Building a strong [workforce](https://impact.fpg.unc.edu/glossary/workforce-development-systems) by recruiting and selecting practitioners to deliver Triple P is essential to [scale-up](https://impact.fpg.unc.edu/glossary/scale). A [decision-support data system](https://impact.fpg.unc.edu/glossary/decision-support-data-system-dsds) needs to collect output, process, and outcomes data to show what in this process is working well and what is not. For best practices in practitioner recruitment and selection, see the [Community Capacity Assessment – Triple P](https://ictp.fpg.unc.edu/sites/ictp.fpg.unc.edu/files/resources/CCA-TP_Participant%20Copy_Formatted4.24.18.pdf).

Recruitment and selection data can inform questions and outcomes in other areas, such as training outcomes. For example, select enough well-qualified practitioners, you may find higher engagement with Triple P training that leads to improved training outcomes. On the other hand, a poorly performing recruitment process may result in a small pool of uninterested practitioners, less likely to complete training or deliver Triple P.

## Before completing the table below, think about your recruitment and selection process…

What parts of your recruitment and selection process are working? How do you know?

What parts of your recruitment and selection process would you like to improve? How would you know if they improved?

What recruitment and selection data are you already collecting (such as information from your agency MOUs, training applications, and practitioner round-up data)?

How are you recruiting practitioners who will be a good fit with the philosophy, values, and principles of Triple P?

How are you recruiting practitioners who will reflect the demographics (such as race, ethnicity, or language spoken) of your community?

How do you know that Triple P practitioners will be able to use Triple P after training?

What else do you want to know in order to improve the recruitment and selection practices for Triple P practitioners? What data would you need to collect?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Recruitment & Selection | | | | | | |
| Data Type | Measurement question | Data point | Collection Method/Tool | Source | Frequency | Data use and improvement |
| **OUTPUTS** |  |  |  |  |  |  |
| **OUTCOMES** |  |  |  |  |  |  |
| **QUALITY** |  |  |  |  |  |  |