

ABSTRACT SUBMISSION AIC 2016: #115

1. **Title:**
Evaluation of an implementation training program for clinicians
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3. **Key words:**
Survey, clinicians, implementation, training
4. **Abstract text:**
 - a. **Background and aims**

This study, undertaken in 2015, aimed to evaluate outcomes of a capacity building program for clinical leaders in evidence implementation to improve clinical practice. Established in 2004 by the National Institute of Clinical Studies (NICS), the Fellowship offered a two-year half-time program to build a cohort of clinical leaders in Australia with knowledge and skills in the science and practice of implementation science. The program included masterclasses in implementation, leadership and change management, along with mentoring, and the opportunity to undertake a practical implementation project. By 2012, thirty-two clinicians (e.g. doctors, nurses, allied health practitioners) had completed the program.

- b. Methods**

A literature review on the delivery and evaluation of clinical leadership programs to influence evidence uptake was undertaken. This review informed the development of a questionnaire, based on the CIPP Evaluation Model, which the NICS Fellows (32) were invited to complete. The questionnaire comprised fixed response and open-ended items exploring participants' perception of the impact, effectiveness and sustainability of the NICS Fellowship on their professional role/s, sphere of influence and career trajectory. Analysis of the survey data was supplemented by information from program documentation.

- c. Results**

Twenty-four (24) complete responses were received for the questionnaire; a response rate of 75%. Fellows reported on their current professional roles and activities, involvement with their discipline group, further projects/research in implementation and sphere of influence – ranging from local health district to international level. Respondents also reflected on the value of the various elements of the fellowship program, the impact on their career trajectory, and future aspirations.

- d. Conclusion**

The results of this study, as well as reporting on the return on investment for the NICS Fellowship Program, will provide insights for the design, delivery and evaluation of capacity building programs to influence the implementation of evidence to improve clinical practice.