



## Mainstreaming HIV and AIDS in the Vocational Training Sector in Botswana

### The Context

The HIV epidemic has a devastating impact on societies in southern Africa: it destroys livelihoods, poses severe challenges to affected households and undermines national economies as productivity falls due to AIDS-related sickness and mortality. In the high-prevalence setting of Botswana, these factors have already led to a shortage of skilled labour and the need to import expatriate workers. Given its national prevalence rate of 37% (The Botswana 2003 Second Generation HIV/ AIDS Surveillance Report), this situation is expected to become even more acute in the coming years.

Against this background, the Vocational Training (VT) sector has an important role to play in HIV prevention and in impact mitigation. The young adults this sector works with are not only the human capital that their country's future economic growth depends upon but also the age group most at risk for HIV infection.



To download the full version of this report and modules and materials developed by this project, go to [www.german-practice-collection.org](http://www.german-practice-collection.org)

*Introduction of BOTA's IEC material at the Botswana Power Cooperation (BPC) Training Center in Gaborone*

### The Objective

The approach aims to mainstream a response to HIV and AIDS into Botswana's vocational training system, in order to help prevent further infections amongst teachers, trainers and learners.

### HIV/AIDS affects learners, teachers and trainers

**Learners:** The VT sector works with the age group at greatest risk. Most infections in Botswana occur between the ages of 15 and 19 and the HIV prevalence rate in this age group has been rising. The VT sector needs to address the fact that about a quarter of the human capital it invests in will be infected with HIV and eventually need special care. However, it is equally important that the learners who are not infected maintain their negative sero-status.

**Teachers and trainers:** It is estimated that teachers at the primary and secondary level are disproportionately affected by the epidemic. In 1997, 26% of all vocational teachers and trainers were expatriates, a percentage that is expected to have increased due to AIDS-related attrition. Yet even if teachers and trainers can be replaced by expatriate staff, their increased morbidity and mortality will gradually erode the sector's institutional memory:

There is not enough time for sick or dying teaching staff to pass on the experience and expertise that has been built up over many years, and the quality of training is adversely affected when remaining staff are forced to take on too many extra classes or when less qualified teachers are employed to fill the gap.

### German HIV Practice Collection

Publications in this Collection describe programmes supported by German Development Cooperation that have been assessed as "promising or good practice" by an editorial board of experts from German development organizations and by two international peer reviewers with renowned expertise in the particular field.

Each publication tells the story of how a particular approach has been implemented in one or more countries, making it accessible to more than just experts in the field. Each one is published in a short (four-page) and full version, often with links to related tools and reading at [www.german-practice-collection.org](http://www.german-practice-collection.org).

The Collection aims to stimulate dialogue, so please visit this website and tell us what you think.

Managing Editor ([ghpc@giz.de](mailto:ghpc@giz.de))

Peer-reviewed

## The Process

In 2002, the Botswana and German governments agreed to strengthen the AIDS response in the country's VT sector. The Botswana Training Authority (BOTA) was appointed the coordinating agency for this process. The Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ) GmbH (German Technical Cooperation) provides technical assistance to BOTA through the project Reform of the Vocational Training Sector in Botswana.

As a consequence, BOTA included a response to HIV and AIDS in its strategic plan and established an HIV/AIDS Division, staffed by a local HIV/AIDS field officer and a coordinator seconded by the German Development Service (DED). The HIV/AIDS division has the following tasks:

- To support training institutions in the development and implementation of HIV/AIDS policies and programmes;
- To promote the inclusion of HIV/AIDS unit standards in vocational training;
- To mainstream HIV/AIDS within BOTA (including the development and implementation of a workplace strategy).

The Botswana Training Authority (BOTA) was established in 2000 as a parastatal under the Ministry of Labour and Home Affairs. Its mission is "to coordinate an integrated vocational training system that meets the needs of learners and industry through the development of standards, quality assurance, policy advice, and monitoring and evaluation". The main activities of BOTA are:

- Promote access to training opportunities on an equitable basis
- Accredite, register and monitor all training institutions
- Develop and review national training standards
- Guide the development of curricula and learning material in vocational training
- Register trainers and assessors for vocational training to ensure that standards of teaching and assessment are maintained.



*BOTA Delegation at the World AIDS Day 2004 in Gaborone*

Until March 2004, GTZ funded the activities and equipment of BOTA's HIV/AIDS Division. Since then, BOTA has taken over full responsibility for its HIV/AIDS activities and has included them in its own budget.

## Promising Practices

In the course of this project, and with technical support by GTZ and DED, the BOTA HIV/AIDS Division has developed a number of promising practices:

- The inclusion of HIV/AIDS in the national Vocational Qualifications Framework;
- Guidelines for the preparation of curricula;
- The inclusion of HIV/AIDS in the accreditation process for training institutions;
- A model HIV/AIDS policy for training institutions;
- Technical support to institutions aiming to mainstream HIV/AIDS measures;
- Edutainment as a participative approach to promoting behaviour change;
- The "Emang" newsletter – a learner-driven publication;
- The development of VT-specific IEC materials.

### Mainstreaming HIV/AIDS into the Botswana National Vocational Qualifications Framework:

Botswana is one of the few countries in the region that has formalised its response to HIV/AIDS by including the topic in its national qualifications framework. This ensures that every learner within the sector receives training on HIV/AIDS prevention, treatment and care as part of the formal training.

Unit standards have been developed and registered by BOTA according to current international practice. They include specifications on quality assurance requirements and performance criteria.

**Emang** means “stand up” in the Botswana vernacular. The “Emang” newsletter is a learner-driven HIV/AIDS publication which aims to improve communication and networking concerning HIV/AIDS issues between learners from VT institutions in Botswana. The publication is produced on a quarterly basis, and to date three editions have been completed.

Trainee journalists from one of the VT institutions constitute the editorial board. **Emang** includes articles, poems, letters and other inputs from learners from the different VT institutions. The BOTA HIV/AIDS Division requests and coordinates inputs, and leaves content unchanged except for corrections to grammar, style and spelling.

The production, publication and dissemination of the **Emang** newsletter allows learners to air their views and questions on HIV/AIDS-related issues and to network in spite of the large distances that separate VT institutions. In addition, **Emang** gives learners an opportunity to practise the skills they acquired in Communication for Behaviour Change (CBC).

## The Results

At the institutional level: In 2005 BOTA has supported more than 100 of the approx. 250 formal VT institutions in Botswana in the development and implementation of HIV/AIDS interventions and programmes. More than 250 learners participated in the second HIV/AIDS drama competition that BOTA organised. At the level of learners’ knowledge and behaviour: According to a KAB study conducted in 2005, VT-learners fully appreciate HIV/AIDS-related peer education, counselling and drama lessons. According to their own reports, they are

- more aware of the risks associated with unprotected sex;
- more able to openly talk with their partners about sexuality, HIV/AIDS and the responsibility regarding prevention;
- more willing to practice safer sex, use condoms, reduce the number of sex partners and negotiate condom use with their partners.

**BOJA**  
**Emang**  
Quality HIV/AIDS Newsletter  
November 2004  
success our destiny

**CONTENTS**  
2. Love, care and Support: weapons for stigma and discrimination  
3. No secrets anymore  
4. AIDS  
5. Female condom  
6. Botshwara jwa bana  
7. Alcohol and HIV/AIDS  
8. Pudulong Rehabilitation Centre  
9. Life can be a stitch  
10. HIV/AIDS debate in ATTC

**EDITORIAL:**  
We have reached the third quarter of **Emang** issue and this time around we bring you some important issues on discrimination, poems, drugs, and HIV/AIDS and some photo captures on drama competitions.  
Let me take this opportunity to thank all those trainees who have been contributing to this news letter with articles to keep it in circulation within VT Institutions.  
You will be aware that information is power and this news letter provides a forum where trainees can share their ideas and experience in relation to HIV/AIDS within their colleagues.  
Finally let me thank the editorial team from Mega-Size College for their contribution in this issue.  
By Ulla Tschötschel  
BOTA  
**LETS THROW AWAY DISCRIMINATION**

**EDITORIAL TEAM**  
Lebagang Pono Mokgethi  
Kenelwa Fonyo Moreatsi  
Tumo Kgasmotlo  
Kobabotswa Kelebemang  
Irene Dikomang  
Angela Munkombwe (Lecturer)  
Ulla Tschötschel (Coordinator)

**BOTA/HIV/AIDS Division**  
Private Bag BO 340  
Gaborone  
Botswana  
Tel: 3159481  
Fax: 3952301  
Email: [utschoetschel@bota.org.bw](mailto:utschoetschel@bota.org.bw)

**NO TO STIGMA AND DISCRIMINATION.**  
They need care  
They need our support  
It is night time we come together  
We stand and unite  
And say NO TO STIGMA AND DISCRIMINATION.  
It's high time we show that we care  
It's high time we say let them live a life.  
Together we make a difference  
Together we win the battle  
Together we are the future  
Yes stigma and discrimination you are defeated  
Yes! Defeated!  
By: Gracious Kgalalelo Selathwe  
Marobela Brigades Development Trust

HIV/AIDS Newsletter *Emang*

## Lessons learnt

1. There are numerous HIV/AIDS related structures and organisations operating in Botswana. To prevent duplication of activities, strategic partnerships have been identified as one useful option. BOTA’s expertise may be more effectively utilised in capacity development where implementation can be carried out by other organisations.
2. Currently, there are no unit standards for the various HIV/AIDS-related training programmes offered by different organisations in Botswana. BOTA could identify a set of core HIV/AIDS related qualifications and develop the related unit standards for e.g. peer education, counselling, life skills, edutainment, workplace policy development etc.
3. BOTA serves different categories of training institutions in the public and private, in the formal and informal sector. The strategies developed to date need to be adapted to the circumstances characterising these different training environments.

## Peer Review

According to the editorial board of the German HIV Practice Collection and the two external peer reviewers, the BOTA approach to mainstreaming HIV/AIDS in vocational training is a promising practice for a number of reasons:

1. It is innovative and provides a model for other national VT authorities and for larger companies with formal training units in the region.
2. It is participative and empowering, as learners and staff are actively involved in developing responses to HIV/AIDS.
3. It is effective since VT institutions are mainstreaming HIV/AIDS and since learners in VT institutions report that the approach has led them to reduce number of partners, to practice safe sex and to talk openly to their partners, peers, and families about HIV/AIDS-related issues.
4. It is sustainable since the national authorities have taken over the responsibility for the BOTA HIV/AIDS division, including all its activities and its budget.

## Would you like to know more?

Are you interested in the full version of this report or in any other publication in this collection?

Go to [www.german-practice-collection.org](http://www.german-practice-collection.org).

### Tools on the internet

The following tools and materials were developed in the course of this project and can be downloaded at [www.german-practice-collection.org/en/toolboxes/hiv/mainstreaming-hiv-in-vocational-training](http://www.german-practice-collection.org/en/toolboxes/hiv/mainstreaming-hiv-in-vocational-training)

- Sample HIV/AIDS policy for training institutions
- HIV/AIDS training unit standards
- Guidelines for preparing curricula on the basis of the unit standards
- Sample HIV/AIDS curricula and learning material



*World AIDS Day Parade 2004 in Gaborone*

## Contacts and credits

Authors and experts responsible for the approach  
Ulla Tschoetschel, Stefan Erber

Published by:

The German HIV Practice Collection (GHPC)  
GHPC run by project 'Strengthening the German contribution to the global AIDS response'  
Responsible: Dr. Thomas Kirsch-Woik  
Deutsche Gesellschaft für  
Internationale Zusammenarbeit (GIZ) GmbH  
Dag-Hammarskjöld-Weg 1-5  
65760 Eschborn / Germany  
E [ghpc@giz.de](mailto:ghpc@giz.de)  
I [www.german-practice-collection.org](http://www.german-practice-collection.org)

Contact at GIZ: Health, Education and  
Social Protection Division  
Supraregional Project "Strengthening the German contribution to the global AIDS response"  
E [aids.ms@giz.de](mailto:aids.ms@giz.de)  
I [www.giz.de/aids](http://www.giz.de/aids)

Contact at the Federal Ministry for Economic  
Cooperation and Development (BMZ)  
Dr. Simon Koppers, Section 311  
E [simon.koppers@bmz.bund.de](mailto:simon.koppers@bmz.bund.de)

Writers

Vanessa Kruger, Hansjörg Dilger

Photos

Stefan Erber, Ulla Tschoetschel

Eschborn, first edition: November 2005,  
updated: December 2007 and January 2011