

# Welcome to the Implementation Café

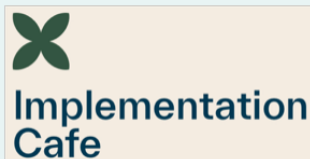
- **Build capacity:** Increase knowledge and confidence in implementation science among health and research professionals in Western Australia (WA).
- **Share implementation knowledge:** Facilitate the exchange of experiences, challenges, and solutions related to implementation science.
- **Enhance network opportunities:** Foster a community of practice where researchers and practitioners can collaborate and support each other.



Full details of presentations are available online at  
<https://nhiri.ecu.edu.au/impact-resources/implementation-cafe/>

# Welcome to the Implementation Café

## WAHTN PARTNERS WITH IMPLEMENTATION CAFE



We are thrilled to announce that WAHTN is now supporting [The Implementation Café](#), an initiative by [Edith Cowan University's Nutrition and Health Innovation Research Institute \(NHIRI\)](#). The Implementation Café serves as a valuable resource hub aimed at helping health researchers, practitioners, and professionals understand and apply implementation science in their research. By offering tools, knowledge, and a collaborative community, the Café seeks to enhance the impact of health interventions and ultimately contribute to improved health outcomes for the community.

Led by implementation scientist Dr. Mary Kennedy together with Dr Lauren Fortington, Dr Annie De Leo and Prof Sara Bayes, the Café currently features recorded journal club presentations from 2023/24, with the 2025 schedule coming soon. Additionally, it offers resources to help you embark on your implementation science journey. We're proud to partner with the team to strengthen implementation science capacity across the WAHTN partnership.

<https://wahtn.org/>

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### Masterclass (coming late 2025)

Are you looking for support to developing your implementation research idea into something more?

We are developing a short course masterclass for health researchers, academics, HDR students and practitioners who understand implementation science principles and are ready to design an implementation study. During the masterclass, participants will be supported to select the relevant research methodology and framework/s for their project; design and conduct real-world context ('readiness') analyses; and work with consumer, community and industry through all phases of the project.

Register your interest by emailing [Mary Kennedy \(m.kennedy@ecu.edu.au\)](mailto:m.kennedy@ecu.edu.au)

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## 2023

[Session 1 - introduction to implementation](#)

[Session 2 – needs assessment in implementation](#)

[Session 3 – organisational readiness](#)

[Session 4 – consumer and community involvement](#)

[Session 5 – implementation & impact](#)

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## 2024

[Session 6 – the implementation playbook](#)

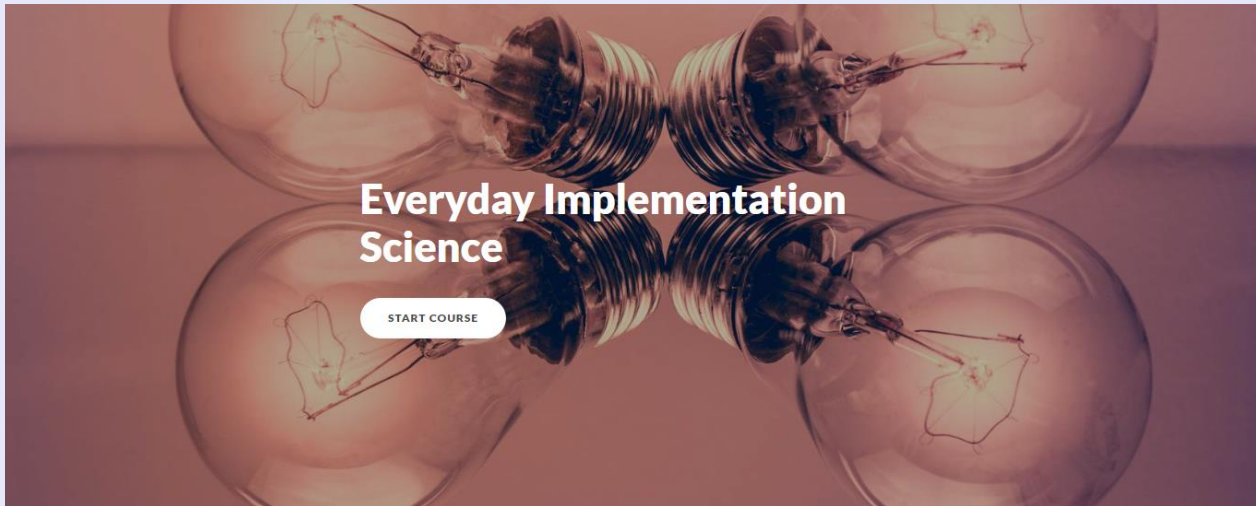
[Session 7 – a traffic light system](#)

[Session 8 – why implementation matters](#)

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# Confirming the usability of an online education program for midwives: A type 1 implementation – effectiveness study.

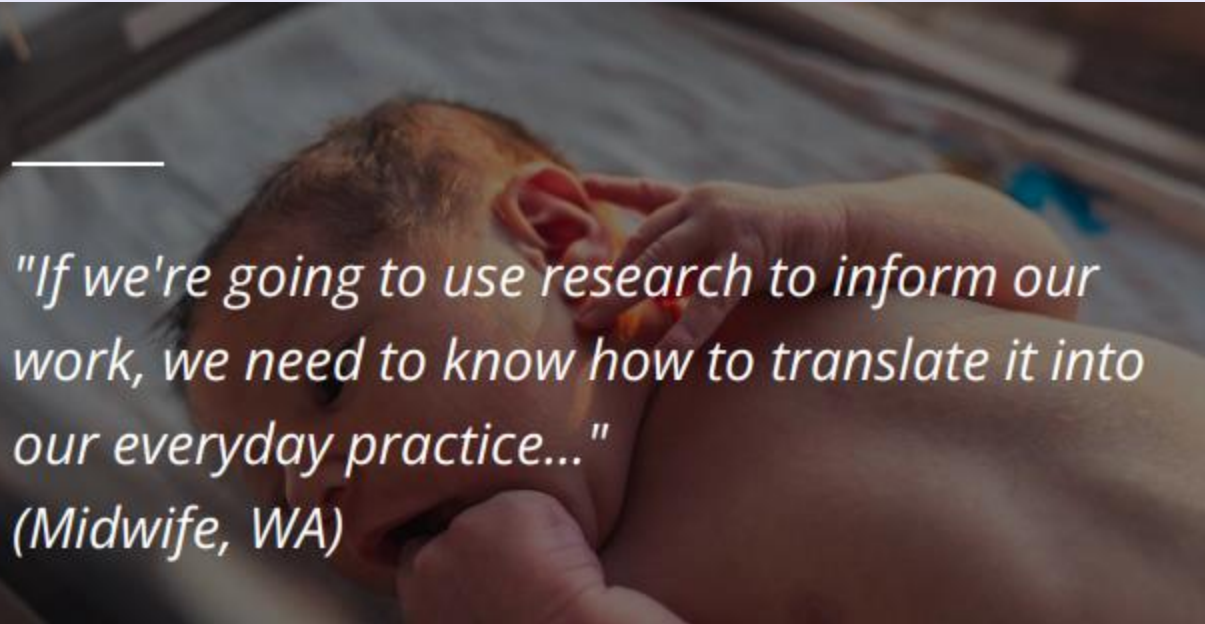


Presenter Dr Annie De Leo  
Prof Sara Bayes, Prof. Linda Sweet, Dr Dianne Bloxsome

# Acknowledgment of Country



**We acknowledge and respect the Wurundjeri people of the Kulin Nation, who are the traditional custodians of the land upon we meet today. In particular, we pay respect to Elders, past and present, and embraces their culture, wisdom and knowledge.**

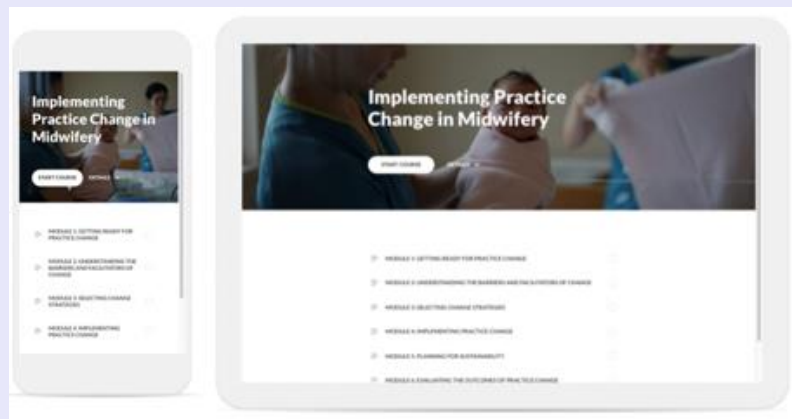


*"If we're going to use research to inform our work, we need to know how to translate it into our everyday practice..."*  
*(Midwife, WA)*

**Confirming the usability of an educational program for midwives wanting to lead practice change in clinical areas.**

Aims:

- 1) To evaluate the appeal and suitability of an implementation Toolkit for Australian midwives.
- 2) To determine the effectiveness of the intervention
- 3) To establish the degree to which the intervention could reach a broad cross-section of midwives.



# Participant Recruitment & Toolkit Access

**Recruitment period:** Aug 2022 – Jun 2023

## **Two recruitment methods:**

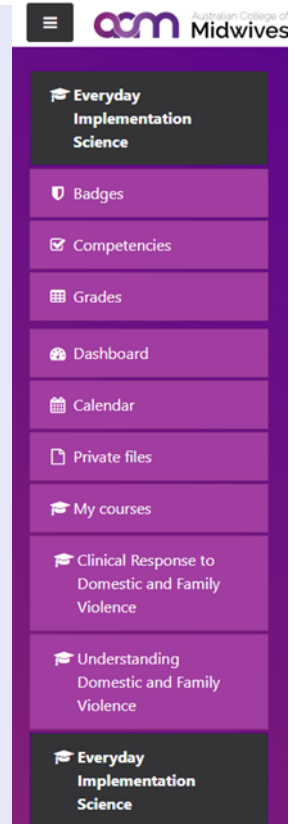
- Via midwifery managers (identified change leaders)
- Through Australian College of Midwives (email + magazine ad)

## **ACM endorsement:**

- Toolkit hosted on ACM eLearning platform
- Free access + 4 CPD points

## **Access & Evaluation Process:**

- Pre-survey: demographics, confidence, barriers
- Toolkit use tracked via metrics  
Post-evaluation survey embedded in final module



## Data Sources:

### Data Set 1: Pre-start survey (Qualtrics™)

- Quantitative & qualitative questions

### Data Set 2: Evaluation survey (Qualtrics™)

- Same structure as pre-start survey

### Data Set 3: Toolkit data (Articulate Rise 360)

- Participation rates, access frequency

## Analysis Methods:

Quantitative: Frequency counts

Qualitative: Content analysis

- Coding → descriptive categories
- Illustrative quotes

## Everyday Implementation Science

[Dashboard](#) / [My courses](#) / [Everyday Implementation Science](#)

### Qualtrics Survey

Please click on the link to access the pre-start survey

[SURVEY LINK](#)

CONTINUE

### Qualtrics survey

Please click on the link to access the evaluation survey

[EVALUATION SURVEY](#)

CONTINUE

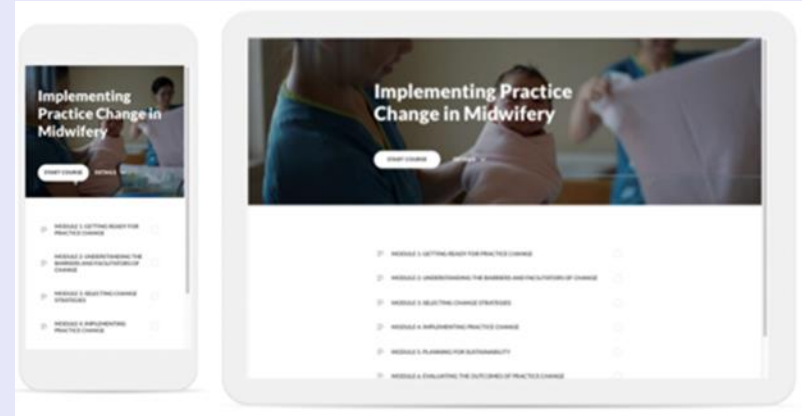


## Participant Engagement & Pre-Start Insights

- **49 midwives** accessed the course
- **26 midwives** completed the course evaluation

## Pre-start survey explored:

- Understanding of *Implementation Science*
- Experience leading practice-change initiatives
- Confidence to implement practice change
- Attributes of effective change leaders



# Findings (Pre-start questionnaire)...

## What EBP initiatives are you interested in leading?

*"I want to work on improving EBP in rural health services for women"*

*"I'd like to be involved in Improving practice for Induction of Labour"*

*"I'd like to introduce waterbirth to our birth suite"*

*"I want to implement best practice care for women experiencing miscarriage and ectopic pregnancies"*

*"I want to Introduce a best practice care pathway for breech birth"*

## What barriers have you experienced?

*"People and resources are the biggest challenges"*

*"Lack of time"*

*"Our staff have change fatigue"*

*"Funding is always an issue"*

*"Other disciplines not supportive of midwifery-led change"*

*"Training and education are not encouraged in my workplace"*

Table 3. Participants' anticipated challenges to implementing practice-change.

Theme	Illustration
Preparing others for change	'People don't like change'  'Staff [people] already feel like they have too much on their plate', introducing something new is just too hard'
Facilitating engagement and support	'Achieving support at all levels'  'I think the most challenging part is to engage the managers to support the project'
Challenging workplace culture	'The negative culture around EBP and those with authority to approve new practices'  '[EBP] can be at odds with the cultural practices of the workplace'  'Competing priorities'

## Post-course Feedback Focus

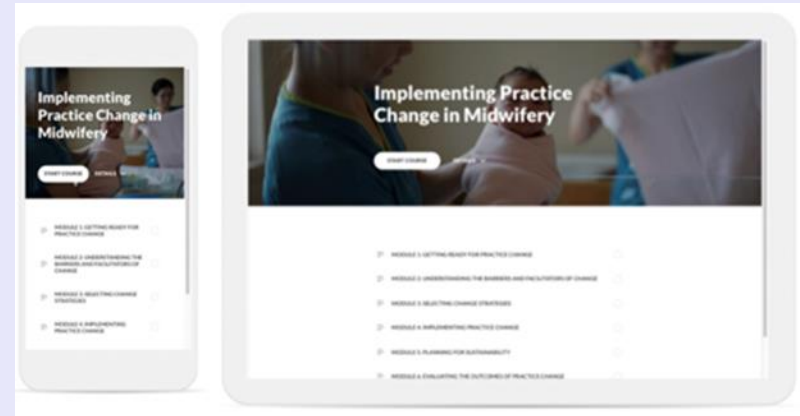
### Participant feedback on:

- Key learnings
- Most useful aspects
- Topics for further learning
- Confidence to lead EBP

## Program improvements based on feedback

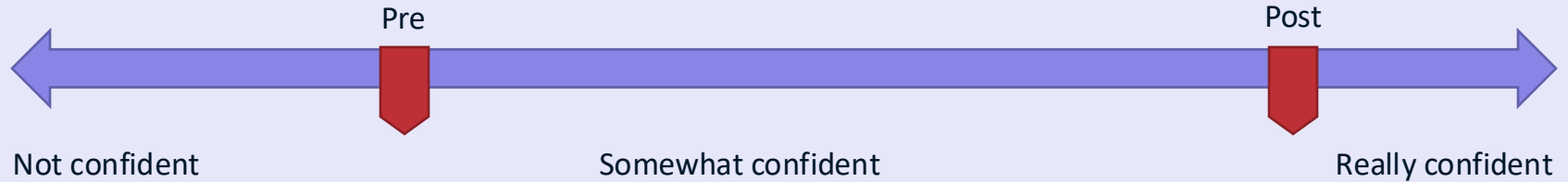
### Future focus:

- Identifying change-leader attributes
- Informing future educational resource development

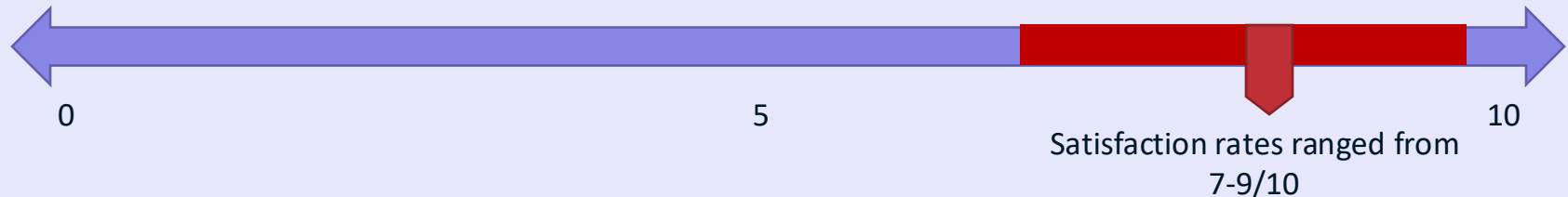


# Findings (post-evaluation)

## Midwives' confidence



## Program satisfaction rates



## Most Useful Features of the Toolkit

### Centralised resources

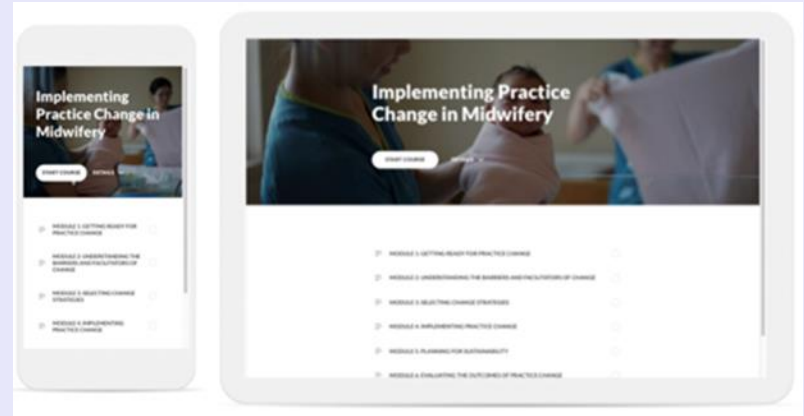
- *“Easy access to all materials”*

### Structured learning format

- Logical, *“step-by-step flow”*

### User-friendly navigation

- *“It was easy to navigate ... step-by-step guides were great.”*





"User-friendly"

"The course was easy to navigate and specific for midwives"

"The midwifery-focused content and language made it easy to understand new concepts."

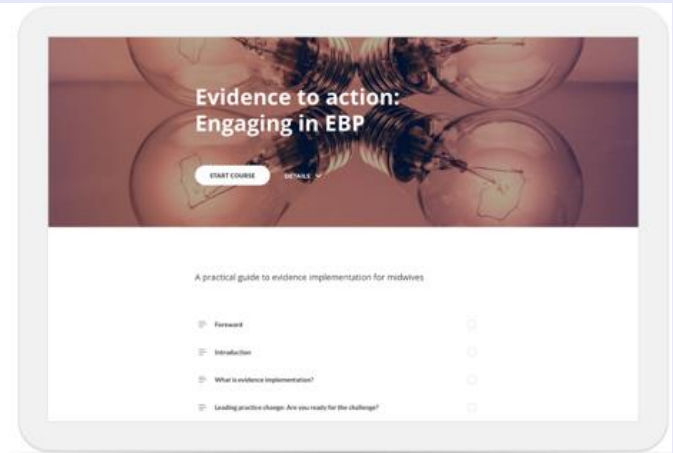
"I enjoyed the interactive activities"

"The downloadable worksheets were great"

"The resources were simple and helpful"

"The course re-affirmed my passion to implement new practices...as the research dictates"

"I liked the way the steps were outlined and then explained"





# Recommended modifications to the Toolkit...



## IMPLEMENTATION RESEARCH TOOLKIT

### Feedback themes:

- Need for **short videos** to explain concepts
- Desire to **read midwives' stories** about overcoming barriers to change

### Interactive learning tools:

**Interactive videos** explaining key concepts

- **Real-world case studies**
- **Tip sheets** for busy clinicians
- **Downloadable flowchart** of implementation steps

# Next steps...

- Adapt and modify the course for other disciplines and contexts.
- Trial in real world settings.
- Seeks opportunities to include the course in graduate programs, research internships and HDR programs.
- Collaborate with other program-developers to create resources that promote IS and enhance adoption of EBP in health care.



Thank you!



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# Next journal club: 24th June @12.00 AWST

## A/Prof Nicole Rankin

Head, Evaluation and Implementation Science Unit  
University of Melbourne



Principal investigator on lung cancer screening grants (NHMRC and MRFF) and is a leading implementation scientist on projects across the cancer continuum, genomics, primary care and musculoskeletal care.

Nicole is internationally recognised for her contributions to building capacity in implementation science and translational research to improve health outcomes for people with lung cancer.

Nicole was awarded the Leslie (Les) J. Fleming Churchill Fellowship in 2020 and the Lung Foundation Australia Lung Health Legend Award in 2024.