

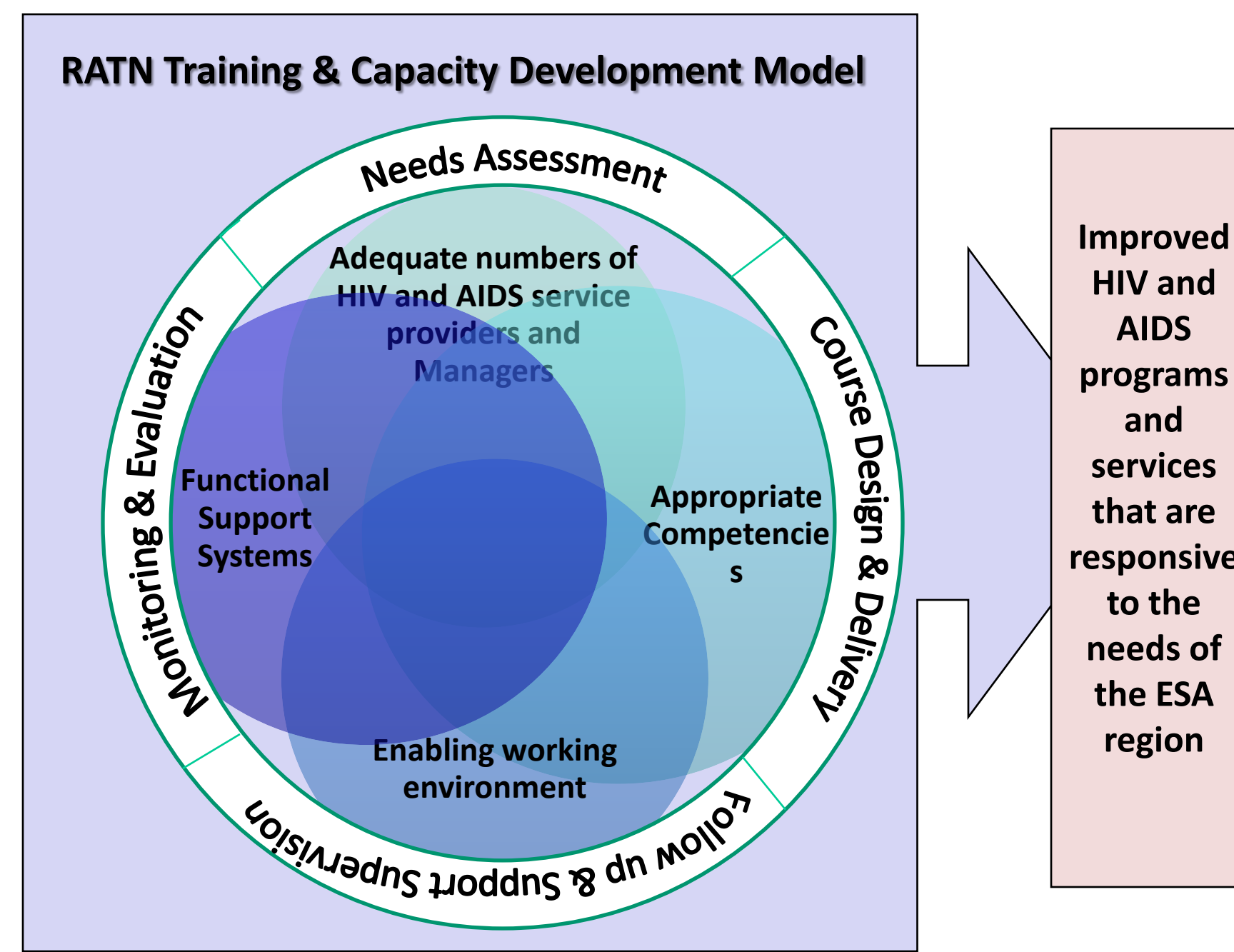
REGIONAL AIDS TRAINING NETWORK

Facilitating Capacity Development of HIV and AIDS Programmes in Eastern and Southern Africa



About Regional AIDS Training Network (RATN)

- **Our Vision** - A Society with the capacity to respond effectively to the HIV and AIDS pandemic
- **Our Mission** - To strengthen the capacity of relevant individuals, organizations and other stakeholders to respond to STIs/HIV/AIDS in the Eastern Regional AIDS Training Network.
- **Our History** - RATN was established in 1997 as a project funded by the Canadian International Development Agency (CIDA) designed to build regional capacity for HIV response in Eastern and Southern Africa. RATN's status changed in April 2003 when it was registered as a International/Regional Non-Governmental Organization)
- **Our Structure** - RATN is a membership based organisation and currently there are 24 member institutions spread across eleven countries in Eastern and Southern Africa namely: Kenya, Uganda, Tanzania, Zambia, Zimbabwe, Malawi, Rwanda, Botswana, Lesotho, Swaziland, and South Africa. The broad categories of RATN MIs include (a) Non Governmental Organizations (International, National and Local; (b) Management Institutions; (c) University Departments. Other partners include the NACs, international and regional organisations and Regional Economic Communities
- **Our Governance** - RATN is governed by a General Council, an elected Board of Directors and a secretariat under an Executive Director. RATN's governance system has been noted to be functional and participatory.
- **Our Funding** - RATN is funded through a Joint Financing Agreement. The Donors base their actual support on the progress attained in the implementation of the RATN Strategic Plan. Progress is measured through the common performance indicators contained in the Performance Measurement Framework (PMF).



Key Achievements

Courses Delivered: Since inception to 2008, 45 courses have been delivered. Overall, RATN has trained a total of 4504 (M:1908/F:2596) participants.

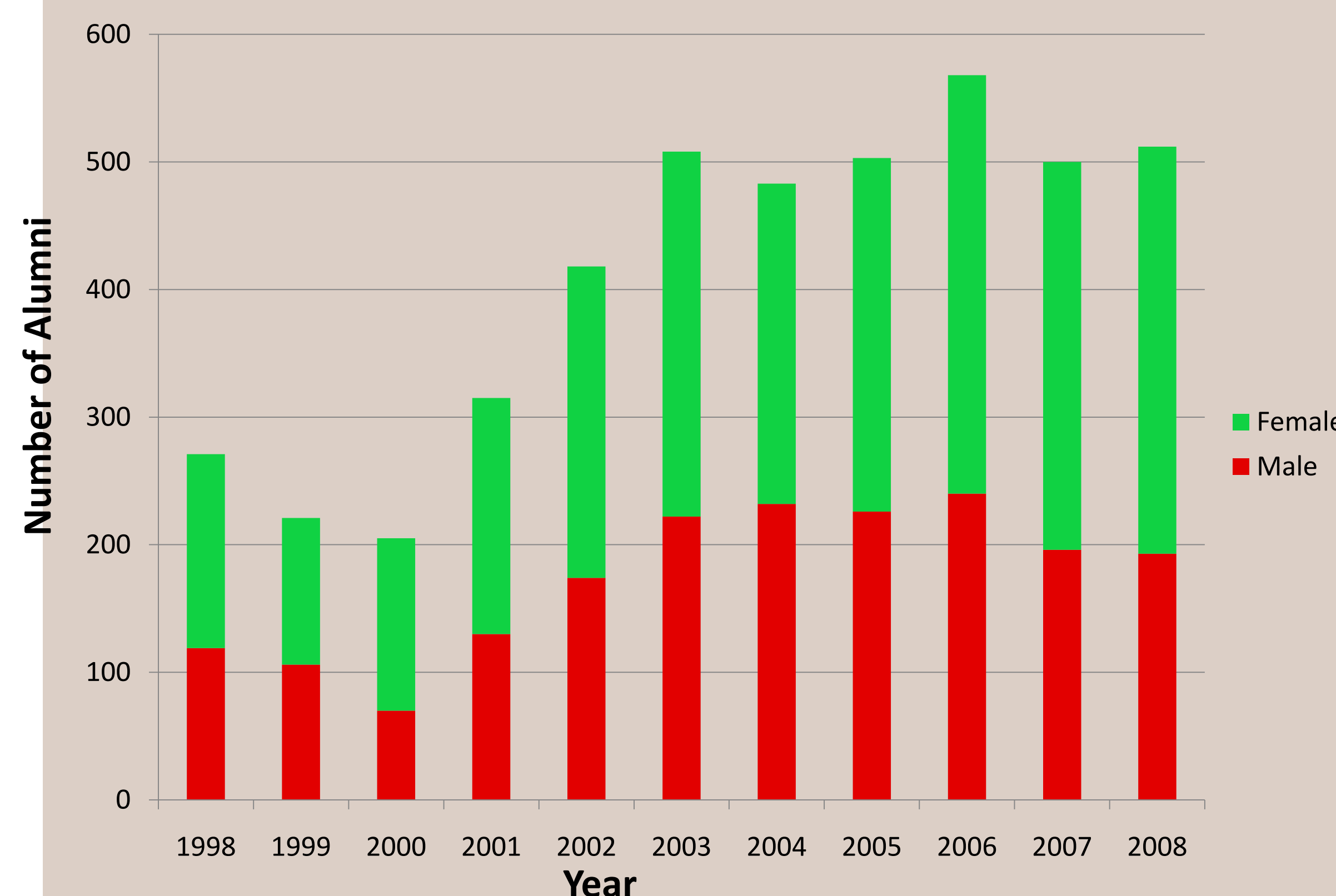


Figure 2: No. of RATN course participants designated by gender (1998 - 2008)

First HIV Capacity Building Conference in ESA region: RATN in collaboration with Kigali Health Institute (KHI), Rwanda organized an international conference on HIV & AIDS Training and Capacity Development titled: Challenges and Trends. The two-day conference was held on the 24th - 25th of June 2009 in Kigali, Rwanda and attracted 150 participants from 9 countries.

Communication Platforms Established: Several communication platforms have been set-up, this includes Newsletter, Website, Training Reference Information Centre (TRIC) - an E-Resource Centre. This communication platforms have helped to facilitate increased information sharing among MIs

Advocacy: RATN is recognized as a regional mouth piece for HIV & AIDS Capacity Development. RATN works closely with regional bodies including SADC and EAC to advocate for HIV Capacity Development. In May 2009, RATN organized a meeting of NAC Capacity Building focal persons from 9 ESA and 5 Regional Organisations to share experience and best practices.

Scale-up of training and Capacity Development: Despite challenges faced in transforming from a project to an International NGO, tremendous strides have been made by RATN in scaling up access to quality training and capacity development in the ESA region.

Countries where RATN currently operates and those it has reached through Training and Capacity Development

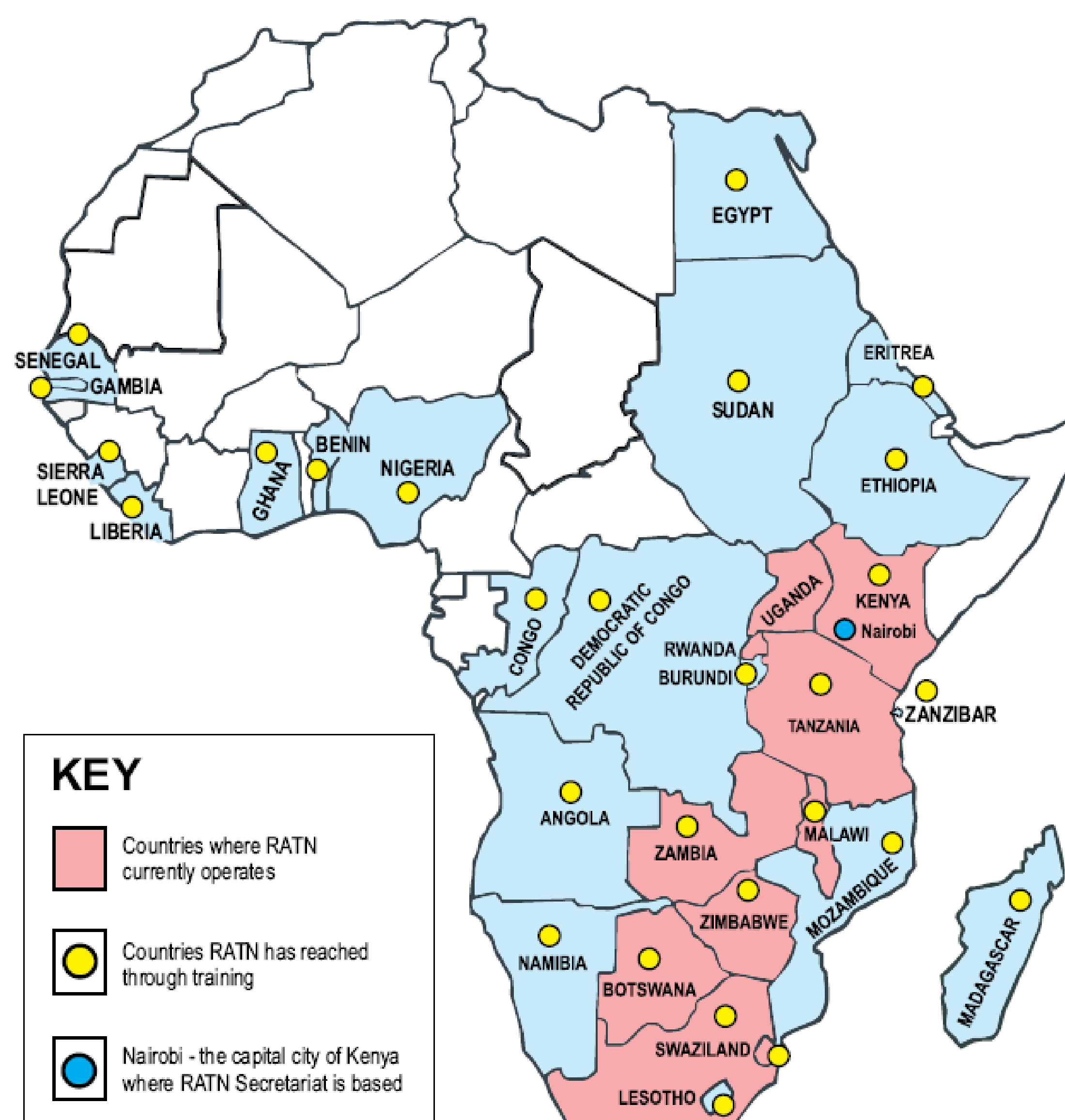


Figure 3: Country where RATN operates

Lessons Learned

Effective Participation of MIs Adds Value to the Network:

Institutions are more likely to contribute to developing a Network if the "value addition" of their participation is clear.

Building an Effective Network requires Resources and a Plan:

Building a formal Network will not be achieved simply by engaging in networking activities like information sharing and promoting collaboration. Building a formal Network requires resources and a concrete plan as to how to establish & sustain it.

Functional Communication Channels are Vital within RATN:

Investing in communication channels such as the RATN member newsletter and the RATN website has been an effective way to keep MIs informed of vital information and resources. The newsletter and the website have also helped to improve the public profile of RATN and MI projects along with that of their courses throughout the ESA region.

TNA is Crucial in the Development of Appropriate Training:

Conducting Training Needs Assessment studies is a crucial first step in developing training programmes. Using needs assessment data in programme planning helps to ensure that curriculum design, training approaches and monitoring and evaluation are relevant to the regional needs.

Culture of Excellence in Training creates Significant Impact:

Creating and encouraging a culture of excellence in course content and delivery among MIs has made a significant impact. However this needs to be strengthened to ensure that RATN capacity building programmes are versatile and that they utilize emerging technological advancements.

M&E Function is Vital for ensuring Quality Training:

The practice of feeding back the results of monitoring and evaluation into training programmes ensures continuous quality control and improvement of training and capacity building programmes. Long-term follow up studies are very important in ensuring that the skills attained have an impact at the service delivery level.

The lessons outlined have been a cornerstone for defining the new strategic focus and direction of RATN work in the next five years (2009-2014) to ensure increased relevance and impact.



RATN/KHI Graduates April 2009

Our Member Institutions

1. African Medical and Research Foundation (AMREF)
2. AIDS Information Centre (AIC)
3. Centre for African Family Studies (CAFS),
4. Clinical Epidemiology Unit (CEU), University of Nairobi
5. CONNECT Institute of Systemic Therapy,
6. Eastern & Southern Africa Management Institute (ESAMI),
7. Family AIDS Caring Trust (FACT)
8. Genito-Urinary Centre (GU)
9. Health Economic and HIV/AIDS Research Division (HEARD) - University of Natal
10. Institute of Development Management (IDM),
11. In-Service Training Trust (ISTT)
12. KARA Counselling and Training Trust Ltd,
13. Kenya Association of Professional Counsellors (KAPC)
14. Kigali Health Institute (KHI), Centre for Continuing Education
15. Malawi Institute of Management (MIM),
16. Mananga Centre for Regional Integration and Management Development
17. Mildmay Uganda
18. Network For AIDS Researchers in Eastern and Southern Africa (NARESA), Nairobi, Kenya
19. Perinatal HIV Research Unit (PHRU), University of Witwatersrand,
20. Regional Psycho-Social Support Initiative (REPSI),
21. The Salvation Army Chikankata Mission Hospital,
22. Tanzania Gender Networking Programme,
23. The AIDS Support Organization (TASO),
24. Traditional and Modern Health Practitioners Together Against AIDS (THETA)

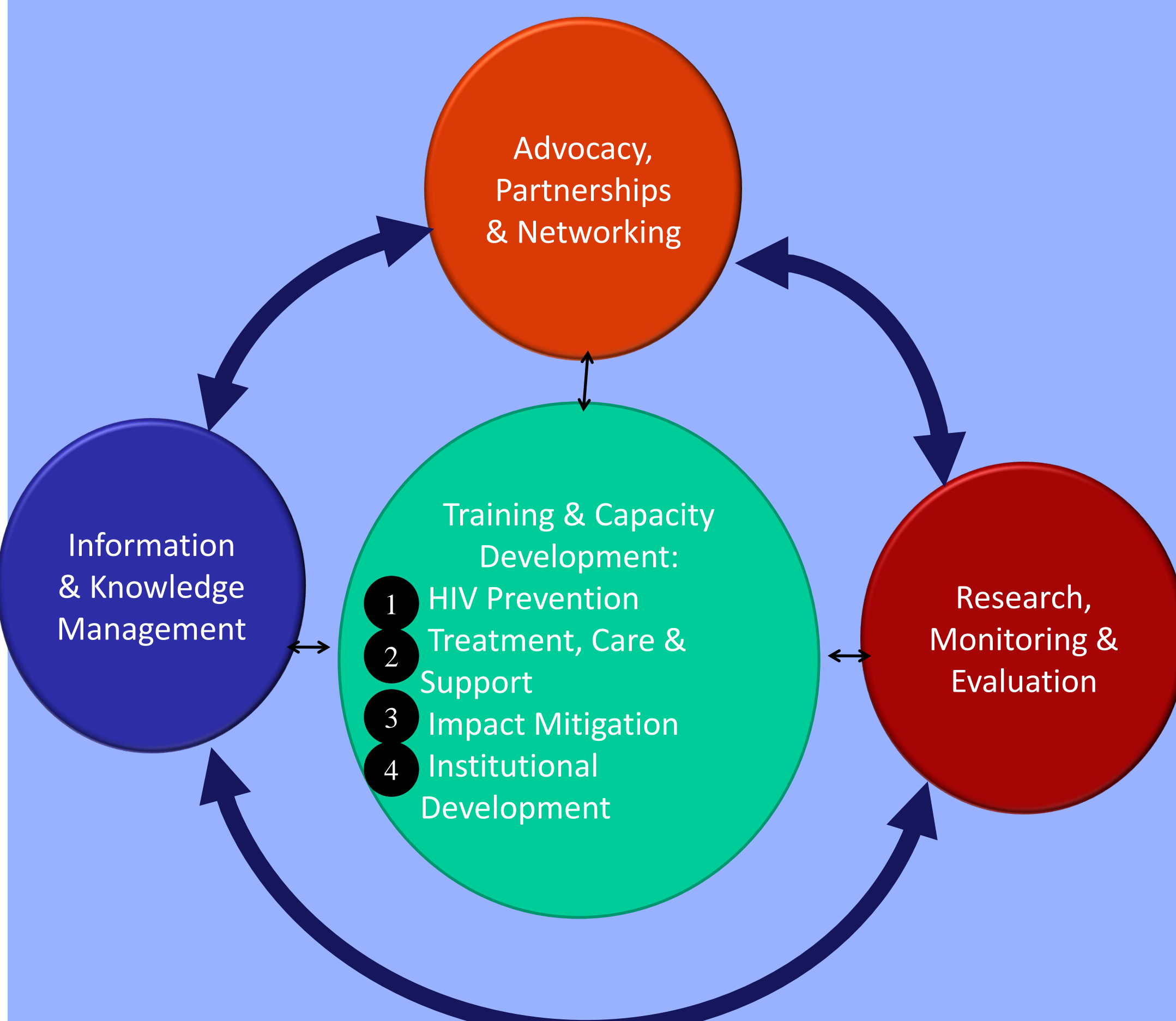
Associate Member Institutions

1. Uganda National Health Consumers (UNHCO)
2. Southern African AIDS Trust
3. Churches Health Association of Zambia
4. Southern Africa HIV and AIDS Information Dissemination Service

Our Work and the RATN Networking Model

The model clusters all network members into smaller groups within their areas of comparative advantage aligned to RATN thematic and programmes areas.

Figure 1 below illustrates the RATN cluster model



Benefits of Clustering Model

- Strengthening involvement and participation of MIs
- Strengthening MI to MI collaboration
- Systematic expansion of the network membership
- Greater devolvement of RATN work to MIs
- Creating more relevance of MIs to national and regional responses
- Greater involvement of Associate Member Institutions

RATN Strategic Goal is "to strengthen the capacity of individuals and institutions in the Eastern and Southern African Region to effectively respond to the HIV and AIDS pandemic through training & capacity development, information sharing & advocacy"

Range of Training Courses

- Adult Education/ToTs
- Advanced Health Research Methods
- Advocacy Skills for Reproductive Health
- Traditional and Alternative Therapies in HIV/AIDS
- The ART Programme Management
- ARV training for Counsellors
- Child Counselling
- Children and their Carers
- Communication and Behavior, Principles and Practices
- Community Care and HIV
- HIV/AIDS Counselling: Current Challenges
- Counsellor Support Supervision
- Counselling for Marginalized Groups
- Eclectic Counselling
- Gender and HIV/AIDS
- Gender Training on Policy and HIV/AIDS
- HIV Counselling and Testing (HCT) Service Management
- Laboratory Practices and Management
- Policy and Planning
- Prevention of Mother to Child Transmission of HIV/AIDS (PMTCT+)
- Programme Management/ Administration
- Rehabilitation and Palliative Care for PLWHAs
- Systemic Counselling

Contact Us

Regional AIDS Training Network
Nairobi Business Park, Unit C, First Floor, Off Ngong Road
P.O. Box 16035 – 00100 GPO, Nairobi, Kenya.
Tel: +254-20-3871016, 3872201, 3872235
Email: ratnexecutive@ratn.org
Website: <http://www.ratn.org>

Acknowledgments

1. **Our donors**
 - a) Canadian International Development Agency (CIDA)
 - b) SIDA Swedish International Development Cooperation Agency (SIDA) and
 - c) Irish Aid
2. **RATN MIs** for their continued capacity development for effective HIV response across Eastern and Southern Africa
3. **RATN Partner Organizations**
 - a) International HIV/AIDS Alliance b) EANNASO c) UNAIDS
4. RATN Secretariat staff based in Nairobi Kenya