

# Staff Training

A way to strengthen integrated prevention and health care for MSM

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**A Review of Community Health Worker (CHW) knowledge, attitudes and practices relating to the sexual health of MSM, including existing training materials and manuals in Europe and neighbouring countries**



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# Training Needs

- Limited or no access to trainings (10%, up to 22,5% East-EU)
- No standardized training curriculum
- Theoretical framework missing in half of the trainings
- Most trainings without certification
- Mostly not monitored or evaluated
- Most trainings only cover knowledgebased topics
- CHW miss collaboration / exchange with CHW from other European countries

# Training Needs

- Important topics underrepresented, i.e.
  - Mental health
  - ChemSex
  - New prevention technologies, i.e.PReP
  - Discrimination / stigmatisation
- Trainings for CHW mostly cover only topics
  - CHW already know (knowledge)
  - National NGOs & governments are interested in

# Training Needs

- Gaps especially in regards of
  - Attitudes
  - Skills, i.e.
    - Communication
    - Interpersonal
    - Service coordination
    - Capacity building
  - Cultural competencies in regards of gay/MSM life, sexuality, (sub-) communities
  - Management (monitoring & evaluation)

# Training Recommendations

- Emphasis on competency-based rather than knowledge-based trainings
- Integrated conceptual and pedagogical approach strongly recommended
- Include innovative approaches (E-Learning)
- Core common (European) training protocols -> adapted to local context and enriched by local, national material
- Focus on Eastern Europe (most training gaps)

# Training Material Development

- Development of a draft toolbox curriculum including four modules, each with their own aim

**Aim One:** To increase the access to prevention, including testing services for HIV, STI's and Viral Hepatitis among MSM and priority sub-groups.

**Aim Two:** To improve the linkage and retention in care, as well as quality of care, including treatment for HIV/AIDS, STI's and Viral Hepatitis.

**Aim Three:** To improve the integration of services to ensure patient centred care, including in-patient and out-patient facilities, including Community & Prison Health Services.

**Aim Four:** To reduce stigma and discrimination due to sexual orientation and of people living with HIV/AIDS in healthcare settings, including prison health services and in the community.

# Training Materials

Training modules developed to meet these aims include:

- Cultural Competency strategies to remove barriers to access; improve quality of services and retention into care; Patient Involvement; Peer Mentoring; Capacity Building and Community Engagement.
- Vulnerable MSM subgroups and subsequent sexual health needs: MSM Youth; MSM Migrants; Non Gay/Bi identified MSM; MSM from ethnic or cultural minority groups; Trans\* MSM; MSM with drug (Chemsex) and alcohol needs; MSM in prison settings.
- The epidemiological dynamics of HIV infection among MSM in Europe.
- Syndemic Production Model on intertwining factors for poor sexual health for MSM.
- New Prevention Technologies: TasP; PEP; PrEP; Self Sampling/Self Testing



# Training of Trainer Workshops (ToT)

- 4 ToT Workshops: Berlin, Warsaw, Vilnius, Athens
- 61 participants from 27 countries
- All EU member countries except Luxembourg, Malta, Slovakia
- 2 weekends each
  - Selected ESTICOM material & excercises
  - Needs Assessment
  - Preparation for National Pilot Trainings
  - Training facilitation

# ToT evaluation

- Perceived as useful for working as CHW and as trainer
- Would recommend the ESTICOM trainings to colleagues
- Training material found useful, some participants already use ESTICOM material
  - In the work as CHW with their clients
  - In their trainings
- Better understand the challenges to work as CHW
- Changes in mind and skill-set (sexual attitudes & needs of MSM, non-judgemental services etc.)
- Exchange / learning from each other / building a CHW network

# National Pilot Trainings (NPT)

- 19 NPT involving 24 European countries
- Gain important information that helps create training material for CHW that will increase their attitudes, skills and knowledge to develop and implement better services for MSM in Europe



# NPT evaluation

- Implementation of the Pilot Training Programme was successful
- Average score was **8.7** (6 – 9.7 range; 1-10 scale)
- Interactive, participatory and reflective character highly appreciated by participants
- Participants highly valued the NPT's and rated them as useful for their work
- Need for a Europeanwide training material confirmed
- General desire of the participants to continue ESTICOM/CHW's trainings
- Recommendation: Future training for CHWs, similar to the ESTICOM NPT's, should be continued

# Training Values



**VALUE 1**  
NPT as an opportunity to learn about new topics and/ or learn from the experience of other CHW

**Lisbon:**

“Ideas that emerged during the training can be applied/worked with in ‘real life’, in our day to day”.

**Greece:**

“I will revisit topics addressed during training and increase knowledge/skills further to be able to better integrate them in daily work”

**Croatia:**

“My newly acquired soft skills will improve communication with clients”

**Czech Republic:**

Most of the feedback regarding the use of the training in their daily work focuses on ability to provide more non-judgmental services, looking at the client as an individual, with individual needs and choices

**Spain & Croatia:**

Feedback focuses on how skills/knowledge acquired can be used for personal growth and in their immediate environment/social lives (i.e. provide advice to friends on sexual health and risk reduction)

**Italy:**

Feedback shows that the lessons learned and insights gained - including the clarification of certain topics - will help them in their work as CHW



**VALUE 2**  
NPT as an opportunity to Exchange or share experience or ideas with other CHW

**Denmark:**

Feedback included that participants would like to try techniques used by fellow CHW in their own work

**Switzerland:**

Focus on increasing and improving more open communication with clients. In addition, increase exchange and collaboration with colleagues from other services for a more holistic approach



**VALUE 3**  
NPT as an opportunity to reflect on working as a CHW

**Sweden:**

“I feel much more confident regarding the different session [topics], meaning that I will feel even more confident in my work”

**England:**

NPT has provided an opportunity to reflect on current activities and approach and adjust where possible/necessary.

**Finland:**

“I got new perspectives on MSM work. Some of the information shook me; there is still much work to do”

**Finland:**

“All information given in the training and good discussions help in processing themes clearly in my work”

**Denmark:**

“I will think about the language I use and how I can be more aware when asking questions at the Checkpoint”

## Quotations from participants

*“[The training is] already affecting my work; I’m implementing my skills, using tools and plan to ‘grab’ some parts [of the training materials] to train my association.”*

*“The training was an inspiration for me, so I will try to disseminate this inspiration and the info gained to the rest of my colleagues and all together work towards further ameliorating our prevention services.”*

## Quotations from participants

*“Every time a person who had a high number of sexual partners comes to the test, I tend to judge whether this is a lot or still a number which is adequate to the age of the client. I thought never before, that it was bad and especially: useless!*

*My task in the checkpoint is to provide a counselling before the test, to advise if needed, and that is all. I do not have to think about whether the announced behaviour is promiscuous or not. Not to judge is actually easier. Not to have prejudice is easier!”*

## Quotations from participants

*“I also would like to thank you for the possibility to be part of ESTICOM, for our cooperation, your patience and for sharing your experiences with me. From a few months perspective I can say that I took a lot from this project also for myself. It gave me new perspective, a lot of inspiration and confidentiality in what I am doing. Currently I’m waiting for a decision regarding the financing of the next edition of the training [based on the ESTICOM NPT]....”*



# Project output

- Finalisation ESTICOM training material
  - Training of Trainers guide plus supporting process documentation
  - Toolbox training modules for both face to face and e-learning
  - Evaluation, Needs Assessment and Curricular tools
- **Finalised version: end of August 2019**

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