

## Who is the NACOSA Training Institute?

NACOSA Training Institute is part of NACOSA -The Networking HIV/AIDS Community of South Africa. NACOSA is a national civil society network of organisations working in the HIV, AIDS, TB and related social development fields. NACOSA has more than 1,400 members – mainly community-based organisations (over 900) but also non-profit organisations and individuals.

NACOSA Training Institute is an accredited training organisation and holds accreditation with HWSETA, ETDPSSETA and Services SETA for various training products. NACOSA Training Institute has a national footprint and has the capacity to deliver training interventions in all 9 provinces.

NACOSA Training Institute's vision is: *Collaborative transformation through capacity building excellence.*

NACOSA Training Institute informs its work by living the following values:

- Integrity
- Inclusiveness and non-discrimination
- Culture of Learning
- Respect
- People and Community Centered
- Excellence
- Commitment
- Accountability and Transparency

## ABOUT THE HIV AND AIDS COUNSELLOR COURSE

This course is aimed at equipping learners to provide care and support in the HIV and AIDS field stretching the full continuum of care. Successful learners will be able to support clients in the prevention of contracting HIV and AIDS, testing and counselling, continuous support post diagnoses and to ensure adherence to treatment in their communities

The course is experiential and interactive with learners gaining real exposure to all aspects of HIV and AIDS. The learning activities include role-plays, case studies, videos, self-discovery exercises, small and large group discussions, peer learning through the buddy system and PowerPoint presentations.



The course consists of three skills programmes.



## Programme 1: HIV Prevention Strategies

This programme is aimed at providing the learners with a solid basis for understanding HIV and AIDS. It focusses on the core knowledge of HIV and AIDS, as well as prevention strategies. Specific focus is given to a practical approach to problem solving in order for clients to make informed decisions about their health.

The following content is covered in this skills programme:

- Chapter 1: Understanding Sexually Transmitted Infection (STI's)
- Chapter 2: Understanding HIV and AIDS
- Chapter 3: Prevention of HIV transmission
- Chapter 4: TB and HIV
- Chapter 5: Treatment and Care options
- Chapter 6: Key populations and HIV
- Chapter 7: A practical approach to problem solving

## Programme 2: Advanced HIV Counselling and testing

The programme is aimed at providing the learners with a solid understanding of counselling. It is further focussed on providing quality pre and post-test counselling, as well as teaching learners how to conduct the finger prick testing. The course also provides knowledge on continuous support for people living with HIV.

The following content will be covered in this skills programme:

### Module 1: Basic Counselling skills

- Chapter 1: Introduction to counselling
- Chapter 2: Qualities, values and principles
- Chapter 3: Theoretical approaches
- Chapter 4: The counselling process
- Chapter 5: Reflection and supervision



## **Module 2: HIV and AIDS Pre and Post Test Counselling**

- Chapter 6: HIV/AIDS refresher
- Chapter 7: Pre Test Counselling
- Chapter 8: Post Test counselling

## **Module 3: Providing support and counselling to people infected and affected by HIV and AIDS**

- Chapter 9: Emotional and Spiritual Needs of people infected and affected by HIV and AIDS
- Chapter 10: Physical and Practical Needs of people infected and affected by HIV and AIDS
- Chapter 11: Dealing with Death of people infected and affected by HIV and AIDS
- Chapter 12: Basic Rights and Services for people infected and affected by HIV and AIDS
- Chapter 13: Relationships and HIV and AIDS
- Chapter 14: Children, Counselling and HIV

## **Module 4: Finger Prick testing**

# Programme 3: Adherence

This programme is aimed at helping learners to understand the concept of adherence and how to start adherence clubs in their communities.

## **Module 1: Understanding adherence and factors contributing to adherence**

- Chapter 1: Understanding adherence
- Chapter 2: Understanding risk behaviour
- Chapter 3: Understanding the HIV continuum of care
- Chapter 4: Barriers to linkage, adherence and retention in care

## **Module 2: Understanding evidence-informed models and interventions that address linkage, adherence and retention in care**

- Chapter 5: Evidence-based models and interventions to address linkage, adherence and retention in care
- Chapter 6: Additional interventions to support adherence
- Chapter 7: Adherence and biomedical prevention

## **Module 3: Providing adherence support for people living with HIV**

- Chapter 8: Promoting health and wellness
- Chapter 9: Creating an adherence plan with clients
- Chapter 10: Addressing adherence in non-adherent clients
- Chapter 11: Adherence in Key Population groups



## Minimum requirements for registration

Learners in possession of a Grade 10, 11 or 12 Certificate can register, providing that their application has been approved by the NACOSA Selection Committee.

## Duration of programme

- Programme 1: HIV Prevention Strategies

This programme's training period is three days consecutive classroom training. This is followed by a one month workplace practical under the supervision of a workplace mentor.

- Programme 2: Advanced HIV and AIDS Counselling

The training programme period is 10 classroom days and a two month workplace practical under the supervision of a workplace mentor.

- Programme 3: Adherence

The training programme period is 5 classroom days and a two month workplace practical under the supervision of a workplace mentor.

## Accreditation

The skills program is aligned to ID 49256 Further Education and Training Certificate in Counselling at NQF Level 4. It is a HWSETA approved Skills Program.

## Credits

- Programme 1: HIV Prevention Strategies

After successful completion of this course the learner will be awarded **5 credits** towards a full qualification against ID 49256 FETC: Counselling, NQF Level 4.

The two unit standards covered in this skills programme are:

- US252510 Demonstrate knowledge and understanding of HIV and AIDS, other STIs and TB for counselling purposes, NQF Level 4, credits 3
- US244611 Apply problem-solving techniques to make a decision or solve a problem in a real life context, NQF level 3, 2 credits



- **Programme 2: Advanced HIV Counselling and Testing**

After successful completion of this course the learner will be awarded **20 credits** towards a full qualification against ID 49256 FETC: Counselling, NQF Level 4.

The three unit standards covered in this skills programme are:

- US 252512 Counsel an individual in a structured environment, NQF Level 4, 12 credits
- US 252533 Provide pre and post HIV test counselling, NQF Level 4, 5 credits
- US 252532 Provide on-going counselling and support to individuals infected or affected by HIV and AIDS, NQF Level 4, 3 credits

To be awarded the credits on SAQA the learners must complete a Portfolio of Evidence.

- **Programme 3: Adherence**

After successful completion of this course the learner will be awarded **5 credits** towards a full qualification against ID 49256 FETC: Counselling, NQF Level 4.

The three unit standards covered in this skills programme are:

- US 252513 Apply established strategies and procedures to deal with risk behaviour and promote personal wellbeing, NQF Level 4, 3 credits
- US 117863, Promote health and wellness in a selected context, NQF Level 4, 2 credits

To be awarded the credits on SAQA the learners must complete a Portfolio of Evidence.

In total the learner can achieve **30 credits** toward the full qualification.

## Medium of instruction

The course includes theoretical and practical components. The theoretical component includes classroom learning of nine days during which a variety of learning techniques are used such as lectures, individual activities, discussions, role plays, observation, etc.

The practical component includes research, demonstrations, practising through assignments and practical exercises/projects. Practical learning also takes place off-site at the workplace over the prescribed period for each programme.

The learner will receive a Learner Guide and a Learner Workbook. The Learner Guide will serve as a study guide that could be used for future references. The workbook provides practical formative and self - assessment activities to be included in your portfolio of evidence.

The mentor will also be provided with a Mentor's guide to assist the learner with the workplace practical application.

## NACOSA's commitment

- NACOSA will provide a comprehensive learner manual for each learner.
- NACOSA will provide an experienced facilitator and subject matter expert to facilitate the workshop



- NACOSA will conduct a post training assessment to establish the impact of the training on skills, knowledge and attitudes.
- The training is accredited and learners will complete a PoE and submit for assessment and moderation.
- NACOSA will provide a post training report to focusing on Return on Investment and further recommendations.
- NACOSA will present the learning intervention to HWSETA for verification.

