

READINESS TO TRAIN ASSESSMENT
TOOL (**RTAT**)

WHAT IS RTAT?

- 41-item survey instrument, 7-subscale validated survey
- Covers dimensions of health center readiness for engaging with Health Professionals Training (HPT) programs
- Helps address concerns regarding capacity, resources, and organizational abilities when launching any health professions training program(s)
- Will help to enhance health centers' capabilities to recruit, develop, and retain their workforce by exposing health and allied health professions students, trainees, and residents to education and training programs conducted at health centers

WHO FILLS OUT THE SURVEY?

- ALL FQHC employees should fill out the survey
- RTAT survey link will be sent to one individual in each FQHC who will distribute the link to all employees
 - Identify who you think would be the best point of contact at your organization



- **Readiness to Engage:** Indicates overall readiness and commitment
- **Evidence, Strength and Quality:** Perceptions regarding the quality and validity of evidence that the HPT will have the desired outcomes at the health center
- **Relative Advantage:** Perceptions regarding the advantage of the HPT program versus another solution
- **Implementation Team:** This subscale is about the individuals involved with the HPT implementation process. They are effective in overcoming resistance of the HPT program implementation.
- **Implementation Plan:** The subscale measures the degree to which a scheme or method of behavior and tasks for implementing an HPT program are developed in advance, and the quality of those schemes or methods.
- **Financial Resources:** The level of financial resources dedicated for implementation and ongoing operations
- **Additional Resources:** The level of additional resources dedicated for implementation and on-going operations, including appropriate staff and assistance for staff (e.g. evaluation resources, tools, training, and coaching).

WHAT IS THE SURVEY LIKE?

- 41-item survey instrument
 - 7 subscales
 - ~15-25 minutes to complete
- Survey participants indicate the extent to which they agree or disagree with the survey statements as they pertain to their health center's readiness to engage with HPT program(s).
- Participants are encouraged to respond openly and honestly, based only on their own judgment, regardless of what others expect at their health center.

EXAMPLE QUESTION

Leaders and managers have taken steps to encourage staff to engage with health professions training.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

WHAT HAPPENS WITH THE RESPONSES?

- Means will be calculated at three levels:

- Survey items
 - Average for each of the 41 items
- Subscales
 - Average for each of the 7 subscales
- Overall scale score
 - Average of the entire survey

- Health centers will be assigned “ready”, “approaching readiness” or “developing readiness” based on mean score
- Results will be used to create a targeted strategic workforce plan
 - Provide training and technical assistance

Figure 1.

Likert Scale	Mean Score	READINESS
Strongly Agree	5	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	