

# NASTAD GLOBAL PROGRAM

## Technical Assistance Strategies for Building Human Resource Capacity

### NASTAD

The National Alliance of State and Territorial AIDS Directors (NASTAD) represents the United States' chief state and territorial health department program directors responsible for coordinating, administering, and managing HIV prevention, care, and support services. NASTAD's Global Program works to build the organizational, programmatic and human resource capacity of its regional /state public sector AIDS program counterparts across the world. NASTAD works in partnership with the U.S. Centers for Disease Control and Prevention Global AIDS Program (CDC/GAP) as a part of the unified U.S. response to the HIV pandemic through the U.S. President's Emergency Plan for AIDS Relief.

### *Training of Trainers*

NASTAD works with public sector programs to design and deliver training for community and health care workers. NASTAD uses training of trainers and cascade training models, by which we train staff to deliver the training and provide follow up at the community and local levels. Such models transfer skills, build capacity of local staff and contribute to the sustainability of the technical assistance. For example:

- In Ethiopia, training of regional and district trainers on delivery of Community Conversations is followed by ongoing training and support for regions and districts for Community Conversations program management and quality assurance, as well as on-site observation and follow up to support cascading of training to the local level.

- In Botswana, NASTAD has worked with the Ministry of Local Government since 2003 to provide group and on-site training and support to District AIDS Coordinators and their multi-sectoral AIDS committees for the development of annual comprehensive district HIV plans.

### *Twinning*

At NASTAD, twinning is defined as a peer-to-peer bi-directional exchange of information, training, and technical assistance between an U.S. state health department, and an equivalent state, province or district health entity in another country. In these twinning relationships, counterparts meet to understand each other's epidemics, systems and needs, and develop a mutual and bi-directional work-plan that is consistent with national plans and guidelines and includes measurable outcomes. The twinning relationship is intended to be ongoing, and incorporate multiple institutions and entities within each jurisdiction. Between 2004 and 2009 NASTAD established multiple such formal institutional twinning relationships between U.S. based state health departments, and their counterparts in other countries:

- In South Africa, twinning relationships have been established between California and the Western Cape Province, Illinois and the Northern Cape Province, Indiana and the Free State Province, and Massachusetts and the Eastern Cape Province, resulting in delivery of TA in the areas of leadership development, care and support, and PLWA advocacy.

- Twinning partnerships have been established between four regional HIV/AIDS Prevention Control Offices (HAPCOs) in Ethiopia (Oromia, Amhara, and SNNPR, and Dire Dawa) and state/county health departments in the U.S. (Minnesota, Michigan, Maryland and San Diego respectively) in support of the Ethiopian National Social Mobilization Strategy.

### *Support of Public Health Sector*

NASTAD staff act as technical consultants to their peers, listening to their specific needs and working with them to provide training, and design systems that are in accordance with their own plans and policies. For example,

- In Ethiopia, NASTAD has three regional coordinators embedded within regional HAPCOs .
- In Zambia, NASTAD has one staff person within the Monitoring and Evaluation unit of the National AIDS Council in Zambia.
- In Botswana NASTAD is embedded within the Ministry of Local Government.

Technical assistance teams also build long term relationships with public health sector agencies to address specific planning and service delivery needs. For example,

- In Haiti, NASTAD has worked with the Ministry of Health in surveillance capacity building and most recently in the creation of a regional epidemiologic profile.
- In Nigeria, NASTAD worked with State Action Committees on AIDS (SACAs) to develop a model for state level HIV planning.
- In Zambia, NASTAD has worked with four provinces and their districts around monitoring and evaluation of AIDS programs.

### *Community Mobilization*

NASTAD works with the public health sector to mobilize and educate communities to address stigma, gender inequality, and support of PLWAs. For example,

- In Ethiopia and Botswana, NASTAD has integrated specific training modules into Community Conversations (Ethiopia) /

Community Capacity Enhancement Program (Botswana), or helped build capacity of specific community groups to deliver these interventions (e.g., training of PLWA support organizations in Ethiopia).

- In South Africa, NASTAD has supported the development of a PLWA network organization, facilitating provincial level summits between PLWAs and government partners, and providing skills-based workshops that include stigma, support group, and advocacy curricula.
- In Ethiopia, NASTAD has worked since 2001 with federal and regional HAPCOs to build capacity of their staff to support districts and communities in their community planning for AIDS funding proposal development and for community mobilization around ART treatment adherence.

### *Support of Learning Institutions*

NASTAD works with learning institutions to design and deliver curricula for mid-term public health professionals to build public health human resource capacity in the long term. For example,

- In India, NASTAD worked to develop a participatory and experiential learning model and curriculum for on-the job training of State AIDS Society Project Directors, as well as curriculum for the Public Health Field Leader Fellowship delivered by the Public Health Management Institute for mid-level public health officials.
- In Zambia, NASTAD has supported the development of a Center of Excellence in Program Evaluation at the University of Zambia (UNZA).

### CONTACT INFORMATION

NASTAD Global Program  
[www.NASTAD.org](http://www.NASTAD.org)  
 (202) 434-8090

## PRODUCTS

*Botswana:* DMSAC Evidence Based Planning Toolkit and Best Prevention Practices. This toolkit was developed in collaboration with the Botswana Ministry of Local Government to provide guidance to District Multi-Sectoral AIDS Committees for the development and implementation of their annual HIV comprehensive plans.

*Cambodia:* Community Planning Primer. This primer was designed to support expansion of the HIV community planning model by Commune Authorities in Cambodia.

*Caribbean:* Engaging the Community in the Fight Against HIV. Community Planning Methods and Approaches. This training module was designed for use by the Caribbean Coalition of National AIDS Programme Coordinators (CCNAPC) to provide training and tools for Caribbean National AIDS Coordinators to empower and mobilize their communities around HIV.

*Ethiopia:* Community Planning for HIV/AIDS Prevention Care and Support, Training of Trainers Manual, and Community Planning for Community ART Treatment Adherence, Training of Trainers Manual. These manuals were designed for regional and district HAPCOs to provide training to community based organizations to enable them to develop community plans and proposals to access HIV funds, and to support community members living with HIV.

*Haiti:* Epidemiologic Profile of the Grand South Region. A meta-analysis of existing HIV surveillance conducted within the Grand South regions, covering four out of nine administrative regions in Haiti, was analyzed and reviewed to produce an epi profile for the Grand South.

*India:* District of Visakhapatnam. An Epidemiologic Profile of HIV/AIDS, May 2004,

and Epidemiologic Profile Development Guidelines. Based on Lessons Learned from Development of the Visakhapatnam District Epidemiologic Profile, May 2004 Data for the period of April 2002 to December 2003 was collected from a variety of sources and analyzed to describe the magnitude and characteristics of the HIV/AIDS epidemic in Visakhapatnam.

*South Africa:* Support Group Facilitation Skills Training, Building a Consumer Network: A Toolkit, and The Northern Cape NGO Audit. Recognizing the key objective of strengthening support groups for HIV-infected and HIV-affected, the facilitation skills trainings were designed to capacitate support group facilitators and support group leaders to be more effective group facilitators. In addition, the consumer network toolkit was designed to document the establishment of an effective network organization for People Living with HIV (PLHIV) supported by NASTAD in the Eastern Cape Province and currently being replicated in other provinces in South Africa.