

Appendix 5-1: Provider Characteristics Worksheet

Provider Characteristics Worksheet	
<p>Suggested use: Use this worksheet to collect and organize data about each cadre of health care provider who will participate in the training.</p> <p>Instructions: Complete this form using the information gathered from training information data reviews, interviews, and observations with providers, supervisors, and other knowledgeable informants.</p>	
<p>Identify provider categories who may need training and their characteristics.</p>	
<p>A. Provider category and numbers per category</p> <p><input type="checkbox"/> Medical officer _____</p> <p><input type="checkbox"/> Medical assistant _____</p> <p><input type="checkbox"/> Nurse _____</p> <p><input type="checkbox"/> Midwife _____</p> <p><input type="checkbox"/> General practice physician _____</p> <p><input type="checkbox"/> Specialist physician _____</p> <p><input type="checkbox"/> Other provider type _____ _____</p> <p><input type="checkbox"/> Other special category (trainer, preceptor, supervisor, etc.) _____ _____ _____</p>	<p>B. Characteristics to consider</p> <p>Background</p> <ul style="list-style-type: none"> • Reading and writing level; language(s) • Educational background • Gender, sociocultural issues, geographic location • Similarity to the persons who use services • Work experience • Job responsibilities that include job tasks similar to those included in this training/learning intervention • Membership in professional organizations <p>Training and learning</p> <ul style="list-style-type: none"> • Recent in-service training received (last three years) • Preferred training approaches and methods (group-based, individual, technology, on-the-job, etc.) • Motivation to complete training (certification, recognition, job expectation, interest, etc.) • Willingness to experience different training approaches and methodologies • Barriers to full participation in training (logistical, motivational, etc.)
<p>List and describe each type of provider here. Attach job descriptions if available.</p>	

Adapted from: Murphy, C., et al. 2007. Learning for performance: A guide and toolkit for health worker training and education programs. Chapel Hill, NC: IntraHealth International/The Capacity Project.