

Fidelity of your approach

An important consideration is the fidelity of your program. Fidelity means how reliable or loyal the delivery of your program is to the overall goals or aims of your workforce change strategy.

If you are using an ‘off the shelf’ program, it is important that your approach closely follows the goals and aims of that program or training package. Being loyal to the aims or goals of the approach means that when you gather clear evidence of change (as a result of your intervention) you are then able to make positive claims about your program.

The What Works Wisconsin site (<http://whatworks.uwex.edu/>) has a valuable information sheet about program fidelity (see http://whatworks.uwex.edu/attachment/whatworks_04.pdf).

See also:

Sarah F. Griffin, Sara Wilcox, Marcia G. Ory, Diana Lattimore, Laura Leviton, Cynthia Castro, Ruth Ann Carpenter & Carol Rheaume (2010). Results from the Active for Life process evaluation: program delivery fidelity and adaptations. *Health Education Research*, Vol.25(2), pp. 325–342.

Hilary F. Byrnes, Brenda A. Miller, Annette E. Aalborg, Ana V. Plasencia & Carolyn D. Keagy (2010). Implementation fidelity in adolescent family-based prevention programs: relationship to family engagement. *Health Education Research*, Vol.25(4), pp. 531–541.