

What is evidence implementation?

“Evidence-based implementation frameworks can close the research-to-practice gap.”

(Metz-Bartly, 2023, p. 1)

Implementation is a structured way of putting evidence into practice. The goal is to improve client outcomes (Albers et al., 2017). It requires effort, planning and resources. Implementation is “a process that uses active strategies to put evidence-informed approaches into practice. It is the process of understanding and overcoming barriers to adopt, plan, initiate and sustain evidence-informed programs and practices.” (Hateley-Browne et al., 2019, p. 3)

This resource will help you, as a practitioner, to understand what evidence implementation is and what opportunities exist for you and your service to enhance evidence-informed practice. Other resources in this series include:

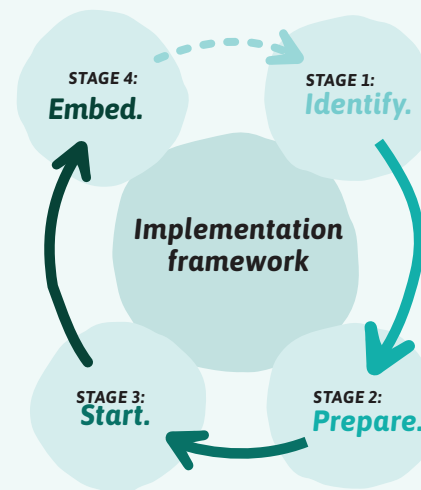
- [What is evidence implementation?](#)
- [What is evidence-informed practice?](#)
- [Evidence-based practice reflective questions for services](#)

Key stages

An implementation framework or model can provide the structure for an implementation project and increase your chances of success. There are a lot of different implementation frameworks and models. They are typically broken down into about four stages.

Here’s where it all comes together, and you start to **embed new practices across all areas of your service**. If relevant, introduce the new practice to other parts of your organisation and start the implementation process all over.

Ensure that you are collecting data about your implementation and use that to track your progress, problem-solve and adjust as necessary.



Identify what problem you want to solve and find an evidence-informed practice or program that meets your needs. Identify who needs to be involved. Consider what factors might help or hinder you. You may want to build an implementation team, involve people with lived expertise and identify champions.

Get ready! Think about what you need for implementation. You may need to purchase equipment, find space, recruit or train staff or adapt finance and other processes. Decide how you will track and measure success and ensure you have the resources to do that.

[The Australian Institute for Family Studies has published a guide](#) that provides more information about how to implement evidence in practice (Hateley-Browne et al., 2019).



Drivers of success

Successful implementation projects involve a lot of interconnecting and reinforcing factors.

- There must be active commitment from leadership – both executive leadership and practice leaders – who should be prepared to problem-solve and develop solutions.
- Skilled staff must be in place or recruited for.
- Training is important to ensure everyone understands what is required.
- Coaching supports practitioners to practice new skills and embed new ways of working.
- Organisational support, including systems that work and help you learn about the progress and effectiveness of your implementation, helps.
- And, of course, budgets need to be aligned to your project (Fixsen & Blase, 2013).

The role of evaluation

Evaluation helps you understand how successful you were, and how you might improve. It gives you the evidence about the outcomes of your program or practice for the people you work with.

ANROWS has developed a series of Quick Guides to support organisations to understand, design and implement evaluation projects. You can find out more here: <https://www.anrows.org.au/publication/evaluation-quick-guides/>

Find the best practice or program for your needs

The **ANROWS Evidence Portal** is an online resource which allows users to search quickly and easily for information about what might work to address and end violence against women. Intervention reviews provide key information about particular interventions and how effective they might be.



How WorkUP can help

Successful implementation projects require resources and effort. WorkUP has dedicated funds that you can apply to use to build your evidence-informed practice and expertise delivering projects. You can find out more about how [WorkUP can help you here](#).

Key references and further reading

- Albers, B., Mildon, R., Lyon, A., & Shlonsky, A. (2017). Implementation frameworks in child, youth and family services: Results from a scoping review. *Children and Youth Services Review*, 81, 101–116. <https://doi.org/10.1016/j.childyouth.2017.07.003>
- Australia's National Research Organisation for women's safety. (2023). *ANROWS Evidence Portal*. <https://evidencepordev.wpengine.com/>
- Koens, C., & Ninnies, P. (2020). *Evaluation Quick Guides* (ANROWS Insights, 7/2020). ANROWS. [Evaluation Quick Guides - ANROWS - Australia's National Research Organisation for Women's Safety](https://www.anrows.org.au/publication/evaluation-quick-guides/)
- Fixsen, D. L., & Blase, K. A. (2008). *Implementation drivers one-pager* [Handout]. The National Implementation Research Network, Frank Porter Graham Child Development Institute, University of North Carolina. <https://implementation.fpg.unc.edu/resource/handout-implementation-drivers/>
- Hateley-Browne, J., Hodge, L., Polimeni, M., & Mildon, R. (2019). *Implementation in action: A guide to implementing evidence-informed programs and practices*. Australian Institute of Family Studies. <https://aifs.gov.au/resources/practice-guides/implementation-action>
- Metz, A., & Bartley, L. (2012). Active implementation frameworks for program success: How to use implementation science to improve outcomes for children. *Zero to Three Journal*, 34(4), 11–18. <https://www.zerotothree.org/resources/zero-to-three-journal/>