



Knowledge Transfer & Capacity Building

CANAC/ACIIS defines *Knowledge Transfer* as the activity of sharing information and skills across the association and assisting practitioners to apply learning and theory to their practice in HIV/AIDS nursing.

CANAC/ACIIS defines *Capacity Building* as activities which strengthen the knowledge, abilities, skills and behaviours of nurses in HIV/AIDS care and improvement of the institutional structures and processes in organizations and national policy in a sustainable manner, in order to improve the quality of life and care for people living with HIV/AIDS.

Challenges

- Inability to recognize & articulate 'compiled' or highly intuitive competencies.
- Geography: our membership is National with concentrated populations in the main urban areas of each province. Knowledge transfer must be considered for all members in all areas and recognize the unique challenges for members in remote or rural areas.
- Language: knowledge transfer requires a bilingual approach and cultural competency to ensure that information is received and able to be transferred into practice according to local practices and ways of knowing
- Areas of expertise: CANAC has a membership rich with knowledge and differing areas of expertise – in order to fully capture this, we require an Inventory Analysis of our membership

Process

- Identify the key knowledge holders within the association through an Inventory Analysis delivered by the Regional Representatives
- Motivate members to share information by creation of a 'Share Point' on the website, or use of our own Share Point
- Identify the key areas where members require evidence, best practice guidelines etc
- Outcome evaluation of the Share Point and other Knowledge Transfer activities (i.e 6 month questionnaire post conference, evaluation of Regional events as an expectation so that the board is able to collate learning)

Practices

- Mentoring through real time activity and virtual mentorship – collecting a list of experienced HIV/AIDS nurses and pairing them up virtually with newer nurses via email. Mentorship meetings to be encouraged at Conference.

- Guided experience – funding is an issues, but devising ways of providing internships, especially at the major centres i.e. Immunodeficiency Clinics in Vancouver and Montreal, Public Health teams in the regions
- CANAC commitment to nursing research in HIV/AIDS – highlighting research on our website, supporting research grants for HIV/AIDS nursing research