Implementation facilitation (IF) is a multifaceted, evidence-based strategy involving interactive problem-solving and support that occurs in a context of a recognized need for improvement and supportive interpersonal relationships. Behavioral Health QUERI’s Implementation Facilitation Training Hub prepares individuals to effectively use IF to support implementation of evidence-based practices (EBPs) and other innovations in high priority VA clinical initiatives.

What Is Implementation Facilitation Training?

Systematic reviews have found that primary care practices were almost 3 times more likely to adopt evidence-based guidelines through use of facilitation, and multiple studies inside and outside VA show IF to be an effective strategy for implementing new clinical programs/practices.

- **IF training** involves a multifaceted curriculum and teaching approach comprised of preparatory work, didactic sessions, instruction on key IF roles/activities, interactive role-plays and group exercises.

- The target audience of IF training is implementation practitioners (clinical and operational managers who are conducting implementation efforts), implementation science researchers, and clinical/operational leaders overseeing implementation of key initiatives.

- Post-training mentoring/consultation on application of IF strategies for trainees.

- The *Implementation Facilitation Training Manual* (Figure 1) contains a full breakdown of content covered during training and includes additional resources that can be used or adapted by those planning to use IF to implement a new program or practice.

**Operational Partners:** Office of Mental Health and Suicide Prevention, Office of Rural Health, National Center PTSD, Center for Integrated Healthcare, South Central MIRECC, and CeMHOR.
“I loved it! It did “have a pretty big impact on me” [and I’ve] moved forward in ways I wouldn’t have without [the] training.”

“It was great training. Every morsel that [they] gave us was very useful” The presenters are very practical. It wasn’t “so academic” but more, ‘well how am I going to use this?’ How do you take it and apply it to your situation?”

“An added benefit was that this [training] gives hope that change can happen and here’s how it happens; it [the training] “empowers individuals” that every bit of change makes a difference.”

Continuing Education Credit

The BH QUERI IF Training Hub is approved for 14 hours of Continuing Education Credit through VA’s Employee Education System for the following disciplines:

- Accreditation Council for Continuing Medical Education
- American Nurses Credentialing Center
- American College of Healthcare Executive
- Accreditation Council for Pharmacy Education
- Association of Social Work Boards
- American Psychological Association
- National Board for Certified Counselors

Anticipated Impacts

The BH QUERI IF Training Hub holds great promise for helping to address VA and QUERI priorities. As the evidence for impact of IF strategies in supporting implementation of EBPs and other best practices becomes increasingly robust, our IF training program continues to prepare VA personnel to apply IF strategies in support of high priority clinical initiatives and other VA quality improvement and research efforts.