

## AETC Needs Assessment Question Bank

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### ABOUT YOUR AGENCY/CLINIC

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What are the general characteristics of your patient/client population?

*Race, ethnicity, gender, age, socioeconomic status, cultural identities, etc.*

What is the scope of HIV burden in your service area?

What are the indicators of risk for HIV infection in the population covered by your service area?

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### TRAINING NEEDS ASSESSMENT

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What would you do if you received a patient at your clinic today with a new diagnosis of HIV/AIDS?

*How prepared are your providers to care for and treat an HIV-infected patient? Would you care for the patient here or refer the patient elsewhere? Who would you consult with? What issues would need to be addressed?*

How would you describe your current or past experiences (i.e., within three years) in providing care and treatment for HIV/AIDS-diagnosed patients?

Not applicable, have not seen any patients at this clinic with an HIV/AIDS diagnosis in over 3 years.

*Please discuss what worked well and what you learned about your staff and health care system's capacity to provide HIV/AIDS care and treatment.*

Please indicate in what subject areas you have been trained?

- 1. Voluntary or routine counseling and testing
- 2. Basic HIV care
- 3. Clinical HIV Care
- 4. Community Based Care for PLWHA
- 5. How to start ART
- 6. How to monitor ART
- 7. HIV Prevention
- 8. How to prevent mother to child transmission (PMTCT)
- 9. How to do research in HIV
- 10. How to train communities on HIV
- 11. How to care for children with HIV
- 12. How to give ART to children
- 13. How to manage HIV and ART programs
- 14. Training of Trainers
- 15. How to manage drug supplies in ART
- 16. How to test for HIV
- 17. Laboratory monitoring in ART
- 18. Nursing care & HIV Management
- 19. Monitoring & Evaluation of HIV programs
- 20. Breastfeeding, infant feeding in HIV
- 21. Stigma and discrimination
- 22. Infection control at health facilities
- 23. Other, specify: \_\_\_\_\_

Over all, how would you rate your HIV/AIDS and ART knowledge level?

	1 Excellent	2 Very Good	3 Good	4 Fair	5 Poor	6 None
HIV	1	2	3	4	5	6
ART	1	2	3	4	5	6

Please take a moment to think how you would answer the following questions about HIV/AIDS under the three knowledge areas- Basic, Intermediate, or Advanced- and then indicate your overall level of knowledge by checking the appropriate box.

Basic	Intermediate	Advanced
1. What do the letters H-I-V and A-I-D-S mean? 2. How is HIV spread? 3. How do you prevent the spread of the HIV? 4. If a patient says to you "my CD4 count is very low" what does that mean? 5. What is the difference between HIV and AIDS?	1. How does HIV infection affect the body? 2. What are symptoms of HIV infection? 3. What is harm reduction? 4. Do CD4 counts get higher or lower with worsening HIV disease? 5. What is the meaning of other major infections present in a person with HIV?	1. What part of the body is most impacted by HIV? 2. When do you initiate treatment for an HIV+ patient? 3. How do you increase adherence to treatment? 4. When is it appropriate to change treatment? 5. What common infections are associated with HIV?

I assess my overall level of knowledge about HIV/AIDS at (Please check ONE box only):

- Basic:** I can answer some or all questions under Basic
- Intermediate:** I can answer all questions under Basic, and some or all questions under Intermediate
- Advanced:** I can answer all questions under Basic and Intermediate, and some or all questions under Advanced

To help us accommodate your learning priorities and preferences, please rate your skill for each of the activities listed below by circling a number along the scale of 1 (Not Able) to 5 (Very Able):

Activity	Not Able				Very Able
Your ability to screen patients for risk of HIV infection and provide appropriate risk reduction counseling	1	2	3	4	5
Your ability to perform an initial history and physical examination covering key areas for patients with HIV/AIDS	1	2	3	4	5
Your ability to incorporate HIV prevention into the medical care of HIV-infected patients	1	2	3	4	5
Your ability to prescribe and monitor antiretroviral therapy according to the <i>DHHS Guidelines for the Use of Antiretroviral Agents in HIV-infected Adults and Adolescents</i>	1	2	3	4	5
Your ability to assess, monitor and treat metabolic complications of antiretroviral therapy	1	2	3	4	5
Your ability to assess patient adherence to antiretroviral therapy and conduct interventions to promote adherence to medication regimens	1	2	3	4	5
Your ability to manage common symptoms and side effects of antiretroviral medications	1	2	3	4	5
Your ability to manage the major opportunistic diseases and malignancies associated with HIV infection	1	2	3	4	5

Your ability to monitor for laboratory abnormalities in HIV disease in order to identify and manage medical problems in asymptomatic patients	1	2	3	4	5
Your ability to evaluate exposure risk and offer recommendations for post-exposure prophylaxis (PEP)	1	2	3	4	5
Your ability to provide appropriate care to HIV-infected women of childbearing age	1	2	3	4	5
Your ability to address substance use problems in patients living with HIV	1	2	3	4	5
Your ability to address mental health or psychiatric disorders in patients living with HIV	1	2	3	4	5
Your ability to incorporate palliative care into primary HIV care and address challenges of end-of-life care for patients with advanced HIV disease	1	2	3	4	5

To help us accommodate your learning priorities, please rate your skills and level of learning interest for each of the topics below by checking the appropriate column:

Topic Areas	Skill Assessment			Learning Interest		
	High	Medium	Low	High	Medium	Low
<b>Basic HIV Science &amp; Epidemiology</b>						
Diagnostic Testing (CD4, viral load, resistance)						
Early Interventions for HIV Disease						
HIV Virology/Pathogenesis (Natural History)						
identification of HIV Infection						
Primary HIV Infection						
<b>Clinical Manifestations of HIV Disease</b>						
Dermatological						
HIV-related Malignancies						
Metabolic Complications/Disorders						
Neuropsychiatric						
Oral						
Pulmonary						
<b>Antiretroviral Treatment</b>						
Adherence						
Adverse Reactions/Side Effects						
Drug-drug interactions						
Initiating HAART						
Resistance						
Salvage Therapy						
Treatment Sequencing/Strategies						
<b>Co-Morbidities</b>						
Hepatitis A, B, C						
STDs						
Tuberculosis						
<b>Clinical Management of HIV Disease</b>						
Opportunistic Infection						

Prophylaxis/Treatment						
Pain Management						
Immune Reconstitution						
Alternative/Holistic Therapies						
New Therapies/Clinical Trials						
HIV Nutrition						
Post-exposure Prophylaxis						
Management of Pediatric HIV/AIDS						
Women with HIV/Pregnancy						
Perinatal Transmission						
<b>Psychosocial Issues</b>						
Multi-Diagnoses (Mental Illness, Chemical Dependency)						
Substance Use/Abuse						
Harm Reduction						
<b>Risk Assessment</b>						
<b>Sexual History Taking</b>						
<b>HIV Testing &amp; Counseling</b>						
<b>HIV Prevention</b>						
<b>Prevention with Positives</b>						
<b>OTHER:</b>						

Please rate your knowledge and skills in the following HIV-related areas:

	Novice/ Beginner	Somewhat knowledgeable	Knowledgeable	Expert	I would like additional training in this area
Treatment Adherence	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
Antiretroviral Treatment	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
Clinical Manifestations of HIV Disease	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
Co-Morbidities	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
Hepatitis A, B, C	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
Opportunistic Infections	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
Oral Exam	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
Oral Manifestations of HIV Disease	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
Mental Health	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
Substance Abuse	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
Perinatal Transmission	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
Post-Exposure Prophylaxis	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
Viral Resistance	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
Cultural Competence	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
HIPAA/Confidentiality	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
HIV Risk Assessment/Screening	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes

Risk Reduction	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
Routine HIV Testing	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
Pediatrics (Birth – 12)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
Adolescent (Ages 13 – 24)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
Incarcerated Individuals	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
Women	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes
Other Population (specify) _____	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> Yes

In order to perform your job effectively you need relevant skills. You will see listed below a range of skilled activities many of which you undertake in performing your job. Look at each of these activities and then rate each one by writing the appropriate number in the box. The first rating (A) is concerned with how important the activity is to the successful performance of your job; the second rating (B) is concerned with how well you currently perform that activity.

A: Rate how important this activity is to the successful performance of your job from 1 (not at all important) to 7 (very important)

B: Rate how well you feel you currently perform this activity from 1 (not well) to 7 (very well)

	<b>A</b>	<b>B</b>
1. Establishing a relationship with patients		
2. Doing paperwork and/or routine data inputting		
3. Critically evaluating published research		
4. Appraising your own performance		
5. Getting on with your colleagues		
6. Interpreting your own research findings		
7. Applying research results to your own practice		
8. Communicating with patients face-to-face		
9. Identifying viable research topics		
10. Treating patients		
11. Introducing new ideas at work		
12. Accessing relevant literature for your clinical work		
13. Providing feedback to colleagues		
14. Giving information to patients and/or caregivers		
15. Statistically analyzing your own data		
16. Showing colleagues and/or students how to do things		
17. Planning and organizing an individual patient's care		
18. Evaluating patients' psychological and social needs		
19. Organizing your own time effectively		
20. Using technical equipment, including computers		
21. Writing reports of your research studies		

22. Undertaking health promotion studies		
23. Making do with limited resources		
24. Assessing patients' clinical needs		
25. Collecting and collating relevant research information		
26. Designing a research study		
27. Working as a member of a team		
28. Accessing research resources (e.g. time, money, Information, equipment)		
29. Undertaking administrative activities		
30. personally coping with change in the health service		

For you personally, what would you say is your most urgent training need for better serving HIV positive patients?

Thinking about your entire staff or team, what is the team's most urgent training need for better serving HIV positive patients?

What types of educational/training activities are most useful to you? Please indicate the usefulness of each learning activity below by circling a number along the scale of 1 (Not Useful) to 5 (Very Useful):

Activity	Not Useful					Very Useful				
Lectures/Didactics ( <i>1-2 hour lectures; onsite in-service training</i> )	1	2	3	4	5	1	2	3	4	5
Web-based/Internet ( <i>online continuing education</i> )	1	2	3	4	5	1	2	3	4	5
Workshops/Live CE Programs ( <i>½ to 1 day or longer skills-building programs</i> )	1	2	3	4	5	1	2	3	4	5
Telemedicine ( <i>videoconferencing / satellite broadcasts</i> )	1	2	3	4	5	1	2	3	4	5
Hands-on Clinical Training ( <i>i.e., mini-residencies, clinical preceptorships</i> )	1	2	3	4	5	1	2	3	4	5
Onsite Clinical Consultation ( <i>case reviews/case-based presentations</i> )	1	2	3	4	5	1	2	3	4	5

Please rate the following modes of training according to your preference:

Method of training	Very appropriate	Appropriate	Not appropriate
1. Clinical Case conferences at the H/F	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Workshops on site	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Workshops off site	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Interactive workshops and skill building	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Free phone consultations with HIV experts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Lectures on specific topics on site	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Conferences on HIV/AIDS or ART (off site)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Satellite or videoconferencing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Self-learning through computer-based facilities (CD-Rom based training)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Self-learning using video/ DVD based courses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Other Types specify:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

What major barriers have you experienced to setting up HIV training for your staff?

What barriers would make it difficult for you to be trained?

No.	Barriers	Tick 4 major ones
1	Time availability	<input type="checkbox"/>
2	Family reasons	<input type="checkbox"/>
3	Travel costs	<input type="checkbox"/>
4	Tuition fees	<input type="checkbox"/>
5	Lack of support by health facility or agency	<input type="checkbox"/>
6	Work load at the facility	<input type="checkbox"/>
7	Lack of staff for replacements	<input type="checkbox"/>

8	Lack of access to computer	<input type="checkbox"/>
9	Lack of internet access	<input type="checkbox"/>
10	Other reasons:	<input type="checkbox"/>