

**Training Need Assessments of Project Staff under Nine  
Targeted Intervention Projects in 4 districts of Maharashtra  
Supported by  
Maharashtra State AIDS Control Society (MSACS)**

**Submitted to**



Every step towards  
AIDS Free Maharashtra

**Maharashtra State AIDS Control Society, Mumbai**

**Submitted by**



Sosva Training And Promotion Institute (STAPI)- State Training  
and Resource Centre (STRC) under NACO-STRC Project

**MHADA Commercial Complex, 1<sup>st</sup> Floor,  
Maharashtra Housing Board Colony, Yerawada,  
Pune 411006.**

**Tel: 020 - 26687900; 26696212; 26682714**

**Fax: 020 - 26695646**

**Email: stapipune@gmail.com; society\_2007@dataone.in;**

**Website: www.stapi.org**

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## Index

<b>Sr. No</b>	<b>Details/Contents</b>	<b>Page No.</b>
1.	About Sosva Training And Promotion Institute (STAPI)	7-12
2.	About STAPI- State Training and Resource Centre (STRC)	12-13
3.	Back ground of Training Needs Assessment:	13-15
4.	Part 1- TNA Analysis of TI project conducted by STAPI-STRC	16-21
5.	Specific Observations and Feedback of the STAPI-STRC Team conducting the TNA	22-24
6.	List of NGO TI Reports received with the support of TSU Maharashtra	25-26
7.	Part 2- TNA Analysis of TI Reports received with the support of TSU Maharashtra	27-45
8.	Cadre wise analysis on the basis of TNA received	46-60

## **Abbreviations:**

1. AIDS Acquired Immunodeficiency Syndrome
2. ART Anti Retroviral Therapy
3. AIILSG All India Institute of Local Self Government
4. ANC Anti natal Care
5. FGD Focused Group Discussion
6. GDP Gross domestic Product
7. HIV Human Immunodeficiency Virus
8. IDU Intravenous Drug Users
9. LQAS Lot Quality Assurance Sampling
10. MSM Men having Sex with Men
11. M&E Monitoring and Evaluation
12. NACO National Aids Control Organization
13. NGO Non Governmental Organization
14. TI Targeted Intervention
15. TNA Training Needs Assessment
16. TSU Technical support Unit
17. PLHAs Persons Living with HIV/AIDS
18. PDs Project Directors
19. PMs Project Managers
20. ORWs Outreach Workers
21. PEs Peer Educators
22. STI Sexually Transmitted Infection
23. STRC State Training Resource Centre
24. RTI Regional Training Institute
25. SACS State Aids Control Society
26. DACS District AIDS control Society
29. STAPI SOSVA Training and Promotional Institute
30. NACP- National AIDS Control Programme

## **Executive Summary:**

STRC is an Initiative of Governmentt of India, Department of AIDS Control for :- strengthening and Capacity Building of Various TI Projects of MSACS NACO , MSACS, TSU, TL-TI-TSU, DAPCU , Academic Committee, Local Resource Pool are the major actors in implementation of STRC

STAPI - STRC is instrumental in building the capacity of the Targeted Intervention Project staff . The primary objective of STRC is to build capacities of TI project functionaries to ensure qualitative improvement in their functioning to achieve the objective of prevention of new HIV infections among HRGs and bridge population.

To ensure that trainings provided to the TI staff are tailor made and suit well to the requirement of the program, Training needs assessment has been carried out across Maharashtra. Training needs assessment is a critical step to identify gaps in the existing training programs, gap in the knowledge and skill level of all TI staff and recommending appropriate course content which could be utilized in designing and developing curriculum for the identified areas.

The Present Assessment has been carried out in 09 TI projects supported by Maharashtra State AIDS Control Society (MSACS) covering 4 districts of Maharashtra. Utmost care has been taken to ensure quality in the assessment process. The detailed design of TNA ensured both quantitative and qualitative data collection from five typologies (FSW, MSM, Core Composite, Migrant and Truckers) and four different cadres of staff.

The major findings of TNA showed high level of knowledge among Bridge project staff than core. However high level of staff turnover (40%-60%) at the TI level was the main area which affected the knowledge and skill among all cadres.

The major areas of training identified for future trainings programs for all cadres are Basics of HIV&AIDS and Basics of Sexually Transmitted Infections, Interpersonal Communication and Behavior Change Communication, Documentation skills, Roles and Responsibilities of each cadre.

Majority of Staff were found to be comfortable with Marathi or Hindi as the mode of communication in training programs. All the cadre of staff mentioned that a perfect

combination of all training methodologies (Lecture, Discussion, Game, Video show etc.) encourages participation in the training programs.

On the basis of the TNA findings, Induction Training programme for all cadres have been planned by STAPI-STRC in consultation with MSACS and TSU. The training batches will include typology wise and cadre wise training batches to address challenges and issues identified during TNA. Two Training of Trainers (TOT) on Peer Educator trainings. The master trainers developed from the ToT will act as Resource pool to conducted district level PE trainings.

## **Acknowledgement**

The STAPI- STRC, Maharashtra acknowledges the efforts of Training Officers; STAPI- STRC in completing the Training needs assessment.

We also acknowledge the guidance and support provided by the representatives of Maharashtra State AIDS Control Organization, Team Leader and Project Officers, Technical Support Unit, Maharashtra.

We acknowledge all the TI NGOs who supported in conducting TNA activities. Without their cooperation the TNA would not have been completed successfully.

## **Major Contributors for TNA**

### **At Maharashtra State AIDS Control Society (MSACS):**

1. Ms Avsharan Kaur, JD-TI MSACS
2. Mr. Hussain Shaikh, Assistant JD, TI, MSACS

### **At Technical Support Unit, PHFI, Maharashtra**

1. Mr. Sudhakar Joshi, Team Leader, TSU, PHFI , Maharashtra
2. All Project Officers, TSU, Maharashtra

### **At the STAPI-STRC, Maharashtra**

1. Mr. Nilesh Shinde, Training Coordinator, STAPI-STRC, Maharashtra
2. Mr. Amar Chavan Training Officer, STAPI-STRC, Maharashtra
3. Ms. Deepali Chavan, Training Officer, STAPI-STRC, Maharashtra
4. Mr. Sreelesh Nambiar, Training Officer, STAPI-STRC, Maharashtra

## **A. About Sosva Training And Promotion Institute (STAPI)**

### **Experience, Core Competence, Human Resources**

Name of the organization	Sosva Training And Promotion Institute (STAPI)
Contact Details of SOSVA Training And Promotion Institute (STAPI)	Sosva Training And Promotion Institute (STAPI) MHADA Commercial Complex, 1 <sup>st</sup> Floor, Maharashtra Housing Board Colony, Yerawada, Pune 411006 Tel: 020 – 26687900; 26696212; 26682714 ; Fax: 020 – 26695646 Email: society_2007@dataone.in; stapipune@gmail.com Website: www.stapi.org.in
Registration details under Societies Registration and Bombay Public Trusts Acts	<b>Registered Under :</b> <ol style="list-style-type: none"> <li>1. Society Registration Act of 1860 Reg. No. 962/ 2000/ G.B.B.S.D. dt. 20/9/2000.</li> <li>2. Bombay Public Trust Act of 1950 Reg. No. F-22292 Dt. 30/11/2000.</li> <li>3. Section 12 A- Rg/ TR.4/2001-02/130 Dt. 22/3/2002.</li> </ol>
Details on Income Tax Exemptions	<b>Exempted Under :</b> <ol style="list-style-type: none"> <li>4. Under Section 80 G : PN/CIT-III/Tech/80g/424 /2011-2012 /2794 dt. 17/2/2012 - until withdrawn</li> <li>5. Under Section 35AC : No: S.O.No.1371(E) dated. 14 June 2011 valid up to 31/3/2014</li> </ol>
FCRA Registration Details	FCRA Registration No. 83930479
Name And Designation of Chief Functionary	Shri. P. D. Karandikar I.A.S. (Retd.) President
Name and Designation of the Contact Person	Parinita Kanitkar Chief Executive
STAPI Accreditation Details	Registration No :- CA/59/2009-2010 Valid Upto 22/12/2014
Nodal Agency” for Rashtriya Mahila Kosh (RMK)-A Micro Credit Agency of Department of Women and Child Development, Govt of India	The ‘Rashtriya Mahila Kosh’ (RMK), Department of Women and Child Development, Government of India accorded a “Nodal Agency” Status to STAPI during the year 2001-2002 to promote and support the Self Help Group activities of NGOs to facilitate women’s empowerment for their socio-economic development
Capacity Building Partner of Mahila Arthik Vikas Mahamandal	STAPI is a Partner Agency of MAVIM for capacity building of 132Managers of Community Managed Resource Centers from 33 districts of Maharashtra. We also did an evaluation of MAVIM Project “KAYADYA SATHI” in 12 districts of Maharashtra – An initiative under “Tejaswini –IFAD Partnership Project “
Think Tank Member of Maharashtra State Rural Livelihood Mission	STAPI was involved in discussions regarding State Perspective Implementation Plan for Maharashtra State Rural Livelihood Mission
Nodal Agency Status” for	The Women and Child Development Department have accorded a

promoting Public-Private Partnership.	“Nodal Agency Status” to STAPI for promoting Public-Private Partnership. (Ref: O.W.No. MISC-2012/CR-202/D-3 dated 27/07/2012.)
Capacity Building Partner for Rashtriya Gram Swaraj Yojana (RGSY) Dept of Rural Development Govt of Maharashtra	The Ministry of Panchayati Raj, Government of India with the objective of empowerment of Panchayati Raj Institutions selected STAPI for Capacity Building and Training (CB&T) activities in Daund Purandar, Ambegaon and Junnar Blocks of Pune District A total of 299 newly elected Gram panchayat members ( 194 newly elected Gram Panchayat members and & 21 Gramsevak of Ambegaon from 30 Grampanchayats) and ( 105 newly elected Gram Panchayat members and & 15 Gramsevak of Junnar from 21 Grampanchayats) were trained in 40 batches of 3 days duration each during the years April 2011-March 2013. During the Years April 2013-March 2014, 100 newly elected Gram Panchayat Members from 10 Grampanchayats of Daund Black and 67 newly elected Gram Panchayat members from 11 Grampanchayats from Purandar Block were trained in 15 batches of 3 days duration.
STAPI As a SIYB Partner Organisation for International Labour Organisation (ILO)	STAPI has entered into an MOU with International Labour Organisation (ILO) for its start and Improve Your Business programme ( SIYB) as a inter related management skill training packages consisting of Generate Your Business Idea (GYB) ; Start Your Business Idea (SYB) ; Improve Your Business Idea (IYB) ; Expand Your Business Idea (EYB) for micro, small or medium enterprise (MSME) owners, managers and potential entrepreneurs. SIYB is a business management training programmes for small scale entrepreneurs. It includes three interrelated programmes, namely Generate Your business Idea (GYB), Start Your Business (SYB) and IYB (Improve Your Business (IYB) STAPI has experience of training the Master Trainers on concept of “Start and Improve Your Business by enabling the potential entrepreneurs to start viable micro and small businesses, and to encourage the existing entrepreneurs to increase the viability and profitability of MSMEs (Micro, Small and Medium Entrepreneurs) through application of sound management principles, which may lead to creation, and / or sustenance of quality employment.
Registration and Empanelment with TISS-National-CSR Hub	Registration No: Code 1/2/11/027 valid till 31/03/2015.
Capacity Building Partner for Swarna Jayanti SwaRojgar Yojana (SGSY) Ministry of Rural Development Govt of India	STAPI in a tripartite arrangement has trained 571 BPL Youths from 8 districts of Maharashtra through capacity building trainings in Health Care sector viz Training of Bed Side Assistants, Ward boys, Assistant Nurses .Out of trained 571 participants, We could provide placements to 361 BPL Youths .
STAPI As an Partnering agency of IICA, Ministry of Corporate Affairs for CSR Dissemination; CSR Advocacy under IICA CSR	STAPI has been selected as a Partnering agency of Indian Institute of Corporate Affairs, ( IICA ), Ministry of Corporate Affairs for CSR Dissemination and CSR Advocacy under IICA CSR GATEWAY Project.



GATEWAY Project.	
STAPI's empanelment as "Technical Support Partner "by National Health Mission, State Health Systems Resource Centre, Pune (Govt of Maharashtra	National Health Mission, State Health Systems Resource Centre, Pune (SHSRC, Pune)Govt of Maharashtra has empanelled STAPI as "Technical Support Partner " for implementation of evaluation and research projects in Maharashtra for the year 2014-2015.

The SOSVA Training and Promotion Institute (STAPI) is a support service organization focusing on building the capacities of the voluntary organizations working in the diverse field of social sectors to enable them to play a more sustainable and effective role in all sectors of socio-economic development in the service of the under-privileged section of the community. This includes capacity building, NGO promotion and their strengthening for qualitative sustainable contribution for the betterment of society. STAPI is an Accredited NGO.

### **Vision**

A Centre of Excellence for Development of Human Resources of Voluntary Sector with core emphasis on values of service, Volunteerism and Professionalism.

### **Mission**

A sustained promotion, strengthening and building up of Human Resources of Voluntary Sector through Training, Consultancy Documentation and Research.

### **Sectors of Operations :-**

- Rural Development
- Women and Child Development
- Micro Finance
- Panchayati Raj
- Vocational Skills building
- Social Welfare
- Youth Welfare
- Health and Family Welfare
- Prevention of HIV/AIDS

### **Major Areas of Operations :-**

- Capacity building of Grass root community based organizations for human resource development
- Capacity Building , Strengthening of People's Collectives and Networking,

- ✓ Conduct of TNA's, Baseline/Midline/End line Survey ;Revalidation of Data; Project Mapping , Pre Project Planning, project Formulation , Project Management , Project Implementation, Project Monitoring and Evaluation and Project Impact Assessment
- ✓ Providing implementation assistance, handholding support and Supportive supervision including providing technical assistance to the NGOs/CBOs
- ✓ Conduct of operational research
- ✓ Publications for the NGOs /CBO's

Institutional Knowledge, A rich experience of project implementation with no of national and international organizations , Statewide Network of NGOs working in the diverse field of social sectors, excellent rapport with the district level administration , Linkages & Collaborations with Govt. departments, availability of full fledged training Infrastructure are our strengths.

The Governing Council of STAPI are the people of vision, dedication and experience recipients of several national and international awards like Padmabhushan, Magsaysay and Mother Teresa Awards in recognition of their long years of selfless service in community welfare and public health. Their presence on our Governing Council vouches for our integrity and commitment to the voluntary sector. Late. Mr. V. Srinivasan, IAS (Retd.) and Late. Dr. R. S. Arole is the Founder Members of STAPI.

### **Linkages; Networking & Tie-ups at district level :-**

STAPI as a Nodal Agency /Mother NGO and as a capacity building organization has strong linkages and excellent network with several NGOs & their networks, with various Government Organizations at Block, District, state and national level, experts from the various sectors and the Sector's Specialist and various collaborating organizations. STAPI also has the capacity to organize simultaneous trainings and outstation trainings at any locations in Maharashtra. STAPI thus has a rich experience and expertise in organizing capacity building initiatives for NGOs and individuals from various sectors and with different background of experience and expertise.

It will not be out of place to mention that many of our partner NGOs all our Maharashtra are actively engaged in the field of Community based Watershed Development & Management, Agriculture Development, Irrigation Development & Management, Organic Agriculture, SHGs & Women Empowerment, Micro-Finance & Rural Entrepreneurship development & Livelihood Promotion of small & marginal farmers.

STAPI also has a good network with some of the leading organizations in appropriate technology development, ground water management, water and soil testing, watershed development models, environment control through natural regeneration, capacity building of NGOs & CBOs & Networking between development agencies including government agencies.

### **Infrastructure and Facilities:-**

The training Institute has been functional since 1995. The Training institute is unique, the first of its kind focusing on capacity building, training and strengthening of voluntary organizations, and is

located in Pune, the heart of NGO land. STAPI has excellent physical facilities viz. adequate training infrastructure with all necessary teaching aids. It has conference halls, administrative office, a hygienic and well maintained kitchen and a well furnished hostel for 50-60 participants. It is also equipped with furniture, computers/ laptops, internet, LCD projectors, printers, website including the inverter back up support systems etc.

The organization has a rich pool of sector experts and resource persons and has good rapport and access to experienced in house and guest faculty across the State of Maharashtra.

### **Library and Documentation Centre:-**

STAPI has Library documentation centre which forms an integral part of the organization. The library contains over 1500 books, periodicals, NGO newsletters, reports, newspaper clippings and other matters. Available volumes are classified. Periodicals received from NGOs, Government are regularly displayed and are made available to trainees and readers. It also has a large collection of videocassettes in English, Hindi and Marathi and is well equipped with audio-visual aids.

### **Financial Management:-**

STAPI has a long experience of financial management of various projects. The proper accounting systems are in place. All the project accounts are computerized in Tally 9.0 version, and are maintain project wise separately. STAPI as a “Nodal Agency” also has undertaken “financial monitoring” of different projects implemented by our partner NGOs.

### ***STAPI's Experience in conduct of Trainings on various issues related to Prevention of HIV/AIDS :-***

STAPI has been recognized as a capacity building organization by national and international partners for conduct of various HIV/AIDS Prevention trainings.

STAPI has partnered with AVERT Society (A joint Project of NACO, Government of Maharashtra & USAID); HIV/AIDS Prevention and Control Project for Maharashtra –Mumbai; **(2002-2010)** & as a Regional Training Institution (RTI) with AVERT as a STRC for Maharashtra ( **August 2010—June 2012**); Family Health International under Bill & Melinda Gates Foundation AVAHAN India AIDS Initiative “AASTHA Project”- **(2005 – 2008; 2009-2011; June 2012-Feb 2013)**; Maharashtra State AIDS Control Society, **(2009-2012 including trainings conducted for MSACS Project during AVERT-STRC Project)** Mumbai Districts AIDS Control Society,**(2005-2006 &2008-2010)** Chhattisgarh &Goa State AIDS Control Societies **(2005-2006)**, Enable Health society as Continuing Education and Training centre for Maharashtra (CETC) **(September 2010 – March 2013)**

The various activities under these different partnerships includes Training Needs Assessment; designing and development of training curriculum, development of training manual and training materials; conduct of various residential trainings - Induction & refresher trainings; Advocacy trainings; Follow-up visits cum onsite trainings; documentation and reporting; conduct of supportive supervision, support in development of learning sites and support in conduct of concocting operational research, monitoring and evaluation.

STAPI has trained the various project staff of various HIV/AIDS Partners Viz project holders, project co-coordinators, programme managers, advocacy officers, M & E Officers, outreach workers, peer educators, peer leaders, project counsellors, project nurses, community counsellors, community development officers, CBO members, community volunteers community advocates of TI projects of FSW/MSM/IDU's /Transgender and bridge populations like migrants project partners of AVERT Society, Maharashtra State AIDS Control Society, Mumbai Districts AIDS Control Society, Chattisgarh State AIDS Control Society & Goa State AIDS Control Society & Dadra Nagar Haveli SACS.

## **B. About STAPI- State Training and Resource Centre (STRC)**

### **Background:**

STRC is an Initiative of Govt of India, Department of AIDS Control for :- strengthening and Capacity Building of Various TI Projects of MSACS NACO , MSACS, TSU, TL-TI-TSU, DAPCU , Academic Committee, Local Resource Pool are the major actors in implementation of STRC STAPI Has Served as an Regional Training Institution under NACO-AVERT (STRC) –RTI Project during 2010-2013

### **The scope of STRC includes the following :-**

- Training of the TI and Link Workers Staff
- Pre and Post Training Need/Impact assessment
- Develop local resource pool for trainings
- Develop learning sites for cross learning.
- Undertake Operational Research
- Adapt the training materials provided and developed by NACO

## **Objectives of STRC**

- Building capacities of TI project functionaries to ensure qualitative improvement in programme implementation
- Prevention of new HIV infections among HRGs and bridge populations
- Ensuring need-based quality training of TI-s as per NACP-III's technical and operational guidelines
- Developing local resources such as facilitators for trainings and demonstration sites, to ensure that the skill development process is sustained
- Enhancing the capacity of NGOs and civil society organizations in proposal development for NACP funded targeted intervention projects
- Undertaking operational research and learning site development

## **Deliverables as per Terms of Reference:**

- Setting up Academic Committee
- Conduct of Trainings (Refresher)
- Conduct of Trainings (New Staff)
- Undertake Operational Research
- Development of Resource pool
- Development of website/Resource Centre
- Development of learning sites
- Field visits and report submission, translation

## **STAPI- STRC Training Load:**

STAPI STRC has been entrusted with the responsibility of Training and Capacity building of Project Staff Viz. Project Manager, Counselors, M&E cum Accountant, Out Reach Worker, Peer Educators/ Peer Leaders, Link Supervisors of 125 Targeted Intervention Projects supported by Maharashtra AIDS control Society. The typology and cadre wise details are given below:

<b>S.r.No.</b>	<b>TI Typology</b>	<b>Total</b>
1	Female Sex Worker	43
2	Composite	27
3	MSM	6
4	Migrant	39
5	Truckers	9
6	IDU	1
	Total TIs.	125

### **C) Back ground of Training Needs Assessment (TNA):**

STAPI-STRC has planned to initiate the training programme under NACO- STRC project in the month of November 2014 as per Training plan submitted to MSACS and NACO. As conducting Training needs assessment has been identified as a critical step in training programs to ensure that accuracy and relevance of the training needs are identified and reported for curriculum design and development process. The STAPI-STRC conducted TNA visits to the 09 Targeted Intervention projects supported by MSACS in four districts of Maharashtra. The TNA visits conducted covered all the typologies which include FSW, MSM, Core Composite, Truckers and Migrants. The TNA involved an analysis of the existing knowledge on the project staff, identification of gaps in knowledge and skills , assessing challenges and issues of project staff, core training needs and recommendation of appropriate course content that could be utilized in designing and developing curriculum for the areas identified in the TNA visits.

#### **The objective of TNA**

The objective of TNA visits were

- 1) To understand the local Targeted Intervention field realities and gaps in knowledge and skills in project staff and fine tune the modules to address these specific needs.
- 2) To collate the reflections / findings during the physical visits versus the training inputs given based on the field findings.
- 3) To interact with project staff and identify challenges and issues faced by TI project staff.

- 4) To capture the observations and provide feedback and suggestions for future training programme.

### **Methodology of TNA:**

Both quantitative and qualitative methods have been used for conducting Training Needs Assessment under NACO- STRC.

1. **Individual Interviews** –Separate questionnaires / Tools were developed for four different cadres under TI Projects which include Project managers, Outreach Workers, Counselors and M&E cum Accountants.

2 **Observations and feedback:** The STAPI-STRC team conducting the TNA visits provided their observations captured during their interactions with TI project staff and probable suggestions/feedback for each cadre to address the same.

### **List of NGOs selected for TNA under NACO STRC Project**

<b>Sr.No</b>	<b>Name of the NGOs for TNA visits</b>	<b>Typology</b>	<b>Districit</b>	<b>Name of the STRS Team members</b>
1	Niramay Aroghya Dham,	FSW	Solapur	Amar Chavan
2	Kranti Seva Sangh, Solapur	FSW		
3	Snehalaya (Shnehajyot) Unit I, Ahmadnagar, Maharashtra	CC	Ahmednagar	Sreelesh Nambiar
4	Snehalaya (Shnehajyot) Unit II, Ahmadnagar, Maharashtra on	CC		
5	Sangram, Karad,	CC		
6	Kayakalp	FSW	Pune	Deepali Chavan
7	Magmo Welfare Association,	Migrant	Nashik	Nilesh Shinde
8	Vaisha AIDS Muqabala Parishad, Sangli- project	FSW	Sangali	Nilesh Shinde
9	Samapathik, Pune- project	MSM	Pune	Amar/Nilesh

## D) The TNA Process:

The STAPI-STRC TNA Process was conducted in two parts. One is based on the reports of 41 TI's projects from 14 districts of Maharashtra, with the support from Technical Support Unit (TSU) Maharashtra. The details of the same are attached at Annexure 1. The analysis of reports is attached at Annexure 2.

The second part involved the TNA visits conducted by STAPI SRTC Project team. The STRC team visited Seven TI's projects of Nine NGO's from four districts of Maharashtra. The STAPI-STRC team conducted a in-depth interview with four cadres (Project Managers, Counselors, Outreach Worker and M&E cum Accountant of TI project with the help of the Questionnaire/format. The format consisted of basic information(name, age, gender, educational Qualification, total years of experience in HIV field, languages known and training attended) of the cadre, present knowledge level , assessment of knowledge level out of the counselors module and future expectations and suggestions, The details of the TNA Analysis are tabulated below:

S. N	Name & Contact details of NGO and Date of Visit	District	Typology	Cadre	TNA Analysis		
					Theme	Problem	Frequency
1	Snehalaya Nr. Gandhi Maidan, Opp. Chitra Talkies Ahmednagar - 414001	Ahmednagar	CC	PM	Risk and vulnerability	Role of manager	
				Counselor	Social and sexual networks, difference between masculinity and feminity, impact of HIV/AIDS counseling on HRG, ethical issues in counseling, appropriate and active		



					referrals		
				ORW	NACP IV Goals and Objectives, work plan,	Risk and Vulnerability, Syndromatic case Management, ART Adherence, Regular contact	RMC, Roles and Responsibilities of an Out Reach Worker
				PL	TI Programmes, Hot Spot		
2	<b>Snehalaya's</b> Main office- Opp.Chitra Theater, Near Mahatma Gandhi Maidan, Ahmednagar 414 001	Ahmednagar	<b>CC</b>	PM		implementing TI	
				Counselor	Social and sexual networks, difference between masculinity and feminity, impact of HIV /AIDS counseling on HRG, ethical issues in counseling, appropriate and active referrals		

				ORW	NACP IV Goals and Objectives, work plan,	Risk and Vulnerability, Syndromatic case Management, ART Adherence, Regular contact	Regular Medical Check-up, Roles and Responsibilities of an Out Reach Worker
				PL			
3	<b>Samapathik Trust</b> 1004, Rameshwar Market, Budhawar Peth, Office No. 9, 3rd Floor, Nr. Vijay Maruti Chowk, Laxmi Road, Pune - 411 002	Pune	CC	PM	NACP IV Goals and Objectives, work plan,	TI components, Interpersonal communication,	
				Counselor	3 methods of reducing HIV, roles and responsibilities of counselor, STI Symptoms	Crisis counseling, ethical issues in counseling, counseling skills of HIV and STI, how to address HIV Risk factors among HRG's, appropriate and active referrals,	Major STI and symptoms of STI, counseling techniques for male and female clients, ethical rights of HRG's, management of crisis among HRG's, post test counseling
				ORW		NACP IV Goals and Objectives, work plan, TI components, Interpersonal communication,	
				PL	TI Programme, Roles and responsibilities , symptoms of STI, Linkages		

4	<b>Vaishya AIDS Muqabala Parishad CBO</b> VAMP Sanstha, Balajinagar, Kupwad Road, Behind Bharat Petrol Pump, Sangli-416416	Sangli	FSW	PM	Not aware of NACP IV so need to give training on NACP IV.	Need to give training on steps in implementation in TI, work plan, supportive supervision, monitoring areas, decision making, Syndromic case management, TI components, monthly expenditure & variance report.	
				Counselor	Need to training on difference between masculinity and Feminity, referral mechanism, appropriate and active referral.	Need to give training on ethical rights of HRG, types of crises among the HRG and how to manage crises among HRG.	
				ORW			
				PL			
5	<b>Niramaya Arogya Dham</b> 15 C, Gold peth, Behind Sarswati Book Depot, Nr. Bhave Hospital, Solapur - 413005	Solapur	FSW	PM	--	--	--
				Counselor	--	--	--
				ORW	--	--	--
				PL	--	--	--
6	<b>Kranti</b>	Solap	FSW	PM			

	<b>Mahila Sangh,</b> Vyentesh Apartment Plot No. 301, 3rd Floor, 163/3, Railway Lines, Solapur - 413001.	ur		Counselor	social and sexual networks, difference between masculinity and feminity, impact of HIV /AIDS counseling on HRG, ethical issues in counseling, appropriate and active referrals, referral mechanisms, ethical issues in counseling, ethical rights to HRG's		
				ORW	NACP IV Goals and Objectives, work plan,	Implementation of TI,	
				PL	TI Programme, Roles and responsibilities , symptoms of STI, Linkages		
7	<b>Niramaya Arogya Dham</b> 15 C, Gold peth, Behind Sarswati Book Depot, Nr. Bhave Hospital, Solapur - 413005	Solapur	<b>CC</b>	PM			
				Counselor			
				ORW			
				PL			
8	<b>Kayakalp (BB)</b> 1004/5	Pune	<b>FSW</b>	PM	NACP IV Goals and Objectives, work plan,	Implementation of TI,	

	Rameshwar Market, Nr. Kalekar Hospital, Budhwar Peth, Pune 411 002			Counselor	Social and sexual networks, difference between masculinity and feminity, impact of HIV /AIDS counseling on HRG, ethical issues in counseling, appropriate and active referrals		
				ORW		roles and responsibilities of ORW, Micro planning, what is DOTS, what is Peer Led Models, what is RMC,	
				PL		TI Programme, Hotspot, condom depot, HIV Transmission, symptoms of STI	
9	<b>Magmo Welfare Sanstha</b> Office No.3.NDA Tower, Sambhaji Chowk, Untwadi road, Nashik - 422002	Nashik	<b>Migrant</b>	PM	risk and vulnerability		
				Counselor	3 methods of reducing HIV, roles and responsibilities of counselor, STI Symptoms	crisis counseling, ethical issues in counseling, counseling skills of HIV and STI, how to address HIV Risk factors among HRG's, appropriate and active referrals.	

				ORW	NACP IV Goals and Objectives, work plan,	Risk and Vulnerability, Syndromatic case Management, ART Adherence, Regular contact	RMC, Roles and Responsibilities of an Out Reach Worker
				PL			

## E) Specific Observations and Feedback of the STAPI-STRC Team conducting the TNA

Apart from the assessment of the knowledge level through the TNA formats, STAPI-STRC team captured their observations and feedback during their interaction with the project team. Please find below the gist of the cadre wise Observations and Feedback of the STAPI-STRC Team conducting the TNA

### 1) Project Managers

- It was found that the Project Managers were unaware about the Goals and Objectives of NACP IV.
- The newly joined PMs required trainings in leadership and Team building skills to manage the project team.
- The Project Managers lack documentation and reporting skills. For example; to document best practices , lesson learnt etc
- The Project Managers did not have clarity of various monitoring formats used in TI project.
- Majority of the Project Managers were of the opinion that there urgent need to train the ORWs and Counselors under the TI project.
- The newly joined project staffs were not given appropriate orientation about the project goals, objectives, and targets to be achieved by Project Managers.
- The Project Managers are unaware or no efforts have been initiated by PMs to develop second line leadership at the project level.
- The Project Managers shared that due to issue of delay in timely disbursement of funds to TI project from MSACS, they (PMs) are facing challenges in retaining the motivation and morale of the project team.

### 2) Counselors

- There is lack of documentation skills amongst the counselors

- It was felt and observed that there is a urgent need for the induction training of newly joined project counselors
- It was found that the Counselors were unaware about the Goals and Objectives of NACP IV.
- There was lack of clarity about the roles and responsibilities amongst the Counselors.
- The newly joined project counselors did not have sufficient knowledge on STI treatment, ART medications and Side effects and Project medical services given under the project.
- The project Counselors are not able to maintain follow-up with STI patients and PLHIV.
- The project counselors have to be sensitized about the importance of Networking and linkages in the project.

### **3) Outreach Workers**

- The ORWs lack documentation and reporting skills.
- The newly joined ORWs lack knowledge on HIV/AIDS and STI sign and symptoms and treatment
- It was found that the ORWs were unaware about the Goals and Objectives of NACP IV.
- As most of the ORWs are under graduates and community members, training sessions should be participatory and interactive
- The ORWs are confused about the various reporting formats and data to be filled in the formats.
- The ORWs lack the outreach planning and implementation skills.
- The ORWs have good communications skills but are not able to explain and deliver important messages related to project. There is a need to focus the content of important messages on HIV/AIDS, STI and Treatment, ART, PLHIV Home Based care, etc by the ORWs in the training which needs to be given.

### **4) M&E cum Accountant**

- The project M&E cum Accountant lack skills in basic accountancy such as Tally, bank reconciliation, preparing vouchers etc.
- The project M&E cum Accountant do not have good understanding of the community they work with and are unaware of the field realities. It is therefore important to cover and sensitize the M&E cum Accountant the need to have good understanding and knowledge about the community and good realities.
- The M&E cum Accountant lack skills conduct data analysis and provide findings for the refinement of the project strategies.

- The M&E cum Accountant roles is only limited to data entry of the filled formats into the MIS system.
- It was found that the M&E cum Accountant were unaware about the Goals and Objectives of NACP IV.
- The M&E cum Accountant lack confidence to independently handle the project accountant.
- There is variation of understanding and filling of data in the various formats especially truckers TI provided by MSACS.
- The M&E cum Accountant lack knowledge on HIV/AIDS, STI and project goals and Objectives, services which needs to be covered during the training programme.



**Part II**

**F) The Part II of TNA report is study of 42 reports of 41TI Reports received with the support of Technical Support Unit, PHFI, Maharashtra**

**List of NGO TI Reports received with the support of TSU Maharashtra.**

<b>Sr.No</b>	<b>NGO Name</b>	<b>District</b>	<b>Typology</b>
1	Snehalaya	Ahmednagar	CC
2	Snehalaya's	Ahmednagar	CC
3	Rashtasant Tukdiji Maharaj Shikshan Va Arogya Prasarak Mandal	Amravati	FSW
4	Rastrasant Tukdoji Maharaj Shikshan va Arogya prasarak Mandal	Amravati	FSW
5	Rashtsant Tukdoji Maharaj Shiksan Mandal	Bhandara	FSW
6	Jansahayog Pratishthan	Dhule	FSW
7	Adhar bahuuddeshiya Sanstha	Jalgaon	FSW
8	Godavari Foundation	Jalgaon	FSW
9	Godavari Foundation	Jalgaon	CC
10	Rastravikas Agro Education Sanstha , Amalner	Jalgaon	Migrant
11	Muslim Samaj Prabodhan Va Shikshan Sanstha	Kolhapur	CC
12	Lotus Medical Foundation	Kolhapur	CC
13	Muslim Samaj Prabodhan Va Shikshan Sanstha	Kolhapur	CC
14	Muslim Samaj Prabodhan Va Shikshan Sanstha	Kolhapur	Migrant
15	Lotus Medical Foundation	Kolhapur	Migrant
16	Yuva Gramin Vikas Sanstha	Kolhapur	Migrant
17	Shirol Taluka Motar Malak Sanghatana Shirol	Kolhapur	Trucker
18	Shri Kulswamini Shikshan Prasarak Mandal	Latur	Migrant
19	BAGLAN SEVA SAMITI	Nandurbar	FSW
20	BAGLAN SEVA SAMITI	Nandurbar	CC

21	Pravara Medical Trust	Nashik	FSW
22	Pravara Medical Trust	Nashik	CC
23	Baglan Seva Samiti	Nashik	Migrant
24	Anusaya Shikshan Prasarak Mandal	Nashik	Migrant
25	Pravara Medical Trust	Nashik	Migrant
26	John Paul Slum Development Project (JPSPDP) Private Base	Pune	FSW
27	John Paul Slum Development Project (JPSPDP) BB	Pune	FSW
28	John Paul Slum Development Project (JPSPDP) Street Base	Pune	FSW
29	Samapathik Trust	Pune	CC
30	Samapathik Trust	Pune	CC
31	Maharashtra Samajik Vikas Trust	Raigad	Migrant
32	Aadhar Trust	Raigad	Migrant
33	Vaishya AIDS Muqabala Parishad CBO	Sangli	FSW
34	Vaishya AIDS Muqabala Parishad CBO	Sangli	FSW
35	Niramaya Arogya Dham	Solapur	FSW
36	Kranti Mahila Sangh,	Solapur	FSW
37	Kranthi Mahila Sangh	Solapur	CC
38	Niramaya Arogya Dham	Solapur	CC
39	Gramin Samasya Mukti Trust	Yavatmal	CC
40	Gramin Samasya Mukti Trust	Yavatmal	CC
41	Gramin Samasssya Mukti Trust	Yavatmal	Migrant

**G) Analysis of Reports received with the support of TSU Maharashtra:**

S. N	Name & Contact details of NGO	District	Typology	Cadre	TNA Analysis		
					Theme	Problem	Frequency
1	<b>Rashtrasant Tukdiji Maharaj Shikshan Va Arogya Prasarak Mandal</b> Gurudeo Nagar, Gurukunj Ashram, Tq. Tiosa, Dist. Amravati - 444902	Amravati	FSW	PM		TI components, Interpersonal communication	
				Counselor		crisis counseling, ethical issues in counseling, counseling skills of HIV and STI, how to address HIV Risk factors among HRG's, appropriate and active referrals,	
				ORW	risk and vulnerability, presumptive treatment, PPP model, dots, peer lead model, advocacy, crisis management, ART adherence		
				PL			
2	<b>Rastrasant Tukdoji Maharaj Shikshan va Arogya prasarak Mandal,</b> Gurudev Nager, Gurukunj Ashram, (Mozari), Tal. Tiosa, Dist. Amravati M.S.	Amravati	FSW	PM		TI components, Interpersonal communication	
				Counselor		crisis counseling, ethical issues in counseling, counseling skills of HIV and STI, how to address HIV Risk factors among HRG's, appropriate and active	

	444902					refferrals,	
				ORW	risk and vulnerability, presumptive treatment, PPP model, dots, peer lead model, advocacy, crisis management, ART adherence		
				PL			
3	<b>Rashtsant Tukdoji Maharaj Shiksan Mandal</b> C/o. B. N. Kathane, Jain Irrigations System, Jyoti Deep Agency, Bus Stand to Govt. Hospital Road, Bhandara. 444902	Bhandara	<b>FSW</b>	PM		Need to give on STI Prevalence information, Positive preventive counseling,	
				Counselor	Need to give on Crises Counseling, types of clients expected in the TI,	Need to give on TI component,	
				ORW	Need to learn how to handle crises management, advocacy,	Need to give on OI(Opportunistic Infections), ART Adherence, peer led model, Condom Promotion.	
				PL			
4	<b>Jansahayog Pratishtan</b> NR. Bhatwal Talkies, Dondiacha, Tal.	Dhule	<b>FSW</b>	PM			
				Counselor			
				ORW			
				PL		Not aware about the TI Programmes	

	Sindkheda, Dhule - 425408.						
5	<b>Adhar bahuuddes hiya Sanstha</b> New Plots, Nr. Kacheri, Station Road, Amalner, Jalgaon - 425 401	Jalgao n	<b>FSW</b>	PM			
				Counselor			
				ORW			
				PL			
6	<b>Godavari Foundatio n</b> Godavari Hospital Building, MJ College Road, Nr. Bhaskar Market, Jalgaon - 425003	Jalgao n	<b>FSW</b>	PM			
				Counselor			
				ORW			
				PL			
7	<b>Godavari Foundatio n</b> Godavari Hospital Building MJ College Road, Nr. Bhaskar Market Jalgaon - 425003	Jalgao n	<b>CC</b>	PM	Need a training on work plain in TI, Supportive Supervision, social sexual network		
				Counselor	Need to give on Crises Counseling, types of clients expected in the TI,		
				ORW			
				PL			
8	<b>RASHTRAV IKAS AGRO EDUCATIO N SANSTHA, AMALNER</b> 10, Ramkund, SHIV Parvati	Jalgao n	<b>Migra nt</b>	PM			
				Counselor	methods of HIV Transmission, social and sexual network, masculinity and feminity, HIV/AIDS counseling on HRG's,	ethical issues in counseling, crisis counseling, basic counseling skills for HIV and STI	Appropriate and Active Referral

	Colony, Nr. Surbhi Colony, Amalner, Jalgaon – 425401			ORW			
				PL			
9	<b>Muslim Samaj Prabodhan Va Shikshan Sanstha</b> 764,'SUDH A – SHANTI' Plaza, Gala No.7,'E' Ward, Shahupuri, Kolhapur.4 16002.	Kolhapur	CC	PM	NACP IV Goals and Objectives, work plan,	TI components, Interpersonal communication	
				Counselor	social and sexual network, difference between masculinity and feminity,	crisis counseling, ethical issues in counseling, counseling skills of HIV and STI, how to address HIV Risk factors among HRG's, appropriate and active referrals,	major STI and symptoms of STI, counseling techniques for male and female clients, ethical rights of HRG's, management of crisis among HRG's, post test counseling
				ORW		NACP IV Goals and Objectives, work plan, TI components, Interpersonal communication	
				PL	roles and responsibilities, , outreach planning, syndromic case management, opportunistic infection, IEC Material, condom promotion		
10	<b>Lotus Medical Foundation</b> Plot No. 61, SHIVaji Housing Society, Rajarampuri	kolhapur	CC	PM			
				Counselor			
				ORW			
				PL	Need training on DOTS		

	10th lane, Kolhapur - 416008						
11	<b>Muslim Samaj Prabodhan Va Shikshan Sanstha</b> Mukta Project, Gajabi Building, Block No. 63 Opp. Hotel Parinda, Industrial Estate, Ichalkaranji , Dist. Kolhapur 416415	Kolhapur	CC	PM			
				Counselor	Need to training on social & Sexual network, difference between	Need to training on how to address STI and HIV risk factors among HRG, referral active,	
				ORW		Need to training on Outreach planning, Internal Personal Communication , Peer led model,	
				PL			
12	<b>Muslim Samaj Prabodhan Va Shikshan Sanstha</b> C/o. Moin Dake, Khanjire Industrial Estate, Nr. Bombay Reyon Garments, Shahapur, Ichalkanranji, Dist. Kolhapur - 416115	Kolhapur	Migrant	PM			
				Counselor	Need to training on social & Sexual network, difference between	Need to training on how to address STI and HIV risk factors among HRG, referral active,	
				ORW		Need to training on Outreach planning, Internal Personal Communication , Peer led model,	
				PL			

13	<b>Lotus Medical Foundation</b> 1654, E-Ward, 8th Lane, Rajarampuri Kolhapur - 416008	Kolhapur	<b>Migrant</b>	PM	Needs training on Goal & Objectives of NACP IV, needs training on planning areas in TI, Needs training on steps in implementation of TI, needs training on Supportive supervision. needs training on decision making		
				Counselor			
				ORW		Needs training on risk & vulnerability, Needs training on Syndromic Management, needs training on ART Adherence, Needs training on PPP Model, Needs training on DOTS, Needs training on documentation & formats, needs training on Advocacy & its importance, Needs training on Crises management, Needs training on Basic of HIV/AIDS, Needs training on documentation, Needs training on needs of advocacy & its importance	
				PL			
14	<b>Yuva</b>	Kolhapur	<b>Migrant</b>	PM	risk and		



	<b>Gramin Vikas Sanstha Gargoti, Tal. Bhudargad Dist. Kolhapur-416209</b>	ur	nt		vulnerability		
				Counselor	social and sexual networks, difference between masculinity and feminity, impact of HIV /AIDS counseling on HRG, ethical issues in counseling, appropriate and active referrals, referral mechanisms, ethical issues in counseling, ethical rights to HRG's		
				ORW	NACP IV Goals and Objectives, work plan,	Implementatio n of TI,	
				PL			
15	<b>Shirol Taluka Motar Malak Sanghatan a Shirol</b> Postal Add: Khushi Clinic, C/o. M/s. Veerbhadra Trading Co. G.M.15, Market Yard, Kolhapur - 416005	Kolhapur	<b>Truck er</b>	PM	Need a training on work plain in TI, Supportive Supervision,	Need a training on NACP IV of Goal & Objective, planning areas, steps in implementing TI, TI component.	Need a training on out reach planning tools in TI, steps in Procurement, major indicators of monitor by PM,
				Counselor	Need a training on role & responsibilities of Counselor, sexual & sexual network, difference between masculinity and feminity, crises counseling,	Need to training methods on reducing HIV Transmission, how to risk assessment of HRG, ethical issues, how to manage crises in HRG, Post test counseling, Positive preventive counseling,	

				ORW	Need to learn how to handle crises management.	Need a training on roles & responsibilities , Outreach planning, Internal Personal Communication , Peer led model,	
				PL			
16	<b>Shri Kulswami ni Shikshan Prasarak Mandal C/o. Santosh Pawar</b> Pruthvi Real Estate, Life Style Building Rajiv Gandhi Chowk, Latur 413512	Latur	<b>Migrant</b>	PM	NACP IV Goals and Objectives, work plan, implementation of TI,		
				Counselor	difference between masculinity and feminity		
				ORW	risk and vulnerability, presumptive treatment, PPP model, dots, peer lead model, advocacy, crisis management, ART adherence		
				PL		hotspot, target group, HIV transmission, STI Management,	
17	<b>BAGLAN SEVA SAMITI,</b> Prabhu Krupa, Vivevakana nd Hospital, Near Desai Petrolpump , Shakti Sagar	Nandurbar	<b>FSW</b>	PM			
				Counselor			
				ORW		Need to training on outreach, TI components, role and responsibilities , advocacy, crises management.	

	Chouk, Desai Pura, Nandurbar.			PL		Need to give training on TI programme, Role & responsibilities of Peer Educator, sign and symptoms of STI, PPP provider and their locations, who are sent to CCC & ART?,	
18	<b>BAGLAN SEVA SAMITI,</b> Prabhu Krupa, Vivevakana nd Hospital, Near Desai Petrolpump , Shakti Sagar Chouk, Desai Pura, Nandurbar.	Nandurbar	<b>CC</b>	PM			
				Counselor			
				ORW			
				PL			
19	<b>Pravara Medical Trust</b> <b>Office Add.</b> House No. 804/1190, Thakare Rd, Navapura, Nr. Pimpal Chowk, Opp. Samina Lodge, Bhadrakali, Nashik - 422001	Nashik	<b>FSW</b>	PM	NACP IV Goals and Objectives, work plan,	Implementatio n of TI,	
				Counselor			
				ORW			
				PL	TI Programme, Roles and responsibilities, symptoms of STI, Linkages		
20	<b>Pravara Medical Trust</b> Flat No. 7/8,	Nashik	<b>CC</b>	PM			
				Counselor			
				ORW			
				PL			

	Sanskar Apt. Nr. Sujan Thetar Sangmeshwar, Malegaon, Tal. Malegaon Dist. Nashik - 423203						
21	<b>Baglan Seva Samiti</b> Postal Add. 4615, Sitaram Chambers, 4th Floor, Opp. Shweta Gas Agency, Peth naka, Panchvati, Nashik - 422003	Nashik	<b>Migrant</b>	PM			
				Counselor			
				ORW			
				PL			
22	<b>Anusaya Shikshan Prasarak Mandal</b> Bldg.No.1, Above Ramesh Optician, Stadium Complex, M.G.road, Nashik- 422003	Nashik	<b>Migrant</b>	PM			
				Counselor			
				ORW			
				PL			
23	<b>Pravara Medical Trust</b> Ravalgaon Naka, Somwar Bazar Road, Behing Beniwal Dairy,	Nashik	<b>Migrant</b>	PM			
				Counselor			
				ORW			
				PL			

	Malegoan Camp Nashik 423203						
24	<b>John Paul Slum Development Project (JPSPD) Private Base</b> M-39, Flat No. 1640, Maharashtra housing Board, Yerwada, Pune - 411 006	Pune	<b>FSW</b>	PM	risk and vulnerability, NACP IV		
				Counselor			major STI and symptoms of STI, counseling techniques for male and female clients, ethical rights of HRG's, management of crisis among HRG's, post test counseling
				ORW			
				PL	TI Programme, Roles and responsibilities, symptoms of STI, Linkages		
25	<b>John Paul Slum Development Project (JPSPD) BB</b> M-39, Flat No. 1640, Maharashtra housing Board, Yerwada, Pune - 411 006	Pune	<b>FSW</b>	PM	risk and vulnerability, NACP IV		
				Counselor			major STI and symptoms of STI, counseling techniques for male and female clients, ethical rights of HRG's, management of crisis among HRG's, post test counseling
				ORW			
				PL	TI Programme, Roles and responsibilities, symptoms of STI, Linkages		
26	<b>John Paul Slum Development Project (JPSPD) Street Base</b> M-39, Flat No. 1640, Maharashtra housing	Pune	<b>FSW</b>	PM	risk and vulnerability, NACP IV		
				Counselor			major STI and symptoms of STI, counseling techniques for male and female clients, ethical rights of HRG's, management of crisis among HRG's, post test counseling

	Board, Yerwada, Pune - 411 006			ORW			
				PL	TI Programme, Roles and responsibilities, symptoms of STI, Linkages		
27	<b>Samapathik Trust</b> Jai Ganesh Vision, B Wing, Office No. 329, 3rd Floor, Nr. Jai Ganesh Fame Akurdi Chowk, Pune - 411 032	Pune	<b>CC</b>	PM	NACP IV Goals and Objectives, work plan,	TI components, Interpersonal communication	
				Counselor	3 methods of reducing HIV, roles and responsibilities of counselor, STI Symptoms	crisis counseling, ethical issues in counseling, counseling skills of HIV and STI, how to address HIV Risk factors among HRG's, appropriate and active referrals,	major STI and symptoms of STI, counseling techniques for male and female clients, ethical rights of HRG's, management of crisis among HRG's, post test counseling
				ORW		NACP IV Goals and Objectives, work plan, TI components, Interpersonal communication	
				PL	TI Programme, Roles and responsibilities, symptoms of STI, Linkages		
28	<b>Maharashtra Samajik Vikas Trust</b> 2nd floor, Amey Society Kapurbagh, Pen, Dist.Raigad -402107	Raigad	<b>Migrant</b>	PM	Need a training on Supportive Supervision , Financial Guidelines	Need a training on NACP IV goal or Objective, Need a training on leadership qualities, planning area in TI, procurements in TI, STI Prevalence, leadership qualities,	Not aware about Role of Project Manager. So need training on role of manager, out-reach planning tools in TI.

				Counselor			
				ORW			
				PL			
29	<b>Aadhar Trust</b> Cabin No. 02, G - 001/5, Bluemoon Apt., Gr. Floor, Plot No. 114, Sector No. 9 Nr. D.A.V. High School, New Panvel - 410206 Raigad	Raigad	<b>Migrant</b>	PM	NACP IV Goals and Objectives, work plan,	Implementatio n of TI,	
				Counselor	Need to training on social and sexual networks, difference between masculinity and Feminity, referral mechanism, appropriate and active referral.		
				ORW		Need to give training on presumptive treatment, peer led model, crises management, NACP IV.	
				PL			
30	<b>Vaishya AIDS Muqabala Parishad CBO</b> VAMP Sanstha, Balajinagar, Kupwad Road, Behind Bharat Petrol Pump, Sangli-416416	Sangli	<b>FSW</b>	PM			
				Counselor			
				ORW			
				PL			
31	<b>Kranthi</b>	Solapu	<b>CC</b>	PM			

	<b>Mahila Sangh</b> Vyentesh Apartment Plot No. 301, 3rd Floor, 163/3, Railway Lines, Solapur – 413001.	r		Counselor	social and sexual networks, difference between masculinity and feminity, impact of HIV /AIDS counseling on HRG, ethical issues in counseling, appropriate and active referrals, referral mechanisms, ethical issues in counseling, ethical rights to HRG's		
				ORW	roles and responsibilities, , outreach planning, syndromic case management, opportunistic infection, IEC Material, condom promotion		
				PL	TI Programme, Roles and responsibilities, symptoms of STI, Linkages		
32	<b>Sankalp Rehabilitation Trust (Unit - I)</b> Shop No. 3, Nehru Nagar, Pune Link Road, Vithalwadi (E), Thane	Thane Vithal wadi	<b>IDU</b>	PM			
				Counselor			
				ORW			
				PL			
33	<b>Gramin Samasya Mukti</b>	Yavat mal	<b>CC</b>	PM			
				Counselor			
				ORW			



	<b>Trust</b> 16, Sadhankar Wadi, Behind Mangalmur ti Apt., Wani, Yavatmal - 445304			PL		Need to give on Role & responsibilities of Peer Educator, sign and symptoms of STI, PPP provider and their locations, who are sent to CCC & ART?,	
34	<b>Gramin Samasya Mukti Trust</b> Plot No.19, Vishal Nagar, Moha, Dhamangao n Road, Yavatmal. Tq. Dist. Yavatmal 445001	Yavat mal	<b>CC</b>	PM			
				Counselor			
				ORW		Needs training on Importance of IPC, Needs training on Sydromic management, needs training on Presumptive treatment, training on Advocacy & its need, needs training on stakeholders analysis, Basics of HIV/AIDS, STI	
				PL	Condom Negotiation with Client & Partners	Basic of STI, HIV/AIDS	
35	<b>Gramin Samasssya Mukti Trust</b> 16, Sadhankar wadi, Wani, Dist. Yavatmal - 445304	Yavat mal	<b>Migra nt</b>	PM			
				Counselor			
				ORW			
				PL			
36	<b>Samapada Gramin Mahilla Sanstha</b>	Satara	<b>CC</b>	PM	NACP IV Goals and Objectives, work plan,	TI components, Interpersonal communication ,	

	(SANGRAM ) C/o. Durga Ananda Pujari, Mujawar Colony, Tal-Karad Dist. Satara 415110			Counselor	social and sexual network, difference between masculinity and feminity,	crisis counseling, ethical issues in counseling, counseling skills of HIV and STI, how to address HIV Risk factors among HRG's, appropriate and active referrals,	major STI and symptoms of STI, counseling techniques for male and female clients, ethical rights of HRG's, management of crisis among HRG's, post test counseling
				ORW		NACP IV Goals and Objectives, work plan, TI components, Interpersonal communication	
				PL	roles and responsibilities, , outreach planning, syndromic case management, opportunistic infection, IEC Material, condom promotion		
37	Vijay Krida Mandal		<b>Migrant</b>	PM			
				Counselor	difference between masculinity and feminity		
				ORW	risk and vulnerability, presumptive treatment, PPP model, dots, peer lead model, advocacy, crisis management, ART adherence		
				PL			
38	Karunya Trust		<b>Migrant</b>	PM	Implementing TI and Decision Making		

				Counselor			
				ORW	NACP IV Goals and Objectives, work plan, TI components, Interpersonal communication,		
				PL			
39	<b>Bhagyodaya Health &amp; Multipurpose Education</b> 31, Ramwatika, Nr.Saturna Bus Stop, Badnera Road Amravati-444609	Amravati	<b>Migrant</b>	PM	risk and vulnerability, NACP IV		
				Counselor			major STI and symptoms of STI, counseling techniques for male and female clients, ethical rights of HRG's, management of crisis among HRG's, post test counseling
				ORW			
				PL			
40	<b>Soudamini (Network of Positive Women &amp; Children)</b> Postal Add : C/O Mr.Kishor Nana Chavan S.No. 9. Kharadi Road, Tukaram Nagar, Chandan Nagar, Pune - 410014	Pune	<b>Migrant</b>	PM	NACP IV Goals and Objectives, work plan,	TI components, Interpersonal communication	
				Counselor			
				ORW			
				PL	TI Programme, Roles and responsibilities, symptoms of STI, Linkages		
41	<b>Sevadharm Trust</b> , Plot No. 94 Sector No.23, Near	Pune	<b>Trucker</b>	PM		Needs training on Financial guideline of SACS	
				Counselor			

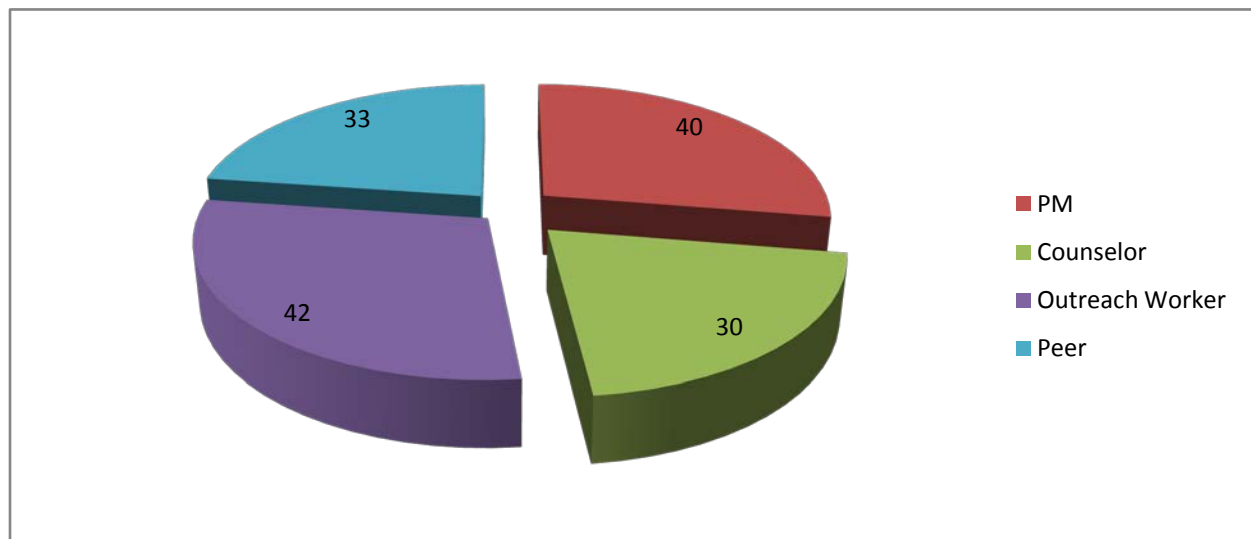
	Avishkar Hotel, Transport Nagar, Nigadi, Pune-411044			ORW	Needs training about NACP IV goal & program. 2. Need training on importance of Advocacy & its need. Need training on Stakeholder analysis	Need training on Components of TI, 2. Need training on importance of IPC 3. Need training on Roles & responsibility of TI staff. Needs training on Syndromic Management of STI. 5 Needs training on Crises Management	Staff joined 19th Before, No STRC Training attended previously
				PL	Needs training on TI Program. Need training on Target Size, Needs training on Roles & Responsibility of PL		
42	<b>Sadhana Institute for sustainable development</b> , F2 Bhondave Bldg, behind PDCC bank, Dehuroad, Pune-412101	Pune	<b>Migrant</b>	PM			
				Counselor			
				ORW			
				PL		Needs training on Hotspot Analysis, Needs training in roles & responsibility of PL, needs training on basic of HIV/AIDS	
43	<b>Sevadham Trust, plot no. 304, sagar transport, transport nagar, kalamboli, Raigad</b>	Raigad	<b>Trucker</b>	PM	Needs training about NACP IV goal & program., needs training on financial guidelines of SACS	Needs training on Steps in Implementing TI, needs training on Monitoring & Documentation	Needs training on Outreach planning, needs training on roles & responsibility of staff, Needs training on procurement Steps,
				Counselor			
				ORW			
				PL			

44	Mooknayak Swayamsevi Sanstha, Gajanan Colony, 100 ft road, Shamraonagar, Sangli.	Sangli	Migrant	PM	Not clarity about financial guidelines of SACS, need training on financial guidelines.		
				Counselor			
				ORW			
				PL			

## H. Cadre wise information on the basis of the Training Needs Assessment

STAPI-STRC has received 145 TNA forms from 53 TI projects which include 44 TI TNA forms received from the Technical Support Unit, PHFI/MSACS, Maharashtra and 09 TI TNA forms filled by STAPI-STRC during their TNA visits. The analysis of 145 completely filled TNA forms were done by STAPI-STRC. This includes analysis of individual TNA forms of 40 Project Managers, 30 Counselors, 42 Outreach Worker and 33 Peer Educators. The analysis consist of information and findings of various cadres of TI projects supported by MSACS on Education Qualification, Languages known, Gender, Age group and Knowledge on TI projects, , experience of HIV/AIDS field etc.

**Below pie-chart shows the details of cadre wise TNA forms received by STAPI-STRC, Maharashtra. Out of 145 TNA forms, 40 TNA forms of Project Managers, 30 TNA forms for Counselors, 42 TNA forms of Outreach Workers and 33 TNA form of Peer Educators**

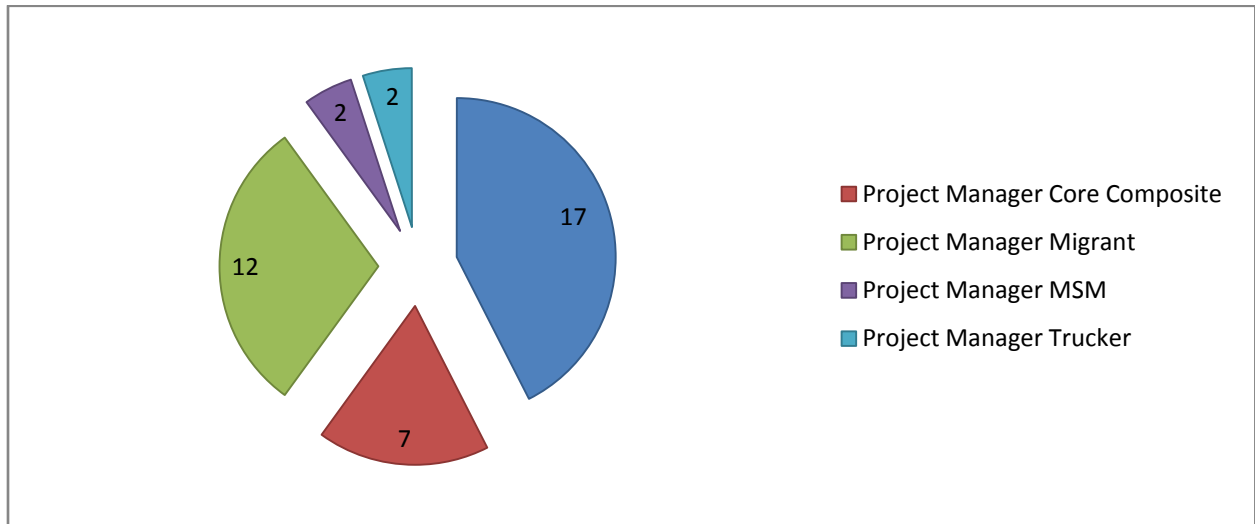


### i) Project Manager

The typologies of total 40 Project Managers include 17 Project Manager from FSW TI Project, 7 Project Managers from Core Composite, 12 Project Managers are from Migrant TI project and 2 Project Managers are from MSM TI project and remaining 2 Project Managers are from Trucker TI project.

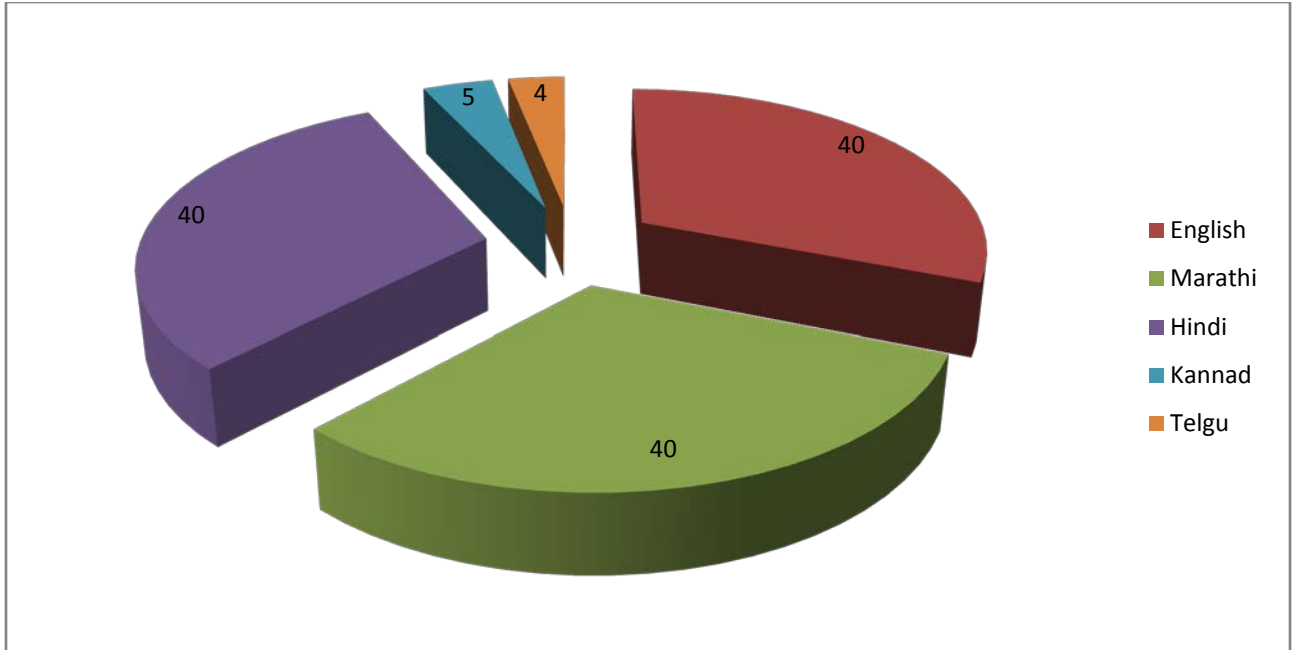
**Typology wise data of Project Managers:**

Sr. No.	Typology	Number of Project Managers
1	FSW	17
2	Core Composite	7
3	Migrant	12
4	MSM	2
5	Trucker	2
	<b>Total</b>	<b>40</b>



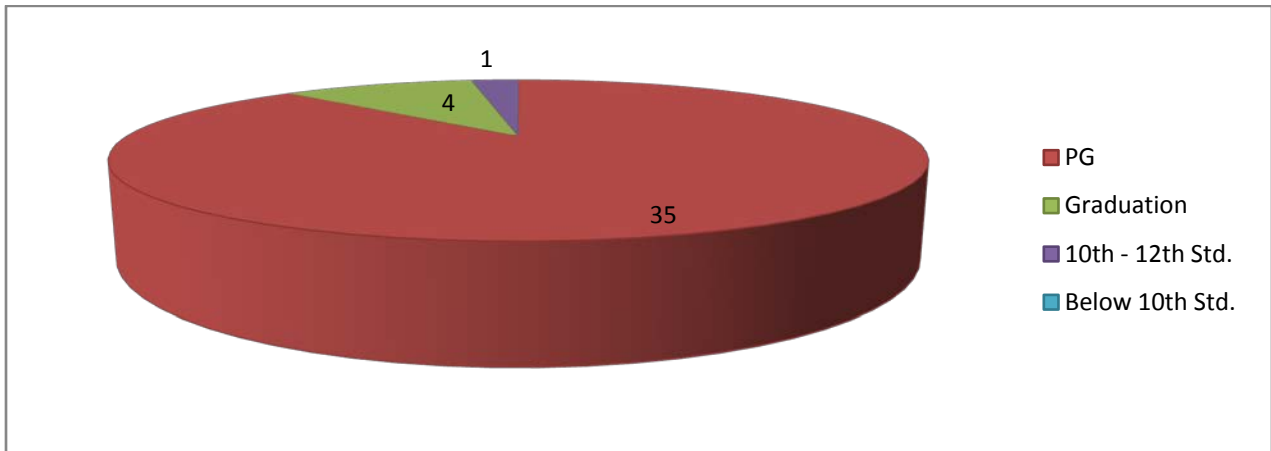
**a) Languages Known :** Out of 40 Project Managers, all the Project Managers can read, write & speak English, Marathi & Hindi Language. 05 Project Managers can understand and speak kannad and 4 Project Managers can understand and speak Telagu in addition to English, Marathi and Hindi language

Languages	English	Marathi	Hindi	Kannad	Telgu
Number of Project Managers	40	40	40	5	4



**b) Educational Qualification:** Out of 40 Project Managers, 35 are Post Graduate, 04 are graduates and 01 Project manager is 12th Passed.

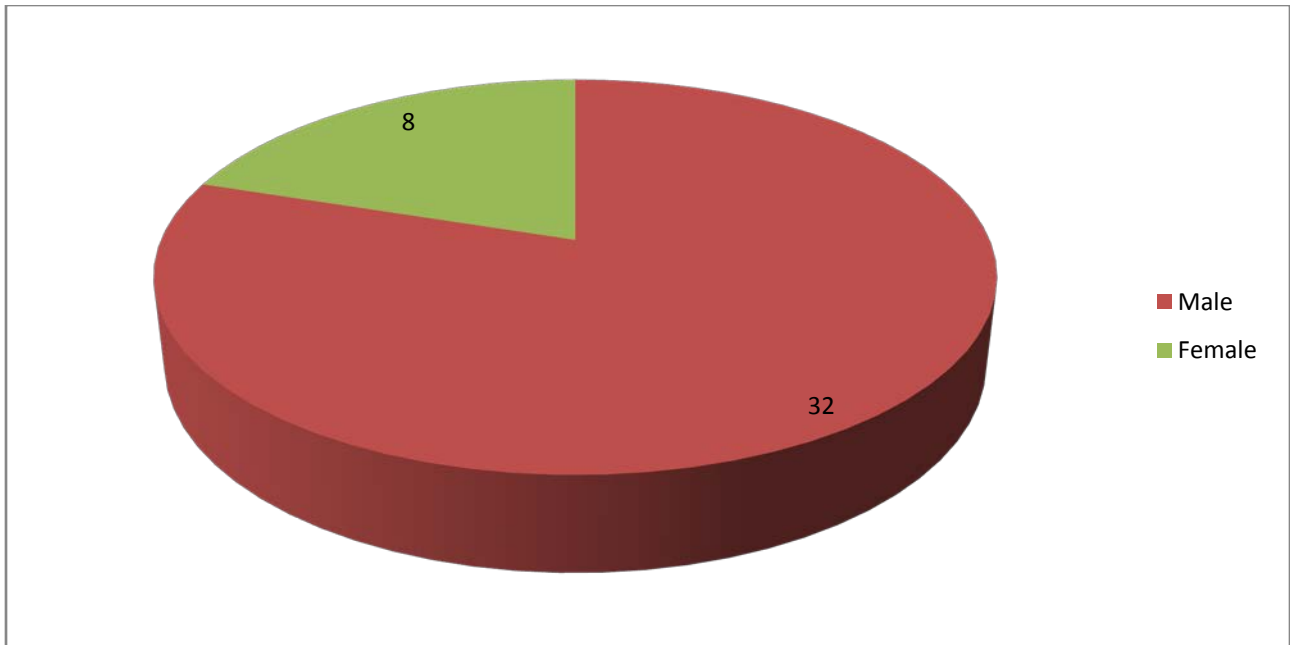
Education Qualification	PG	Graduation	10th - 12th Std.	Below 10th Std.
Number of Project Managers	35	4	1	0



**c) Gender distribution:** Out of 40 Project Managers, 32 Project managers are male and 08 females.

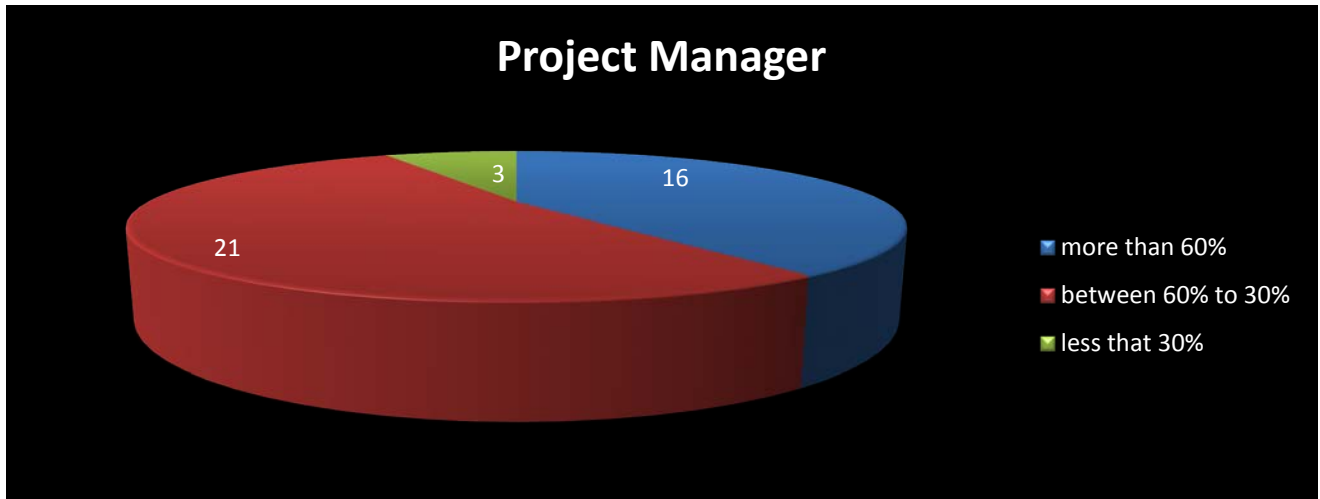
Gender	Male	Female
Number of Project Managers	32	8





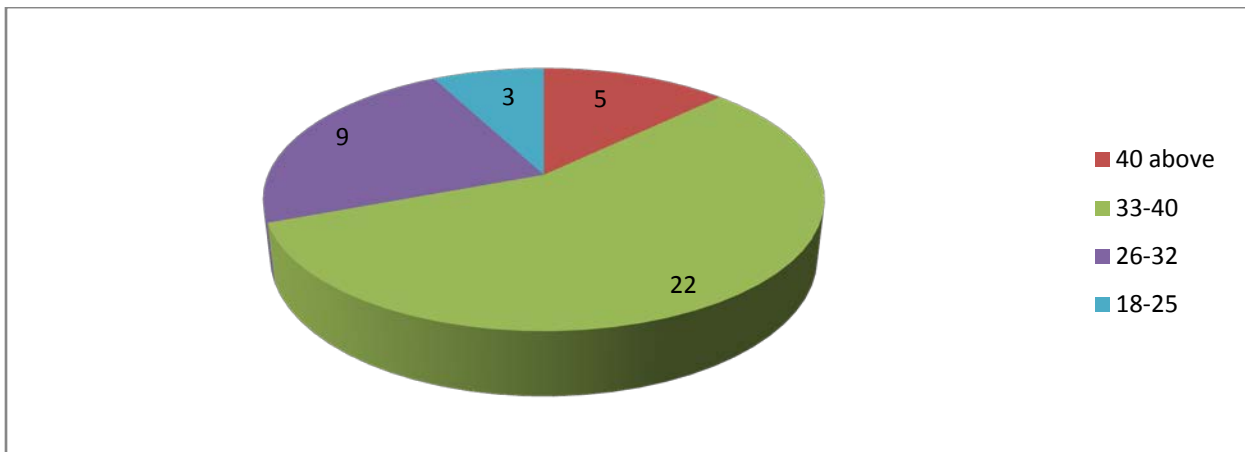
**d) Knowledge Assessment** The knowledge level of the Project Managers has been assessed on the basis of the responses/answers given by Project Managers to various questions related knowledge about TI Project and Knowledge level out of the Project managers module mentioned in the TNA form. The knowledge level of the Project Managers has been rated in percentage; above 60%, between 60-30% and below 30%. Out of the 40 Project Managers , 16 Project Managers have knowledge above 60% , 21 Project Managers have knowledge between 60% to 30 % and 03 Project Managers have knowledge below 30% .

Level of Knowledge about TI components, performance Indicators, clarity of roles and responsibilities , etc.	More than 60%	Between 60% to 30%	Below 30%
Number of Project Managers	16	21	3



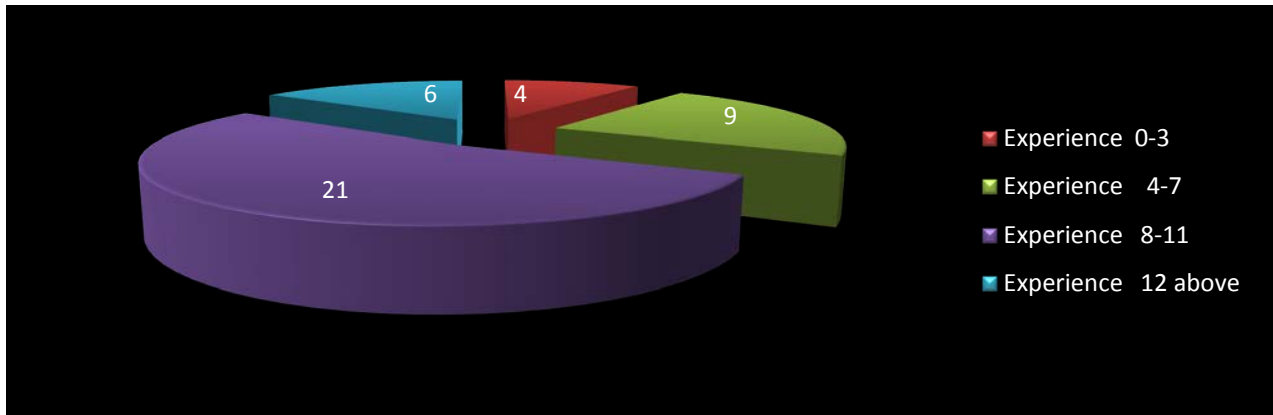
e) **Age:** Below chart is about age wise information of Project Managers under TI project. It shows that 5 Project Managers are above 40 age and 22 Project Managers are between the age of 33-40 years and 9 Project Managers are between the age of 26-32 years and remaining 3 Project Managers are between the age of 18-25 years.

Age in year	40 above	33-40	26-32	18-25
Number of Project Managers	5	22	9	3



f) **Years of Experience:** Out of 40 Project Managers, 4 Project Managers have experience between the 0-3 years and 9 Project Managers have experience between the 4-7 years, 21 Project Managers have experience between the 8-11 years and remaining 6 Project Managers have experience above 12 years.

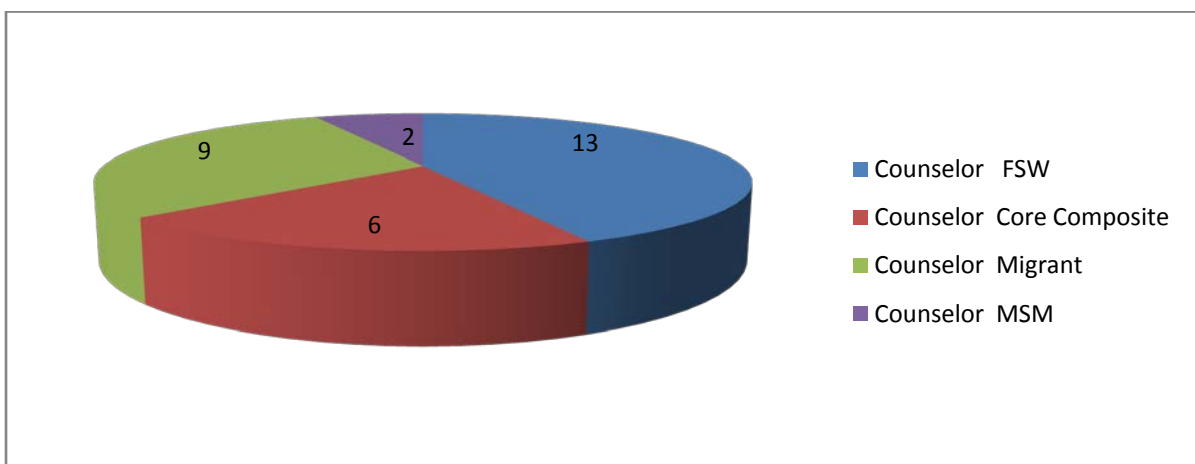
Years of Experience	0-3	4-7	8-11	12 above
Number of Project Managers	4	9	21	6



## ii) Counselor

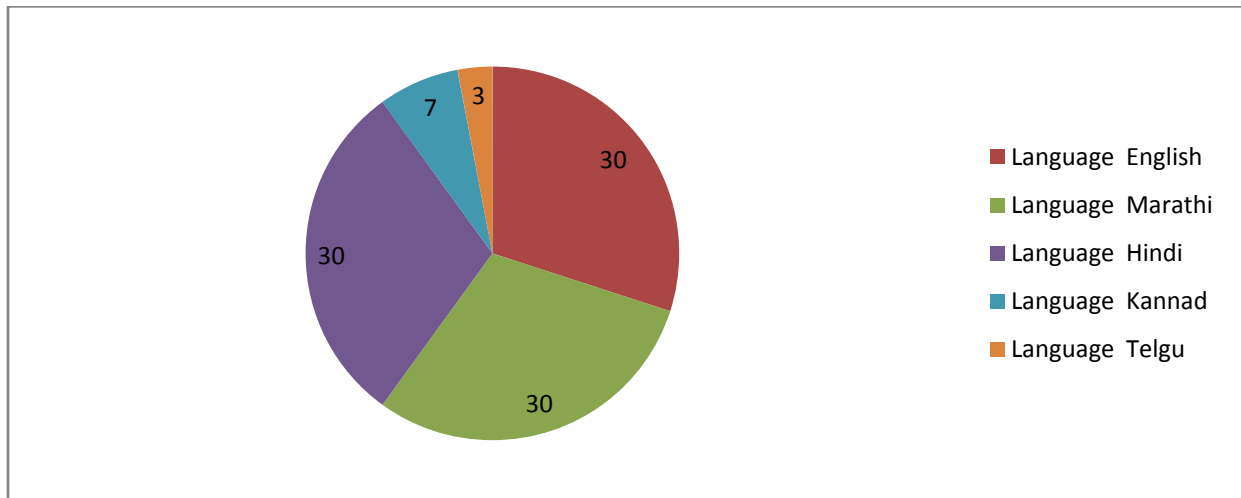
a) **Typology wise data of Counselors:** Out of 30 Counselors 13 Counselors are from FSW TI project and 6 Counselors from Core Composite TI Project and 9 Counselors are from Migrant TI Project and remaining 2 Counselors are from MSM TI project.

Sr. No.	Typologies	Number of Counselors
1	FSW	13
2	Core Composite	6
3	Migrant	9
4	MSM	2
	Total	30



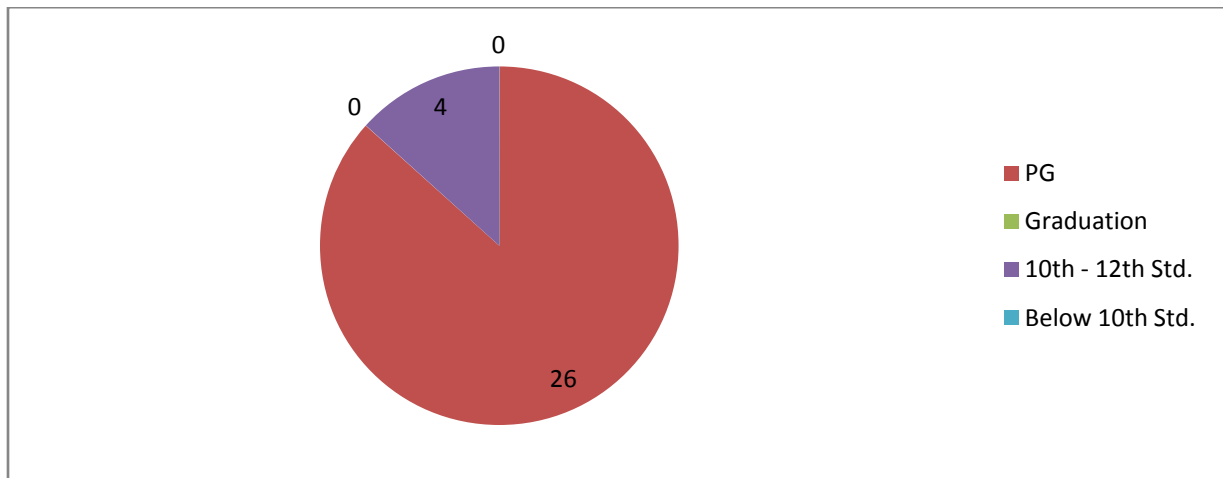
**b) Languages Known:** Out of 30 Counselors, all the counselors can read, write and speak English, Marathi & Hindi Language. 07 counselors can understand and speak kannad and 3 Counselors can understand and speak Telgu in addition to English, Marathi and Hindi language.

Languages	English	Marathi	Hindi	Kannad	Telgu
Number of Counselors	30	30	30	7	3



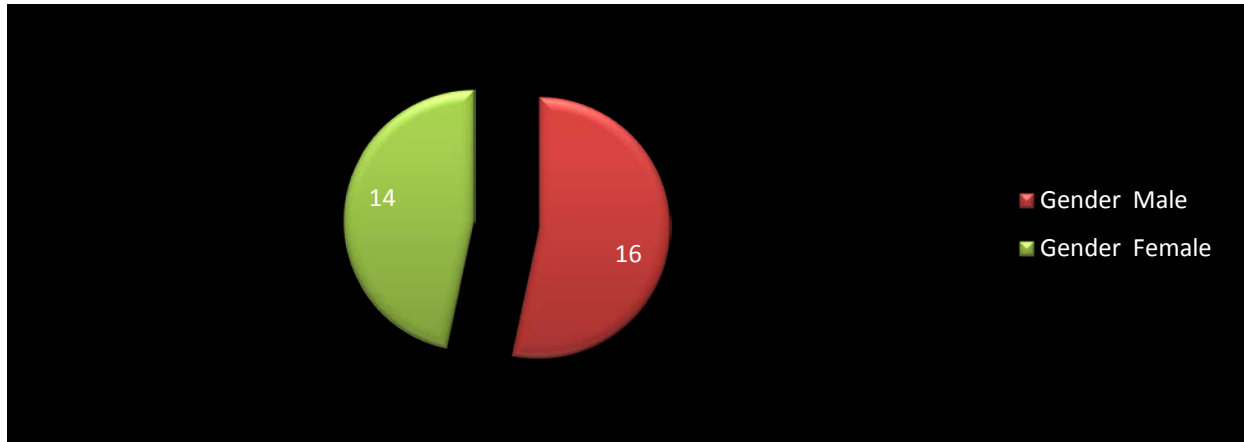
**c) Education Qualification:** Out of 30 Counselors 26 are Post Graduate and remaining 03 Counselors are Graduate

Education Qualification	Post Graduation	Graduation	10th - 12th Std.	Below 10th Std.
Number of Counselors	26	0	4	0



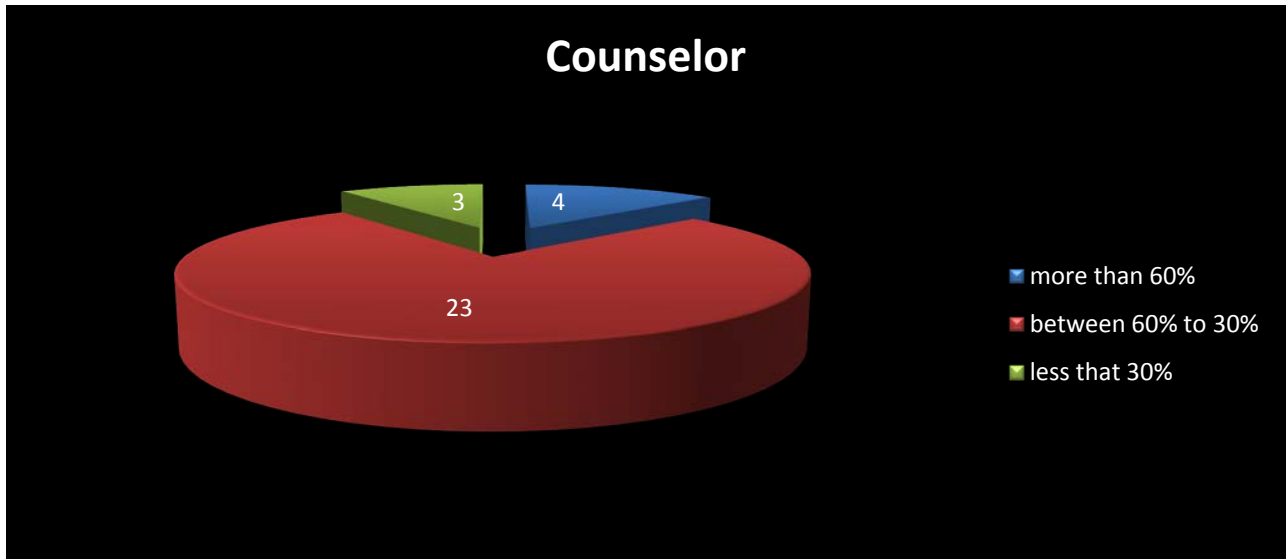
**d) Gender distribution:** Out of 30 Counselors, 16 Counselors is male and remaining 14 Counselors are female.

Gender	Male	Female
Number of Counselors	16	14



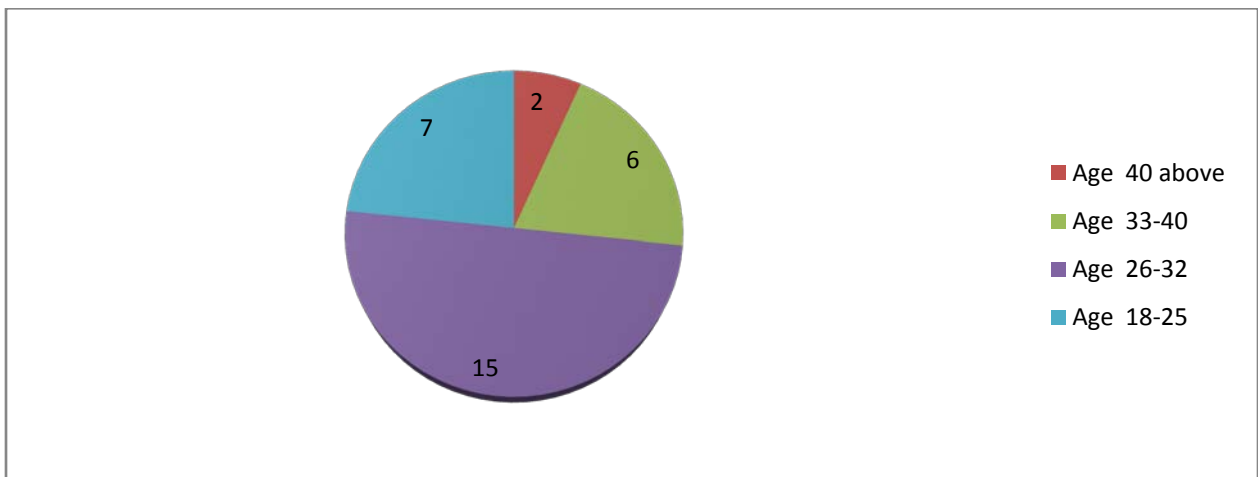
**e) Knowledge Assessment:** - The knowledge level of the project Counselors has been assessed on the basis of the responses/answers given by Counselors to various questions related to the basic knowledge about HIV/AIDS and Counseling and Knowledge level out of the counselors module mentioned in the TNA forms. The knowledge level of the Counselors has been rated in percentage; above 60%, between 60-30% and below 30%. Out of the 30 Counsellors, 04 Counselors have knowledge above 60%, 23 Counselors have knowledge between 60% to 30 % and 03 Counselors have knowledge below 30%.

Level of Knowledge on HIV/AIDS , Counseling, clarity of roles and responsibilities , etc.	more than 60%	between 60% to 30%	Below 30%
Number of Counselors	4	23	3



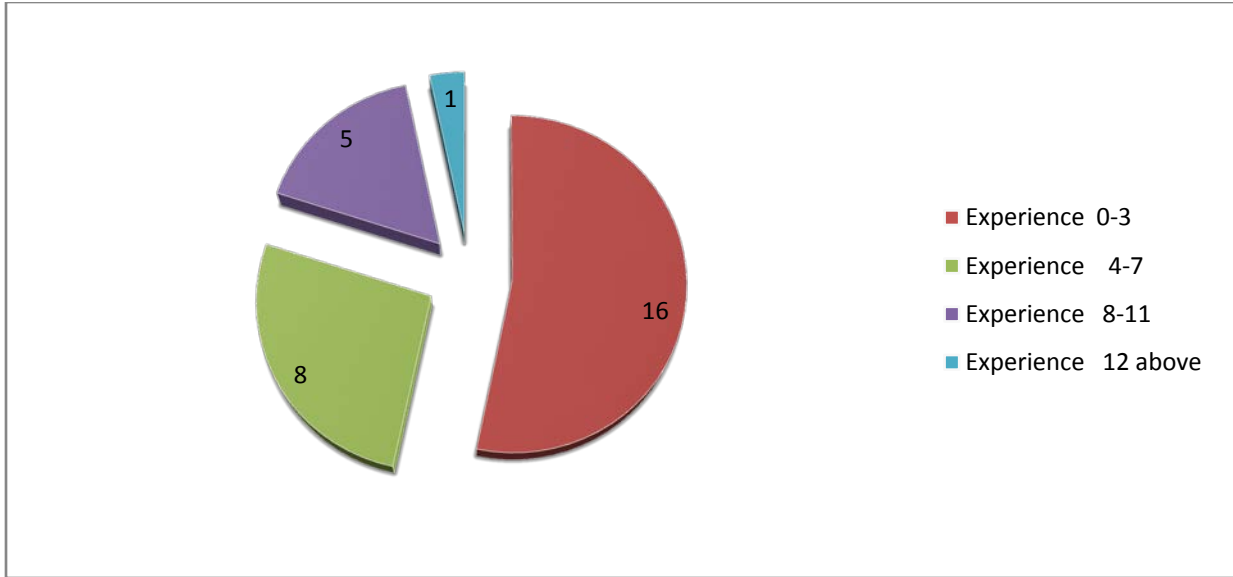
f) **Age Group:** Out of 30 Counselors, 2 are above 40 years, 6 counselors are between the of 33-40 years, 15 Counselors are in between the age of 26-32 and remaining 7 Counselors are in between the age of 18-25.

Age Group	40 above	33-40	26-32	18-25
Number of Counselors	2	6	15	7



g) **Experience :** Below charts shows that experience of Counselors, out of 30 counselors 16 have experience is between 0-3 years, 8 counselors is between 4-7 years, 5 counselors between 8-11 and remaining one 12 above experience.

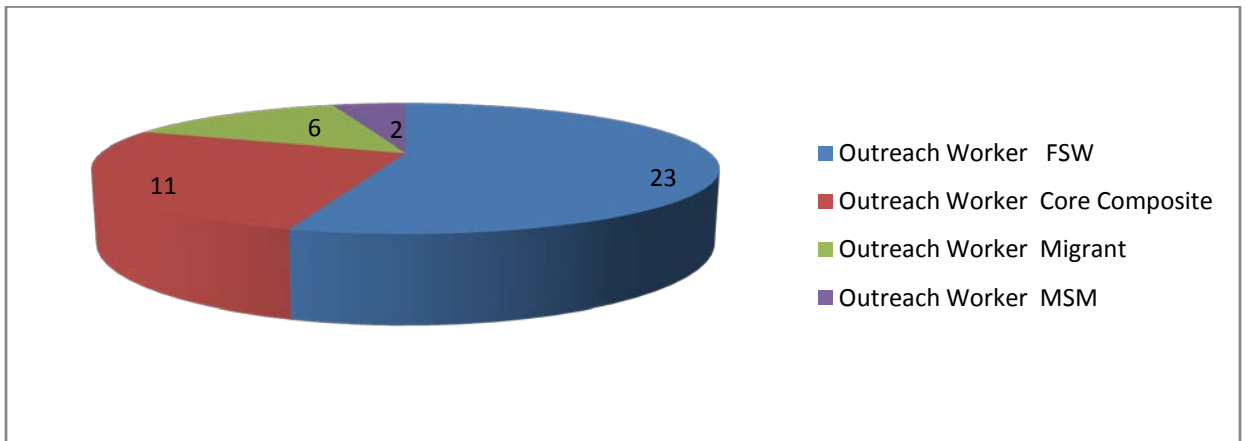
Experience	0-3 yrs	4-7 yrs	8-11 yrs.	12 above
Number of Counselors	16	8	5	1



### iii) Out-reach Worker

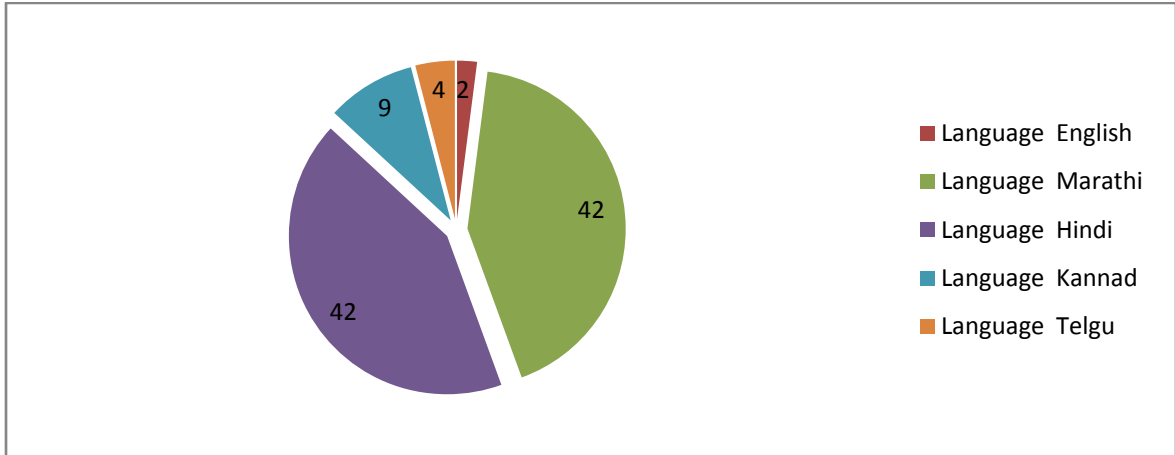
a) Typology wise data of Outreach worker: Out of 42 outreach worker 23 outreach worker from FSW TI project shared TNA details and 11 outreach worker from Core Composite shared TNA details and 6 Outreach worker shared TNA details from Migrant TI project and remaining 2 Outreach worker from MSM TI project shared TNA details.

Sr. No.	Typology	Number of Outreach workers
1	FSW	23
2	Core Composite	11
3	Migrant	6
4	MSM	2
	<b>Total</b>	<b>42</b>



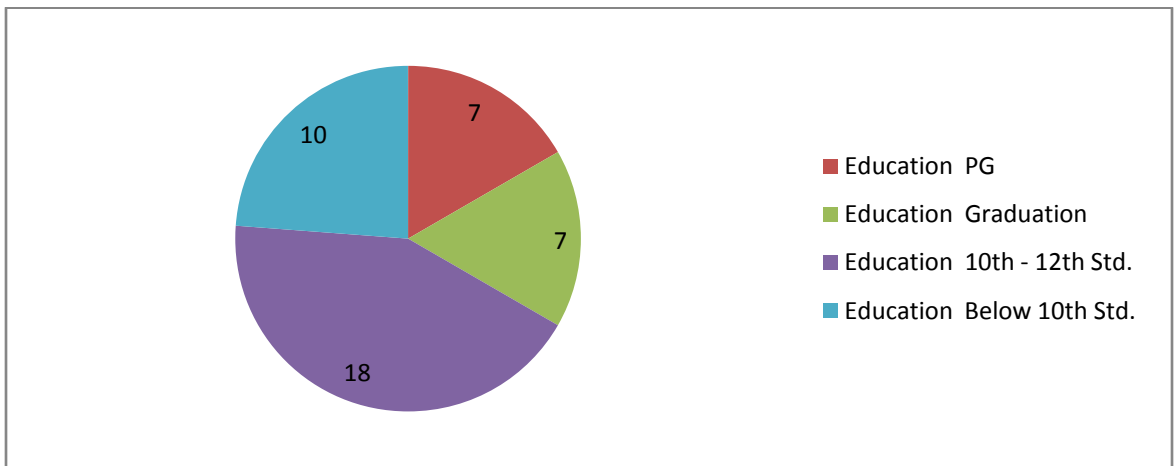
b) **Language Known:** Out of 42 outreach workers all can speak and write Marathi and Hindi Language. 2 Outreach workers can understand and speak kannad and 4 ORW can understand and speak Telgu language in addition to Marathi, Hindi language.

Language	English	Marathi	Hindi	Kannad	Telgu
Number of Outreach Worker	2	42	42	9	4



c) **Education Qualification:** Out of 42 Outreach Worker, 07 Outreach worker are Post Graduates, 07 Outreach worker are Graduate, 18 Outreach worker have education between the 10-12th Std and remaining 10 Outreach Worker have education below 10th std.

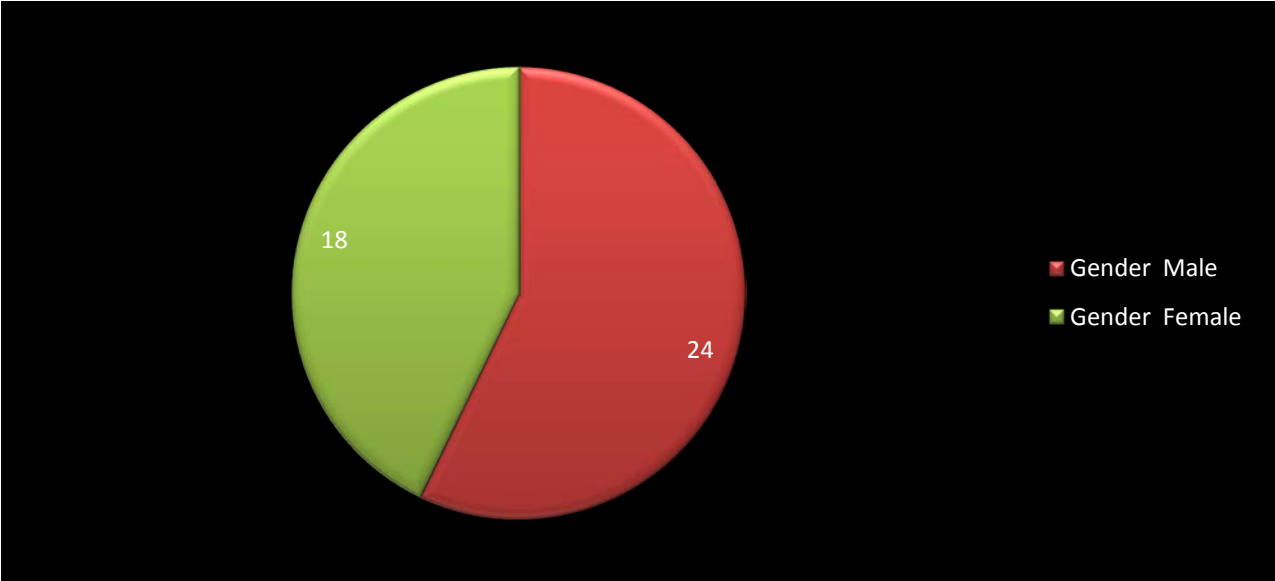
Education	PG	Graduation	10th - 12th Std.	Below 10th Std.
Number of Outreach Worker	7	7	18	10



d) **Gender distribution:** Out of 42 outreach worker, 24 Outreach worker are male and remaining 18 are females .

Gender	Male	Female
Number of Outreach worker	24	18





e) **Knowledge Assessment:** The knowledge level of the Outreach Worker has been assessed on the basis of the responses/answers given by ORWs to various questions related to the basic knowledge about HIV/AIDS, TI components, TI services delivery and Knowledge level out of the ORWs module mentioned in the TNA forms. The knowledge level of the ORWs has been rated in percentage; above 60%, between 60-30% and below 30%. Out of the 42 ORWs, 04 ORWs have knowledge above 60%, 35 ORWs have knowledge between 60% to 30 % and 03 ORWs have knowledge below 30%.

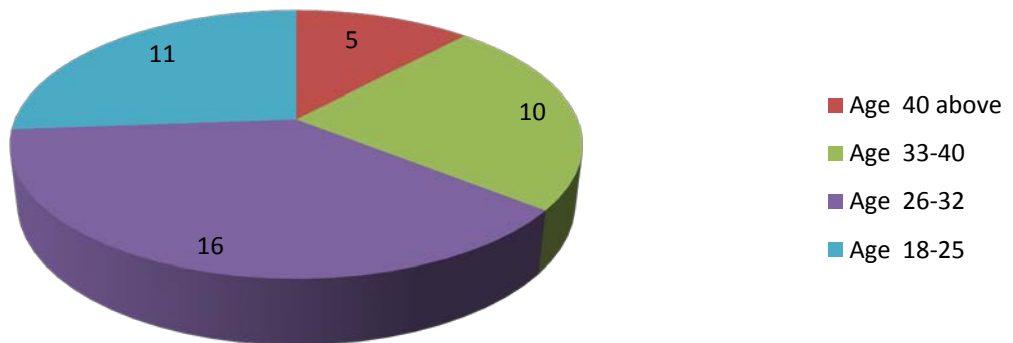
Level of Knowledge about TI components, performance Indicators, clarity of roles and responsibilities , etc.	more than 60%	between 60% to 30%	less that 30%
Number of Outreach Worker	4	35	3

## Outreach Worker



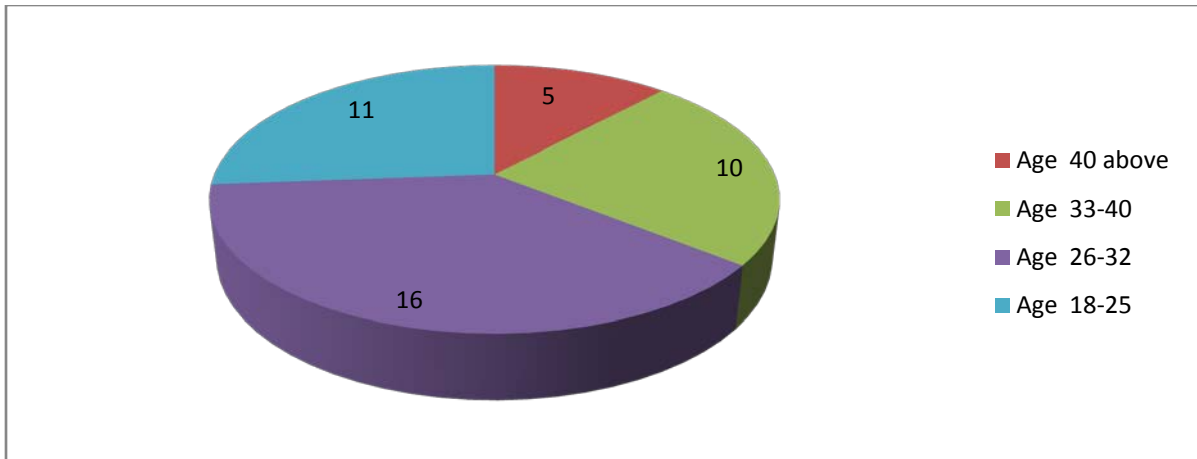
- f) **Age:** - Out of 42 Outreach Worker 5 Outreach worker are above 40 ages, 10 Outreach Worker between the age of 33-40 years, 16 Outreach Worker between the age of 26-32 and remaining 11 Outreach worker between the age of 18-25 years.

Age	40 above	33-40	26-32	18-25
Number of Outreach Worker	5	10	16	11



- g) **Experience :** Below charts shows that experience of Outreach worker, out of 42 Outreach worker 27 Outreach worker have experience between the 0-3 years, 8 Outreach worker have experience between the 4-7 years, 5 Outreach worker have experience between the 8-11 years and remaining one outreach worker have experience 12 above experience.

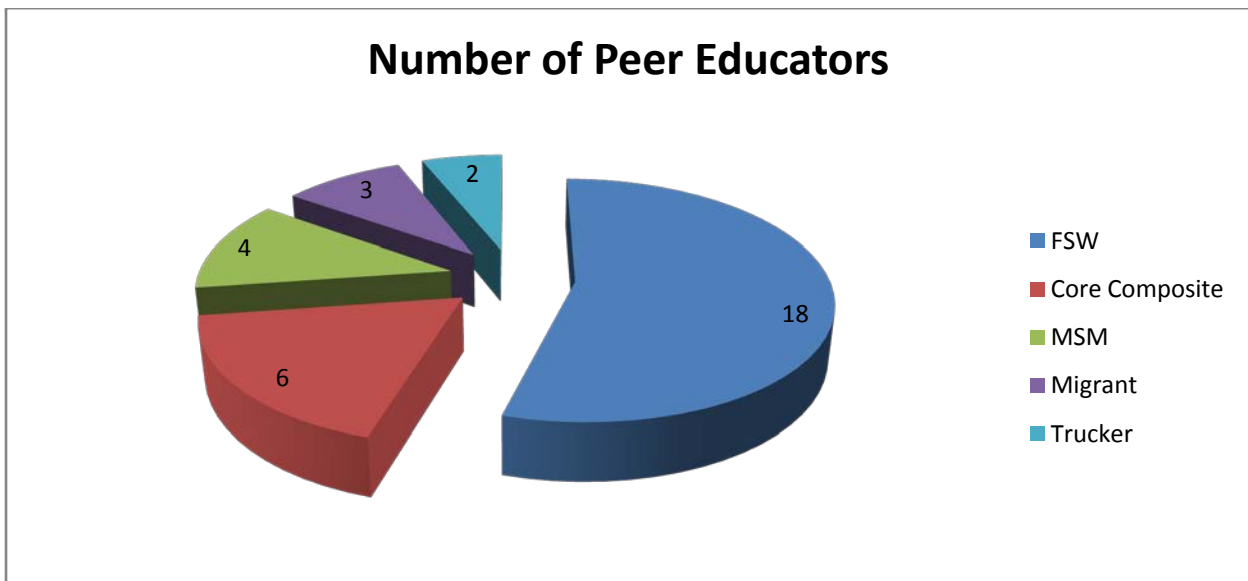
Experience in Years	0-3	4-7	8-11	12 above
Number of Outreach worker	27	8	5	2



#### iv) Peer Educator

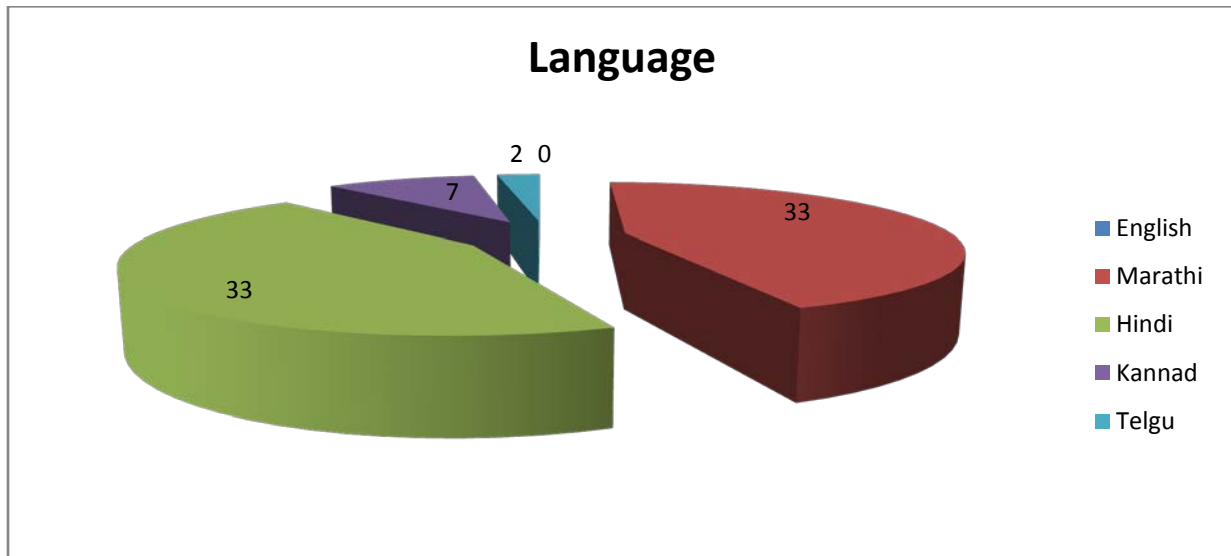
a) **Typology wise data of Peer Educators:** Out of 33 Peer Educators 18 Peer Educators shared TNA details from FSW TI 6 Peer Educators from Core Composite TI shared TNA details, 4 Peer Educators from MSM TI shared TNA details and 3 Peer Educators from Migrant TI shared TNA details and remaining 2 Peer Educators from Trucker TI shared TNA details.

Cadre wise	FSW	Core Composite	MSM	Migrant	Trucker
Number of Peer Educators	18	6	4	3	2



a) **Language Known:** Out of 33 Peer Educators, all can speak Marathi & Hindi language. 7 Peer Educators can understand and speak kannad and 2 Peer Educators can understand and speak Telgu in addition to Marathi and Hindi.

Language	English	Marathi	Hindi	Kannad	Telgu
Number of Peer Educators	0	33	33	7	2



a) **Education Qualification:** Out of 33 Peer Educators, 19 Peer Educators have education below 10<sup>th</sup> std and 10 Peer Educators have education in between 10<sup>th</sup> – 12<sup>th</sup> std. 02 Peer Educators are Graduate and 02 Peer Educator are Post graduate.

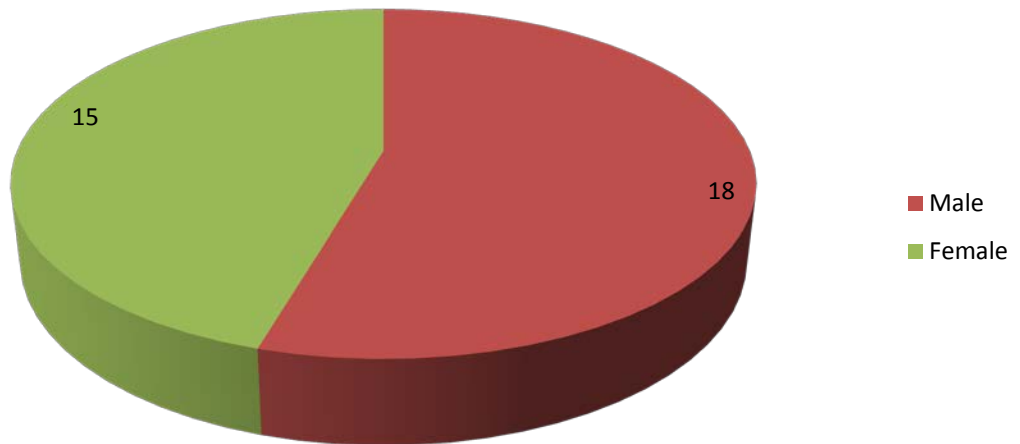
Education	Below 10 std	10th - 12th Std.	Graduation	PG/MSW
Number of Peer Educators	19	10	2	2

## Education



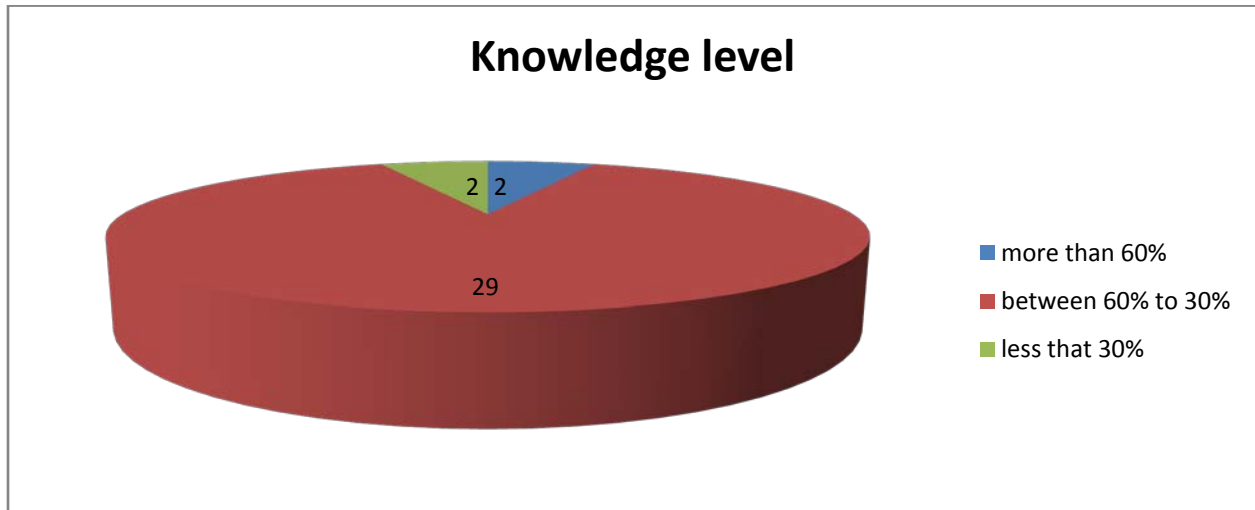
b) **Gender distribution:** Out of 33 Peer Educators, 15 Peer Educators are male and remaining 18 females.

Gender	Male	Female
Number of Peer Educators	15	18



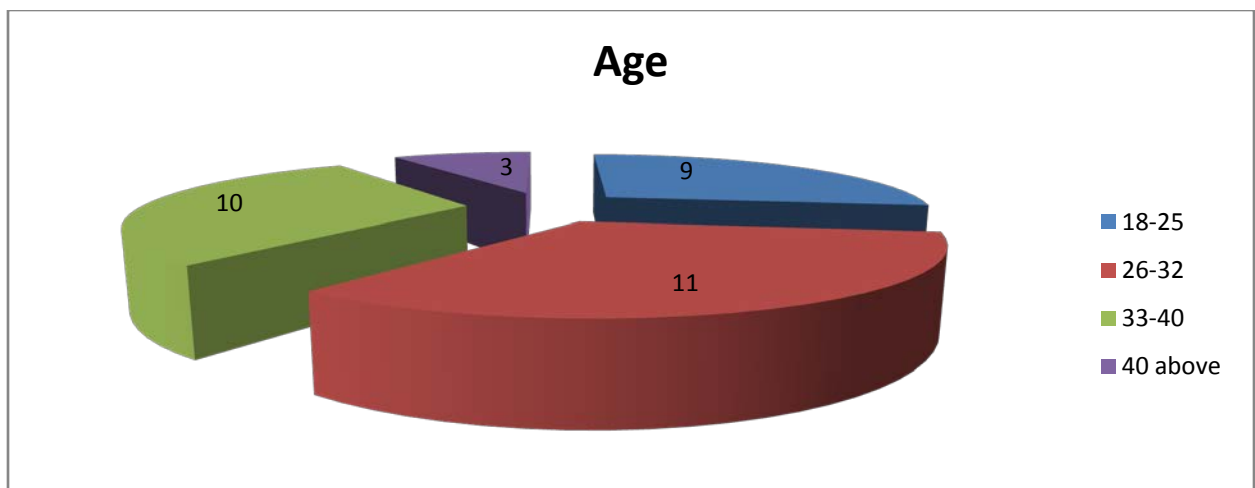
c) **Knowledge Assessment:** On the basis of answers of Peer in given on indicators of TI project (TNA form) the knowledge level percentage mentioned below.

Level of Knowledge about TI components, performance Indicators, clarity of roles and responsibilities , etc.	more than 60%	between 60% to 30%	less that 30%
Number of Peer Educators	2	29	2



d) **Age:** Below table shows the age wise data of Peer Educators, out of 33 Peer Educators 9 Peer Educators is in the age of 18-25 and 11 Peer Educators are in between 26-32 age and 10 Peer Educators are between the age of 33-40 years and remaining 3 Peer Educators are above 40 age.

Age	18-25	26-32	33-40	40 above
Number of Peer Educators	9	11	10	3



e) **Experience** : Out of 33 Peer Educators 16 Peer Educators have experience between the 0-3 years, 14 Peer Educators have experience between the 4-7 years, 2 Peer Educators have experience between the 8-11 years and remaining last one has above 12 years experience

Experience	0-3	4-7	8-11	12 above
Number of Peer Educators	16	14	2	1

