HIV/AIDS Workplace Awareness Programmes Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In the current global corporate landscape, the Human Immunodeficiency Virus and Acquired Immunodeficiency Syndrome remain critical workplace issues that intersect with productivity, human rights, and corporate social responsibility. Modern workplace awareness programs have evolved beyond basic biology to address social stigma, structural barriers, and the integration of U=U science into organizational policy. By fostering a stigma-responsive environment, organizations can reduce the "fear of disclosure" that often prevents employees from accessing life-saving Antiretroviral Therapy, thereby maintaining a healthy, resilient, and inclusive workforce.

HIV/AIDS Workplace Awareness Programmes Training Course provides a strategic framework for implementing combination prevention strategies including Pre-Exposure Prophylaxis and Post-Exposure Prophylaxis while aligning with the UNAIDS 95-95-95 targets. Through interactive modules and evidence-based case studies, this program empowers stakeholders to dismantle misinformation and build a culture of empathy and medical literacy.

Programme Curriculum

HIV/AIDS Workplace Awareness Programmes Training Course

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Course Objectives

1. Explain the transition from an acute infection to a chronic manageable condition.
2. Align organizational policies with international labor standards for non-discrimination.
3. Educate staff on the science of Viral Load Suppression (VLS) to eliminate transmission fear.
4. Identify and dismantle internalized self-stigma and external prejudice in the office.
5. Increase uptake of HIV Self-Testing (HIVST) through private, low-barrier workplace initiatives.
6. Train managers to handle disclosures with compassion and confidentiality.
7. Promote the use of PrEP and PEP as standard biomedical preventive strategies.
8. Clarify that casual workplace contact (sharing cutlery, restrooms) poses zero risk.
9. Create flexible work arrangements that allow for ART medication compliance.
10. Address structural barriers that specifically impact male or female service outcomes.
11. Establish peer-led support networks to enhance resilience and identity affirmation.
12. Educate on managing related conditions like cardiovascular disease and neurocognitive disorders in HIV-positive staff.
13. Contribute to the UNAIDS 95-95-95 goals for epidemic control by 2030

Target Audience

1. Executive Leadership.
2. Human Resources Professionals
3. Front-line Managers
4. Occupational Health & Safety (OHS) Officers
5. Peer Educators
6. General Workforce
7. Trade Union Representatives
8. Internal Communication Teams

Course Module

Module 1: The New Era of HIV Biology

- Pathophysiology-From infection to asymptomatic chronic phase.
- The science of Viral Load Suppression and U=U.
- Understanding the three CDC stages of HIV.
- The role of modern Antiretroviral Therapy (ART).
- Differentiating between HIV and AIDS diagnosis.
- Case Study: The Long-term Survivor - Managing a 20-year career on ART.

Module 2: Transmission & Workplace Safety

- Identification of high-risk vs. zero-risk behaviors.

- Dispelling myths about casual contact and mosquitoes.
- Universal precautions in a professional setting.
- The window period and testing accuracy.
- First aid protocols for blood-borne pathogens.
- Case Study: The Coffee Machine Incident - Responding to workplace myths.

Module 3: Policy, Law, and Ethics

- International Labor Organization (ILO) standards.
- Confidentiality and the legal right to non-disclosure.
- Reasonable accommodations for chronic health conditions.
- Disciplinary actions for workplace discrimination.
- Global targets: Integrating 95-95-95 into corporate KPIs.
- Case Study: The Promotion Denial -Legal consequences of status-based bias.

Module 4: Dismantling the Stigma

- Addressing moral judgments and religious influences.
- The psychology of self-stigma and its impact on performance.
- Language matters: Transitioning to stigma-responsive communication.
- Building an inclusive organizational culture.
- The impact of familial and social exclusion.
- Case Study: The Silent Struggle -Identifying signs of self-withdrawal.

Module 5: Resonant Leadership & Disclosure

- The effect of emotional intelligence on employee retention.
- Handling a "coming out" status update with compassion.
- Creating psychological safety for sensitive conversations.
- Managing team dynamics after a status disclosure.
- Mentorship strategies for affected employees.
- Case Study: The Manager’s Choice - Balancing work-life balance and privacy.

Module 6: Combination Prevention Strategies

- The role of PrEP in modern prevention.
- Accessing PEP after potential exposure.
- Promoting HIV Self-Testing vending machines and mail-to-home kits.
- Behavioral vs. Biomedical interventions.
- Risk reduction for high-risk demographics.
- Case Study: The Travel Risk - Utilizing PrEP for high-risk assignments.

Module 7: Mental Health & Co-morbidities

- Managing neurocognitive disorders and accelerated aging
- The link between HIV and depression/anxiety.
- Cardiovascular and lung health in long-term treatment.
- Workplace wellness programs for chronic care.
- Stress management for caregivers and families.
- Case Study: The Cognitive Fog - Adjusting roles for age-related HIV complications.

Module 8: Peer Advocacy & Community Engagement

- Developing youth-led and peer-supported network.
- Community-based sensitisation sources (TV, classroom, social media).
- Encouraging voluntary testing through peer trust.
- Combating "treatment fatigue" through social support.
- Sustainable engagement beyond the training room.
- Case Study: The Reglo Club Model - Peer education success in Cameroon.

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call +254769199797

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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