

**APPENDIX C
MASTER TRAINING PLAN MATRIX FOR NURSE CASE MANAGER**

COURSE / SEMINAR / OJT TITLE	TYPE OF TRAINING	LENGTH HOURS	ENTRY	INTERMEDIATE			ADVANCED		SOURCE	COMPETENCIES (APPENDIX B)	COURSE NUMBER (APPENDIX D)
			GS-09	GS-10	GS-11	GS-12	GS-13	GS-14			
Inferential Statistics	FC	Varies			U2	U2			CEU, University-Based	19, 20, 21, 22	1
Healthcare Outcomes Measurement	FC	Varies			U2	U2	U1	U1	CEU, University-Based	4, 6, 8, 9, 13, 17, 18, 19, 20, 21, 22, 23, 24, 25	2
Case Management Concepts	FC	Varies	U1	U1	U1	U1			CEU, University-Based	4, 5, 6, 7, 8, 9, 10, 11, 12	3
Case Management Tools, Processes, and Methods	FC	Varies	U1	U1	U1	U1			CEU, University-Based	4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 19, 20	4
Resource and Reimbursement Management	FC	Varies			U2	U2			CEU, University-Based	6, 8, 9, 10, 11, 18	5
Quality Improvement in Health Care	FC	Varies	U2	U2	U2	U2	U1	U1	CEU, University-Based	6, 17, 19, 20, 21, 22	6
Advanced Health Assessment	FC	Varies			U3	U3			CEU, University-Based	1, 2, 3, 4, 5, 6	7
Hazard Communication Course (HAZCOM)	FC	Varies	U1	U1	U1	U1	U1**	U1**	OSHA/ Installation	1	8
Bloodborne Pathogens	FC	Varies	U2	U2	U1	U1	U1**	U1**	OSHA	1	9
Case Management Certification	CC	Varies	U2	U1	U1	U1	U1**	U1**	Professional Organization	13, 16	10
Critical Reading of Research Publications	CC/OL	12				U1	U1	U1	RMC / NESDS	19, 20, 22, 23	11
MEDCOM Case Management, Safety, JCAHO, CPG, and other related Websites	OJT	10	U1	U1	U1	U1	U1	U1	MEDCOM	-----	12
Basics of Managed Care	FC	Varies	U1	U1	U1	U1			Private Industry/ Professional Organization	1, 2, 6, 7, 8, 9, 10, 11, 15, 18, 19, 21	13
Overview of Utilization Review / Coding	FC	Varies	U1	U1	U1	U1			Professional Organization	10, 15, 16, 19	14
Health Benefits/Eligibility (TRICARE, Medicare)	OJT	Varies	U1	U1	U1	U1			Professional Organization/ Local	6, 7, 8, 9, 10, 13, 15, 17, 18, 21	15

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 CC/OL = CORRESPONDENCE COURSE/ON-LINE U2 = UNIVERSAL PRIORITY II SUP = SUPERVISOR ONLY ** = RECURRING REQUIREMENT
 OJT = ON-THE-JOB TRAINING U3 = UNIVERSAL PRIORITY III DVP = DEVELOPMENT ASSIGNMENT *** = BY EXCEPTION
 CEU = CONTINUING EDUCATION EQUIVALENT COURSE

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Facilitator Training Course	FC	16	U3	U3	U3	U3			Professional Organization/ Local	11, 14, 15, 16, 17	16
Contract Negotiation	FC	Varies			U2	U2	U1	U1	Professional Organization/ Local	8, 9, 11, 13, 15, 16, 17, 18, 21	17
Orientation to AMEDD Training Process (OATP)	FC	16			U2	U3*	U3*	U3*	AMEDDC&S	1, 4, 8, 9, 18, 19, 21	18
Health Services Human Resources Manager (HRM)	FC	4 weeks / Varies			U3	U2*	U2*	U2*	AMEDDC&S/ CEU/ University-Based	16, 17, 18	19
Discharge Planning	FC	Varies	U1	U1	U1	U3*			CEU/ University-Based/ Professional Organization	1, 4, 6, 7, 8, 9, 10, 12, 13, 15, 16, 18, 19, 21	20
Health Educator Certification Course	FC	8			U3	U3*			Professional Organization	12, 13, 17, 20, 22	21
Health Promotion Director Course	FC	32			U3	U3*	U3*	U3	Private Industry/ Professional Organization	12, 13, 17, 29, 22	22
Ethics in Health Care	FC	Varies	U3	U3	U3	U3	U3	U3	CEU/ University-Based/ Professional Organization	1, 5, 6, 7, 8, 9, 11, 13, 18, 19, 21, 22	23
Developing Program Documents	FC	Varies			U2	U2	U2	U2	Local	7, 9, 13, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25	24
Automated Management Systems Course	FC	Varies				U1	U1	U1	CEU/ University-Based	19, 20, 21, 22, 23, 24, 25	25
Quantitative Methods Course	FC	Varies					U2	U2	CEU/ University-Based	19, 20, 21, 22, 23, 24, 25	26
Managerial Accounting Course	FC	Varies				U2	U3	U3	CEU/ University-Based	19, 20, 21	27
Principles of Finance Course	FC	Varies					U3	U3	CEU/ University-Based	19, 20, 21	28
Marketing Management Course	FC	Varies				U3*	U3*	U3*	CEU/ University-Based	16, 17, 21, 25	29
Adult Learning Course	FC	Varies	U2	U2	U2	U2			CEU/ University-Based	12	30

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