Terms of Reference (TOR) for trainer – Capacity-building workshops for community health workers

Background:

Project CORE - "Community Response to End Inequalities" aims to reduce inequalities in HIV, TB, and viral hepatitis response by promoting, strengthening, and integrating community responses that have proven key in reaching vulnerable communities. The project focuses on mainstreaming prevention and healthcare services, particularly in EU Member States where community responses are still lacking. One of the work packages, WP4, specifically aims to strengthen the capacity of Community Health Workers (CHWs) to conduct community-led interventions for persons experiencing intersectional vulnerabilities. In this context, Deutsche Aidshilfe in cooperation with AAF, ESWA and C-EHRN is organizing a series of Workshop in online format from March 2024 until September 2024.

Objectives of the workshops:

Strengthen the capacity of the community health workers and peers to scale up testing services.

The workshops shall be prepared and conducted based on the following specific topics:

1. Key Populations in HIV/HCV prevention and care
   - Comprehensive information on key populations (intersectional lens): sex workers, people who use drugs, trans* people and migrants.
   - Highlighting the unique challenges key populations face in accessing HIV, HCV, STI and TB prevention and care services.
   - Apply an intersectional approach to understand and respond to the inequalities experienced by the key populations.

2. Culturally competent services
   - Understand the cultural aspects of HIV, HCV, STI and TB prevention services – particularly race, class and gender.
   - What skills do we need in cultural competence?
   - How to Apply Cultural Competence in Prevention, Care & Treatment.

3. Legal and Policy Landscape:
   - Overview of relevant European laws and policies related to HIV, HCV, STI and TB prevention among key populations.
   - Identify and discuss the potential impact of these policies on the social and health inequalities that key populations experience.

4. Overcoming Barriers:
• Identify common barriers, preventing diverse key populations from accessing HIV/HCV prevention services.

• Assess availability, accessibility and quality of services.

• Identify obstacles for linkage to services, such as PrEP, harm reduction, TB screening, mental health etc.

• Offer practical strategies and tips for service providers to overcome these barriers.

5. **Sustainability of services.**

• Employment. Strategies to create supportive environment to ensure the well-being of CHW and peers. Inclusivity of all persons with diverse gender identities, sexual orientations, life styles, ages and background at the work place.

• Financing and Fundraising. How to design program or write a project application. Alternative and diverse ways of funding. Diversification of financial sources and inclusion of the intersectional perspective, prioritisation of services.

6. **Mental health:**

• Why mental health is important? Ways to boost mental health.

• Work place stress and mental health.

• How to handle violence and aggression at workplace.

• Handle anxiety masterclass

All workshops shall be held in online format, with duration of minimum 2 hours. Each topic can be treated either in one session, or in several. You can offer a session alone, or in a group of experts. The workshop shall take place between March 2024 and September 2024.

*The trainer is expected to:*

Give a detailed and personal experience-based presentation.

Create a discussion forum where peers and CHW can exchange experiences and best practices.

Create feedback mechanism for participants to share their thoughts and suggestions for improvement.

Facilitate a productive and inclusive discussion.

Ensure that the meeting stays on schedule and covers all relevant agenda items.

Encourage active participation from all attendees, creating a safe and respectful environment for open dialogue.

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Synthesize the key points and outcomes of the meeting for future reference and reporting.

Responsibilities:

The trainers be responsible for the following tasks:

- Develop workshop content based on the specified theme.
- Deliver interactive and engaging online workshops using various methods.
- Facilitate discussions, activities, and exercises to enhance participants learning.
- Provide constructive feedback and support to participants.

Qualifications and Expertise:

The ideal trainer should possess the following qualifications and expertise:

Strong knowledge and understanding of HIV/HCV/TB prevention strategies, particularly in relation to diversity and intersectionality.

Experience in moderating meetings and facilitating discussions on sensitive topics.

Excellent communication and interpersonal skills, with the ability to engage diverse stakeholders.

Sensitivity to cultural, social, and gender-related issues, and a commitment to ensuring inclusive participation.

Strong organizational skills and the ability to manage time effectively during the meeting.

Proficiency in spoken English.

All candidates applying must demonstrate strong connection to the communities, mostly vulnerable to HIV, HCV, STI and TB.

Application process:

In order to apply, please fill in this online form until 05.02.2023

You can apply as a trainer for more than one topic.

https://cloud.aidshilfe.de/apps/forms/s/MfFGXTTaQWyzerJTd9FJFHrEw

Looking forward for your applications!