



Tribal B.E.A.R. Project

Building Effective AIDS Response



INDIVIDUAL TRAINING NEEDS ASSESSMENT (Case Manager)

Current Clinic Position: _____

Number of patients you currently work with who have HIV or AIDS: _____

Number of patients you have worked with in the past with HIV or AIDS: _____

Date and main topic of last HIV/AIDS training you attended: _____

Topics of all previous HIV/AIDS trainings you've attended: _____

1. Please read the following statements and give some thought to what you currently know. Then circle the number that best represents your knowledge, skill, and comfort levels today where “1 = basic” and “5 = advanced” knowledge, skill, or comfort.

KNOWLEDGE AND SKILL STATEMENTS	SELF ASSESSMENT
Knowledge of HIV pathophysiology (transmission, infection, and natural history of disease)	1 2 3 4 5
Skill in performing comprehensive assessments for people with HIV or AIDS	1 2 3 4 5
Skill in the on-going development, implementation, and revision of service plans	1 2 3 4 5
Skill in conducting a thorough HIV/STD risk assessment	1 2 3 4 5
Knowledge of local and regional HIV-specific resources and services available	1 2 3 4 5
General knowledge of community resources	1 2 3 4 5
Skill in working with people who have mental illness	1 2 3 4 5
Skill in working with people who have chemical dependency	1 2 3 4 5
Knowledge of harm reduction	1 2 3 4 5
Skill in working with people with life-challenging illnesses	1 2 3 4 5
Comfort working with two-spirit, gay, lesbian or bi-sexual patients	1 2 3 4 5
Skill in providing HIV pre- and post-counseling	1 2 3 4 5
Willingness to work with a team of western and traditional healers and other providers to provide holistic HIV/AIDS care, treatment, and services.	1 2 3 4 5

KNOWLEDGE AND SKILL STATEMENTS (CONTINUED)	SELF ASSESSMENT
Skill in providing care consistent with individual patients' cultural beliefs	1 2 3 4 5
Skill in assisting patients and their families to make care and treatment decisions	1 2 3 4 5
Knowledge of tribal, IHS, and/or state reporting requirements for HIV	1 2 3 4 5
Knowledge of the continuum of patient and family educational needs specific to various stages of HIV disease	1 2 3 4 5
Skill in providing emotional support for clients and their families	1 2 3 4 5
Skill in helping clients and families discuss end-of-life decision making	1 2 3 4 5

2. Now that you have assessed your knowledge and skills in providing care and services, please identify the topics for which you would like to receive additional training and education by placing a check mark in the column to the left. [Note: Some of the topics listed below are directly related to your role on the HIV Response Team. Other topics may be more relevant to other team member roles, but you are welcome to identify and attend all training sessions of interest to you.]

√	EDUCATION AND TRAINING TOPICS
	HIV/AIDS overview
	Epidemiology
	Transmission
	Natural course of the disease
	HIV/AIDS diagnosis
	Sexual History taking
	Risk Assessment
	Symptoms
	Testing and Counseling
	Laboratory tests and interpretation of results
	Testing and counseling
	Current types of testing available
	Partner notification
	Confidentiality
	Reporting requirements (state, IHS, local)
	Care and treatment
	Holistic model of care
	Prescribing and monitoring antiretroviral therapies
	Managing co-morbidities
	Identifying and managing opportunistic infections

√	EDUCATION AND TRAINING TOPICS
	Chemical dependency /substance abuse issues
	Nutritional needs
	Mental health care
	Spiritual well being
	Traditional healing and alternative therapies
	Oral (dental) care
	Issues specific to antiretroviral therapies
	Drug-drug interactions
	Drug side effects
	Food-drug interactions
	Resistance testing and salvage therapies
	Care and treatment issues for specific populations
	Infants and children
	Adolescents
	Women (including reproductive health/pregnancy)
	Two-spirit, gay, lesbian, bi-sexual
	Incarcerated
	Individuals with multiple diagnoses (mental illness, chemical dependency)
	Post-exposure prophylaxis (PEP)
	Occupational exposure
	Sexual activity or assault
	End-of-life (palliative) care
	Pain and symptom management
	Patient/client decision-making (including legal issues)
	Communicating with patients about end-of-life issues
	Psychological, psychosocial and spiritual issues
	Prevention
	Primary, secondary, tertiary prevention strategies
	Harm reduction strategies
	Preventing opportunistic infection
	Preventing mother to fetus transmission
	Case management
	Holistic model of care and treatment
	Ryan White Care Act programs/services
	Designing/implementing care and service plans

√	EDUCATION AND TRAINING TOPICS
	Strategies for identifying resources (asset mapping)
	Benefits/entitlements/managed care

3. What would be the most effective and efficient manner for you to receive HIV education at your facility? Please choose three options and rank them from 1-3 (1=highest)

- | | |
|--|--|
| <input type="checkbox"/> _____ Case conferences | <input type="checkbox"/> _____ Role-plays |
| <input type="checkbox"/> _____ Computer-based learning | <input type="checkbox"/> _____ Videotape instruction |
| <input type="checkbox"/> _____ Instructional websites | <input type="checkbox"/> _____ Skill-building workshops |
| <input type="checkbox"/> _____ Lectures | <input type="checkbox"/> _____ Individual mentoring |
| <input type="checkbox"/> _____ Preceptorships | <input type="checkbox"/> _____ Other (<i>Please explain</i>) _____ |

4. How do you best acquire and retain information?

- Written Oral Visual Experiential Combination

5. Please indicate how much time you can devote to HIV education.

Training days per month: _____

Hours per training session: _____

6. Other comments on your HIV/AIDS-related educational needs: