can be included in an introductory course or orientation for newly hired peers and can also be offered at subsequent trainings or reunion meetings.

Benefits

[Crisis Module](#)

[Documenting Our Efforts: Group Discussion & Practice](#)

[Motivational Interviewing Skills](#)

[Naming Stigma Through Pictures](#)

[Orientation to Clinical Practicum](#)

[Stigma](#)

[Substance Abuse](#)

Health-Related Topics

[Female Reproductive System](#)

[Viral Hepatitis Bingo](#)

[Mental Health](#)

[Opportunistic Infection Exercise](#)

[Other Infections](#)

[Sexual Life After HIV Diagnosis](#)

[Sexually Transmitted Infections Exercise](#)

Special Populations

[HIV/AIDS and People Over 50](#)

[Special Populations](#)

[Working with the Transgendered Community](#)

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Case Studies and Scenarios



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Other Modules - Case Studies and Scenarios

Building Blocks to Peer Success



This section includes the case studies, scenarios, and role plays that are used in the training modules of this toolkit. They have been separated out from the modules in order to make it easier for the trainer to search through them and mix and match them depending on the needs of the participants. A topic coverage chart is also provided so that trainers can easily identify which skill(s) each case study, scenario, and role play is intended to highlight. Trainers will find that most of the case studies, scenarios, and role plays include a list of questions and potential answers that can be used in training.

Topic Coverage Chart

- [HIV 101, Medications, Adherence, and Risk Reduction](#)
- [Communication Skills](#)
- [Peer Role](#)
- [Putting It All Together](#)

[Return to Building Blocks to Peer Success main page](#)



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Comprehensive Curricula

Building Blocks to Peer Success | PEER Center - Windows Internet Explorer

http://www.hdwg.org/peer_center/training_toolkit/

File Edit View Favorites Tools Help

Building Blocks to Peer Su... | Bert scale - Google Image S...

programs.

- **Lotus Training Curricula**
 - Lotus Curriculum Introduction
 - Lotus Level 2 Curriculum
 - Handouts-English version
 - Handouts-Spanish version
 - Lotus Day 1 Powerpoint
 - Lotus Day 2 Powerpoint
 - Lotus Days 3 & 4 Powerpoint
 - Lotus Day 5 Powerpoint
 - Lotus Immune System Powerpoint
 - Lotus Peer Advocate Jeopardy Powerpoint
 - Lotus HIV 101 Jeopardy Powerpoint
- **Duke Training Curricula**
 - Duke Curriculum Introduction
 - Duke Level 1 Curriculum
 - Duke Level 2 Curriculum
 - Duke Level 3 Curriculum
- **People to People Training Curricula**
 - People to People Curriculum Introduction
 - People to People Level 1 Instructor Manual
 - People to People Level 2 Instructor Manual
 - People to People Level 2 Resources
 - People to People Level 2 Powerpoint
- **PACT Training Curricula**
 - PACT Curriculum Introduction
 - PACT Day 1 through Day 9 Curricula

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Using the toolkit to create a training for peers



Creating a 3-day training on Adherence Support

- **Holistic:** Think about all of the skills that are needed to provide adherence support
- **Objectives:** What would you like participants to learn from this training?
 - Pick activities/modules that teach skills that you fit into your objectives
- **Evaluation:** How will you evaluate your training?

What skills/knowledge does a peer need to provide adherence support?

- Communication
- HIV lifecycle
- Role of the peer
- Understanding medications
- Understanding behavior change
- Don't forget the energizers and icebreakers

Picking your modules

- **Go to Toolkit Modules**
- **Look at the core competencies:**
 - **HIV/AIDS:** HIV Life Cycle, Medication & Side Effects, Adherence Strategies
 - **Peer Role:** What is a peer? Workplace issues, Stages of Change, Self-Care
 - **Communication:** Pick 1-2 modules



Module Selection Tool

Objectives	Content/Module Title	Time Needed	Teaching Method	Props, handouts
<i>Obj. 1:</i>				
<i>Obj. 2</i>				
<i>Obj. 3:</i>				

Training Agenda

Day # ____

Number of Training days: ____

Time

Subject

9:00 -	Welcome, Introductions, Review of Training Objectives and Agenda [Icebreaker title here]
	Logistics: includes break times, lunch time, nearest restaurants, nearest pay phone, location of rest rooms, etc.
	Group Agreements
	[Module Title]
10:30 – 10:45	Morning Break
	[Module Title]
	[Module Title]

Training Agenda (cont.)

12:00 – 1:00

Lunch

1:00 – 1:15

[Energizer Title]

[Module Title]

[Module Title]

2:30 – 2:45

Afternoon Break

2:45 – 2:50

[Energizer Title]

[Module Title]

[Module Title]

4:45 – 5:00

[Closure Title]

Other modules

- **Intros, Energizers, Icebreakers, Closures**
- **Case Studies and Scenarios-**
 - Allows participants to apply skills
 - Different teaching method

Module Selection Tool

Objectives	Content/Module Title	Time Needed	Teaching Method
Obj. 1: Define Adherence	<ul style="list-style-type: none"> • Viral Life cycle • HIV medications, side effects, adherence, goals of medication • Adherence Case Studies 	45 minutes 60 minutes 60 minutes	Lecture/Lrg.grp discussion Lecture/Smallgroup/Meditation Small group
Obj. 2 Identify communication strategies to provide adherence support to clients.	<ul style="list-style-type: none"> •Communication Skills: Asking Tough Questions •Counseling Exercise •Stages of Change •Communication Case Studies 	50 min 35 min. 40 min 60 min	Brainstorm/Role Play/Skills Practice Small Group Activity Large Group/Small Group Small group
Obj. 3: Identify peer educator roles and responsibilities for adherence support	<ul style="list-style-type: none"> •Role of a Peer Worker •Peer Educator Code of Ethics •What does it take to be a peer educator? •Mental Health Stressors 	30 min 30 min 45 min 40 min.	<ul style="list-style-type: none"> •small group/brainstorm •role play/discussion •lecture/group discussion •Group discussion



Training Agenda

3 day Adherence Support

10-3 pm

Day 1

Number of Training days: 3

TIME	SUBJECT
10:00 – 10:30 am	Welcome, Review of Training Objectives and Agenda
10:30-10:45 am	Expectations-establishing Ground Rules/Group Agreements
10:45-11:45 am	M & M introductions
11:45-12:30 pm	LUNCH
12:30-1:15 pm	Viral Life Cycle
1:15-2:15 pm	HIV medications, side effects, adherence and goals of medication
2:15--2:30	BREAK
2:30-3:00 pm	Role of a Peer Worker
3:00-3:15 pm	Close/Evaluation: Delta/Plus

Day 2

TIME	SUBJECT
10:00 – 10:30 am	Words of Wisdom Icebreaker
10:30-11:00 am	What does it take to be a peer educator?
11:00-11:30 am	Peer Educator Code of Ethics
11:30-11:45 am	Relaxation Exercise (model self-care)
11:45-12:30 pm	LUNCH
12:30-1:10 pm	Stages of Change
1:10-2:00 pm	Communication Skills: Asking Tough Questions
2:00-2:15 pm	BREAK
2:15-2:50 pm	Counseling Exercise
2:50-3:00 pm	Close/Evaluation: Head/Heart/Feet

Things to remember...

- Choose modules that use different teaching methods
- Remember your five senses when setting up the training
- Refer to the facilitation section in the toolkit for more tips on facilitation

Questions?



Get a copy of the toolkit on CD!

- Sign up on our email list and receive a copy today at the end of this session. See a facilitator in the rear of the room.
- Visit our exhibit at _____. CD's are available throughout the conference.
- Request a CD online at www.hdwg.org/peercenter

THANK YOU!