2019

Youth Engaging for Success (YES)—Youth peer mentor in-service training: Youth peer mentor guide

Project SOAR

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Youth Engaging for Success (YES)

Youth Peer Mentor In-Service Training

Youth Peer Mentor Guide

Acknowledgements

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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.

Observation Notes	
Communication Tools Used	Peer Mentoring Practices Used
Important Points to Include in Client Notes	

Observation Notes	
Communication Tools Used	Peer Mentoring Practices Used
Important Points to Include in Client Notes	

Observation Notes	
Communication Tools Used	Peer Mentoring Practices Used
Important Points to Include in Client Notes	

Observation Notes	
Communication Tools Used	Peer Mentoring Practices Used
Important Points to Include in Client Notes	

Observation Notes	
Communication Tools Used	Peer Mentoring Practices Used
Important Points to Include in Client Notes	

Observation Notes**Communication Tools Used****Peer Mentoring Practices Used****Important Points to Include in Client Notes****Observation Notes****Communication Tools Used****Peer Mentoring Practices Used****Important Points to Include in Client Notes**

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: _____

Use of ARVs and Adherence

Notes: _____

Sexual Reproductive Health

Notes: _____

Stigma and Disclosure

Notes: _____

Thriving with HIV

Notes: _____

Q&A with Subject Matter Experts

[illegible]

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: _____