



Training Evaluation Report

“HIV/AIDS policies at the workplace”

Training Evaluation Report - “HIV/AIDS policies at the workplace”

Training Theme: “HIV/AIDS policies at the work place”

Perioada: May 10-11, 2007

Place: Hotel Flowers, Chisinau

Trainers/Facilitators:

1. Mrs. Veronica Cretu – National Trainer, “CMB” Training Centre, Moldova
2. Mrs. Ecaterina, Centrul SIDA, Chisinau

Nr. of hours: 14

Nr. of participants: 15

Objectives:

- To raise awareness among Moldova Ministry of Economy representatives vis-à-vis the HIV/AIDS policies at the work place;
- To Build Capacity among representatives of the Ministry of Economy in the area of policy elaboration in regards to HIV/SIDA at the work place – analyzed both: through the prism of employer and employee as well as through the prism of the Government and the role the Government might play in this regards.

Topics discussed:

- Basic terminology in the field;
- HIV/AIDS at the work place;
- Case study analyzed through the multi stakeholder prism;
- Impact of HIV/AIDS at the work place: statistics and numbers presented;
- Why is there a need for the HIV/AIDS policy at the work place?
- Why is there a need for the social partners to convene on a HIV/AIDS policy at the work place?
- What should a HIV/AIDS policy at the work place consist of?
- Practical implementation of a HIV/AIDS policy at the work place;
- The role of the Government in the elaboration and implementation of the HIV/AIDS policies at the work place;
- Intervention Plans.

DAY 1

Session	Objectives	Procedure (techniques applied)	Comments/Impressions
<p>Session 1 Duration 1 hr 40 minutes</p>	<p>To Build the Community of learners/participants as well as to clarify what Expectations/Threats they have vis-à-vis the training program as well as What do they already know about HIV/AIDS policies at the work place.</p>	<p>1) Presentation of the participants – the participants introduced themselves in a very interesting way - they worked in pairs and each participant had 2 minutes to find as much information/details as possible about his/her colleague. When they introduced themselves they did not speak about themselves, but they played the role of the colleague they talked with – as if they were person X or Y.</p> <p>2) Expectations and Threats: the GRAFFITTI technique has been applied (with slight adjustments to the topic of the training). The participants counted from 1 to 3 and have been divided into 3 teams. Each team had a concrete task: Team 1 had to write about WHAT EXPECTATIONS FO I HAVE FROM THIS TRAINING? Team 2: WHAT THREATS DO I HAVE VIS-À-VIS THE PROGRAM? Team 3: WHAT DO I KNOW HIV/AIDS AT THE WORK PLACE?</p> <p>Each team had a poster/flipchart and within each team every participant had to respond to the Q of the group without looking at what his/her colleagues are writing. Total time for the first step 3 minutes. After the teams had finished with the Expectations, Threats and What do I know about HIV/AIDS at the work place? the posters with the answers of which group have been exchanged. Thus, Team nr.1 had to respond to WHAT DO I KNOW HIV/AIDS AT THE WORK PLACE?; Team 2 WHAT EXPECTATIONS FO I HAVE FROM THIS TRAINING? And Team 3 WHAT THREATS DO I HAVE VIS-À-VIS THE PROGRAM?</p> <p>The participants had to read what was already answered by their colleagues, and had to complete/add new ideas if there were any. Total time for reading and adding what is missing – 5 minutes per group. After this has been done, there has been the last exchange of posters: Team 1 Has now the WHAT THREATS DO I HAVE VIS-À-VIS THE PROGRAM? Team 2 WHAT DO I KNOW HIV/AIDS AT THE WORK PLACE?; and team 3 WHAT EXPECTATIONS FO I HAVE FROM THIS TRAINING? The participants had again to read what was already answered by their colleagues, and had to complete/add new ideas if there were any. Total time for reading and adding what is missing – 5 minutes per group.</p> <p>After this was completed, the posters/flipcharts have been returned to the initial group – the posters “came back home”. The teams had to read everything that has</p>	<p>1) Due to the fact that from the very beginning of the Program we had the Ministry of Economy in the room, the participants found this activity as being a bit frustrating for them, and that is why it took more time initially to break the ice. As soon as the Ministry left the room, the participants enjoyed the presentations and started to be more active. Community Building is essential for the entire program. The ice was broken and the good working atmosphere predominated during the 2 days of training.</p> <p>2) The GRAFFITTI technique allows every single participant to share with the other participants in the training his/her expectations/threats and the knowledge he/she has about the topic of the training. In this case, the participants in the training were Government Officials that is why it was good to create the most appropriate environment in which they would initially share all they know about the topic.</p>

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		<p>been added on the poster by the other 2 teams and to make a summary of the ideas shared. Each group had to make a 3-5 minutes presentation on Expectations/Threats and What do you know about the HIV/AIDS at the work place.</p>	
<p>Session 2: Basic terminology related to HIV/AIDS</p> <p>Duration 1hr 30 minutes</p>	<p>To familiarize the participants with the correct and basic terminology in the field.</p>	<p>Techniques applied:</p> <ul style="list-style-type: none"> • Predictions by terms • INSERT table (adjusted) <p>Stage 1: ANALYSING THE RISKS activity - The medical expert handed in, at the very beginning of the session to each participant 1-2 statements (on a colored paper) related to ways of infection/transmission of HIV/AIDS and everyone had to read carefully, and determine the degree of the RISK. In the middle of the room, on the floor there were distributed 3 RISKS descriptions: Low RISK, Moderate RISK and High RISK. The participants had to stand up and place their statements (their paper with statement) next to the RISK it involved, by arguing and justifying his/her own decision. In case the decision was not very true, the expert would intervene, provide more details and explain how does it happen for real. There were about 25 statements analyzed and discussed.</p> <p>Stage 2: Due to the fact that the participants have discussed already many new aspects related to HIV/AIDS, there were some slight changes introduced to the INSERT technique. INSERT – is an Interactive System for Efficient Reading and Thinking. Initially it has been foreseen that the participants will analyze the HIV/AIDS Basic Terminology by marking on the handout while reading the following symbols: + next to what is new for me; ? next to what I want to clarify/I want to know more about it.</p> <p>Stage 3: After reading, all the questions have been posted on a poster. The trainers have highlighted those Qs for Day 1 and Qs for Day 2. Some of the Day 1 Qs - have been answered within the other Sessions planned for Day 1. Others were left for Day 2. The trainers and the program experts have referred to the questions when it was relevant during the Sessions.</p>	<p>1) The expert did not have too many clarifications to make as most of the participants could easily predict/determine the degree of the risk they had to analyze. It is important to note that most half of the participants are young, and already familiar with several aspect of the transmission of the infection. That is why this very first activity did not last as much time as it did in the case of the training from March 2007.</p> <p>2) The reading technique (INSERT) has proven to work out well with this group of participants as well, due to the fact that their reading was more focused and they had to point out some of the Qs they would like to hear more clarifications on. The expert intervened whenever necessary with illustrations, concrete examples, etc. which brought an additional value to the Session 2.</p>
<p>Session 3: The Wildfire Game and Discussions/ Debriefing of the Game.</p>	<p>To sensitize the participants about the consequences of the HIV/AIDS for themselves as well as for those around them.</p>	<p>Stage 1. Before playing the Wild fire game, the participants have gotten acquainted with ways in which HIV/AIDS affects the human body: how? How much? how long/ where?</p> <p>Stage 2. Playing the Wild fire game. Before the game the participants were familiarized with the Objectives of the game thus everyone understood that explain that the exercise is designed to</p>	<p>Debriefing of the game – the participants discussed the importance of this game in changing ones attitude towards people with HIV; towards themselves and how to protect yourself and your family members; how</p>

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<p>Duration 1hr 30 minutes</p>		<p>make participants experience the feelings associated with HIV infection. Note: at the very beginning everyone was interested and motivated to participate due to the fact that prior to this one, the participants have already participated in other games and ice breakers, and were opened to get involved again. As soon as everyone knew the objectives of the game, the game started and the first step was the symbolic handshaking. The participants knew that a handshake is equivalent to having unprotected sexual intercourse. The game followed all its steps afterwards:</p> <ul style="list-style-type: none"> - A participant to be HIV infected has been selected; - The participants experience the invisibility of infection: and they also try to identify the HIV infected person; - Participants begin to shake hands with one another; - After handshaking stops the participants are divide into 2 groups: those whose hands were scratched and those whose hands were not scratched; - Outside circle and inside circle have been formed; - Discussions are conducted with participants from both circles; - Participants learn about their HIV Status: voluntary and confidential testing with counseling; - Testing without consent; - Participants develop strategies to live with the news that one is not infected; - Participants develop strategies to live with the news that one is HIV infected; - Participants develop strategies to live with HIV in our midst 	<p>to prevent the phenomena and how to inform the others about this infection. The participants liked the game very much and found it extremely relevant for the training program. At some point some of them have been deeply affected by the game and it was quite difficult to rehabilitate them.</p>
<p>Session 4: Dudu's case study Duration 1hr.</p>	<p>To provide the participants with a concrete example/story which they need to solve/provide inputs and argue their decision.</p>	<p>Ice-breaker (linked to the message of the Case Study): Everyone was asked to stand in a circle. The condition of the game was the following: if the participant was touched by the moderator on his/her shoulder once – than the participant should take a very uncomfortable position; if he/she is touched twice by the moderator – then he/she does whatever she/he wants (e.g. play, sing, sit down, etc.). Soon, there were participants standing very uncomfortably and others doing various funny activities. The moderator kept repeating that those touched twice can do what they want to do – anything that comes to their mind. Some of them started at some point to approach those standing in uncomfortable position, wanting to help them: e.g. help them put their hands down or head up, etc. But still none of them, would touch their colleagues twice so that they are "free" to do what they</p>	<p>The participants liked very much the Case study activity. They had to justify their decisions, and views. They had to play the role of the person infected HIV, they had to analyze a problem and find concrete solutions – which made the last Session of the Day 1 being active and interesting.</p>

	<p>want too (as this was not forbidden) – as this is in the end the “moral” of the game. The “free” participants could, after the moderator hinted, to “free” the others participants by touching them twice.</p> <p>Stage 2. After the ice breaker/game the participants had a task – to help the hero of the Case Study. The group was divided into 4 groups (by counting from 1 to 4).</p> <p>Group 1 represented DUDU, the main hero of the story;</p> <p>Group 2 represented DUDU’s colleagues from work – representatives of the Ministry of Health ;</p> <p>Group 3 represented the Vice –Minister of Health/ DUDU’s employer;</p> <p>Group 4 represented the Human Resources Manager from the Ministry of Health.</p> <p>Stage 3. Each group had to discuss and analyse 3 questions based on the same story/case study.</p> <p>Stage 4. Each group had to present and discuss within the group their views and opinions related to the Case Study.</p>	
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PARTICIPANTS’ FEEDBACK AFTER DAY 1:

- I liked the topic of the training program, especially the methodology and the participants; Hope that tomorrow will be as interesting as today;
- Today’s topic has been very new for me but useful; There have been many interesting and useful discussions as well as games – all being really helpful in getting to know what and how should the society react towards the integration and communication with people with HIV/AIDS;
- I wish the next day of the training to be at least as interesting as it was today. The topic in general is welcomed in the context when Moldova tends to integrate in the EU;
- Everything was interesting. The working methods have been efficiently chosen for the purpose of memorizing the information. The training was active, and nobody had time to get bored; Everything was fine. I am sure the tasks for the 2nd day are as interesting as they have been for today;
- I liked the organization of this training program. The way it is organized, the methods used, etc. For tomorrow let it be at least like it was today. I would have been good to have representatives not only from the Ministry of Economy, but for other stakeholders as well.
- The information provided during the today has been very useful, including the info provided by the SIDA Center. I would like to learn from more examples and experiences of other countries, and statistics. The Agenda of today’s training program has been very interesting. It would be good to have trainings of this kind not only for Ministry representatives, but for other institutions as well;
- I consider that the Information on HIV/AIDS has been very useful. Less useful was the Wildfire game – it was a bit stressful;
- I liked the trainers very much, especially the approach they applied in providing such an useful and important information. Besides, I liked the fact that there were no any prejudices and a tolerant attitude towards people with HIV/AIDS has been felt; everything was fine.
- Tomorrow I want to focus to be on HIV/AIDS policies at the work place, and less focus on medical issues; In general the first day of the training has been very interesting, compared to many trainings I have participated in so far – which are usually very boring;

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- The information has been useful, especially the legal current framework in the field. I liked the fact that the training has been feedback oriented. But I did not like the fact that we did not tackle at all the practical implementation of the HIV/AIDS policies at the work place. I would like to learn about the methodology of implementation of HIV/AIDS policies and about the role of different stakeholders in the approached issue;
- I did not like that much the way of introducing the participants (role play);
- Today’s training program was very interactive and I think it has reached its main objectives – we became more aware of the impact of HIV/AIDS on our society and on each of us. However I wish tomorrow we have a more theoretic approach in order to clarify all questions we still have. I would like to learn more about this infection. So I am ready for more tomorrow.
- I am really impressed with this training program and I must say that I have gained much new knowledge and information about the topic under discussion. I liked very much the way this training is organized and I want to thank the organizers for it. I wish this kind of training programs are organized at least twice a year in our schools throughout Moldova;
- I have learned a lot of new things today. I find it very useful all the topics discussed during the day today. It is desired that similar training programs are organized for various organizations, so that more and more people become aware of the HIV/AIDS issues, thus may be we will be able to prevent the spreading of this disease on our Planet. I liked the games very much – they have given me additional “food for thought” - and also gave me the possibility to feel in the other person’s shoe – e.g. people with HIV; It would be very good if such training programs are organized in various institutions + presented in the mass – media much more.

Day 2

Session	Objectives	Procedure (techniques applied)	Comments/Impressions
Session 1: Impact of the HIV/AIDS on the work place Duration: 1 hr 30 minutes	To familiarize the participants with impact of HIV/AIDS on the work place, through the prism of current statistics.	Ice breaker – saying a nice compliment from the early morning to each other. Stage 1: The group has been divided into 4 groups, and each group received a set of number (mln) and a set of descriptions of these numbers. All they had to do was to brainstorm and to match the numbers with the descriptions, thus trying to predict what are the current statistics in regards to the number of people with HIV/AIDS both in the world and in Moldova. Stage 2: After discussing within the groups their predictions, they could compare their results with the real dates, as each group has received a handout with the recent statistics. The expert intervened every time it was necessary to provide/illustrate any example/case, etc. Stage 3: Based on the numbers/statistics, the participants had to reflect and come up with a list of effects/impacts of these numbers on the society/our life as well as on our workplaces. Stage 4: they discussed impacts as well as compared later on the list they came out with the list of the impact as of ILO 2007. Then the participants have had more discussions and found out other new details and info from the program expert.	The activity was useful indeed, as many of the participants were not aware at all about the real number of people affected/living with HIV/AIDS.
Session 2: Policies and programs on HIV/AIDS at	To familiarize the participants with: Why is there a need for the HIV/AIDS	Ice – breaker: Session 2 started with an ice-breaker, called the “Mine field”. A popular and engaging game involving communication and trust. The task is very flexible, works for groups of various types and sizes,	Comment on Ice-Breaker: To the Question What can really help a person cross through this mine field? the

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<p>the work place Duration: 2hrs</p>	<p>policy at the work place? - Why is there a need for the social partners to convene on a HIV/AIDS policy at the work place? - What should a HIV/AIDS policy at the work place consist of? - Practical implementation of a HIV/AIDS policy at the work place; - The role of the Government in the elaboration and implementation of the HIV/AIDS policies at the work place;</p>	<p>and can be adapted to youth, adults, corporate, etc.</p> <p>Procedure for this game (as it has been adjusted for the purpose of Day 2 theme): The middle of the room has been selected and marked with borders.</p> <ul style="list-style-type: none"> • "mines" – balls from paper have been distributed within the marked territory; • Case 1: One volunteer has been asked to come in front and to accept to pass through this mine field with his eyes closed. The volunteer was guided by one of the moderators. In case the volunteer steps on one of the „mine” – he/she is out of the game; • Case 2: The second participant was invited to cross the field with his/her eyes closed, this time being guided by one of the colleagues – everyone else in the group should have kept silent. • Case 3: The third volunteer was asked to come in front and try to pass the field with his/her eyes closed, guided this time by the entire group – there were no restrictions imposed to the group, so that everyone could scream and shout and help their colleague cross the field. <p>The most important part in this activity was the Debriefing part in which the moderators discussed with the participants the following issues: The participants had to imagine that the mines were HIV/AIDS policies at the work place and</p> <p>In Case 1 the volunteer is the representative of the X representative of the Ministry of Economy wanting to implement HIV/AIDS policies at the work place and the moderator/trainer is the representative of the ILO, who gives indications on what and how things need to be done.</p> <p>In Case 2 the volunteer is the representative of the X representative of the Ministry of Economy wanting to implement policies at the work place and the colleague who helped is a colleague with a similar objective: wants to implement HIV/AIDS at the work place.</p> <p>In Case 3 the volunteer is the representative of the X representative of the Ministry of Economy wanting to implement HIV/AIDS policies at the work place and the group of participants who helped IS THE SOCIETY; are those different stakeholders interested and motivated to promote the implementation of HIV/AIDS at the work place.</p> <p>Each case has been discussed in details: how much trust was in CASE 1, 2 and 3, why? What should have</p>	<p>participants answered: proper guidance from someone who knows the situation and has experience; and to cross the field with the opened eyes. This activity served as a good evocation for the Session.</p>
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		<p>been done differently? What would have changed the situation? Etc.</p> <p>JIGSAW Technique was used for the purpose of discussing the Policies and Programs on HIV/AIDS at the work place (all the materials and questions are available)</p> <p>Step 1: The group was divided into 3 teams of 5 people: and they counted 1,2,3,4 and 5. These were home groups created. The participants had to remember who was in their home group.</p> <p>Step 2: Next, the participants grouped per numbers: 1 to 1, 2 to 2, 3 to 3, and 4 to 4, and 5 to 5. Thus, we have created expert teams. Each expert team received a handout with material (different for each group) related to HIV/AIDS at the work place. They had some time to discuss within the group, after reading the new material, a certain question. Besides, each expert group had to be able to respond to the question addressed to the group and to be able to “teach” the new information when going back to the “home” group.</p> <p>Step 3: When each expert team was ready to share the new information with the Home colleague, everyone returned back to the home group. Within each home group, every expert had to “teach” his/her part. (see row 2 in the picture)</p> <p>Step 4: After all home groups got acquainted with all the information related to HIV/AIDS policies at the workplace, each home team had a certain Question to answer.</p> <p>Step 5: Interactive presentation by the teams, which used the posters and tried to illustrate graphically the answers to the questions.</p>	<p>The activity was very active, the participants learned much new information in a very short time – could actively participate in the discussions and elaboration of concrete answers and proposals.</p>
<p>Session 3: Elaboration of the Intervention plans Duration: 1 hr 30 minutes</p>	<p>To guide the participants on how to elaborate an Intervention Plan, based on the instruments and guidelines proposed by ILO.</p>	<p>Ice – breaker: Due to the fact that it was the beginning of the last Session of the day and especially for being an afternoon/lunch activity, the moderators used an ice breaker called „the Palm, the Elephant and the Bull”. This is a fast-moving, physical game that is good to use when people need to be re-energized. A group of people stand in a circle, with one person in the middle. The person in the middle randomly points at someone in the outside circle, and says “Palm Tree” – at which point, the person needs to pretend to be a palm tree (by putting their hands in the air). The two people either side of this palm tree need to become ‘coconuts’, by placing their heads near the armpits of the person who is the palm tree. The slowest person of the three to get into place then runs into the middle, and points at another group ‘Palm Tree’ ... just as this routine is becoming to be understood by the team, two additional aspects are factored in – the Elephant and the Bull. The person in the middle can now choose between Elephant, the Palm and Bull – the Elephant</p>	<p>Comment on the ice-breaker: the participants liked it a lot, it was much fun and it gave them new energy to work on the Intervention Plans during the Session.</p> <p>After the session ended, the participants spent 10-15 minutes to answer the Questions on the Training Program, a SWOT analyses was made. After which each participant has completed a Final</p>

	<p>needs to use both fists in front of the nose to make a trunk of the Elephant, and the two people either side need to make the ears of the Elephant with their hands. The Bull is made by the person in the middle standing with both hands above their head and the people on either side squatting to act as the legs of the Bull. With three aspects to the game, and the quick change over of the person in the middle, this is a good game to get people laughing and working quickly together. It is also works well as it requires speed and memory, rather than language ability.</p> <p>Stage 1: The participants worked in pairs. Each pair received additional materials related to the elaboration of HIV/AIDS policies at the work place. Besides, each participant was given a certain template for the Intervention plan to be completed.</p> <p>Step 2: Each pair had to elaborate a brief intervention plan that later had to be presented to the group.</p> <p>Step 3: Presentation by the pairs: there were 5 intervention plans shared by the teams. The plans should have been realistic, based on the concrete facts and details as well as based on the material and information gained during the 2 days training program. All presentation were very good. The expert and the moderators have intervened when needed with questions, clarifications and additional answers/comments.</p>	<p>Evaluation Questionnaire.</p>
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Participants' feedback on the Training Program:

1) SWOT Analyses

<p><u>Strengths of the Training Program</u></p> <ul style="list-style-type: none"> - much new and useful information; - very interactive; - with constant feedback from participants; - with participants from the same institution; - with practical examples. 	<p><u>Weaknesses of the Program</u></p> <ul style="list-style-type: none"> - not that many participants; - no experiences/examples of other countries shared; - little time; - participants from the same institution.
<p><u>Opportunities</u></p> <ul style="list-style-type: none"> - with participants from various institutions; - with participants from various fields; - with experts from other countries; - to invite a person with HIV/AIDS; - to facilitate cooperation among different institutions; - to apply the multi-stakeholder and multidisciplinary approach in such programs. 	<p><u>Threats</u></p> <ul style="list-style-type: none"> - not to be too official; - not to be boring; - not to be too theoretic.

Final Evaluation Questionnaires Results

Quantitative Analysis of the Evaluation Questionnaires

The participants have been asked to evaluate each of the following aspects of the training program on a **1 to 4 marking scale**, in which the participants mark with 1 if they strongly disagree, with 2 if they have a moderate disagreement, 3 if they agree and 4 if they strongly agree.

1. **The training objectives have been accomplished:** 9 participants marked with 4 points; and 5 participants marked with 3 points. An additional comment was SUPER;
2. **The topics/themes/issues have been successfully chosen for this training:** 11 participants marked with 4, 3 participants marked with 3, no comments.
3. **The training methods have been appropriately selected for the purpose of this training program:** 11 participants marked with 4, 2 participants marked with 3, and 1 participant marked with 2. An additional comment was "... very interesting methods have been chosen".
4. **The training methods have been efficiently applied:** 10 participants marked with 4, 4 participants marked with 3. There were no additional comments made.
5. **The training program was useful:** 12 participants marked with 4, 2 participants marked with 3. An additional comment was "the training program was very useful", "I have learned very many new things".
6. **The atmosphere has contributed to the success of the program:** 11 participants marked with 4, 3 participants marked with 3. There were no additional comments made.
7. **I have been actively involved in the learning process:** 8 participants marked with 4, 6 participants marked with 3. There were no additional comments made.
8. **The program has been well organized:** 9 participants marked with 4, 5 participants marked with 3. There were no additional comments made.
9. **I will apply the knowledge/skills gained during the program:** 10 participants marked with 4, 4 participants marked with 3. There were no additional comments made.
10. **My reaction/impressions vis-à-vis the program are positive:** 9 participants marked with 4, 5 participant marked with 3. There were no additional comments made.
11. **I will recommend this training program to other colleagues:** 10 participants marked with 4, 3 participants marked with 3. There were no additional comments made.
12. **Other /Additional comments** There were no additional comments made.
13. **Name 2-3 topics/issues out of which you learned the most:**
 - The Wildfire game is really useful in case we apply it correctly;
 - Implication of the social partners;
 - Protection of Human Rights;
 - Respect for the people with HIV/AIDS;
 - Elaboration of the policies on HIV/AIDS at the work place;
 - The existent Legal Framework;
 - The booklets handed in during the training;
 - The information I knew prior to the training was far from what I have learned during this training;
 - Examples from our country in this field;
 - Information provided by Mrs. Ecaterina;
 - Impact of HIV/AIDS at the work place;
 - ILO Code of Practice;
 - Components of a HIV/AIDS policy.

14. Name 2-3 topics/issues which you would like to learn more about in the future:

- Current status of the dissemination of this topic related issues in School/High Schools,;
- Information Campaigns;
- HIV/AIDS policies at the work place in other countries;
- Teaching this topic in the educational institutions;
- Any new information that might be useful;
- Informing the people with HIV/AIDS about the types of work not indicated for practicing;
- Prophylaxis of the HIV/AIDS at the work place;
- Statistics on HIV/AIDS;
- Ways of collaboration among various stakeholders from abroad in order to solve the problem;

15. Name 2-3 topics/issues out of which you have learned the most:

- The schematic method seemed to be the most efficient;
- The Wildfire;
- Team/group work;
- Steps of the Intervention plan;
- All methods were useful;
- Introduction/presentations of the participants;
- Summary made by the trainer after each session;
- Games.

16. What topics/issues would make this training program more meaningful:

- Participants from various departments/ministries/NGOs;
- Video materials;
- The entire program has been useful;
- Games, which have actually been applied in the program;
- Power point presentations;
- Foreign experts;
- A person infected with HIV;
- A person infected with HIV and who is still working;
- More discussions;
- A more strict cronometration of the time.

17. What questions have remained unanswered as a result of the training program:

- Will there be or not be implemented HIV/AIDS policies at the work place?

18. Additional comments:

- More practical examples;
- More experts;
- In general the goal of the Program has been reached. Thank you!
- You are great! Bravo!
- Good luck and much success;
- Everything has been interesting, cognitive and useful;
- It is very good that there are specialists in Moldova who are trying to inform and disseminate useful information.