



Frequently Asked Questions

Revised December 11, 2020

What is the RTAT?

HRSA's Health Professions Education and Training (HP-ET) Initiative will use the Readiness to Train Assessment Tool (RTAT™) developed by Community Health Center (CHC), Inc., to help health centers assess and improve their readiness to engage in health professions training programs.

The RTAT is a 41-item, 7-subscale validated survey instrument that assesses health center readiness to engage with health professions training programs. The RTAT uses the following definition of organizational readiness: "the degree to which Health Centers are motivated and capable to engage with and implement a health professions training program"

Who are the key players and what is their role?

HRSA: Provide guidance and funding for HP-ET initiative

CHC Inc.: Creators of the RTAT survey. Provides technical support and analysis of results.

CPCA: Provides support and T/TA on RTAT survey and survey completion. Ultimately CPCA will help health centers develop a targeted strategic workforce plan that will include health professions trainings and pipeline programs that can meet the needs of the community, as well as offering T/TA to help achieve workforce goals.

Health Centers: Encourage each staff member who works closely with the organization's different training programs to complete the survey as soon as possible.

What counts as an HP-ET program?

An HP-ET program is any formal organized education or training undertaken for the purposes of gaining knowledge and skills necessary to practice a specific health profession or role in a healthcare setting. This includes any type of HP-ET programs (e.g., shadowing, rotations, affiliation agreements, accredited or accreditation-eligible programs), at any educational level (certificate, undergraduate, graduate, professional and/or postgraduate) and in any clinical discipline.

Why is this Survey important?

Health professionals who train in a community health center are much more likely to work in one. The RTAT helps health centers address concerns regarding capacity, resources, and organizational abilities when launching any health professions education and training program(s). The tool serves as a platform meant to encourage dialogue and action at various levels.

Who is encouraged to complete the survey?

All staff including– administrators, providers, support staff – are encouraged to take the RTAT. However, we recognize that staff time is impacted due to the COVID-19 pandemic. As a result, CPCA recommends that CHCs prioritize asking key staff who are knowledgeable about their health center's workforce needs and efforts submit an RTAT response. Key workforce staff may include C-suite (e.g., CEO, COO, CMO), HR Directors, Medical Directors, Health Center Managers, and Residency Directors.

CHC staff can complete the RTAT up to three times and share it with their colleagues for additional responses. Collecting several data points will help create a solid baseline to assess the health center's readiness. Participants are encouraged to respond openly and honestly, based only on their own judgment, regardless of what others expect at their health center.

Do health centers with existing HP-ET programs need to take the RTAT survey?

All health centers should complete the RTAT survey regardless of their current programming. The RTAT can help identify interest in expanding into new areas of health professions training and education.

How long will the survey take to complete?

The survey takes approximately 15-25 minutes to complete, depending on whether a respondent chooses to partially or fully complete the survey:

- Part 1 (Questions 1-10) is for anyone to complete (baseline assessment); includes some financial questions that would be difficult for the average CHC staff person to know.
- Part 2 (Questions 11-41) of the survey is for those who are well informed on a specific HPT (DA, MA, etc.); each staff person can answer questions 11-41 for up to three different HPT programs (1 for DA, 1 for MA, 1 for PA). Respondents can choose to *skip* part 2.
- For an RTAT submission to be counted by CHC, inc. a respondent needs to reach the end of the survey where "Download PDF" is available.

Can we specify which HP-ET program we are interested in?

Yes. Part 2 of the survey allows respondents to specify which health professions training programs their health center has and/or is interested in developing. Each respondent can complete part 2 up to three times, so each respondent can specify up to three different types of programs. We recommend that respondents consider which programs are most important or of greatest interest to their health center organization.

When do we need to complete the survey?

The RTAT is live and will be marketed heavily until January 2021. We encourage health centers to complete the RTAT as soon as possible. CPCA will update health centers once we have received a firm end date for the survey from CHC Inc.

Where can we find the link to the survey?

The link to the RTAT survey can be found here: [RTAT Survey Link](#)

By completing the RTAT, am I committing my health center to take on HP-ET development?

There is no commitment on behalf of health centers who participate in the RTAT to launch or expand HP-ET programs. CPCA will offer training/technical assistance to support health centers in developing strategic workforce plans. These workforce plans will include content on developing organizational readiness to implement or expand health professions training programs.

Why are health centers being asked to complete this survey now during a pandemic?

CPCA recognizes that the COVID-19 pandemic has heavily impacted health center ability to train health professionals. The RTAT results will be used over the course of the next three years to further enhance health centers ability to recruit, train, and retain health professionals. As the COVID-19 pandemic hopefully settles in 2021, we will need to continue training health professionals to address workforce shortages and meet growing care demands.

Who will track survey completion?

CHC Inc. will share survey completion rates with CPCA every two weeks. This information will be shared back with CEOs to assess the participation at their health center.

When will data be available?

CHC Inc. will provide raw data to PCAs by June 2021; interpretation of the data will be available after July 2021.

What happens with the responses?

Means will be calculated at three levels:

- Survey: Average for each of the 41 items
- Subscales: Average for each of the seven subscales
- Overall: Average of the entire survey

Health centers will then be assigned as "READY", "APPROACHING READINESS" or "DEVELOPING READINESS" based on mean score. Results will be used to create a targeted strategic workforce plan with CPCA's support.

What are the "Seven Subscales of the RTAT"?

Representing the seven areas of readiness within an 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).



How will HRSA utilize the RTAT results?

RTAT results will inform the strategic direction of HRSA's workforce development programs (ex: Teaching Health Center program). Health centers should ensure their voices are represented in HRSA's workforce development decisions by completing the RTAT.

Questions?

Please contact Madeline Anderson, Program Coordinator of Health Professions Education at manderson@cpca.org.

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