



Readiness to Train Assessment Tool (RTAT™)

What is RTAT?

The Readiness to Train Assessment Tool (RTAT) is a survey that will be utilized to support HRSA's Health Professions Education & Training (HP-ET) initiative. The goal is to enhance health center's capacities to recruit, develop, and retain their workforce by exposing health and allied professions students, trainees, and residents to education at training programs within health centers.

RTAT is a 41-item, 7-subscale validated survey developed by Community Health Center, Inc. that covers the dimensions of health center readiness and capacity for engaging in Health Professions Training. 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'*.

What counts as a Health Professions Training (HPT) Program?

An HPT 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 health care setting i.e. shadowing, rotations, affiliation agreements, accredited or accreditation-eligible programs, at any level.

Why is it important?

Research shows that health professionals who train in health centers are more likely to work in one. The RTAT meets a need at the national level to help health centers address concerns and barriers regarding capacity, resources, and organizational abilities when launching any health professions training program(s). It can support implementation of HPT programs at health centers and serve as a platform meant to encourage dialogue and action at regional, state, and national levels.

When gauging the value of HPT programs, [this guide](#) by the Education Health Center Initiative is a great resource that mentions the potential benefits of HPT initiatives within health centers. Here are a few mentioned benefits:

- Increased recruitment of providers as physicians trained in CHCs are twice as likely to work in underserved areas.
- Enhanced job satisfaction among, and ideally retention of, providers in teaching roles.
- Additional skills development for precepting providers, especially for advanced practice clinicians and providers.
- Enhanced expertise at the CHC, such as access to the newest practices and quality models.



Key figures for this project:

HRSA: Provides supplemental funding and support for HP-ET initiative.

Community Health Centers, Inc.: NTTAP tasked with creating RTAT survey in addition to providing training and technical assistance to PCAs and health centers. Will provide analysis of the survey results to PCAs by June 2021.

MPCA: Distribute survey link and provide training and technical assistance to health centers to promote survey completion. Ultimately MPCA 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.

Health Centers: Encourage as many staff as possible to complete the survey.

How long is the survey?

The survey takes 15-25 minutes to complete. The survey can be completed on any smart device.

Who should take the survey?

HRSA encourages all health center staff to complete the first portion of the survey which assesses the general perception of the health center's readiness to engage with HPT.

The second portion of the survey is based on health centers' level of readiness for implementing specific HPT programs. Members who are interested or knowledgeable about a specific HPT program, or those directly or indirectly involved with specific programs are encouraged to continue with the second part of the survey. This portion encourages staff to think about programs that are most important or of greatest interest to you or your health center.

When does the survey need to be completed?

The RTAT survey link will be live until mid- to late January. MPCA will inform health centers on a specific date as soon as CHC, Inc. makes this information available.

How can I access the survey?

[Click here](#) to access the RTAT survey link.

In need of more information?

- Contact Emily Ferry at eferry@mepca.org with any questions regarding RTAT or MPCA's workforce initiatives.
- For any specific RTAT survey questions, contact Amanda Schiessl from CHC, Inc. at rtat@chc1.com.