

---

# Youth Engaging for Success (YES)

---

## Youth Peer Mentor In-Service Training

---

### *Youth Peer Mentor Guide*

---



# Acknowledgements

## ***Lead Instructional Designer***

Teresa Peterson – Consultant for Johns Hopkins Bloomberg School of Public Health, Baltimore

## ***Technical Reviewers***

Elizabeth Abrams - Johns Hopkins Bloomberg School of Public Health, Baltimore

Virginia Burke – Johns Hopkins Bloomberg School of Public Health, Baltimore

Dr. Julie A. Denison – Johns Hopkins Bloomberg School of Public Health, Baltimore

Christy Frimpong – Project YES

Christine Jere – Project YES

Lindy Mbando – Project YES

Dr. Sam Miti – Arthur Davison Children’s Hospital, Ndola

Dr. Jonathan Mwansa – Arthur Davison Children’s Hospital, Ndola

## ***Sources of Support***

Project SOAR (Supporting Operational AIDS Research), Cooperative Agreement AID-OAA-A-14-00060, is made possible by the generous support of the American people through the President’s Emergency Plan for AIDS Relief (PEPFAR) and the United States Agency for International Development (USAID). Led by the Population Council, Project SOAR is implemented in collaboration with Avenir Health, Elizabeth Glaser Pediatric AIDS Foundation, Johns Hopkins University, Palladium, and The University of North Carolina. However, the contents of this curriculum are the sole responsibility of Project SOAR, the Population Council, and the authors and do not necessarily reflect the views of PEPFAR, USAID, or the United States Government.

The project team wishes to acknowledge and thank the people and organizations on the ground that helped to make this project possible, including the Zambia Ministry of Health, Provincial Health Office, Arthur Davison Children’s Hospital (ADCH), Ndola Central Hospital (NCH), Twapia Clinic, Lubuto Clinic, and Ndola District Health Management.

Finally, the team extends heartfelt thanks to all of the young people living with HIV who, by participating in this project, have contributed to expanding our knowledge of how best to serve this population.

***Version Date: 19 April 2019***

# Table of Contents

<b>IN-SERVICE TRAINING SCHEDULE</b> .....	<b>3</b>
<b>SESSION 1: OPENING SESSION</b> .....	<b>4</b>
LEARNING ACTIVITIES .....	4
<b>SESSION 2: EXPERIENCE SHARING</b> .....	<b>5</b>
LEARNING ACTIVITIES .....	5
<b>SESSION 3: OPERATIONAL REVIEW</b> .....	<b>10</b>
LEARNING ACTIVITIES .....	10
<b>SESSION 4: TECHNICAL TOPICS REVIEW</b> .....	<b>11</b>
LEARNING ACTIVITIES .....	11
<b>SESSION 5: PLANNING FOR THE FUTURE</b> .....	<b>15</b>
LEARNING ACTIVITIES .....	15
<b>SESSION 6: WRAP UP AND CLOSURE</b> .....	<b>16</b>
LEARNING ACTIVITIES .....	16

# In-Service Training Schedule

Topics covered in this In-Service Training were determined through a needs assessment questionnaire completed by YPMs and Project YES Staff.

## Day 1

Session 1: Opening Session (1 hour) .....	08h30 – 09h30
Session 2: Experience Sharing (1 hour).....	09h30 – 10h30
<i>Tea Break</i> .....	10h30 – 10h45
Session 2: Experience Sharing continued (2 hours) .....	10h45 – 12h45
<i>Lunch Break</i> .....	12h45 – 13h45
Session 2: Experience Sharing continued (1 hour and 45 min).....	13h45 – 15h30
<i>Tea Break</i> .....	15h30 – 15h45
Session 3: Operational Review (1 hour and 10 min).....	15h45 – 16h55
Daily Summary and Closure 5 min) .....	16h55 – 17h00

## Day 2

Daily Preview (5 min) .....	08h30 – 08h35
Session 4: Technical Topics Review - HIV Basics (1 hour) .....	08h35 – 09h35
Session 4: Technical Topics Review - Use of ARVs and Adherence (1 hour).....	09h35 – 10h35
<i>Tea Break</i> .....	10h35 – 10h50
Session 4: Technical Topics Review - Sexual Reproductive Health (2 hours and 10 min) .	10h50 – 13h00
<i>Lunch Break</i> .....	13h00 – 14h00
Session 4: Technical Topics Review - Stigma and Disclosure (1 hour and 30 min).....	14h00 – 15h30
<i>Tea Break</i> .....	15h30 – 15h45
Session 4: Technical Topics Review - Thriving with HIV Review (1 hour and 10 min) .....	15h45 – 16h55
Daily Summary and Closure (5 min).....	16h55 – 17h00

## Day 3

Daily Preview (5 min) .....	08h30 – 08h35
Session 4: Technical Topics Review – Subject Matter Expert Q&A (2 hours) .....	08h35 – 10h35
<i>Tea Break</i> .....	10h35 – 10h50
Session 5: Planning for the Future – Resource Panel (2 hours and 10 min).....	10h50 – 13h00
<i>Lunch Break</i> .....	13h00 – 14h00
Session 5: Planning for the Future – Next Step Planning (1 hour and 30 min).....	14h00 – 15h30
<i>Tea Break</i> .....	15h30 – 15h45
Session 5: Planning for the Future – Next Step Planning continued (30 min) .....	15h45 – 16h15
Session 6: Wrap up and Closure (45 min) .....	16h15 – 17h00

# Session 1: Opening Session

---

**Total Session Time: 1 hour**

---

## OBJECTIVES:

By the end of the session participants will be able to

- discuss the goal and objectives of the in-service training (IST),
- address questions and expectations about the IST,
- establish ground rules for working together, and
- identify questions on technical and operational topics.

## SESSION OVERVIEW

Learning Activity	Time
Welcome	15 min
IST Overview	15 min
Technical and Operational Review Questions	30 min

## LEARNING ACTIVITIES

---

### IST Overview

---

#### **IST Goal**

The overall goal of this IST is to increase the capacity of Youth Peer Mentors to deliver effective peer mentoring services to Project YES clients.

#### **IST Objectives**

The specific objectives of this PST are to enable YPMs to

- review foundational knowledge and skills covered in pre-service training,
- receive coaching on challenging client interactions,
- explore answers to questions on HIV-related technical and Project YES operational topics,
- share promising practices, and
- reflect on personal development and plan for future goals.

#### **Expectations**

Write at least one expectation you have for this IST on a sticky note. If you have more than one expectation, write each one on a sticky note.

### Technical and Operational Review Questions

---

Write specific questions you have about any of the technical or operational topics identified during the needs assessment process on a sticky note and post it on the relevant flip chart.

# Session 2: Experience Sharing

---

**Total Session Time: 4 hours and 45 minutes**

---

## OBJECTIVES:

By the end of the session participants will be able to

- work through challenging client interaction scenarios,
- review key communication tools and peer mentoring practices,
- practice identifying interaction content to include in client notes,
- share promising practices, and
- use a self-reflection activity to assess self-care practices.

## SESSION OVERVIEW

Learning Activity	Time
Session Overview	5 min
Exploring Client Interactions	280 min

## LEARNING ACTIVITIES

---

### Exploring Client Interactions

---

Consider the following points as you observe each role play.

<b>Observation Notes</b>	
<b>Communication Tools Used</b>	<b>Peer Mentoring Practices Used</b>
<b>Important Points to Include in Client Notes</b>	

<b>Observation Notes</b>	
<b>Communication Tools Used</b>	<b>Peer Mentoring Practices Used</b>
<b>Important Points to Include in Client Notes</b>	

<b>Observation Notes</b>	
<b>Communication Tools Used</b>	<b>Peer Mentoring Practices Used</b>
<b>Important Points to Include in Client Notes</b>	

<b>Observation Notes</b>	
<b>Communication Tools Used</b>	<b>Peer Mentoring Practices Used</b>
<b>Important Points to Include in Client Notes</b>	

<b>Observation Notes</b>	
<b>Communication Tools Used</b>	<b>Peer Mentoring Practices Used</b>
<b>Important Points to Include in Client Notes</b>	



<b>Observation Notes</b>	
<b>Communication Tools Used</b>	<b>Peer Mentoring Practices Used</b>
<b>Important Points to Include in Client Notes</b>	

<b>Observation Notes</b>	
<b>Communication Tools Used</b>	<b>Peer Mentoring Practices Used</b>
<b>Important Points to Include in Client Notes</b>	



# Session 3: Operational Review

---

**Total Session Time: 1 hour and 10 minutes**

---

## OBJECTIVES:

By the end of the session participants will be able to

- review Project YES operational policies and procedures,
- obtain answers to operational questions,
- identify potential changes to the client meeting outlines, and
- identify operational issues that need further discussion or consultation with the research team.

## SESSION OVERVIEW

Learning Activity	Time
Session Overview	5 min
Operational Review	65 min

## LEARNING ACTIVITIES

---

### Operational Review

---

Notes: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

# Session 4: Technical Topics Review

---

**Total Session Time: 8 hours and 50 minutes**

---

## OBJECTIVES:

By the end of the session participants will be able to

- review foundational knowledge on HIV-related topics, and
- obtain answers to questions on HIV-related technical topics.

## SESSION OVERVIEW

Learning Activity	Time
Session Overview	5 min
HIV Basics	55 min
Use of ARVs and Adherence	60 min
Sexual Reproductive Health	130 min
Stigma and Disclosure	90 min
Thriving with HIV	70 min
Q&A with Subject Matter Expert	120 min

## LEARNING ACTIVITIES

---

### HIV Basics

---

Notes: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_







# Session 5: Planning for the Future

---

**Total Session Time: 4 hours and 10 minutes**

---

## OBJECTIVES:

By the end of the session participants will be able to

- identify local resources providing job skills training, job search, and continuing education support services,
- reflect on experiences as a YPM to identify knowledge, skills, and experience gained,
- explore differences in self-perception as a young person living with HIV, and
- identify post-employment goals and develop an action plan for a selected goal.

## SESSION OVERVIEW

Learning Activity	Time
Session Overview	5 min
Resource Panel	125 min
Next Step Planning	120 min

## LEARNING ACTIVITIES

---

### Resource Panel

---

Notes: \_\_\_\_\_  
\_\_\_\_\_

---

### Next Step Planning

---

Notes: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



# Session 6: Wrap Up and Closure

---

**Total Session Time: 45 minutes**

---

## OBJECTIVES:

By the end of the session participants will be able to

- provide feedback on training course, and
- obtain certificates of completion.

## SESSION OVERVIEW

Learning Activity	Time
Session Overview	5 min
Training Course Evaluation	20 min
Coming to Closure	20 min

## LEARNING ACTIVITIES

---

### Training Course Evaluation

---

Notes: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

---

### Coming to Closure

---

Notes: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_