

# Readiness to Train Assessment Tool™

## Development and Validation of a Tool to Assess Health Center Readiness to Train Health Professionals

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## Background

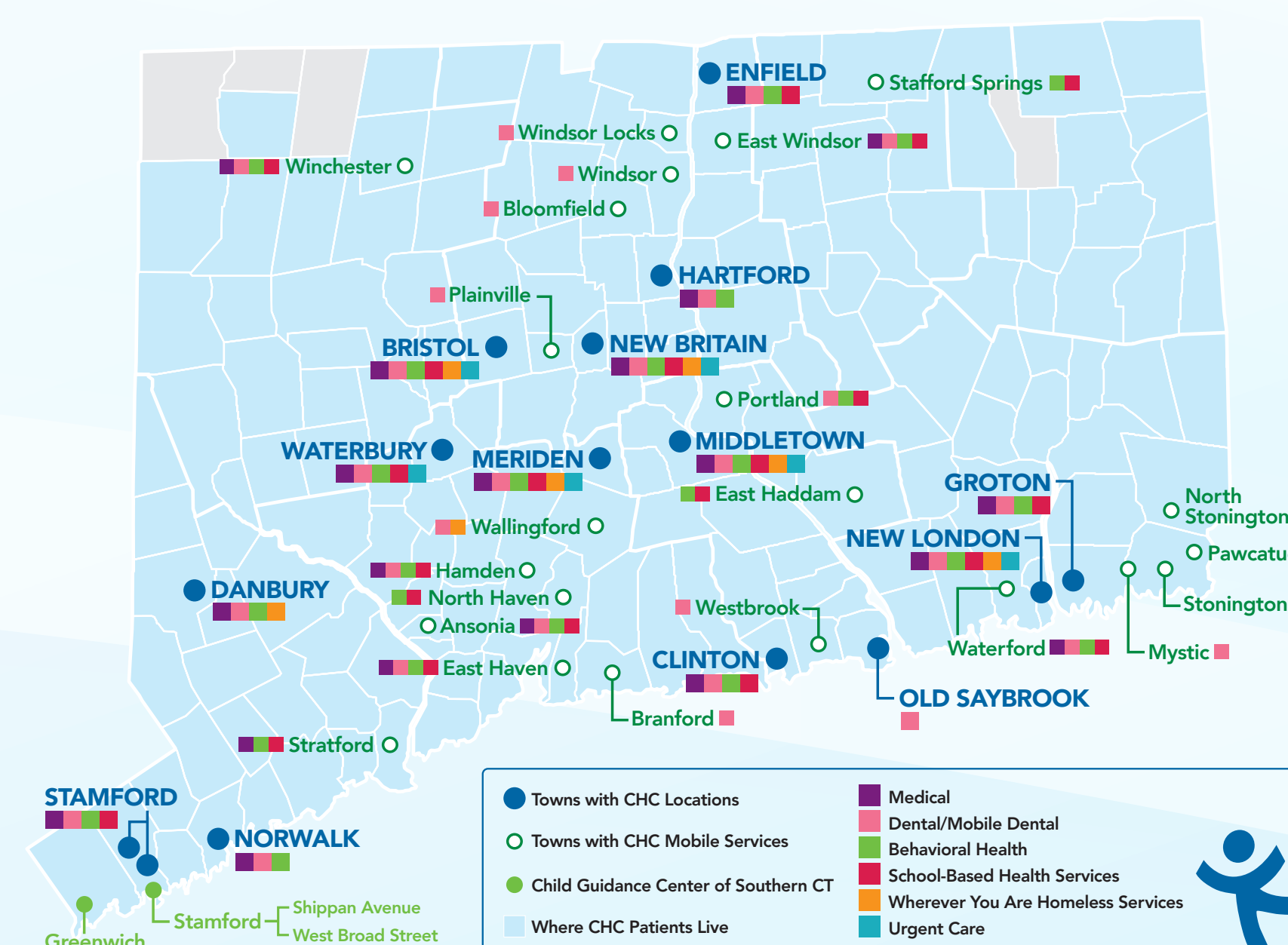
### Community Health Center, Inc. (CHCI) Profile

- 204 sites service delivery sites
- 1,300 staff
- Patients/year: 105,000
- Visits/year: 600,000
- Specialty access by eConsult to all specialties

### CHCI's Weitzman Institute

- Formal Research
- Leads Quality Improvement /Practice Redesign
- Educational arm for both current and future workforce nationally
- Consults to other FQHCs and health systems through WILA

CHCI Locations and Service Sites in Connecticut



CHCI's Three Foundational Pillars



### Health Professions Student Education and Training

- Fall 2019: 252 students with 20 university/school relationships across all disciplines and levels, certificate through doctoral
- Accredited CHCI Postgraduate Training Programs:
  - Postgraduate Nurse Practitioner Residency (est. 2007): Family, Adult, Pediatric, Psychiatry
  - Postdoctoral Clinical Psychology (est. 2010)



## Research Objective

The study objectives were to develop and validate a survey instrument that:

- Can measure and assess health center readiness to engage with and implement Health Professions Training (HPT) programs;**
- Is based on organizational readiness theory and experts' judgment of the most important factors influencing successful HPT program implementation.**

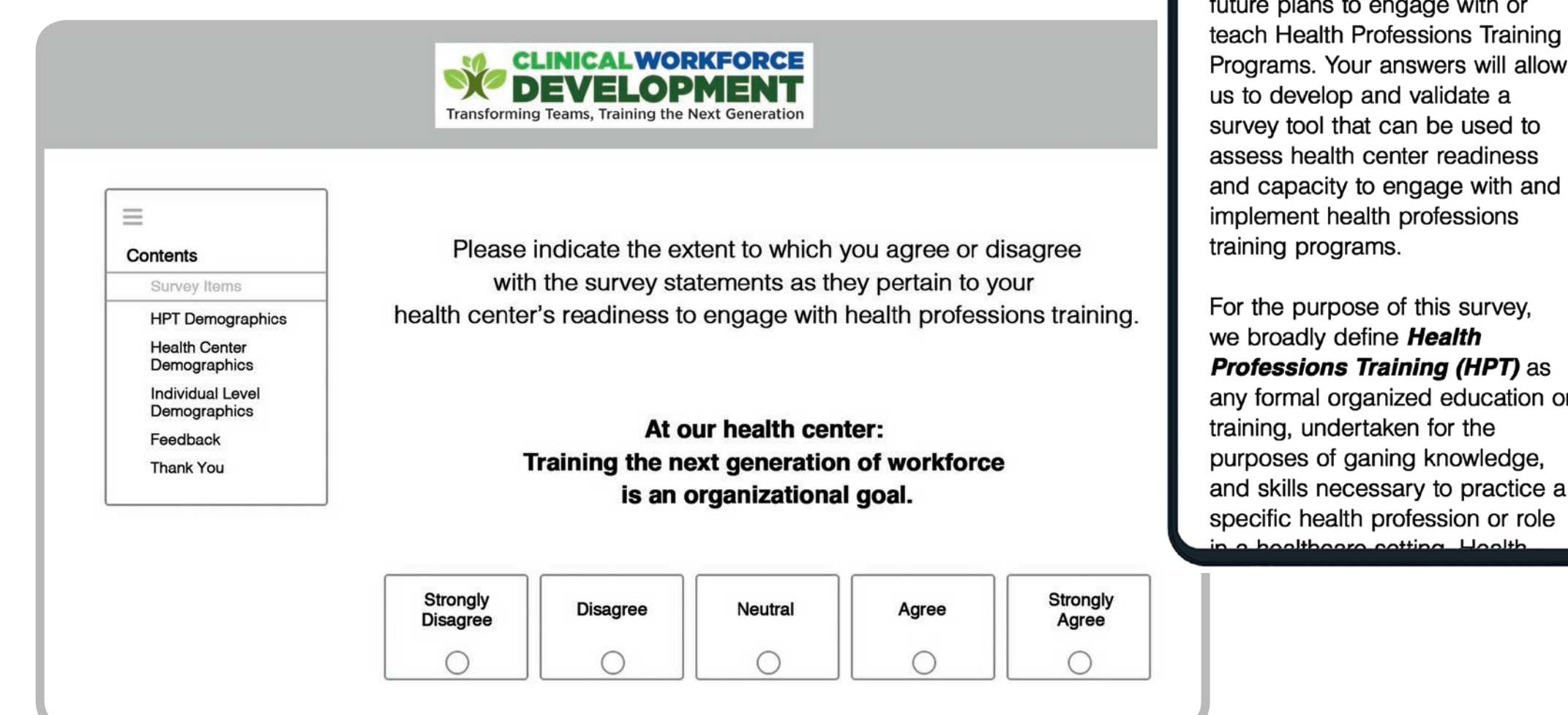
## Study Design

The project was conducted by CHCI and lasted one year (June 2018–June 2019). It incorporated the following specific methodological steps to guide the process of developing and validating an instrument for assessing health center readiness to engage with HPT programs:

- Development and validation of a conceptual framework by reviewing literature on organizational readiness for change and conducting focus groups;**
- Generation of an initial survey item pool;**
- Refinement and validation of the survey items using a modified Delphi process;**
- Pilot testing of the survey;**
- Psychometric and structural evaluation.**

## Results

A conceptual framework was developed and validated by twenty experts in two focus groups. The mapped to the framework survey item pool was refined by thirteen experts in 3 modified Delphi rounds and later evaluated in a nationwide pilot test with 212 health center employees.

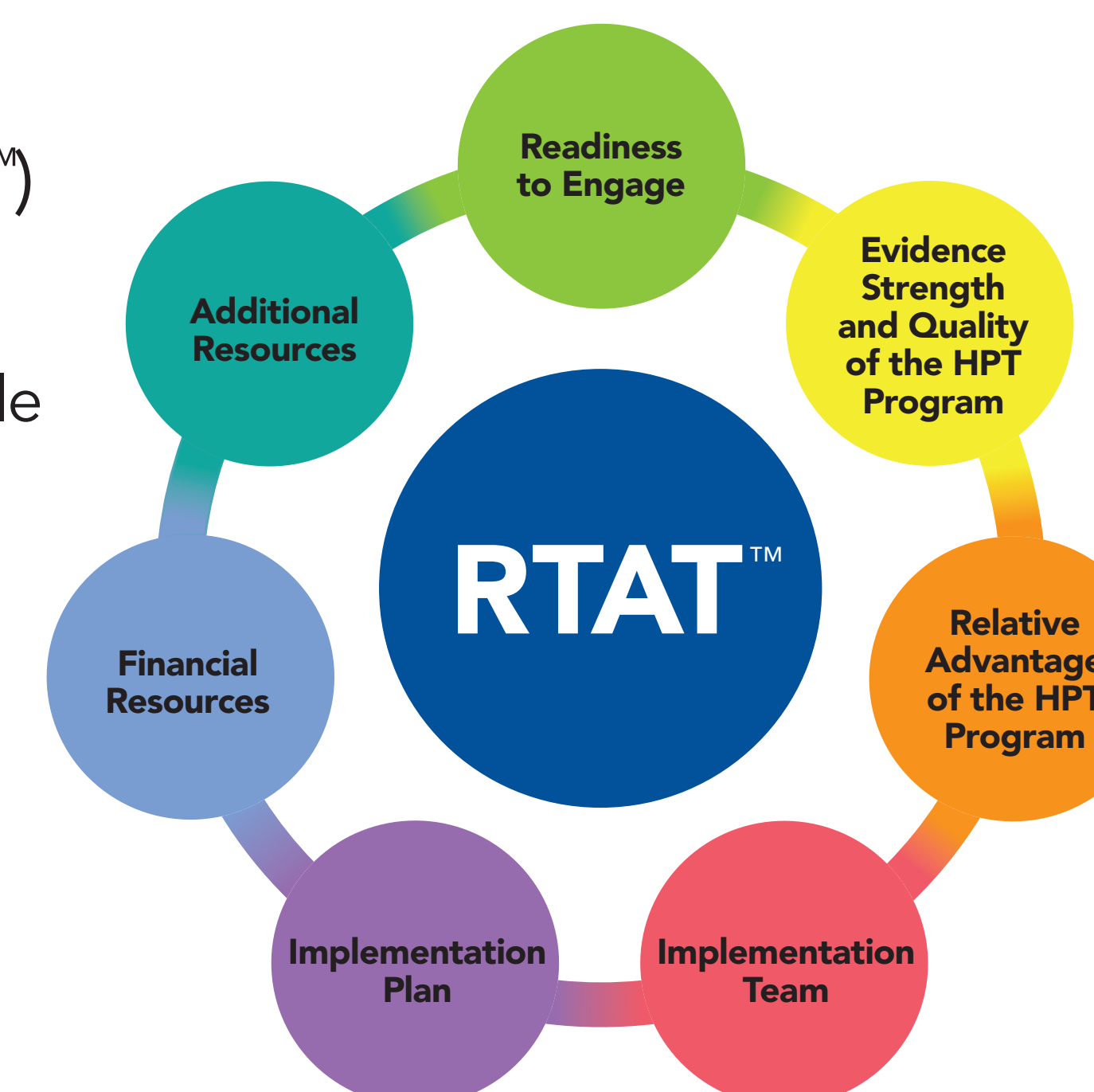


## Final Survey Instrument

The **Readiness to Train Assessment Tool™ (RTAT™)** is a multi-item, multi-subscale, organizational readiness scale that is both valid and reliable. Cronbach's alpha for the overall scale was excellent (.969). The high reliability of the overall scale indicates strong item covariance or homogeneity, meaning that the survey items measure the same construct well 10.

Further reliability analysis showed that the factors or subscales also had good to excellent internal consistency (.787 to .970).

The instrument covers dimensions of health center readiness for engaging with HPT programs deemed critical to evaluate by subject matter experts.



## Conclusions and Impact on Health Centers

- The advantage of the RTAT™ is that it covers organizational readiness dimensions that are relevant to all kinds of health professions training programs and types of health centers.**
- The RTAT™ meets a need at the national level to help health centers address concerns regarding capacity, resources, and organizational abilities when launching any health professions training program(s).**

Table 1: Overall Readiness Scale and 7 Subscales

Subscale	Number of Survey Items
Readiness to Engage	8
Evidence Strength and Quality of the HPT Program	4
Relative Advantage of the HPT Program	4
Financial Resources	3
Additional Resources	3
Implementation Team	4
Implementation Plan	15

Table 2: Scale and Mean Scores for the Readiness to Train Assessment Tool™

Likert Scale	Mean Score	Readiness
Strongly Agree	5.00	Ready
Agree	4.00–4.99	
Neutral	3.00–3.99	Approaching Readiness
Disagree	2.00–2.99	Developing Readiness
Strongly Disagree	1.00–1.99	

## For More Information

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