

AIM PROGRAMME PROGRESS

October and November have been an active two months for AIM as it prepares for its programme implementation. Some of the key activities include:

- Support of World AIDS Day Activities
- Recruitment process with the appointment of trainers and support staff
- AIM Resource Centre (based) in Kampala established
- Formation of the AIM steering committee

The district Selection Process has taken much time as it is such a crucial part of the AIM programme. Details are listed below:

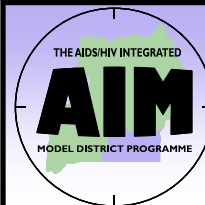
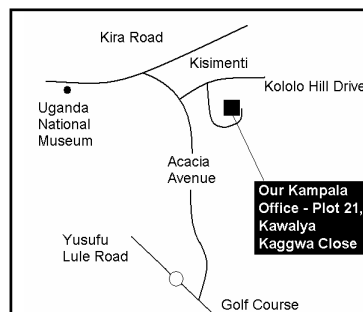
- A district selection group was formed by the criteria selection working group to review and finalise the criteria selected by the group on September 19th, 2001
- AIM held further collaboration meetings with key stakeholders
- An independent, local consulting group was selected to provide a district profile review of all the 56 districts with the view to short list twenty
- A sub-district committee of the district selection group was formed to guide the consultants in the process
- The district selection group will meet to review recommendations made by the consultant group and agree on a short list of districts
- Short listed districts will be notified by mid December that they have been selected for further consideration through the assessment visits from the district selection group
- January 7-11, 2002 five teams consisting of representatives from the consulting group, district selection group and AIM will visit and assess the twenty short listed districts
- The consulting group will review the district assessment process and will present the findings of the assessment to the district selection group
- The final twelve districts to be chosen and finalised by the AIM steering committee by the end of January
- Launch of the AIM Programme at National and District Level in February and March
- Programme implementation starts March 2002

Any questions or queries? Please feel free to contact AIM:

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The AIDS/HIV Integrated Model District Programme



SCOPE

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World AIDS Day

It seems fitting that we publish the second edition of SCOPE on December 1st. World AIDS Day; the day that the world remembers the many millions of men, women and children whose lives have been affected who struggle to survive—and the many millions who find hope. But for the five year old girl grieving her parents “millions” mean little. For the seventeen year old boy finding himself as the new family provider – all the others in the world are irrelevant. For the grandmother caring for nine children, her concern is simple: where the next meal will come from? This situation reminds me of a quote “A million deaths is a statistic - a single death a tragedy” - Uganda has responded to AIDS with aggression and compassion. This is not the time to be complacent. This is the time to take the fight onwards. It starts with us. We should all be able to say to one another “I care - do you?”. It was in this spirit that AIM joined hands with other partners as World AIDS Day was commemorated. This supportive work of AIM is one way of saying ‘we care’.

This issue looks at “capacity building and Training” – a key strategy for the work of AIM. We also explain our development over the past few weeks and the plans we have in place.

On behalf of all of us at AIM, may we wish you a peaceful holiday season.

Maurice Adams Programme Director



AIM is pleased to be able to support various groups at this World AIDS Day 2001.

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The views expressed by the author(s) do not necessarily reflect those of USAID or CDC

WHAT IS CAPACITY BUILDING

Capacity building is a process of assisting an individual or group to identify and address issues, gain insights, knowledge and experience needed to solve problems and implement change. This process works towards the development of an organisation's core skills and competencies such as leadership management, finance, programming, monitoring and evaluation. Capacity building is facilitated through the provision of technical support in activities, including training, coaching, mentoring, specific technical assistance and resource networking.

Capacity Building enables resource sharing which promotes efficiency and effectiveness of existing services, thus ensuring provision of quality services.

Importance of Capacity Building to Districts in Uganda:

The majority of districts do not have sufficient skilled manpower, expertise, and logistical capacity to manage comprehensive programmes as may be required to meet all the needs of its community.

By providing support to a range of organisations and districts, AIM will build on what exists to strengthen capacities. This will ensure that they have competent human resources, trained staff in financial control, good management information systems, and appropriate communication and reporting structures. The importance of capacity building activities at districts and sub-district level therefore cannot be underestimated.

AIM exists to increase the provision of comprehensive HIV/AIDS services at the district and sub-district level. It will achieve this through working closely with key partners supporting and strengthening existing initiatives. Capacity building and training is therefore a vital part of the AIM Programme.

FACTS FROM THE UGANDAN FIELD
Current Uganda population is 24m.
Annual growth rate is 2.9%

By 2020 this will have risen to 101m (State of Uganda's Pop. Report 2001).

FACTS FROM FURTHER AFIELD

Roughly 2.8 million people live in cities

By 2015, that number will have risen to 3.9 Billion. (The Economist, November, 2001)

AIM...

...for a safe and healthy future

WIT AND WISDOM

'I have never met a man so ignorant that I could not learn something from him'
(Galileo)

TRAINING – AIM'S CAPACITY BUILDING STRATEGY

Training is the transfer and equipping of skills and knowledge. Training enhances a person's performance and benefits the organisations where individuals work. Training can be for paid staff, volunteers or any member of the community e.g. parents and care givers.

Forms of training:

Whereas some training methods are to impart knowledge, others are best used to impart skills. In districts where staff have core skills and knowledge in their fields, training methods that are aimed at strengthening their skills would be most appropriate. Methods may include but are not limited to:

Demonstration
Apprenticeship
Job placement

Role Modelling
Instruction – oral/written
Competence based training

Benefits of training to the districts:

People are the main resource at district level. Training increases the ability to people and teams to implement and manage programmes successfully. This creates for the districts:

- A pool of readily available and adequate replacements for personnel.
- Sufficiently knowledgeable staff enhancing the district's ability to manage, adopt and use advances in technology
- A more efficient, effective and highly motivated team, which elevates the districts' competitiveness

These factors give those involved a sense of satisfaction through the achievement of personal and programme goals. This in turn should help improve the delivery of services at the various levels in the districts: a key goal for AIM.