



# Institute for Capacity Development (ICD)

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## Management of HIV/AIDS at the Workplace Programme

### Course Objectives

On completion of the course, participants should be able to:

- Evaluate the impact of HIV/AIDS at the work place
- Appreciate the need for HIV/AIDS workplace interventions
- Determine the strategy and process for implementing the HIV/AIDS workplace intervention
- Develop comprehensive Programmes to support HIV/AIDS prevention and care
- Plan and develop a practical plan of action to implement an HIV/AIDS workplace programme within their organization
- Monitor and evaluate the impact of HIV/AIDS workplace Programmes

### Target Group

- Training Officers
- Health and safety managers,
- Quality control managers,
- Administrators,
- Medical, clinical and nursing officers,
- Labour union managers
- HIV/AIDS control programme managers and counsellors

### Course Outline

- The conceptual framework for understanding the causes of HIV/AIDS
- The direct and indirect causes of HIV/AIDS
- Mitigating the impact of HIV/AIDS – at household, health, education system, national economy, security and workplace.
- Understanding Human behaviour
- Communication for change
- Understanding Social Cohesion Theory and its use in HIV/AIDS management
- Counselling Principles in the workplace
- Voluntary Counselling and Testing
- Fear and stigma of HIV/AIDS
- Rationale and Components of HIV/AIDS workplace Programmes
- HIV/AIDS Education and Training
- Condom Distribution and STD management
- Planning and Implementing of HIV/AIDS workplace Programmes
- Introduction to systems thinking approach to HIV/AIDS management

- Understanding Best practices and lessons from other Programmes
- Organizational structuring to accommodate HIV/AIDS issues
- Designing HIV/AIDS Programmes in the workplace.
- Developing leadership skills
- Developing skills and strategies for managing resources
- Designing monitoring and evaluation components in Workplace Strategies
- Evaluation and Monitoring methods
- Monitoring and Evaluating of HIV/AIDS workplace Programmes
- Strengthening Capacity for the Monitoring and Evaluation of Support Systems
- Legal, Ethical and Policy Issues
- Best practices and benchmarking
- Action Planning

Dates: 17<sup>th</sup> – 28<sup>th</sup> July 2017

Duration: 2 weeks

Course Costs: US\$2850

Venue: Windhoek, Namibia