



# ASCERTAINING NEEDS FOR TELETRAINING WITHIN CORRECTIONS: RESULTS OF A NEEDS ASSESSMENT

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## Introduction

As part of the HRSA-funded AIDS Education and Training Center (AETC) program, the Illinois Local Performance Site (LPS) from Midwest AIDS Education + Training Center (MATEEC) conducted a needs assessment among clinicians working in 25 Illinois Department of Corrections (IDOC) facilities. For some time, IDOC clinicians have been participating in physician-assisted telemedicine with infectious disease specialists at the University of Illinois at Chicago (UIC). The IDOC clinicians appreciate the support of telemedicine, as the care needs HIV-infected inmates are complicated. As a means of enhancing the capacity of the IDOC clinicians, plans to provide teletraining in conjunction with telemedicine evolved in 2011. The physicians providing the telemedicine hoped to create an HIV care training program for the corrections clinical care system. This training needs assessment was created in response to this key stakeholder idea. Rather than making assumptions about training needs, this formative evaluation project sought to gauge interest in and readiness for various teletraining activities.

## Methods

A 9-item training needs assessment questionnaire was constructed between September and October of 2011. Program and evaluation staff sought consultation in the development of the questionnaire from one of two physicians providing telemedicine with clinical providers in the correction institutions. The needs assessment questionnaires were faxed to potential respondents in the 25 facilities. The respondents were asked to identify a variety of factors via self report, including: how they typically learn, their motivation to attend continuing education training, challenges/barriers in providing care to HIV-positive inmates, whether they were interested in attending teletraining, their preferred times and availability, and topics of interest for training. Respondents faxed completed questionnaires to the MATEEC Illinois office. The responses were entered and coded into a database for analysis by the MATEEC evaluation team.

## Results

### The Sample

A total of 45 providers responded to the training needs assessment. Of the 45 respondents 36 were nurses (80%), 5 were physicians (11%), 2 were physician assistants (4%) and 1 was a nurse practitioner (2%). One respondent did not identify his/her profession. All of the 25 facilities in the state were represented in the sample.

### Motivation for Training

Asked about what motivates them to attend continuing education training, most respondents (91%) indicated staying up to date as a motivator for attending continuing education training. In addition the majority of the sample indicated that they are motivated by earning continuing education credit (84%), and to be able to provide better care (80%).

### Interest in Tele-Training

When asked specifically about their interest in teletraining, the vast majority of respondents (78%) stated that they were interested in this type of training. Only 4% of the sample indicated that they were not interested in teletraining, while the remaining 18% were not sure about their interest in the training at the time of being surveyed.

**Table 1**

How Do You Currently Learn About HIV Care/Treatment?		
Learning Method	N	%
Professional Meetings/conferences	24	53
Journal Articles	20	44
IDOC training	15	33
Online continuing education for credit	11	24
Staff in-service training	8	18
Consultation with colleagues	8	18
In Person training for credit	6	13
Wexford training	6	13
MATEEC	6	13
I don't currently have any source	5	11
Pharmaceutical representatives	3	7
National Warmline	2	4
Webex or online training events	2	4
HPL training	0	0

**Table 2**

Teletraining Topics of Interest of IDOC Providers	Respondents					
	NAs & NPs N=37		MDs & PAs N=7		Total Sample N=45	
HIV in Correctional Settings	29	78%	4	57%	33	75%
*Antiretroviral Treatment Regimens	23	62%	6	86%	29	66%
HIV and Hepatitis C	23	62%	5	71%	28	64%
*Occupational PEP (post)	21	57%	1	14%	22	50%
HIV and MRSA	19	52%	2	29%	21	48%
*Interpretation of Basic Lab Values	19	51%	1	14%	20	46%
*Recognizing ART Side Effects	18	49%	3	43%	21	48%
*Drug Interactions	17	46%	3	43%	20	46%
*Importance of Peer Education	17	46%	0	0%	17	39%
*Opportunistic Infections	16	43%	4	57%	20	46%
Mental Health and HIV	16	43%	0	0%	16	36%
Behavior Change for HIV+ Patients	14	38%	0	0%	14	32%
Medication Safety & Error Reduction	13	35%	1	14%	14	32%
Medication Adherence	13	35%	1	14%	14	32%
Review Course in HIV AIDS Care	12	32%	4	57%	16	36%
Sexually Transmitted Diseases	12	32%	0	0%	12	27%
Complications of Drug Use	11	30%	4	57%	15	34%
HIV and Sex Offenses	11	30%	0	0%	11	25%
Assessment of HIV Patients	11	30%	0	0%	11	25%
*Performance of Key Components of Routine Physical Exam	10	27%	1	14%	11	25%
HIV Basics	9	24%	0	0%	9	21%
Prevention with Positives	9	24%	0	0%	9	21%
Resistance Testing	8	22%	2	29%	10	23%
*Reentry and Continuity of Care	8	22%	0	0%	8	18%
*Symptoms of HIV Infection	8	22%	0	0%	8	18%
Women and HIV	7	19%	0	0%	7	16%
HIV and Racial/Ethnic Minorities	7	19%	0	0%	7	16%
HIV and Pregnancy	7	19%	0	0%	7	16%
HIV and Anal Pap Smears	6	16%	2	29%	8	18%
Adherence as Secondary Prevention	6	16%	0	0%	6	14%
Routine HIV Testing	4	11%	0	0%	4	9%
Federal Funding for HIV AIDS Care	4	11%	0	0%	4	9%
No Topics of Interest	1	3%	0	0%	1	2%

\* Identified as priority topics by key informants at UIC

## Results

### Establishing Training Need

This needs assessment provides ample data to support the development of a teletraining program for the Illinois Department of Corrections facilities.

IDOC provider respondents reported: 1) being motivated to stay up to date on HIV care, 2) interested in providing better care to patients, and 3) welcomed opportunities to receive CE credits.

Training in a variety of platforms –many technology-assisted methods– were a primary source of learning for IDOC providers. This created comfort for evaluators that a teletraining platform was likely to be useful and well received.

### Identified Training Topics

There was substantive overlap between the priority topics identified by the key stakeholders and the topics of highest interest among IDOC providers in the sample.

The UIC telemedicine team identified 7 of the 10 most frequent topics of interest for providers as areas that should be covered prior to conducting this needs assessment. However, 3 topics of high interest to IDOC providers were *not* identified by the telemedicine team. These topics were: 1) HIV in Corrections Settings, 2) HIV and Hepatitis C; and 3) HIV and MRSA.

## Lessons Learned

Working with key stakeholders is crucial, but not sufficient, in identifying a *thorough* understanding of training needs. We learned this through a specific element of data analysis. IDOC clinicians identified a need for training on navigating the corrections system while providing quality HIV care. This need was not identified by the telemedicine team. This finding is particularly useful in that it allowed for the creation of more clinician-centered training program.