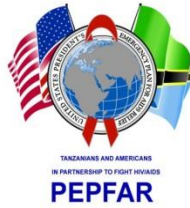




USAID
FROM THE AMERICAN PEOPLE



AIDS Free
Strengthening High Impact Interventions
for an AIDS-free Generation

TRAINING OF TRAINERS: PEER EDUCATION PROGRAM FOR INMATES AND STAFF TO REDUCE TUBERCULOSIS AND HIV RISK IN TANZANIA PRISONS

REPORT ON TRAINING

SEPTEMBER 26-OCTOBER 1, 2016



TRAINING OF TRAINERS: PEER EDUCATION PROGRAM FOR INMATES AND STAFF TO REDUCE TUBERCULOSIS AND HIV RISK IN TANZANIA PRISONS

REPORT ON TRAINING

SEPTEMBER 26-OCTOBER 1, 2016

This publication is made possible by the generous support of the American people through the U.S. Agency for International Development (USAID) under the terms of Cooperative Agreement AID-OAA-A-14-00046. The contents are the responsibility of AIDSFree and do not necessarily reflect the views of USAID, PEPFAR, or the U.S. Government.

AIDSFree

The Strengthening High Impact Interventions for an AIDS-free Generation (AIDSFree) Project is a five-year cooperative agreement funded by the U.S. Agency for International Development under Cooperative Agreement AID-OAA-A-14-00046. AIDSFree is implemented by JSI Research & Training Institute, Inc. with partners Abt Associates Inc., Elizabeth Glaser Pediatric AIDS Foundation, EnCompass LLC, IMA World Health, the International HIV/AIDS Alliance, Jhpiego Corporation, and PATH. AIDSFree supports and advances implementation of the U.S. President's Emergency Plan for AIDS Relief by providing capacity development and technical support to USAID missions, host-country governments, and HIV implementers at the local, regional, and national level.

Recommended Citation

Mihyo, Zuki, Jennifer Casto, and Ignatio Chiyaka. 2016. *Training of Trainers: Peer Education Program for Inmates and Staff to Reduce Tuberculosis and HIV Risk in Tanzania Prisons*. Arlington, VA: Strengthening High Impact Interventions for an AIDS-free Generation (AIDSFree) Project.



AIDSFree Tanzania Uniformed Services

JSI Research & Training Institute, Inc.
Plot No. 2 Bongo, Oyster Bay
P.O. Box 9263
Dar es Salaam, Tanzania

JSI Research & Training Institute, Inc.

1616 Fort Myer Drive, 16th Floor
Arlington, VA 22209 USA
Phone: 703-528-7474
Fax: 703-528-7480
Web: aidsfree.usaid.gov

CONTENTS

- INTRODUCTION..... 1**
- WORKSHOP OBJECTIVE RATINGS..... 3**
- PARTICIPANT EXPECTATIONS 4**
- SESSION RATINGS..... 7**
- OPEN-ENDED RESPONSES RELATED TO OVERALL PROGRAM..... 9**
- RECOMMENDATIONS 16**
- TOT OVERVIEW..... 17**
 - Day One 17
 - Day Two..... 19
 - Day Three..... 21
- ANNEX 1: TOT AGENDA 24**
- ANNEX 2: LIST OF PARTICIPANTS..... 26**
 - TOT 1 26
 - TOT 2..... 26
- ANNEX 3: HOW THE TOT MET PARTICIPANTS’ EXPECTATIONS 28**
 - TOT 1 Responses 28
 - TOT 2 Responses 29

INTRODUCTION

In 2014, USAID/Tanzania awarded the Tanzania Strengthening Police and Prison Comprehensive HIV Services (SPPCHS) project as an initiative under the AIDSFree project. The primary aim of the SPPCHS project is to strengthen the HIV and tuberculosis (TB) services at high-volume, high-yield prison health facilities in Tanzania mainland and Zanzibar by providing hands-on technical support.

The SPPCHS project worked with the Ministry of Home Affairs to design a peer education program for prisons, which builds on the PharmAccess manual, to provide knowledge, skills, and tools to prevent and respond to tuberculosis (TB) and HIV in prisons. This peer education program provides information on HIV and TB testing and treatment for both prison staff and inmates. By increasing the knowledge and awareness of HIV and TB among this population, the peer education program has the potential to increase the number of people accessing HIV testing and treatment, which can reduce HIV infection rates and contribute to achievement of the 90-90-90 targets. The new curriculum, Peer Education Program for Inmates and Staff to reduce Tuberculosis and HIV risk in Tanzania Prisons, contains the following Modules:

Module	Goal	Timing
1. Basic Knowledge on TB and HIV	To increase basic knowledge and skills on TB and HIV.	6 hrs. 15 mins.
2. Risk Factors	To increase knowledge on risk factors that contribute to transmission of TB, HIV, and sexually transmitted infections in prisons.	2 hrs. 25 mins.
3. Prevention, Treatment, Care, and Support	To acquire basic information on prevention, treatment, care, and support of TB and HIV.	4 hrs. 15 mins.
4. Breaking the Silence	To increase knowledge and skills on reporting abuse.	5 hrs. 30 mins.
5. Living Positively with HIV	To orient inmates mentally, emotionally, spiritually, and physically on how to cope with TB and HIV in and out of prisons.	1 hr. 35 mins.
6. International, Regional, and Local Instruments	To equip inmates with information on international, regional, and local instruments related to TB and HIV.	1 hour

AIDSFree held two training of trainers (TOT) in Dodoma to train 55 prison officers from 26 prison facilities to train prison staff and inmates on the new peer education program. The TOT objectives are listed in **Figure 1** and the TOT agenda is presented in **Annex 1**. The first TOT (TOT 1) was held September 26-28, 2016 with 30 prison officers and the second TOT (TOT 2) was held September 29-October 1, 2016 with 25 prison officers. Participants included medical doctors, clinicians, lawyers, social welfare officers, nurses and trainers (see **Annex 2** for participant list). Both TOTs were facilitated by Ignatio

Chiyaka, Curriculum Development Specialist, AIDSFree and Zuki Mihyo, GBV/HIV Specialist, AIDSFree.

Figure 1: TOT Objectives

By the end of the TOT, participants were expected to be able to:

1. Demonstrate understanding of basic knowledge and facts of TB and HIV transmission, prevention, treatment and care in the prison setting.
2. Explain how principles of adult learning can be applied in prison settings.
3. Describe the purpose and benefits of peer education program in prisons.
4. Demonstrate an engaging experiential session using teach back methods.
5. Articulate risk behaviors for TB and HIV infection in prisons including ways to change them.
6. Describe types of physical and sexual abuse related to TB and HIV among inmates and how to report them.
7. Demonstrate ways of breaking the code of silence within the prison setting.
8. Discuss international, regional and national/local instruments on TB and HIV and their applicability to the prison setting in Tanzania.

A Level I evaluation was distributed to all participants at the end of the TOT to measure their reaction to/satisfaction with the overall training, including Teachback sessions. Participants were invited to share feedback on the HIV and TB sessions, elements they most appreciated throughout the sessions, advice on changes to the course, and feedback on the Teachback sessions. Overall, participants responded positively to the TOT, and rated it highly in their evaluations. Some comments from participants included:

"Training was done well, participants was well organized with facilitators, and demonstration was done and well performed."

"I will do differently through the following ways: To be flexible. To organize the materials according to the session. To be confident. To educate people who have various misconception about HIV/AIDS."

"It is comprehensive and useful for prison officers. This training should persist again."

This report presents the findings from these evaluations, suggests some recommendations for future TOTs of this kind, and summarizes the sessions delivered.

WORKSHOP OBJECTIVE RATINGS

Participants were asked to rate the extent to which the TOT met the objectives using a 5-point scale where 5 was “Extremely well,” 3 was “Moderately well,” and 1 was “Not at all.” **Figure 2** below shows that for TOT 1, all objectives received ratings between **4.07** and **4.55**. The session related to objective 8 was not delivered in TOT 1 due to time constraints so participants did not provide feedback on the objective. **Figure 3** shows that for TOT 2, all objectives received ratings between **4.29** and **4.71**.

Figure 2: TOT 1 Objective Ratings (N=29)

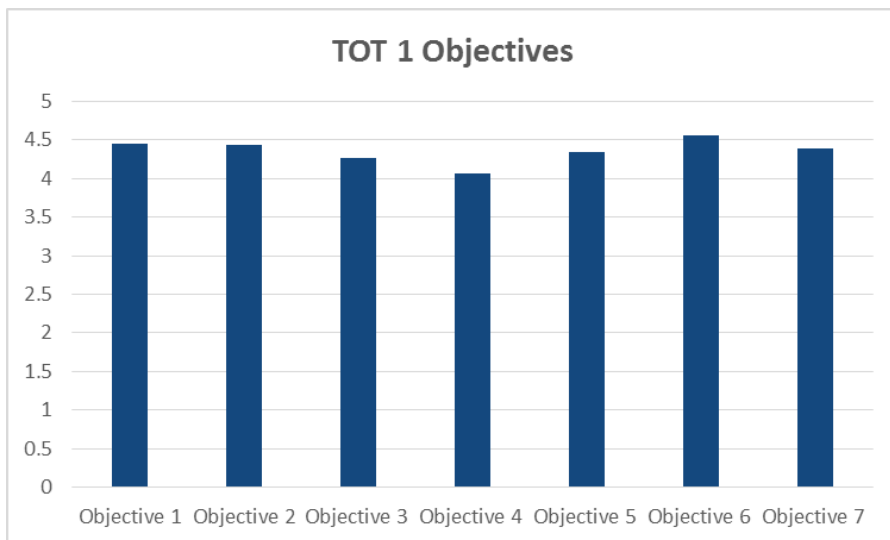
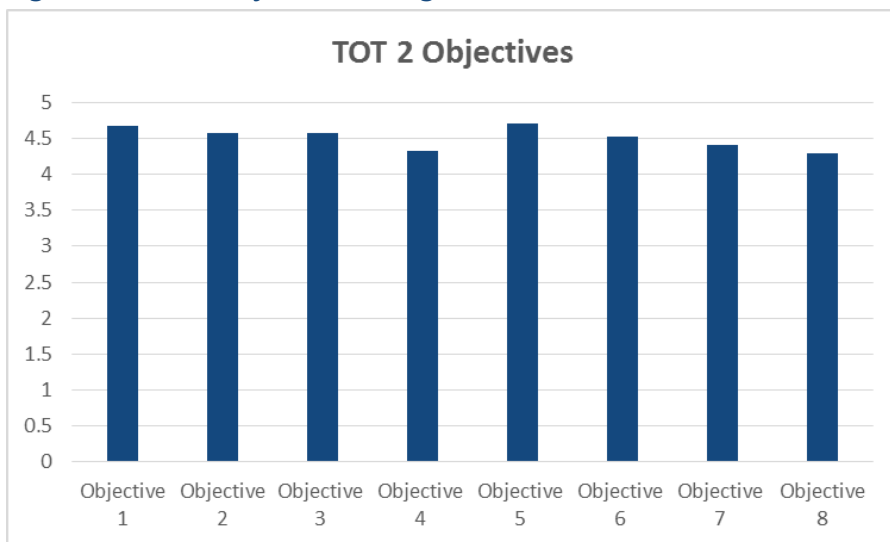


Figure 3: TOT 2 Objective Ratings (N=21)



PARTICIPANT EXPECTATIONS

At the beginning of the TOT, participants were asked about their expectations, which are summarized in **Figure 4** below.

Figure 4: Participant Expectations

TOT-1	TOT-2
<ul style="list-style-type: none"> • Want to learn all sessions so we can protect inmates and other people from getting HIV. • To exchange experiences on peer education. • Get experience which can help people to be aware with the effects of HIV/AIDS. • Learn how to reduce new HIV infection among prisoners. • How to effectively educate prisoners on issues to do with HIV and TB. • How to prevent TB and HIV transmission among prisoners and myself. • Ways to handle health challenges in prisons. • Get ideas on how to reduce HIV risks to inmates and staff. • Knowledge and skills about HIV/AIDS and how I can share this education with my fellow Tanzanians especially prisoners and staff. • To be educated on how to reduce TB and HIV risks both among inmates, staff, and families, • How to provide psychological care to inmates living with HIV. • How to eradicate the spread of HIV to others who are not infected with the virus in prisons. • To acquire knowledge so that I can impart the same knowledge to my staff and inmates about HIV and TB so that they can avoid or prevent from being infected. • How to effectively reduce the spread of HIV and TB in the society at large. • To get as much knowledge as possible so that I can provide information to the inmates, staff, families, and community about TB, HIV/AIDS soon after this training. • I want to learn how to be a positive change agent. • I want to be more competent in my field of social work so as to translate my knowledge to others. 	<ul style="list-style-type: none"> • How to bring knowledge especially in different peers/age. • To gain teaching skills and communication skills. • Getting knowledge and skills and how to be a good facilitator of HIV/AIDS and TB. • To get experience from fellow participants. • Get some knowledge on HIV/AIDS and TB in prisons. • Acquire training skills, to be a good trainer and good facilitator. • To get knowledge on HIV and TB diseases. • To get more knowledge and experience on peer education. • To be a good trainer on peer education to my colleagues and inmates. • To give/share ideas when I am back at work. • To learn effective training methods. • Knowledge on peer education and HIV/AIDS and TB. • Experience on how to handle or deal with HIV/AIDS, TB and gender issues. • To get knowledge on how to train on HIV and TB to inmates. • To learn experiences from other prison facilities in the county. • To understand more about HIV and TB. • To improve my performance as a prison officer. • Acquire knowledge on peer education on TB/HIV especially in prison settings. • How I can help reduce TB/HIV transmission in prisons. • Learn factors related to TB, malnutrition, and other chronic diseases. • To know the measures we can take to reduce TB in prisons. • Gather better ways to teach others about HIV and TB disease and peer education.

TOT-1	TOT-2
<ul style="list-style-type: none"> • How to organize and run a TOT, i.e., techniques of teaching others to be good peer educators. • Acquire current information on new approaches in peer education. • Would like to have enough knowledge about peer education and how to reduce TB and HIV infection in prisons in Tanzania. • All necessary and important information that will help me become a better resource person and trainer. 	<ul style="list-style-type: none"> • I want to be well equipped with HIV and TB knowledge and skills of how to teach it. • I expect to learn good teaching practices from other participants i.e. methods of teaching. • Acquire good training techniques on TB and HIV/AIDS.

At the end of both TOTs, participants were asked to rate the extent to which the training met their expectations as "Not at All," "Moderately Well," and "Extremely Well." **Figure 5** shows the degree to which the TOT 1 participants felt the meeting met their expectations. **Figure 6** shows the degree to which the TOT 2 participants felt the meeting met their expectations. All (100%) respondents from both TOTs believed that their expectations were met "Moderately Well" or "Extremely Well."

Figure 5: Extent to which TOT 1 Participant Expectations were Met (N=28)

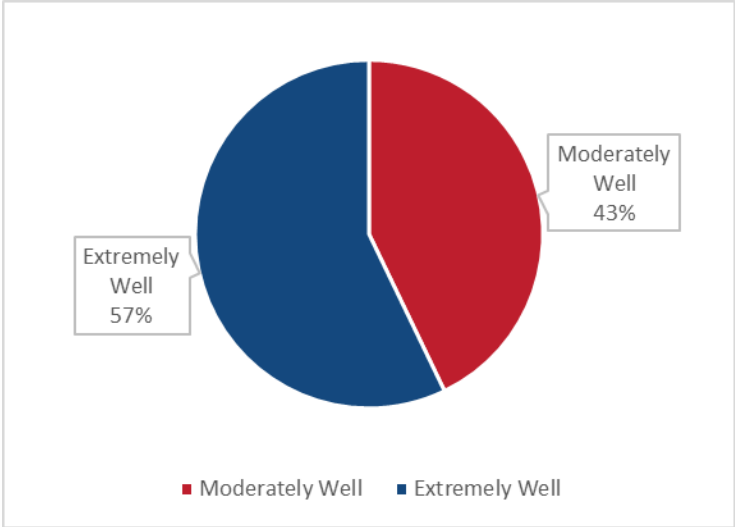
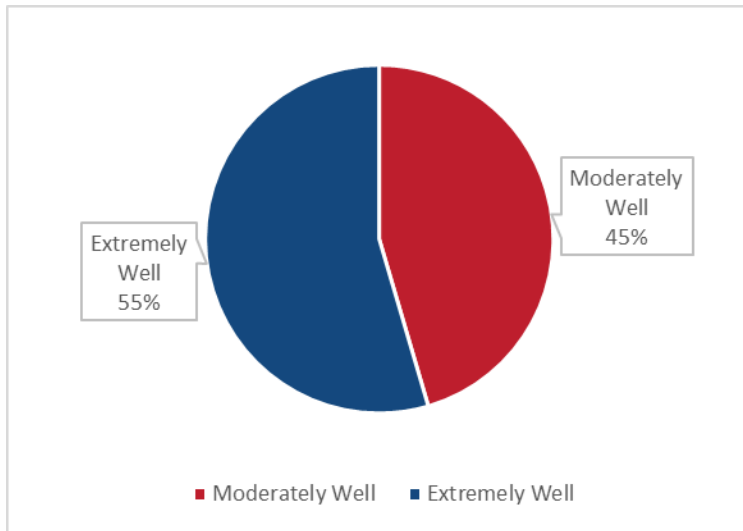


Figure 6: Extent to which TOT 2 Participant Expectations were Met (N=11)



Twenty-one out of 30 respondents provided additional feedback about the extent to which TOT 1 met their expectations. Respondents' comments highlighted the knowledge they gained related to HIV, TB, and facilitation skills as well as the need to increase the length of the training to 5 days. Fourteen (14) out of 25 respondents provided additional feedback about the extent to which TOT 2 met their expectations. Respondents highlighted the knowledge and skills they gained related to HIV and TB as well as facilitation. Respondent feedback for both TOTs about the level to which their expectations were met for is listed in **Annex 3**.

SESSION RATINGS

Participants were also asked to rate their level of satisfaction with individual TOT sessions using a 5-point scale where 5 was “Extremely satisfied” and 1 was “Not at all satisfied.” **Figures 7 and 8** show the average rating for each session, listed chronologically. “N” represents the number of respondents (out of 30 possible for TOT 1 and 25 for TOT 2) who rated the session. All sessions received ratings above a 4.0 for both TOTs.

Figure 7: TOT 1 Session Ratings

Day 1: Monday 26 September	N	Rating
Welcome and Introductions	29	4.79
Foundations of Learning and Peer Education	28	4.39
Basic Knowledge of HIV	28	4.71
Risk Behaviors for TB and HIV Infection	28	4.57
Effective Training Methods in Prison Settings	27	4.52
Average Rating		4.60
Day 2: Tuesday 27 September	N	Rating
TB Transmission, Diagnosis, and Prevention in Prisons	29	4.28
Effective Facilitation Skills	28	4.43
Feedback and Teachback	27	4.33
Breaking the Silence	27	4.48
Preparation for the Teachback	28	4.21
Average Rating		4.35
Day 3: Wednesday 28 September	N	Rating
International, Regional, and Local Instruments on TB and HIV	Not Delivered	
Teachbacks	28	4.21
Post-test	27	4.33
Closing	25	4.63
Average Rating		4.39

Figure 8: TOT 2 Session Ratings

Day 1: Thursday 29 September	N	Rating
Welcome and Introductions	21	4.90
Foundations of Learning and Peer Education	21	4.71
Basic Knowledge of HIV	21	4.90
Risk Behaviors for TB and HIV Infection	21	4.95
Effective Training Methods in Prison Settings	21	4.57
Average Rating		4.81

Day 2: Friday 30 September	N	Rating
TB Transmission, Diagnosis, and Prevention in Prisons	21	4.62
Effective Facilitation Skills	21	4.71
Feedback and Teachback	20	4.20
Breaking the Silence	20	4.80
Preparation for the Teachback	20	4.40
Average Rating		4.55
Day 3: Saturday 1 October	N	Rating
International, Regional, and Local Instruments on TB and HIV	21	4.40
Teachbacks	21	4.50
Post-test	20	4.89
Closing	20	4.89
Average Rating		4.67

Participants were also asked questions about what they most appreciated about the meeting, how they anticipated applying what they learned to their work, suggestions for improving future meetings, and any additional comments they might have about the overall TOT. Responses to these questions for both TOTs are presented below in **Figures 9 and 10**.

OPEN-ENDED RESPONSES RELATED TO OVERALL PROGRAM

Figure 9: TOT 1 Responses

	What have you most appreciated about the training?	What will you do differently because of this training?	In what ways can we improve future trainings?	Any additional comments?
1	Topic on code of silence.	To apply the knowledge given, to the concerned.	To add days from 3 to at least to 5.	Facilitators were well supported with the participants.
2	What I appreciated is cooperation between facilitators and we as a participant. That is everything was clearly addressed.	Actually the knowledge I have now it will help me to implement my responsibilities to staffs and inmates but also to other social community members.	You do better to extend time though the limitations reflects also to the budget.	NA
3	Feedback and Teachback	To add another method of training.	To increase the number of trainings in order for us to have enough time to understand.	NA
4	Both facilitators are good and I admire them.	I can be able to stand in front of people and facilitate.	Time must be expanded of meeting; 3 days is not enough.	Time is very limited so most participants didn't understand the subject. This meeting must be continuously to peer educator. Language become the problem to many participants.
5	Teachback gives us strength that we know we can do it.	I will make sure skills I get here will be helpful to others.	Time is too short, and the package is too big for us. So at least 7 days will be helpful.	Supportive supervision will make us make perfect.
6	I most appreciate about the meeting that it was moderated well. It was helpful for me so as I	I will be able to give information to someone else from what was being taught in peer education. I will use	Increasing the days of the training so that we will be able to cover all topics and	Facilitators were well organized and participatory to the trainees. God bless them.

	What have you most appreciated about the training?	What will you do differently because of this training?	In what ways can we improve future trainings?	Any additional comments?
	will use it in my daily routine.	knowledge to those people who are not having this knowledge so that they will avoid HIV and TB infections.	making more teaching practice.	
7	It was a way to give messages to participants to show the depth of the problem and convincing us to feel cooperative in solving it.	I will do more than what you taught us.	Provide more time for participants and don't use few days which are not able to cover all things at once.	You did the best, keep it up!
8	Teaching and facilitating methodology was well understood, every participant participated well for all demonstrations, and the sessions were well-explained.	Some of the participants didn't know English well so there was a communication barrier with the participants.	Time of training was limited. Better to take one week in order to 1 more time to learn.	Facilitating practice was only 10 minutes, which is not enough for practice. It is better to increase time, even 20 minutes, for facilitators to demonstrate.
9	Socialization. Knowledge about TOT. Teachback. Accommodation is good.	I will be good in conducting training the trainers for peer educators in my work station because I got the knowledge and methods as well as techniques about adult learning.	More exposure. In advance of learning materials which we have been given, like the guidelines and handouts.	Time of the training is so limited. It is not enough to accomplish the topic which includes to learn so my advice for next time is to increase the number of days for training. To have another training for us to follow up and help to change experience from what I want to do after getting this training.
10	The meeting was good and changed me from where I was.	I'm going to educate people about TB and HIV.	To increase number of days of training.	It is a good training.
11	This meeting has given/built confidence in me and has taught me what is peer education.	I will give peer education to prison officers and their families and inmates.	In the future I would like this type of meeting to be held often in order to bring change.	NA
12	Facilitators were very active and encouraging.	Need to change language to Swahili because many participants don't know English.	Duration of training was little, need to increase. Language to be mixed so	Per diem to not to be given according to the ranks - juniors suffer in terms of rates being

	What have you most appreciated about the training?	What will you do differently because of this training?	In what ways can we improve future trainings?	Any additional comments?
			that is not difficult.	different.
13	Meeting is good and topic is good for TOT.	I will do better because meeting is understanding well.	To increase days of learning more.	When revisiting or improving the materials it is good to also involve us.
14	I was satisfied with group work method and concrete examples.	Language should be changed to Swahili because the people who participated don't know English.	To increase training days. Language should be changed.	We should be paid per diem in equal amounts. Why are we paid according to our ranks? It should be rectified.
15	The way of teaching/facilitators done in a very proper way especially on Teachback.	Improved a lot on facilitation skills.	Number of days for the meeting should be at least 5 days.	Duration of the meeting/days are not enough (3 days) compared to the content we were supposed to cover. Mind that this is adult learning with different styles of facilitators.
16	The many all programs of the meeting held. I.e. teaching, prepared menu forms, and Teachback practices.	I will now increase awareness to inmates and staff so that they will also be good ambassadors to others and fighting against TB and HIV/AIDS inside and outside of prisons	Extend the time of the meeting so that all sessions are covered well and participants have at least 3 times for Teachback.	NA
17	All the sessions.	To apply the knowledge for all people.	For making more practice and to teach others.	NA
18	The way this had been handled was for me is a subject I will never forget. I consider myself to have a potential in facilitation skills.	The way to deliver to the audience will be the area I have had high improvement. I have a different skills now.	To expand days a little bit more at least to 7 days with the some members in order to have a competent facilitator at large.	Make this meeting with a small intervals with a committed group of people so as to reach your goal at large.
19	I did appreciate the teaching methods which was used by our facilitators most of the time they used more than two methods.	Using variety of methods/techniques during facilitations.	The meeting was too short with 3 days only, so next time the meeting should be at least conducted for 5 and above days for the	The meeting was well organized.

	What have you most appreciated about the training?	What will you do differently because of this training?	In what ways can we improve future trainings?	Any additional comments?
			facilitators to be completed.	
20	Teachback session.	I will plan my time table and prepare for facilitation session.	Clearly explained (detail) topic by to topic so that all participants to understand well the topics. Increase number of days of training; 3 days are not enough.	Supportive supervision is very important when starting to teach prisons.
21	The meeting was very friendly, I enjoyed it.	Because of this meeting I will do better and better in my activities.	Just increase. To get enough days for practicing/presenting.	All in all I enjoyed it. Generally the meeting was good but to myself I think more days needed to cover well this module.
22	The way the meeting was organized and the way the facilitators organized the materials.	I will do differently through the following ways: To be flexible. To organize the materials according to the session. To be confident. To educate people who have various misconception about HIV/AIDS.	To have more time for practice. To give chance for the specialist of different fields in order to widen the knowledge of the participants.	It will be better if this kind of meeting was conducted several times.
23	I appreciate the facilitator did his level best to make sure that we understood the lesson or subject.	I am going to everyone at my work and I would like to thank you for giving as new experience.	You must do more research on how to increase the days of the training.	All in all you have done the best.
24	How to prepare sessions and learned different teaching techniques.	Addressing participants. Creating a very conducive environment. How to make a classroom.	In future meetings we better add more days for training, at least 1 week is enough.	Have many reference materials and informed topics before we come to meeting place so that we cover a lot of things.
25	We had enough references.	I will use various facilitation styles which will make my participants feel free to contribute which will lead to increase their understanding - ofHIV/AIDS and TB transmission.	Increase the duration of meeting from 3 days to 5 days so that participants will have enough time to practice.	NA
26	Hospitality of the hosts/facilitators, good care and good deliverance of various	To stop engaging in different risks behaviors and start movements on providing education/training to my	By expanding number of days to conduct this kind of meeting so that to give	Donors should make sure that these kind of meetings are conducted time to time per year

	What have you most appreciated about the training?	What will you do differently because of this training?	In what ways can we improve future trainings?	Any additional comments?
	topics which shows that they were well prepared to conduct this meeting.	fellows society members on how to prevent HIV/AIDS new infections and the importance of voluntary testing.	enough chance to discuss various topics widely.	so that it will increase knowledge to the participants.

Figure 10: TOT 2 Responses

	What have you most appreciated about this training?	What will you do differently because of this meeting?	In what ways can we improve future trainings?	Any additional comments?
1	Ways of presentation of topics. International instruments and related documents. Use of fun toys which I have never seen before.	Apart from break of tea and lunch, I recommend to have another 5 minute break after a topic.	To increase number of training days. To make prison visits. To increase number of trainers.	It is comprehensive and useful for prison officers. This training should persist again.
2	Peer education. Technical information for delivering material, especially in adult learning theory.	Conducting meetings for peer education in my prison I am going to serve.	Extend the time for training since the time is limited. Those facilitators are good and should come again. They are very knowledgeable when facilitating audience.	I'm happy for obtaining materials that accompany for the certificate. Let this introduction of certificate be sustainable process to other trainings. Please donors should provide certificate for any end of the year because this increases our c.v.
3	Techniques for prisoners.	Time management, the time is short.	To approach would work then.	To continue to improve the meeting.
4	I expect to be a good facilitator.	I gain new ideas.	To increase more time.	The seminar is good for me.
5	To be a facilitator.	I have knowledge.	To increase on time.	Good seminar.
6	All topics.	To educate my fellows.	Everything was clear for myself so I like it.	NA
7	I just got experience from this meeting and am sure I'll be going to work for it at the station.	To work hard.	Provide more meetings in order to make the experience better.	NA
8	Teaching methodology.	Attitude change to treat mistakes.	Soft copies of handout other	Powerpoint training should be

	What have you most appreciated about this training?	What will you do differently because of this meeting?	In what ways can we improve future trainings?	Any additional comments?
			than hard ones.	included.
9	Explain how principles of adult learning can be applied in prison setting.	To use my knowledge for teaching inmates in the prison campus.	By using meeting for longer time frame.	I feel comfortable for this meeting.
10	Demonstrate understanding of basic knowledge and facts of TB and HIV transmission, prevention, treatment, and care in prison setting.	Discuss international/regional/national/local instruments on TB/HIV.	NA	NA
11	How/method of facilitation.	Time management. The time was short. So I will make sure the time is sustainable to reach the course goals in training.	Time should be increased because all sessions were done under pressure to as to meet the time planned.	Per diem should be paid like other NGOs do, they don't care about rank/file. Because of all of the participants they do the same job, and shelter of Dodoma is the same so equality is better if be considered.
12	To prepare the good objectives and topics for participants. Language and skills.	To manage the time. To use good skills and knowledge.	To share love with the neighbor/participant. To change attitude for inmates.	Arrangement good time for more objective in order to understand well. We need another conference to be good facilitators for inmates in the prison settings.
13	The way the sessions and training was organized.	I will be a good peer educator in prisons to inmates and fellow prison staff.	Prepare more copies for reference materials.	Prepare more meetings so that trainers can get to meet and update their knowledge and exchange experiences.
14	The way our trainers trained us.	I am going to make many things from this meeting.	There was a lack of translation. English to Swahili.	We thank you for your kindness.
15	All topics.	Good facilitator.	Education.	No comments.
16	The facilitators themselves have got enough knowledge to lead us	I will make things different from which I always done before getting	By making a follow up to those sites that sent	NA

	What have you most appreciated about this training?	What will you do differently because of this meeting?	In what ways can we improve future trainings?	Any additional comments?
	to all topics which they plan to implement with us.	this knowledge.	participants to this meeting and provide a refresher training.	
17	Knowledge about HIV/AIDS how it relates with TB. Risk behavior of HIV/AIDS.	Learning, more handouts, and getting more practice.	To provide funds for having a training at our station.	NA
18	I do appreciate on the ground that it was well arranged and received much on the intended message.	I will be creative when implementing the knowledge which I got and be within the guidelines when dealing with this.	It is through preparation, readings, and sharing ideas with others.	I do think that more meeting should be prepared for further considerations.
19	The way the facilitator was training and presenting the topics.	To educate the inmate and prison staff on the early diagnosis and limitations if diagnosed with HIV or TB.	Add the number of days to conduct the training.	The time was too short.
20	I appreciate the way the facilitators are facilitating us on the ways of teaching/training and facilitating.	I gain more confidence when in front of the class when I'm teaching the class.	After this training I advise to come to our prison to do supportive supervision about peer education in order to see if we are competent and to correct us.	I'm feeling better with this workshop, is conducive, understandable and AMAZING. Thank you.
21	The presenters were able to engage us in their presentation.	I will improve on how to facilitate groups in handling matters of HIV/AIDS.	Time.	NA

RECOMMENDATIONS

Based on the written and verbal feedback from participants and the observations of the facilitators, AIDSFree recommends the following for future TOT courses of this kind:

- **Extend the length of the TOT.** Future TOTs should be at least 5 days long to ensure participants have an understanding of the subject matter and adequate time to practice delivering sessions.
- **Expand the content of the TOT.** At least 60% of the Facilitator's Guide content should be taught to participants during the TOT.
- **Establish and adhere to participant selection criteria.** A rigorous participant selection criteria with TOT prerequisites should be established prior to the next delivery. Selection of participants needs to be more stringent and required qualifications should be communicated in advance of the training.
- **Increase the number of teachbacks.** Participants should practice teaching at least three times during the TOT to cover all of the modules in the Facilitator's Guide.
- **Minimize the number of participants.** The number of participants should not exceed 24 to ensure that adequate coaching and attention can be provided by the two facilitators.
- **Provide a refresher TOT for high performers in both groups.** Participants who demonstrated potential from both groups should be selected for a refresher TOT prior to commencing the peer education program after materials are finalized, approved, and translated.
- **Consider adding on-site TOTs.** Supportive supervision during the peer educators' on-site TOTs should be provided to all trainers by the senior prison officers who were involved in the design of this program.
- **Establish strategies and tools for monitoring and evaluating the peer education program.** Monitoring and evaluating strategies and tools, such as the Monthly Monitoring Peer Education Program Report, should be developed to track the delivery of the peer education training program in prison facilities following the TOT.

TOT OVERVIEW

The following provides a summary of each of the sessions delivered.

Day One

Welcome Remarks and Official Opening

Dr. Beati Mboya, Country Director of AIDSFree Tanzania, gave the welcome remarks at the first TOT and Dr. Peter Maro, Technical Director, did the same at the second TOT. Official openings were performed by Mr. Ally Abdalla Ally, Deputy Commissioner of Correctional Services of Zanzibar, and Dr. Richard Mwankina, Senior Superintendent of Tanzania Prisons. Participant introductions and expectations followed the welcoming remarks.

Pre-Tests

Following introductions, participants were given pre-tests in order to test their skills and knowledge before the training. The same test was also given as a post-test at the end of the training in order to gauge participant skills and knowledge gained from the training. Test scores increased significantly for both groups of TOT participants. Scores for TOT 1 **increased from 69% to 82%** (out of 100%) and scores for TOT 2 **increased from 44% to 83%**.

Background to Peer Education

In this session, facilitators provided the definition and background of peer education. Participants were informed that peer education is the process of people of the same societal group or social standing (based on age, status, group, category, rank, culture, interests, etc.) educating each other through informal information sharing, awareness creation, and empowerment.

Foundations of Learning and Peer Education

During this session, facilitators introduced the foundations of learning and peer education, teaching methods, and working with adult inmates. Participants were oriented to the principles of adult learning and how to identify and define types and needs of learners they will teach, i.e., male/female inmates, young adult inmates. The purpose and effectiveness of the concept of peer education was explained, as were the differences between how peer education plays out in different facilities. Participants also learned how to teach or train adult inmates using adult learning principles.

Understanding Peer Education

During this session, participants were informed that peer education is often used to effect behavior change at the individual level with a view to modify knowledge, attitudes, beliefs, and behaviors, as well as to modify society's harmful practices and social/gender norms. Peer education is also used in public health, family planning, substance abuse, and violence prevention. Some benefits of peer education include: creating a safe learning environment without fear of judgment, misunderstanding, harassment or abuse; fostering a sense of belonging; empowering individuals through a participatory education methods with a group or individuals facing the same problems; providing of positive peer influence, self-acceptance, and self-esteem to reduce self-stigmatization or hate; and building personal resilience and positive coping strategies.

Basic Knowledge on HIV

This session is in Module 1 of the Facilitators' Guide. The goal of Module 1 is to increase basic knowledge and skills related to TB and HIV, to de-mystify some myths, and to teach the facts of TB and HIV transmission and prevention in Tanzania, specifically in prison settings. The objectives were to train participants to understand and to be able to explain the meanings of HIV and AIDS, and to know and explain their sign, symptoms, and means of transmission. Participants worked in groups to brainstorm some key concepts in HIV prevention and response such as confidentiality, respect, attentiveness, and openness. The session closed with a True/False exercise about HIV.

Risk Behaviors for HIV Infection

This session on HIV Risk Behaviors is in Module 4 of the Peer Education Facilitator's Guide. The goal of this session is to increase knowledge on risk factors that contribute to transmission of HIV infection in prison settings. This session highlighted the individual, community, and societal levels and factors that put inmates at risk of HIV infection, including types of risk behaviors and how to change them. The session also discussed the link between unequal power relations and HIV. Working in groups, participants identified levels and factors that increase risk of TB and HIV in prison settings and among the general population. **Exhibits 11 and 12** present a summary of feedback from the group work:

Figure 10: Levels and Risk Factors of HIV Infection for the General Population

HIV risk factors at individual level	HIV risk factors at community level	HIV risk factors at society level
<ul style="list-style-type: none">• Low education• Attitude• Age	<ul style="list-style-type: none">• Cultural norms• Local beliefs• Taboos	<ul style="list-style-type: none">• Social gender norms• Government policy• Politics/political stability

HIV risk factors at individual level	HIV risk factors at community level	HIV risk factors at society level
<ul style="list-style-type: none"> • Poor economic status • Unprotected sexual intercourse • Sharing sharp materials, e.g., needle • Lack of knowledge • Education level • Drug abuse • Blood transfusions • Alcohol 	<ul style="list-style-type: none"> • Social influence religion • Beliefs, age, sex • Political stability • Taboos • Income level/poverty • Cultural norms/customs and traditions 	<ul style="list-style-type: none"> • Mother-to-child-transmission of HIV

Figure 11: HIV Risk Factors for Prison Inmates

HIV risk factors for prison inmates	
<ul style="list-style-type: none"> • Men who have sex with men • Sharing sharp instruments (e.g., razor blade) • Handling of injury activities • Poor handling of delivery (lack of delivered kit) • Lack of knowledge on HIV • Stigma and discrimination • Violence (Man bite) • Age • Disclosure • Sharing of sharp instruments • Poor government support • Drug abuse • Lack of conjugal visits 	<ul style="list-style-type: none"> • Social influence • Drugs abuse • Sharing unsterilized sharp instruments like needles/razor blades. • Local beliefs • Poor knowledge on risks behaviors • Isolation

Effective Training Methods and Techniques in Prison Settings

This session prepared participants for their Teachback sessions and future peer education training of fellow staff and inmates. During this session, participants were introduced to the tools and methods of participatory training that have the potential to work in prison settings such as brainstorming, fishbowl stories, visualization, pictures, dramatization, role play, small group discussion, case studies, and games. Facilitators summarized the day's sessions and wrapped with an oral evaluation where participants said they were satisfied with the first day.

Day Two

TB Transmission, Diagnosis and Prevention in Prisons

After a recap of Day 1 proceedings, facilitators introduced the Module 1 session on TB transmission, diagnosis, and prevention in prison settings. The main objectives were to train participants so that they are able to define the two types of TB and describe the difference

between latent TB infection and TB disease, to classify TB with regards to parts of the body affected, to list its symptoms, to explain its impact on the immune system, and describe the links between TB and HIV infections (TB and HIV co-infection).

Effective Facilitation Skills

The session on effective facilitation skills was a continuation of the Day 1 session on effective training methods. This session also focused on the need to create a conducive, effective, and positive learning environment for the inmates whose training takes place in the cells where they live, eat, and sleep. Examples of effective skills, which were introduced by facilitators and discussed by participants, include:

- Knowledge of the subject matter
- Enthusiastic communication
- Expressing genuine interest in each participant's contribution to the discussion
- Writing legibly and quickly on a flipchart or chalkboard
- Speaking loudly and clearly enough for all participants to hear easily
- Using open-ended questions, rather than closed-ended questions
- Encouraging discussion among group members instead of between participants and yourself
- Practicing the techniques beforehand
- Using a variety of activities to stimulate learning
- Trying to keep the meeting or session from drifting too far off of the topic.

This discussion on effective facilitation skills was followed by a discussion on the characteristics of effective facilitators and the importance of effective processing or debriefing.

Feedback and Teachback

For this session, participants were given tips on how best to provide feedback to others during Teachback sessions. Feedback was defined as information about a person's behavior or job performance that is given with intent of helping them deliver their best performance. Participants were provided guidelines on how to give constructive feedback. Facilitators introduced guidelines for participants to use to provide feedback during Teachback sessions.

Breaking the Silence

- This session is from Module 4 and aims to increase knowledge and skills on reporting abuse and breaking the code of silence within the prison setting. The sessions focused on identifying types of abuse or violence in prison settings and enabling inmates to report violence, especially sexual abuse, to break the code of silence. Key challenges and ways of addressing violence in prison settings were also discussed in plenary and in groups. After

group work, participants provided feedback on what can be done to break the code of silence. They proposed the following:

- Create a friendly environment for reporting abuse
- Provide confidentiality and reassurance
- Establish flexible mechanism for reporting and investigating of violence
- Organize frequent meetings
- Enforce laws and regulations
- Introduce peer education in all the prisons
- Avoid harsh language and harassment
- Provide adequate food
- Remove fear of inmates to report incidents of abuse.

Preparation for the Teachback

Participants were given time to prepare their Teachback session individually. The TOT 1 participants were given 15 minutes each, and the TOT 2 participants were given 20 minutes each.

Day Three

International, Regional and Local Human Rights Instruments Related to TB and HIV

Following a recap of Day 2 sessions, facilitators delivered sessions on international and regional human rights laws, policies, and regulations as well as existing Tanzania national laws, policies, and guidelines to address TB and HIV. Participants were informed that such instruments can be used by the prison inmates and staff to demand and protect their rights.

Participants were introduced to specific international United Nations human rights standards for prisons then worked in groups to discuss the implementation of these in the Tanzania prison setting. These standards included the right to physical and moral integrity, the right to a safe prison environment, and making the best of prisons. Participants discussed the implementation of these standards in Tanzania prisons. Facilitators provided key points to close the session and invited participants to the Teachback sessions.

Note that this session was only delivered in TOT 2 due to time constraints during TOT 1.

Teachback Sessions

Participants were assigned topics from the draft Facilitator's Guide to practice training their fellow participants and receive feedback. Facilitators also provided feedback at the end of each

participant's Teachback. Modules 1 through 4 were covered and each participant taught back part of an activity for 10 – 15 minutes.

In general feedback from the Teachbacks was good. The majority of participants knew the subjects they were given to teach. However, one-third of the participants were facilitating for the first time, and a few were uncomfortable standing in front of the other participants to facilitate. Although most participants used participatory methods and teaching aids for the Teachbacks, following the facilitator's guide was a challenge. The majority of participants did not have the training experience or capacity to participate in a TOT due to lack of understanding of basic adult learning and teaching principles.

Next Steps

At the end of the TOT, participants discussed the overall training and provided recommendations on the next steps for finalizing and rolling out the new peer education program. These participant recommendations are listed below:

- **Translation.** After TOTs, the Peer Education Facilitator's Guide should be translated in to Kiswahili, and the Pocket Guide generated from it, should also be translated.
- **Review of final Facilitator's Guide and Pocket Guide.** The five prison officers who participated in the peer education curriculum design workshop should have at least 3 days to proofread the translated version, including the pocket guide for the inmate peer educators. The English version draft, and the Kiswahili translated draft, and the Kiswahili Pocket Guide for inmate peer educators, should all be shared by the Prison Headquarter Management for approval.
- **Final Facilitator's Guide.** TOT participants should be oriented on the finalized Facilitator's Guide following approval by Prison Headquarter Management.
- **Onsite TOTs.** Inmate peer educators should participate in on-site TOTs after identifying human, material, and financial resources needed to implement the peer education program in prisons. This will also include the time frame for the duration.
- **TOT Length.** The TOT should be 5 days.
- **Supportive Supervision.** The five prison officers who participated in peer education curriculum design workshop (who also participated in this TOT) should conduct supportive supervision in five zones (as well as their home zones) as follows:
 - **Zone 1:** Lindi, Mtwara, Kihonda, Mtego wa Simba, Ubena and Keko prisons.
 - **Zone 2:** Iringa, Ruanda, Songea, Kiwira and Chuo.
 - **Zone 3:** Shinyanga, Butimba, Musoma, Bukoba, Chuo Ukonga.
 - **Zone 4:** Isanga, Singida, Tabora, Kigoma and Ukonga prisons.
 - **Zone 5:** Maweni, Karanga, Manyara, Arusha and Segerea.

Every supervisor should be provided with 15 days to complete his/her supervision visits. Supervisors will also 1 day to complete a report for each supportive supervision session.

- **Budget.** Below is a sample budget, developed by participants, for the supportive supervision sessions.
 1. **Supervisor's budget:** Transport/fare, per diem
 2. **Onsite training budget:**
 - Proposed training duration: 5 days
 - Participants: 40 per prison/college
 - Two facilitators each prison x 26 sites: 52 facilitators
 - Refreshments during training for all 26 sites
 - The Regional Prisons Officer should perform official opening; Officer in-charge to perform official closing.

The proposed total budget for the above activities is estimated at TZS 45,099,000, which is approximately USD 25,500 (budget breakdown is available).

Closing Remarks and Certification

Dr. Beati Mboya, Country Director of AIDSFree Tanzania and Dr. Richard Mwankina, Senior Superintendent of Tanzania Prisons gave the closing remarks and issued certificates to participants at TOT 1. In their closing remarks, Dr. Mboya and Dr. Maro expressed their gratitude to the Tanzania Prison Management in general, and the Deputy Commissioner of Prisons of Zanzibar, for officially opening the TOT, and actively participating in the training. They also thanked participants and wished them a safe journey home.

Mr. Ally Abdalla, Deputy Commissioner of Zanzibar Correctional Services, and Dr. Peter Maro, Technical Director, AIDSFree Tanzania gave the closing remarks and issued certificates to participants at TOT 2. In their closing speeches, both the Deputy Commissioner and Dr. Mwankina thanked AIDSFree for supporting development of the Facilitator's Guide and for organizing the TOTs.

ANNEX 1: TOT AGENDA

Timing	Day 1	Day 2	Day 3
08:30 – 08:45	Registration	Recap (30 minutes)	Recap
08:45-10:15	Session 1: Welcome and introductions *Introductions/Expectations * Background to the Peer Education Welcome by AIDSFree Country Director *Opening Remarks by Prisons Management *Pre-Test *Review of agenda/ Objectives *Establish group norms/ground rules	Session 6: TB Transmission, diagnosis and prevention in Prisons *TB facts and myths *TB transmission and prevention in prisons *TB & HIV co-infection (to 10:15)	Session 10: International, Regional and Local instruments on TB and HIV *Understanding of the international, regional and local instruments on TB and HIV *How to apply national and local instruments to the prison setting in Tanzania (to 9:30) First 5 slots of teachback *Teach a selected topics to fellow participants and receive feedback (to 11:10)
10:15 - 10:30	Break	Break (10:00-10:15)	Break (11:10 -11:25)
10:45 -12:30	Session 2: Foundations of learning and Peer Education *Identify you learners *Working with Adult inmates *Understanding Peer Education	Session 7: Effective Facilitation Skills *Creating effective and positive learning environment in prison settings *Characteristics of effective facilitators *Importance of effective processing or debriefing (to 12:30)	Next 5 slots of teachback *Teach a selected topics to fellow participants and receive feedback (to 1:05)
12:30 – 1:00	Session 3: Basic Knowledge on HIV *HIV Facts and Myths HIV Infection transmission and prevention in prisons	Session 8: Feedback and Teachback (teaching practice) *Giving and receiving constructive feedback *Introductions to teachback and expectations	
1:00 – 2:00	Lunch	Lunch	Lunch (1:05 – 2:05)
2:00 – 3:30	Session 4: Risk Behaviours for TB and HIV Infection *Factors that make inmate at risk of TB and HIV Infections *Risk behaviours and how	Session 9: Breaking the Silence *Types of violence in prisons *Breaking the code of silence	Last 2 or 3 slots of teachback *Teach a selected topics to fellow (to 3:05) Reflective observations – key learnings from the

Timing	Day 1	Day 2	Day 3
	to change them *Gender and HIV	*Reporting violence, harassment or assault (to 3:30)	teachback (to 3:30)
3:30 - 4:30	Session 5: Effective Training Methods and Techniques in Prison Settings *Introduction to participatory methods *Modeling participatory methods that work in Prison settings		
4:30 – 4:45	Break	Break (3:30 – 3:45)	Break (3:30 -3:45)
		Preparation for the Teachback *Participants to prepare for an individual 15-minute lesson on a chosen topic. (to 4:45)	Post –Test *Participants to take the same test they took as pre-test (to 3:50) Summary and TOT Evaluation *Going over the participants’ expectations *Complete TOT evaluation form
4:45 - 5:00	Wrap and min daily evaluation	Wrap up and end of day	Closing remarks and Certification

ANNEX 2: LIST OF PARTICIPANTS

TOT 1

Name	Designation/Title	Duty Station/Prison	District
1. Jackson R. Wilomo	SGT	Karanga	Moshi
2. Veronica Ernest	S/SGT	Arusha Central	Arusha
3. Hadija Mtego	SGT	Isanga	Dodoma
4. Alatanga M. Silinu	S/SGT	Songea	Songea
5. Dr Richard Mwankina	SSP	Ukonga	Dar es Salaam
6. Josephine Kaduma	S/SGT	Keko	Dar es Salaam
7. Ibrahim J. Kimaga	A/INSP	Uyui	Tabora
8. Devis Joseph Millari	A/INSP	Iringa	Iringa
9. Abdilatif Mkingule	INSP	TCTA	Ilala
10. Hilda K Mmari	ASP	Phq	Ilala
11. Joyce R. Burton	SGT	Musoma	Musoma Mg
12. Wilson T Auambo	CPL	Ighonda	Morogoro
13. Gilbert P Massawe	CPL	Babati	Babati
14. Jackson L. Mhelhela	INSP	Ruanda	Mbeya
15. Holly Wenb Nampganga	SGT	Kiwara	Mbeya
16. Dastani Kikuo	SGT	Maweni	Tanga
17. Amon H Mbonjolo	CPL	Lilungu	Mtwara
18. Jane R. Semndiho	CPL	Ubena	Bagamoyo
19. Buruhani S. Bakari	SGT	Lindi	Lindi
20. Kurwa Nucodemas	ASP	Mafunzo/Zanzibar	Rch Mafome
21. Dr Juma A. Mwaibako	SP	Ruanda/Mbeya	Mbeya City
22. Monica E.K. Maginga	A/INSP	Shinyanga West	Singida
23. Jasmina M. Tazimo	SGT	Butimba Mwanza	Mwanza
24. Desderia L. Shaufa	SGT	Dar es Salaam	Dar es Salaam
25. Ali A. Ndee	A/INSP	Morogoro	Morogoro
26. Essau I. Kagudila	SGT	Bukoba	Bukoba
27. Yusuph K. Kamyola	SGT	Dar es Salaam	Dar es Salaam

TOT 2

Name	Designation/Title	Duty Station/Prison	District
1. Hamis Ongoloma	WDR	Lilungu	Mtwara
2. Ally Juma Majani	CPL	Ruanda/Mbeya	Mbeya
3. Vedastus Daniel Masasi	SGT	Isanga	Dodoma
4. James Peter Kametere	CPL	Mara	Musoma
5. Herald H. Lwambusha	SGT	Bangoe/Kigoma	Kigoma
6. Renatus M. Warioba	SGT	Ukonga	DSM
7. Mbwana R. Ernest	SGT	Singida	Singida
8. Emmanuel M. Kihara	SGT	Chilo Kiwira	Rungwe/Mbeya

Name	Designation/Title	Duty Station/Prison	District
9. Rahim A. Makalo	SGT	Maweni	Tanga
10. Judith F. Mwenga	INSP	Ukonga	DSM
11. Jonia E. Bisigoro	SGT	Arusha	Arusha
12. Kaisi A Nileka	SGT	Keko	Dsm
13. Asiimwe Zimbeya	SGT	Bukoba	Bukoba
14. Aurea A. Kihanda	RCM	Karanga	Kilimanjaro
15. Bruno A Tilia	CPL	Iringa	Iringa
16. Rose G. Lyatuu	S/SGT	Ubena	Pwani
17. Adam Mbughi	SGT	Kihondo	Morogoro
18. Libius Muhoru	CO	Lindi	Lindi
19. Rose Mwaziri	CPL	Butimba	Mwanza
20. Hilda M Mwambola	EN	KPF	Morogoro
21. Hashimu W Msuya	CPL	Uyui	Tabora
22. Beria M Andrea	WDR	Babati	Babati
23. Vincent S Komba	CPL	Songea	Songea
24. Rasha M Rashid	ASP	Zanzibar	Urban Disi
25. Sunday Noel Mwenye	SGT	Ukonga TCTA	Ilala
26. Ali Abdalla Ali	Deputy Commissioner	Zanzibar	West

ANNEX 3: HOW THE TOT MET PARTICIPANTS' EXPECTATIONS

TOT 1 Responses

- "Three days is few days in number."
- "The workshop met my expectation in a moderate way because the time was so limited while we learned much. It's better to have regular training for the coming days."
- "Is very well. The teaching is the workshop is fantastic."
- "The days of training is not enough. At least we can have 5 days."
- "I get something about TB and HIV."
- "I'm confident now and I'm sure I will make it through practice."
- "The presenters were well prepared and organized."
- "Training was done well, participants was well organized with facilitators, and demonstration was done and well performed."
- "Because of time limitation there are so many of learning but time is so limited."
- "Because English is not language, mama."
- "Every topics done in such a way that this extremely understanding."
- "I'm now confident to talk about the issue of HIV and TB, abuses to inmates and [eligible]silence to that they can get help."
- "I found out good presentation techniques good cooperation for my side I have a feeling and I consider someone else that ever before."
- "Actually the meeting have changed my attitude, so it meet my expectations."
- "I have learned teaching methodology. Quality of good facilitator and how to deal with difficult situation in the class."
- "My expectations is to do my duty in a good skills that I got."
- "It was moderately well because the meeting was conducted within a short time even though there is a lot of things to do which are very important."
- "It met moderately because there are many things to learn but for three days is not enough."
- "Actually the meeting was very nice. We come up to know many things which was not known before."
- "The meeting gave me enough knowledge on adult learning and teaching methodologies that will help us in my facilitations."
- "My expectation was to become a model facilitator by being impacted with skills and knowledge about HIV/AIDS and TB diseases as well as facilitation skills. Currently I am very

conversant on how I can deal with participants in providing peer education when it comes to the issue of adult learning.”

TOT 2 Responses

- “It is useful and functional training to prison officers.”
- “The session of training was good and very interesting for these materials for peer education was provided to me.”
- “I get good knowledge.”
- “Get a good knowledge about HIV.”
- “I have learned what I was expected.”
- “Time management we need peer education should have take time.”
- “I am getting exposure.”
- “It met my expectations because I have learned different principles of facilitation.”
- “I expanded my knowledge on peer education since I got experience from my fellow participants.”
- “Due to the fact that I was not aware about the TB and HIV infections transmitted but thereafter now I am able to talk a lot on respect of those.”
- “Due to the short time.”
- “The meeting met my expectations because I acquired the knowledge and skills on peer education.”
- “It acquainted me with skills and techniques for facilitation skills and training.”



AIDSFree Tanzania Uniformed Services

JSI Research & Training Institute, Inc.

Plot No. 2 Bongo, Oyster Bay

P.O. Box 9263

Dar es Salaam, Tanzania

JSI Research & Training Institute, Inc.

1616 Fort Myer Drive, 16th Floor

Arlington, VA 22209 USA

Phone: 703-528-7474

Fax: 703-528-7480

Web: aidsfree.usaid.gov