

Community Job Aid



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How to Use this Job Aid

This job aid supports community-level health promotion about adolescent and young people (AY) health for use by community health workers (known as village health teams or 'VHTs'), health providers, and community champions in Uganda.

As shown in the *HAY*! Wheel, this job aid is divided into **content** categories. There are 23 separate **topics** covered. This booklet can stand up on a hard surface. The facilitator can access notes about the topic while their "audience" views a picture related to that topic.

Facilitator notes include the following:



• Key Messages — Main health and advocacy messages for sharing with the audience. Repeat the Key Messages throughout the discussion and summarize at the end.

• **Danger Signs** – Take an AY with these signs to the Health Centre immediately.

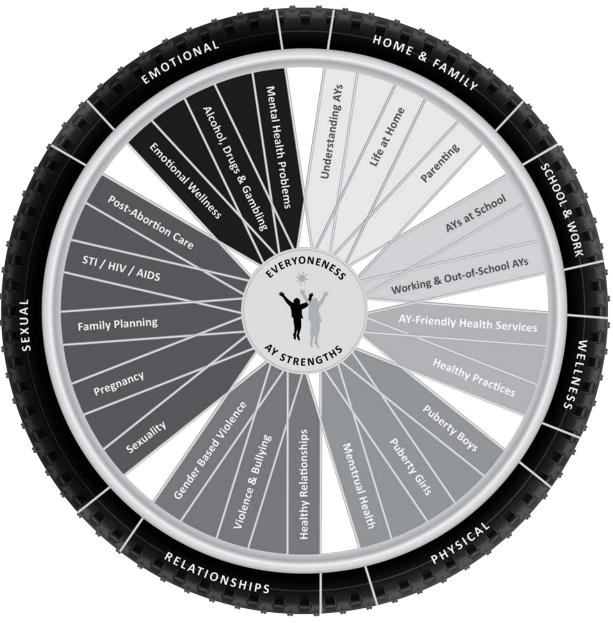


Questions for Discussion — Questions can guide discussion with different audience types. Discussion questions are carefully planned and ordered to explore and engage your audience at a deep level towards actions. Use AY questions (i.e., 'As an AY') when meeting an AY alone or in a small group. Discuss Family questions (i.e., 'In our family') during conversations with parents and caregivers of AY. Use Community questions (i.e., 'In our community') with groups of adults or AYs in a community, facility, church or other setting. Use your judgment to adapt or skip questions where appropriate.

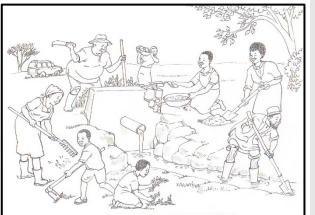
Generally, topics on the *HAY*! Wheel are in order from least complex/sensitive to most complex/sensitive as you travel around the wheel. However, any topic may be chosen in any order depending on audience and needs. Thank you for choosing to use this Job Aid. We hope that this tool supports promotion of AY health in your community! We welcome your comments and suggestions.

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The HAY! Wheel



Everyoneness



As an AY:

- How do you try to stay healthy?
- Who supports you to stay healthy?
- How do you feel when a friend has health problems?
- What could help you and your age mates to stay healthy and make healthy decisions?

• Invest in AYs for a bright future.

- Everyone cares about AY wellness—parents, families, health workers, teachers, leaders, and community.
- Take small steps together to create big change.

In our family:

- How have your child's health needs changed as they grow older?
- How do you feel about your role in your AY's health?
- How can you support your AY to access health information and services?
- If another parent had an AY facing health or personal problems, how could you support them?

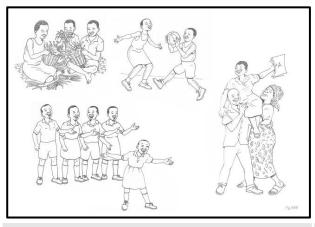


- What are the most important challenges our AYs face in seeking health promotion and services?
- How can we support and prioritize AYs and their health?





AY Strengths



As an AY:

- What are you good at?
- How do you feel when you do something you are good at?
- How can you use your special strengths and talents to contribute to your family and community?

In our family:

• Tell me about a time when you were proud of your AY.

• Every AY has special qualities and talents.

• AYs strengthen our families and community.

• Celebrate AY achievements and contributions.

• How can you celebrate your AY's strengths together with them?



- How do we see and treat our AYs?
- How do we feel when people talk about them negatively?
- How can their talents contribute to strengthening our community?
- How can we recognize and celebrate their contributions?





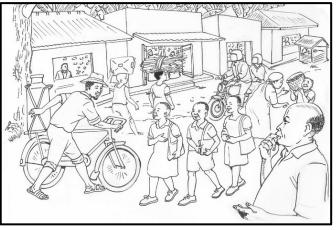


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Solution

Understanding AYs



As an AY:

- As you grow older, what has changed for you?
- What helped you adjust to these changes?
- What would you say or do to help a younger friend or relative prepare for adolescence?

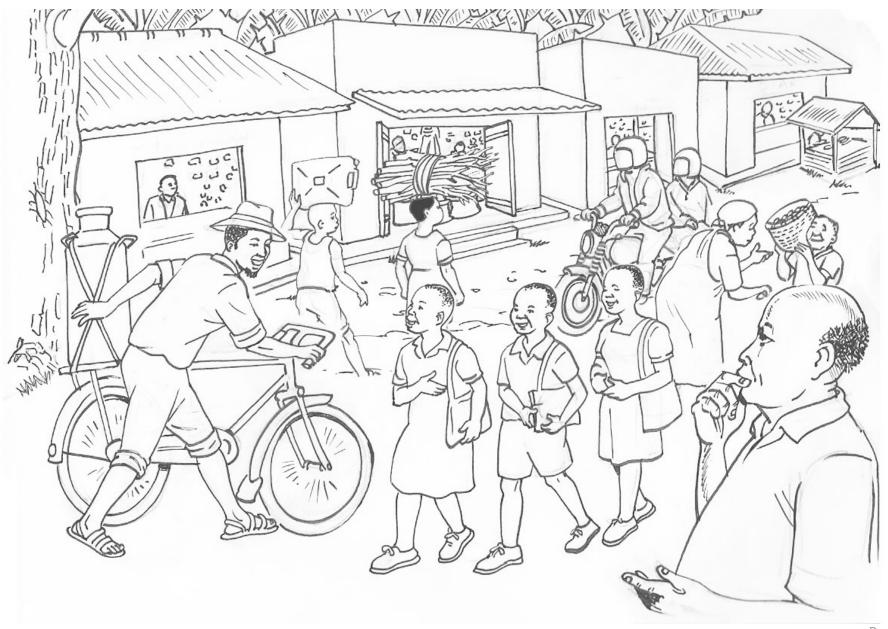
- Adolescence is an exciting and challenging period of growth, development, and discovery.
- Risks and new experiences prepare an AY for adulthood.
- Build AY resilience through connections with caring adults.
- Support AYs to develop their unique identity and values.

In our family:

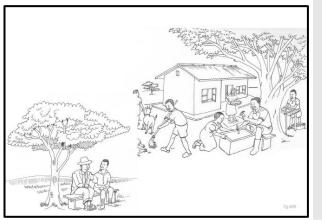
- How does your AY remind you of yourself at that age?
- How do you feel as you watch your child change to become an adult?
- What are your dreams and hopes for your AY?
- How can you encourage your AY in their goals?



- Which AY changes worry us most?
- Which make us hopeful?
- How can we support AYs as they develop their own identities and values?



Life at Home



As an AY:

- How is your life at home?
- Where do you feel safe?
- If a friend feels unsafe at home or lacks basic needs, where can you access help?

- Every AY deserves to live in a safe, supportive environment with their basic needs met.
- Talk to a trusted adult or health worker if you feel unsafe, threatened, or lack necessities or housing.
- Support AYs living in unsafe or unsuitable environments.

	In our family:	In our community:		
iome e can	 As a parent, what has changed for you, as your child has become an AY? 	 What makes a home feel safe for our AYs? Unsafe? What do we do when a family 		
	 How do you feel about parenting your AY? 	struggles to provide basic needs for their AYs?		
	 What change could you make to make a positive and healthy environment for your AY? 	 How can we promote safer and healthier AY home conditions? 		



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Parenting



As an AY:

Think of a time you had a discussion with your parents about a difficult topic.

- How was that experience?
- How did it feel to talk openly?
- How could you actively reach out for support from your parents?

To Parents/Caregivers of an AY:

How have conversations with your

Which discussions make you feel

your AY? Which discussions are

• If you need advice or support for

parenting your AY, who could you

difficult or uncomfortable?

child changed as they grow older?

good about your relationship with

- Build an open and supportive relationship with your AY.
- Be a role model. Celebrate AY strengths.
- Be available. Listen. Discuss topics important to your AY.
- Provide clear expectations. Use non-harmful discipline.
- Prepare your AY for healthy puberty, menstruation, relationships, and emotions.
- Parenting an AY can be challenging. Ask for help. You are not alone.
- Advocate for your AY if experiencing illness, bullying, violence, mental illness, pregnancy, or addiction.

In our family:

ask?

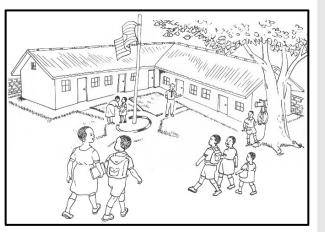


- What do we admire about families who parent their AYs well?
- How can we encourage and share positive parenting approaches with each other?
- How can we support parents when their AYs experience bullying, violence, mental illness, pregnancy, addiction, or another challenge?





AYs at School



As an AY:

- How is school going for you?
- Do you feel safe and supported at school? Why or why not?
- Where can you get help if you face challenges at school?

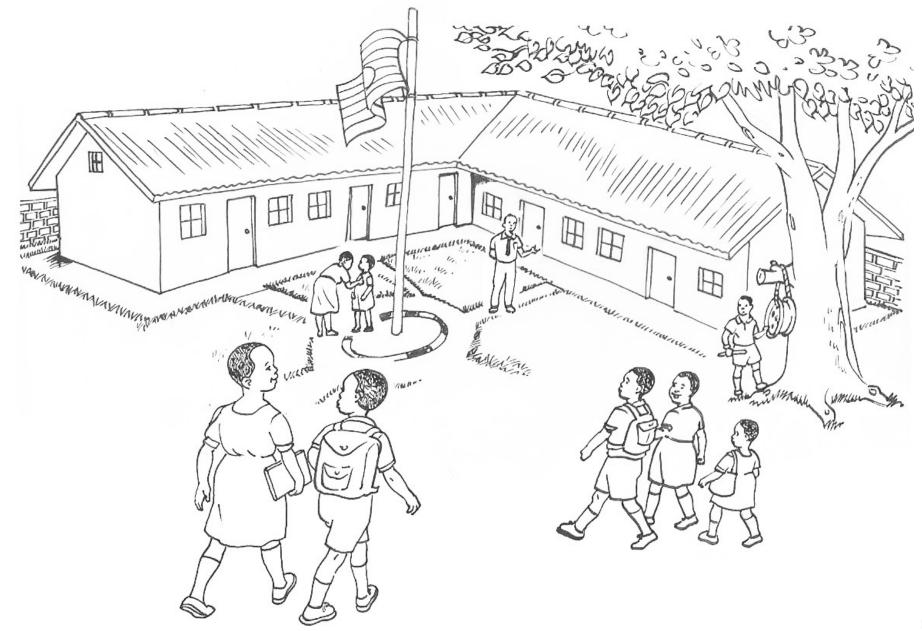
- Every AY deserves education regardless of sex, marital status, religion, HIV status, disability, tribe, or poverty.
- Education promotes future success and opportunities in work, family, and community for girls and boys.
- Seek help from a trusted adult if illness, mental problems, family problems, bullying, addiction, pregnancy, early marriage, or menstruation affect your learning.
- Speak up and take community action to promote healthy practices at school such as adequate nutritious food, exercise, sleep and freedom from bullying, violence, and discrimination.

In our family:

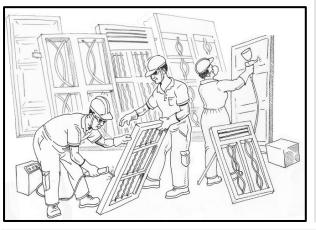
- What are your hopes for your AY in school?
- What challenges interfere with your AY performing their best at school?
- How would you feel if your AY faces bullying at school?
- How can you help create a successful school environment for your AY?



- What schooling options are available to our AYs?
- What causes our AY students to miss school, drop out, or fail to perform their best?
- How can we increase school attendance and performance amongst our AYs?



Working & Out-of-School AYs



you explore? Who can help you?

 Every AY deserves fair compensation and a safe workplace free from bullying and sexual harassment.



- Draw on your strengths and resilience to succeed at work or training.
- Seek help from a trusted adult if illness, mental problems, family problems, bullying, addiction, pregnancy, early marriage, or menstruation prevent schooling or work.
- Help AYs who leave school early to restart their education or find meaningful work, training, or apprenticeship opportunities.

As an AY:	In our family:	In our community:
<i>If working:</i>What do you like about your job? Not like?	 What are the main activities of your AY? 	 What positive work opportunities are
 Do you feel safe and treated fairly? 	 What are your work or 	available to AYs?
 How can you continue learning and building future job opportunities? 	schooling hopes for your AY?	What types of activities and work do we worry
If not working:	How can you support your	about?
• When did you stop schooling? Tell me about that.	AY to have meaningful	 How can we support and mentor AYs to restart
 What are you good at? 	work, training, or school?	education or find safe
 What type of work, training, or schooling could 		and meaningful work?



AY-Friendly Health Services



- As an AY:
- What health information and services do you need?
- How do you feel about attending the Health Centre?
- How could you support a • friend who was nervous to get needed health services?

Expect respectful AY health services that are non-judgmental, • confidential, and private.



- Access AY health services regardless of age, sex, education, marital • status, religion, HIV status, disability, tribe, or poverty.
- Seek health worker advice to make informed decisions including • about sensitive topics.
- Your health worker is there to listen and serve without judgment. ٠
- Speak to a trusted adult if you experience discrimination or • disrespect.
- Take community action to strengthen AY health services.

In our family:

- Where does your AY get health information? Services?
- Some parents find it difficult when their AY wants privacy about their health. How do you feel about that?
- How can you help your AY access health services and be treated with respect and confidentiality?

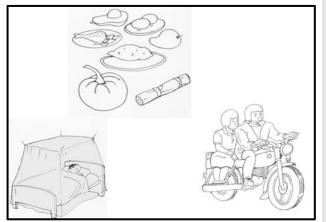


- How do judgement and negative labels impact AY health access?
- How can we support AYs who need family planning, pregnancy, mental health, or addiction services?
- How can we promote positive attitudes towards AY health and services?



Healthy Practices





- Eat a balanced diet, get enough sleep, and stay physically active.
- Females: Get immunized with HPV and tetanus toxoid vaccines.
- Wear seatbelts and helmets.
- Safely operate bicycles, motorcycles, and cars without the influence of alcohol or drugs. Remain attentive. Avoid distraction.

As an AY:

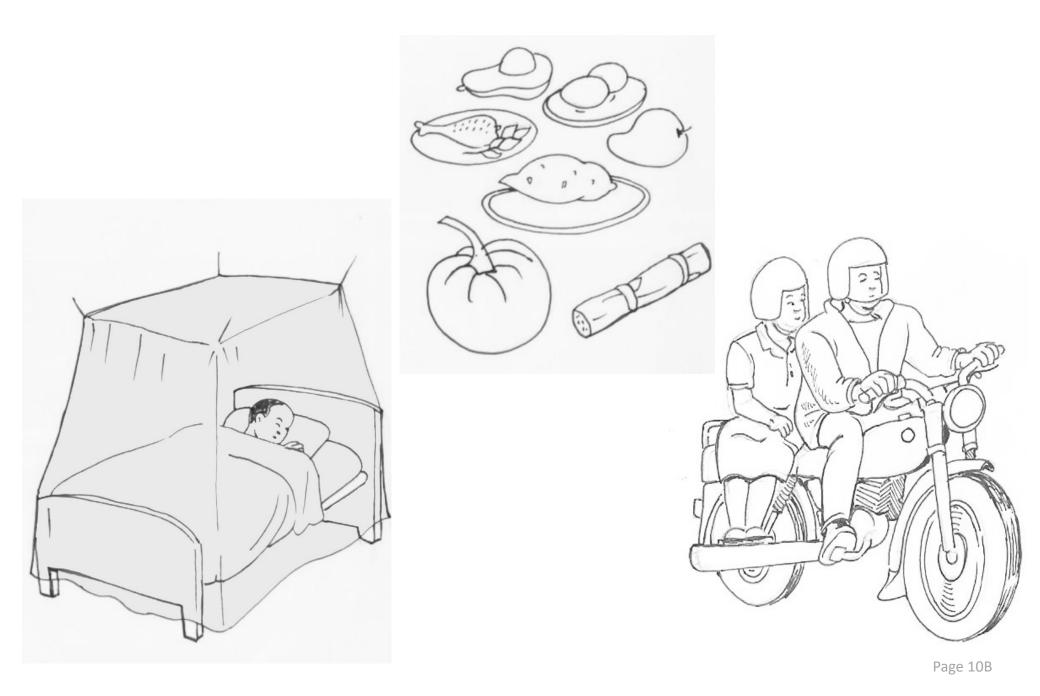
- What are some of your healthy habits such as for nutrition, exercise, sleep, immunization, and safe travel?
- What are some of your unhealthy habits?
- Which one habit would you pick to change to become healthier?

In our family:

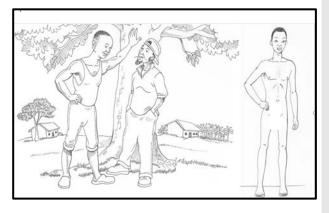
- What are healthy habits of your AY, such as for nutrition, exercise, sleep, immunization, and safe travel?
- What unhealthy habits of your AY worry you most?
- How can you support your AY to practise healthy habits?



- What healthy habits are common in our AYs? Unhealthy habits?
- What barriers prevent healthy AY habits for nutrition, exercise, sleep, immunization, and safe travel?
- How can we promote healthy habits for nutrition, exercise, sleep, immunization, and safe travel?



Puberty - Boys



- Puberty changes start earlier or later for some boys. This is normal.
- Keep a positive attitude about puberty changes and body shape.
- Manage body odor through regular washing.
- Seek health worker advice for puberty concerns.
- Support and prepare AYs for puberty changes.



- Grow taller, more muscles, broad shoulders
- Pubic hair
- Penis, testes, scrotum grow
- Erections & wet dreams
- Voice change
- Chest, underarm hair
- Acne
- Body odor

As an AY:

- Who gave you advice or help related to puberty changes?
- Which puberty changes are most exciting? Which changes are worrying or confusing?
- (Older AY): How can you support younger boys experiencing puberty?

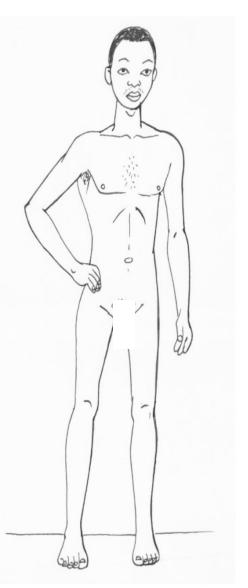
In our family:

- What puberty changes in your AY have vou noticed?
- How do you feel discussing puberty with your AY?
- How can you help your AY prepare for puberty and its challenges?
- How can you help your AY manage body odour?

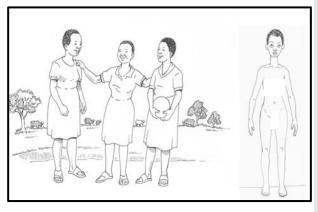


- What puberty changes are commonly discussed? Which are often not talked about or are difficult to discuss?
- How can we help AYs access information and support related to puberty changes?
- How can we help parents prepare their AYs for puberty?





Puberty – Girls



- Puberty changes start earlier or later for some girls. This is normal.
- Keep a positive attitude about puberty changes and body shape.
- Manage body odor through regular washing.
- Seek health worker advice for puberty concerns.
- Support and prepare AYs for puberty changes.



- Girls' Puberty Changes
- Grow taller
- Wider hips, enlarged belly, thighs, buttocks
- Hair in pubic area, underarms, legs
- Breasts grow
- Periods start
- Acne
- Body odor

As an AY:

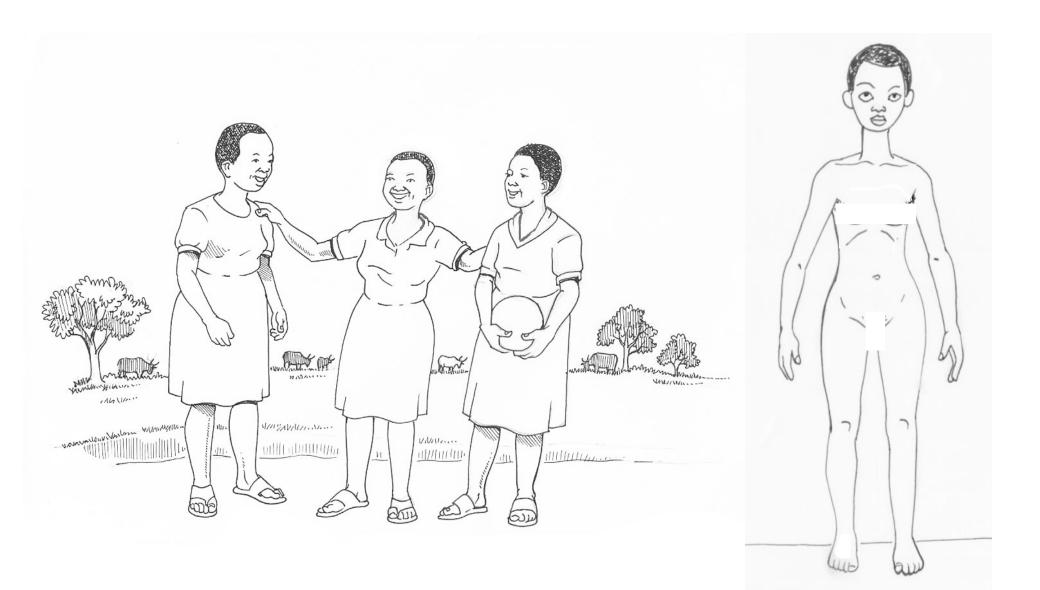
- Who gave you advice or help related to puberty changes?
- Which puberty changes are most exciting? Which changes are worrying or confusing?
- (Older AY): How can you support younger girls experiencing puberty?

In our family:

- What puberty changes in your AY have you noticed?
- How do you feel discussing puberty with your AY?
- How can you help your AY prepare for puberty and its challenges?
- How can you help your AY manage body odour?



- What puberty changes are commonly discussed? Which are often not talked about or are difficult to discuss?
- How can we help AYs access information and support related to puberty changes?
- How can we help parents prepare their AYs for puberty?



Menstrual Health



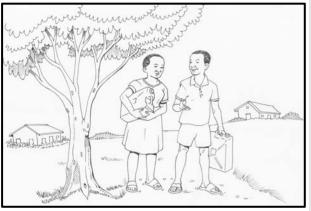
- Periods are a normal part of puberty for girls.
- Continue usual activities as desired during periods.
- Manage period pain with home remedies.
- Seek health worker advice for excessive bleeding or pain.
- Provide AY females with sanitary materials, private changing, disposal, and washing facilities.
- Speak up and take community action to reduce stigma about periods.

As an AY:	In our family:	In our community: 😥
 Who taught you about periods? What questions do you have about periods? <i>If female but no periods yet:</i> How do you feel about starting periods? How can you prepare now for starting periods? Who can help if you have questions or need help with a period problem? <i>If female and has started periods:</i> How have you managed period challenges so far? What could you do to improve your menstrual health? 	 Who in your family is menstruating? What period challenges does/will your AY face? How do you feel about these? How can you support healthy periods for your AY? 	 What supports can Ays access during menstruation like toilets, soap, water, and privacy? What are gaps? How can we take action together: men, women, boys, and girls, to improve menstrual health?
		Page 13A





Healthy Relationships



- Seek healthy relationships where both people feel happy, safe, • and respected.
- Unhealthy AY relationships can cause stress, violence, low self-٠ esteem, or stigma.
- Settle disagreements safely and without violence. •
- Enter an intimate relationship only when ready. Do not feel • pressured or rushed.
- Talk to a trusted adult to improve or end an unhealthy • relationship.

As an AY:	In our family:	In our community:
 Who are important people in your life? What do you know about healthy relationships? What questions do you have about healthy relationships? <i>If no intimate relationship:</i> What qualities are important in a partner? How can you tell a good choice from a not-good one? How could you help a friend feeling pressured to have sex? How can you prepare for a healthy relationship in the future? <i>If (now or past) in an intimate relationship:</i> What is/was your relationship like? How could you help a friend feeling pressured to have sex? 	 What are your hopes for your AY and their intimate relationships? What are your worries? How can you support your AY to make healthy relationship choices? 	 What are barriers to AYs forming healthy relationships? How can we support AYs to form healthy relationships?
 How can you have a more healthy relationship? 		Page 14A



Violence & Bullying



- All AYs deserve to live free from violence, abuse, and bullying.
- AY violence and bullying in relationships, homes, schools, workplaces, and communities is unacceptable.
- AY violence and bullying can cause physical and emotional health effects.
- Talk to a trusted adult or health worker if you are being abused or bullied.
- Take an AY with a severe injury to the Health Centre immediately.
- Speak up and take community action to prevent AY violence and bullying.





 Severe injury

As an AY:	In our family:	In our community:
 When did you first learn what bullying means? What questions do you have about violence and bullying? Do you ever feel unsafe? Have you ever threatened others? If yes; what could you do to reduce your own violence and bullying? How could you help a friend affected by violence or bullying? 	 Has your AY been involved in violence and bullying? If yes; how did you react? How can you prepare your AY to deal with violence and bullying? 	 What types of AY violence and bullying are common? How can we find and help AYs who are hidden and hurting? How can we support families of AYs who experience violence and bullying? What can we do to prevent violence and bullying?



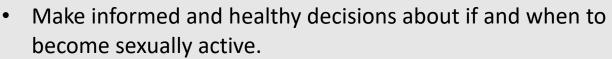
<section-header></section-header>	 Females deserve to live free from based violence (GBV). GBV is new GBV can occur in dating, marriag workplaces, communities, and fa Say 'no' to undesired sex or sexutime. Tell a trusted adult or health wor experience GBV. Take an AY with recent sexual vio injury to the Health Centre imme Speak up and take community ad GBV. 	ver acceptable.Seek Help Immediately!se, schools, amilies. al advances at any• Recent sexual violence (within 72 hours)eker if you• Severe injury
As an AY:	In our family:	In our community:
 What are you wondering about GBV? What could you do if you or a friend was affected by GBV? Who could help? What can you do to reduce risk of GBV for yourself or a friend? 	 Has your AY experienced or witnessed GBV? If yes, what happened? How do you feel about discussing violence or forced sex with your AY? How can you prepare your AY to avoid or deal with GBV? 	 What types of GBV do our AYs experience? What are barriers to AYs seeking GBV support? How can we support AYs experiencing GBV? How can we reduce GBV?



Sexuality

• Where would you access family planning? HIV testing?

 New feelings about sexuality and relationships are normal during puberty.



- Seek healthy relationships where sexual activity occurs only if both you and your partner consent.
- Say 'no' to sex or sexual advances at any time if undesired.
- Seek advice from a health worker to prevent STI/HIV/AIDS and unplanned pregnancy.

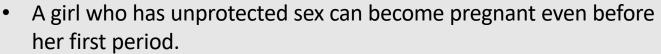
As an AY:	In our family:	In our community:
All AY:Who first talked to you about sexual development?If you had questions about sexuality, who could help?	 Have you talked to your AY about sexuality? 	 What are common attitudes and beliefs about AY sexuality?
 Younger AY: How can you prepare for future healthy sexual relationships? How will you know if you are ready? Older AY: How would you know if a sexual relationship was healthy or unhealthy? 	 How did it go? How can you prepare your AY for sexual feelings and healthy sexuality? 	 How do we prepare AYs to understand their emerging sexuality and make healthy decisions about sexuality issues?



Pregnancy



 Later and planned pregnancy reduces AY school dropout, poverty, stigma, and pregnancy complications.



- Eat a balanced diet, get enough rest, and sleep under an insecticidetreated net during pregnancy.
- Attend antenatal care, prepare a birth plan, and deliver at the Health Centre even with no male partner.
- Support pregnant AYs, especially unmarried females.
- Speak up and take community action to reduce stigma about AY pregnancy.

As an AY:

- Who first taught you about pregnancy?
- If you had questions, who could you ask?
- If a friend had an unplanned pregnancy, how could you help her?
- How can a girl or woman have a healthy pregnancy at a young age?

In our family:

- Have you talked to your AY about a teenage or unplanned pregnancy? How did it go?
- How would you feel if your son or daughter was facing an unplanned pregnancy?
- How could you support another parent whose child was pregnant unplanned?

In our community:



- How are AYs with unplanned pregnancy treated? How are their families treated?
- How can we support pregnant AYs and their families?
- How can we reduce shame and stigma about AYs and unplanned pregnancy?



Family Planning



- Make informed choices about when to have children and how many.
- Family planning is safe for AYs.
- Access confidential AY family planning services at the Health Centre.
- Choose the family planning method that is best for you.

As an AY:

- When I say "family planning," what comes to your mind?
- If you had questions about family planning, who could you ask?
- How will you know when it is the right time to start a family?
- What makes it hard to seek family planning? What is helpful?

• Have you ever talked to your AY about
family planning and starting a family?
How did it go?

In our family:

- What are your hopes for your AY and starting a family? What are your worries?
- How can you support your AY to access family planning when they need it?

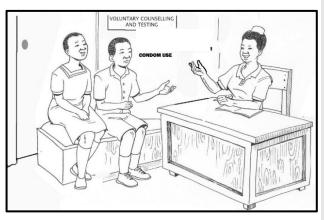
In our community:



- What are advantages of starting a family at a young age? What are the disadvantages?
- What are common beliefs about AY family planning ?
- How can we support AY family planning services?
- How can we engage young men in family planning?



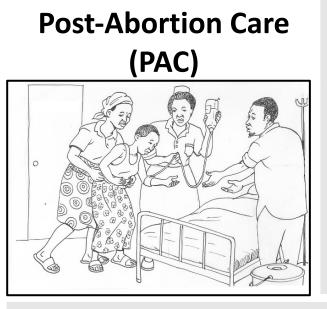
STI/HIV/AIDS



- Prevent STI/HIV/AIDS through abstinence, faithfulness to one partner, and consistent condom use.
- Male circumcision may reduce HIV spread.
- Attend STI/HIV/AIDS counseling and testing with a new partner before sexual intercourse.
- Seek STI/HIV/AIDS testing and treatment at the Health Centre.
- Support AYs living with HIV/AIDS.
- Speak up and take community action to reduce stigma about HIV/AIDS.

As an AY:	In our family:	In our community:
 When did you first learn about STIs and HIV/AIDS? If you had questions, who could you ask? How would you feel to seek STI/HIV/AIDS counselling? How could you reduce your risk of STI/HIV/AIDS now or in the future? 	 Have you ever talked to your AY about STI/HIV/AIDS and prevention? How did it go? How would you feel about your AY testing for STI/HIV/AIDS now or in future? Why? How can you support your AY to access to STI/HIV/AIDS testing and care if they need it? 	 How private are STI/HIV/AIDS services for AYs? How are AYs living with HIV/AIDS treated? How can we reduce stigma and shame?





As an AY:

- Where did you learn about pregnancy complications and PAC?
- If you had guestions about pregnancy complications or PAC, who could you ask?
- Why might a girl or young woman not seek care, even in an emergency?
- If a friend had a pregnancy/postpregnancy danger sign, what could you do?

Post-Abortion Care (PAC)

- services at Health Centres prevent AY death and complications from spontaneous or unsafe abortions.
- Take an AY with a pregnancy or abortion danger sign to the Health Centre immediately.



Seek Help Immediately!



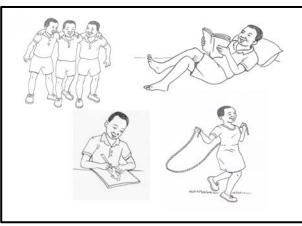
For a female AY who is/was pregnant or had an unsafe abortion:

- Vaginal bleeding
- Severe lower belly pain
- Fever
- Foul-smelling discharge

In our family:	In our community:
 How would you know if your AY or another pregnant/recently 	 Where and how can AYs experiencing pregnancy complications or a post- pregnancy danger sign access care?
pregnant AY had a danger sign?	• What are barriers to AYs accessing PAC, even in an emergency?
 If you or another parent had an AY experiencing a pregnancy/post- pregnancy danger sign, how could you support them? 	 What are common beliefs and attitudes about AY abortion and PAC? What can we do to prevent deaths from unsafe abortion and pregnancy complications?

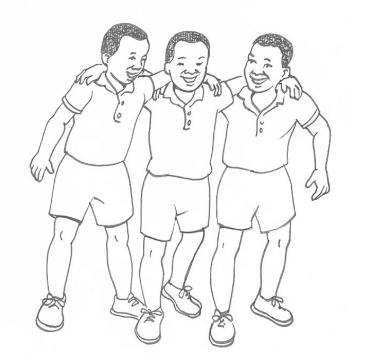


Emotional Wellness



- New feelings, moods, and emotional experiences are normal during adolescence.
- Maintain good emotional health through exercise, hobbies, relaxation, and friendships.
- Help AYs recognize, express, and manage their feelings and stress.

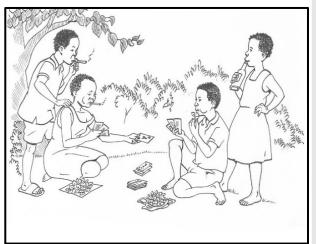
As an AY:	In our family:	In our community:
 What do you know about common mood and feeling changes that happen during adolescence? 	 What emotional changes has your AY demonstrated? How do your AY's emotional changes impact you? 	 What are common attitudes about AY mood changes?
 What questions do you have about adolescent emotions, moods, and stress? 		 What social opportunities are there for AYs?
 When you are not happy, who do you talk to? When you feel angry, what do you do? How can you manage emotions in a healthy way? 	 How can you help your AY express and manage their feelings in a healthy way? 	 How can we support AYs facing family instability, grief, or financial problems?







Alcohol, Drugs & Gambling



- Alcohol and drug use and gambling often start in adolescence.
- Reduce substance use for healthy AY brain and body development.
- Take an AY who has used alcohol or drugs and is now unresponsive to the Health Centre immediately.
- Support AYs and families experiencing alcohol, drug, and gambling problems.



Seek Help Immediately!

 Not able to wake following alcohol or drug use (overdose)

As an AY:

- What types of alcohol, drugs and gambling have you heard of?
- If you had questions, who could you ask?
- Why do you think AY try alcohol and drugs?
- If alcohol, drugs or gambling was a problem for a friend, what could you do?

In our family:

- Have you ever talked to your AY about alcohol, drugs, and gambling? How did it go?
- How can you support your AY to make healthy choices about alcohol, drugs, and gambling?
- If your AY needed help or information about alcohol, drugs, or gambling, who could you ask?

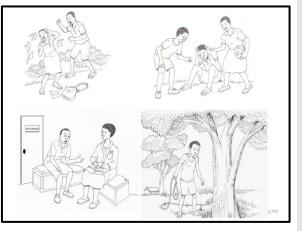
In our community:



- What are common AY usage and addiction problems we see?
- What factors contribute to AY alcohol and drug use and gambling?
- How can we support AYs and their families experiencing alcohol, drug, and gambling problems?



Mental Health Problems



- Mental health problems (such as depression, anxiety, and stress) often begin in adolescence.
- A mental health problem is a medical condition and can affect anyone. It is not caused by witchcraft.
- Seek advice from the Health Centre if you suspect a mental health problem. Counselling and treatment are available and effective.
- Take an AY who expresses thoughts or who attempts self-harm (suicide) or threatens harm to others to the Health Centre immediately.
- Support AY and families experiencing mental health problems. Take community action to reduce stigma about mental health problems.



Seek Help Immediately!

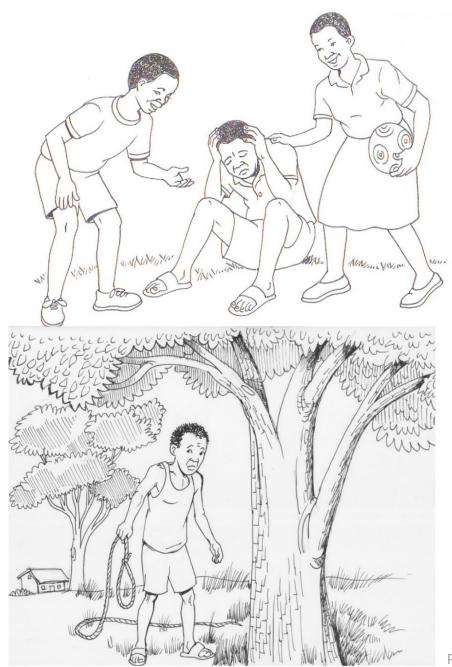
- Thoughts or attempted suicide or self-harm
- Thoughts or attempts to hurt another person

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As an AY:	In our family:	In our community:
 When I say "mental health", what do you think of? 	 Have you ever talked with your AY about mental health? How 	 What are beliefs and attitudes about mental
• If you had questions about mental health,	did it go?	health?
who could you ask?	 Which mental health problems worry you most? 	 How can we support AYs and their families facing
 Which mental health problems worry you most? 	 If your AY showed signs of 	mental health problems?
 If a friend seemed to be struggling mentally, what could you do? 	mental health issues, what could you do?	• How can we reduce stigma and shame?









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