

# DACUM Research Chart for National Trainer

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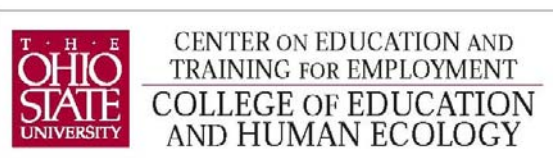


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# DACUM Research Chart for National Trainer

Duties		← Tasks →				
<b>A</b>	<b>Prepare Client Training Plan</b>	A-1 Review recovery staff performance indicators	A-2 Determine recovery staff training needs	A-3 Determine training goals and objectives	A-4 Determine subject matter content	A-5 Determine delivery methods
<b>B</b>	<b>Develop Training Materials</b>	B-1 Prepare pre and post-test assessments	B-2 Develop PowerPoint presentations	B-3 Update PowerPoint presentations	B-4 Create training videos	B-5 Create specification sheets
<b>C</b>	<b>Train Recovery Staff</b>	C-1 Conduct recovery staff pre-test	C-2 Present training content (e.g., lecture, video)	C-3 Conduct training demonstrations (e.g., wet lab, dry lab)	C-4 Conduct practice sessions	C-5 Assess trainee knowledge (post-test)
<b>D</b>	<b>Manage Recovery Data</b>	D-1 Determine need for recovery data	D-2 Select data to collect/analyze	D-3 Collect recovery data	D-4 Analyze recovery data (e.g. trends, outliers)	D-5 Determine need for additional data
<b>E</b>	<b>Foster Customer Relationships</b>	E-1 Perform scheduled score card calls	E-2 Provide performance indicator data	E-3 Provide 24/7 on call resource support	E-4 Provide on-site recovery assistance	E-5 Advocate for partner needs
<b>F</b>	<b>Perform Administrative Functions</b>	F-1 Create annual goals and objectives	F-2 Implement annual goals and objectives	F-3 Monitor annual goals and objectives	F-4 Arrange for travel	F-5 Complete trip reports
		F-13 Complete annual corporate training requirements	F-14 Schedule internal/external meetings	F-15 Qualify tissue recovery suites		
<b>G</b>	<b>Pursue Professional Development</b>	G-1 Participate in annual review	G-2 Earn CTBS status	G-3 Maintain CTBS status	G-4 Attend industry meetings	G-5 Complete online courses

A-6 Prepare training agenda						
B-6 Develop articulate modules	B-7 Obtain wet lab specimens	B-8 Obtain dry lab supplies	B-9 Obtain training tools approval			
C-6 Assess trainee skill performance	C-7 Provide remedial training	C-8 Document training program (e.g., topics, trainer, attendees, dates)	C-9 Conduct manager debrief meeting			
D-6 Determine implications for training						
E-6 Facilitate partner interaction with ME and FH	E-7 Participate in local and national trade events	E-8 Host partner visits				
F-6 Complete expense reports	F-7 Complete follow up/action items	F-8 Investigate CAPAs	F-9 Monitor recovery supply usage	F-10 Perform supply usage corrective actions	F-11 Respond to recovery supply requests	F-12 Participate in 8D lean process
G-6 Seek research/publication opportunities	G-7 Participate in industry events	G-8 Attend Life Net Health sponsored lectures	G-9 Read technical literature	G-10 Network within tissue banking industry	G-11 Research new technology/best practices	

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## **General Knowledge and Skills**

Ability to handle deceased donors  
Aseptic techniques  
Bachelor's degree - biological science preferred  
Basic office skills  
Biohazard handling skills  
Communication skills  
Computer skills  
Driving skills  
Human anatomy  
Interpersonal skills  
Medical report review  
Medical terminology  
Phlebotomy  
Public speaking  
Surgical equipment troubleshooting skills  
Surgical techniques  
Technical writing  
Time management  
Tissue recovery knowledge  
Tissue recovery skills  
Multitasking skills

## **Tools, Equipment, Supplies and Materials**

Cameras  
Cell phone  
Computer  
Disinfecting solutions  
Dry lab supplies  
Internet  
Irrigation solutions  
Office supplies  
Projectors  
Recovery equipment  
Recovery supplies  
Recovery/surgical instruments  
Shipping materials  
Skin recovery device  
Software databases  
Surgical attire - PPE  
Valid driver's license  
Wet ice

## **Worker Behaviors**

Common sense  
Accurate  
Patient  
Attentive to detail  
Humble  
Polite  
Self-control  
Safety conscious  
Flexible  
Time efficient  
Compassionate  
Empathetic  
Honest  
Trustworthy  
Leader  
Respectful  
Self-starter  
Goal oriented  
Punctual  
Prompt

## **Special Worker Attributes**

Ability to work with bodily fluids  
Ability to distinguish colors  
Ability to work long and irregular hours  
Ability to tolerate graphic images  
High tolerance for post mortem body sights/smells  
Ability to lift 50 lbs.  
Ability to travel by air

## **Future Trends and Concerns**

### **Trends**

- Increase in bedside testing tools
- Increased training in aseptic techniques
- More organ and tissue types recovered
- Greater recovery and improved methods of recovery
- More ways to use tissues
- Changes in business landscape
- Tissue banking growing around the world
- New processing techniques that decrease contamination
- Changes in per diem payments
- Changes in job responsibilities
- Increased video conferencing
- Improved pre assessment testing
- Consolidated databases

### **Concerns**

- High discard rates due to serology
- Emerging drugs and diseases - prescribed drugs rule out tissue recovery
- Need currency in drug knowledge
- Reduced donor pool
- Increased donor need
- High turnover of recovery employees
- Other processors eliminating trainer position - increases burden on LNH trainers
- Emerging social behaviors (e.g. drugs, tattoos, body modification) eliminates person as donor
- Increased cost of travel - decreased trips

### **Acronyms**

- 8D – 8 Disciplines of Problem-Solving
- CAPA – Corrective Action/Preventative Action
- CTBS – Certified Tissue Banking Specialist
- FH – Funeral Home
- LNH – LifeNet Health
- ME – Medical Examiner
- PPE – Personal Protective Equipment

**Content Areas (for Duty C – Training Recovery Staff):**

Aseptic Technique  
Human Surgical Anatomy  
Surgical Techniques  
Donor Screening  
Medical Terminology  
Medical Chart Components and Review  
Post Mortem Body Changes  
Embalming process insight  
Medicolegal insight  
Physical Assessment  
Packaging, Shipping & Labeling  
Obtain Lab Samples (Culturing for bacterial content, Blood sample for serology test)  
Process Update (Recovery Specifications)  
Technician Safety

**Sample Recovery Data (Routine Types of Data):**

Recovery Activity:

Number of Donors

Tissue Types: Musculoskeletal (Regular; Fresh, ViviGen); Cardiac, Vascular

Donor Age

Recovery Errors: Musculoskeletal (Regular; Fresh, ViviGen); Cardiac, Vascular

Recovery Cultures: (Musculoskeletal (Regular; Fresh, ViviGen); Cardiac, Vascular

CAPA Issues

Recovery Yield – Skin

Recovery Yield – Vein Lengths

Supply Usage

Donor Discards