



Beyond Common Metrics: An Instrument Collection for Assessing Training Program Impact

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Although Common Metrics have been developed and used by the CTSA Consortium along with somewhat similar measures taken from other realms, the majority of these have determined “success” of training programs by the items produced by their trainees and/or career trajectories. While these are important indicators of trainees’ achievements, they are limited in their ability to more deeply understand how and in what way a particular training program had an impact on an individual’s further accomplishments and are unable to determine what components of a training program worked particularly well (or not). Therefore, the purpose of this project was to create an instrument library to allow training programs easier access to instruments that might allow them to track and assess the broader impact of their programs more comprehensively.

A total of twenty-six instruments were identified through a comprehensive and systematic literature review. Many of the instruments were self-assessments that evaluated relevant skills of trainees such as leadership, communication, collaboration, and innovation. Other instruments assessed training programs through the research impact their trainees had after training program completion. The collection of instruments provide training programs the opportunity to iteratively refine their approach over time to ensure they have the greatest impact on the “success” of trainees for the long term.

