

Logic Model: Workforce Development

Audience: Sponsors/CROs, sites/investigators

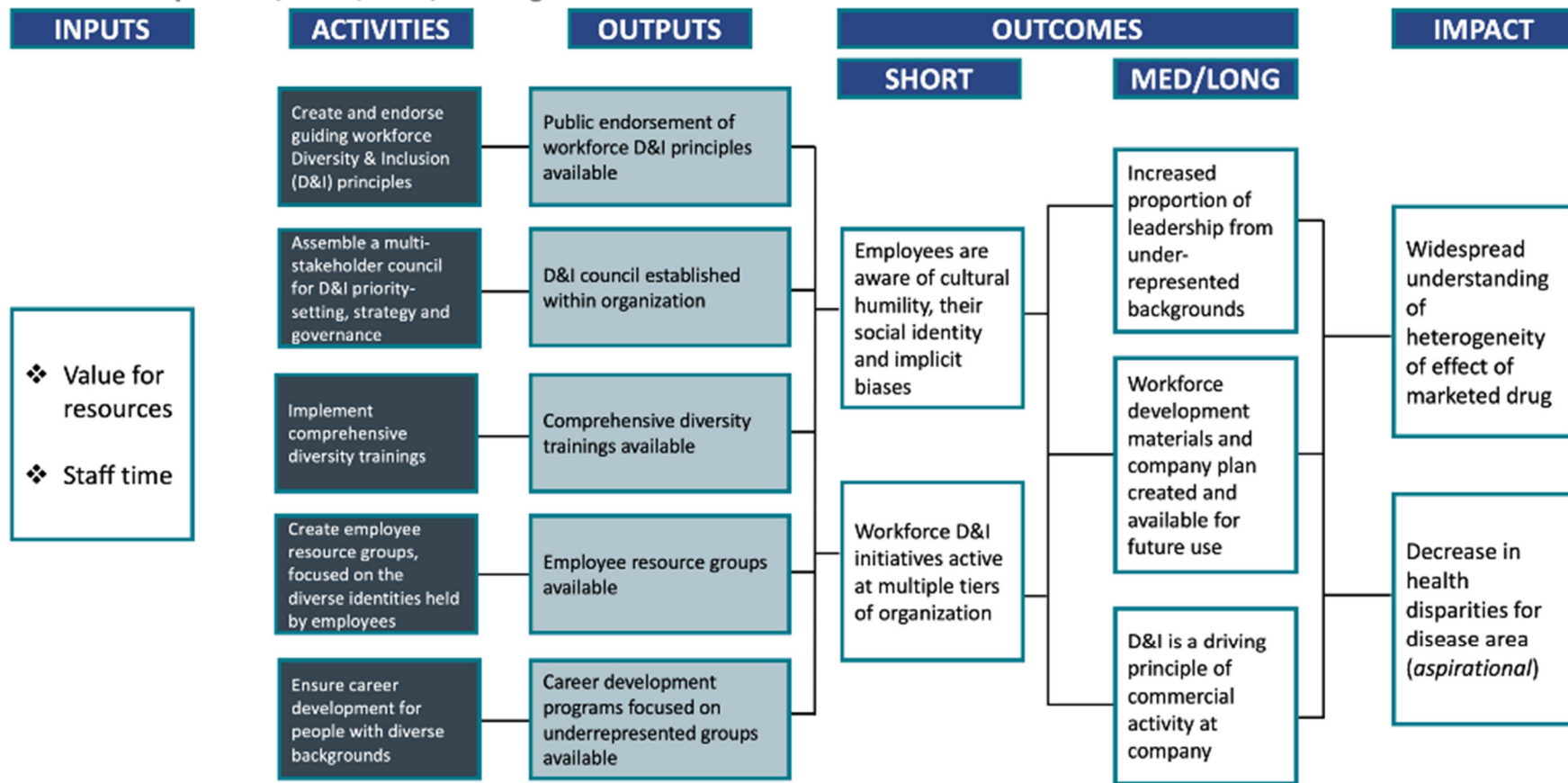
Purpose: To provide a sample of activities, linked to their intended effects (outputs, outcomes and impact), that might be included in a **workforce development strategy** within any organization. The “Measurement Mapping” schematic provides a detailed flow for translating particular activity outputs into both performance and process indicators. A non-exhaustive sample of key performance indicators for such a strategy is also provided in order to demonstrate how this logic model can be used to construct performance metrics.

Considerations for use:

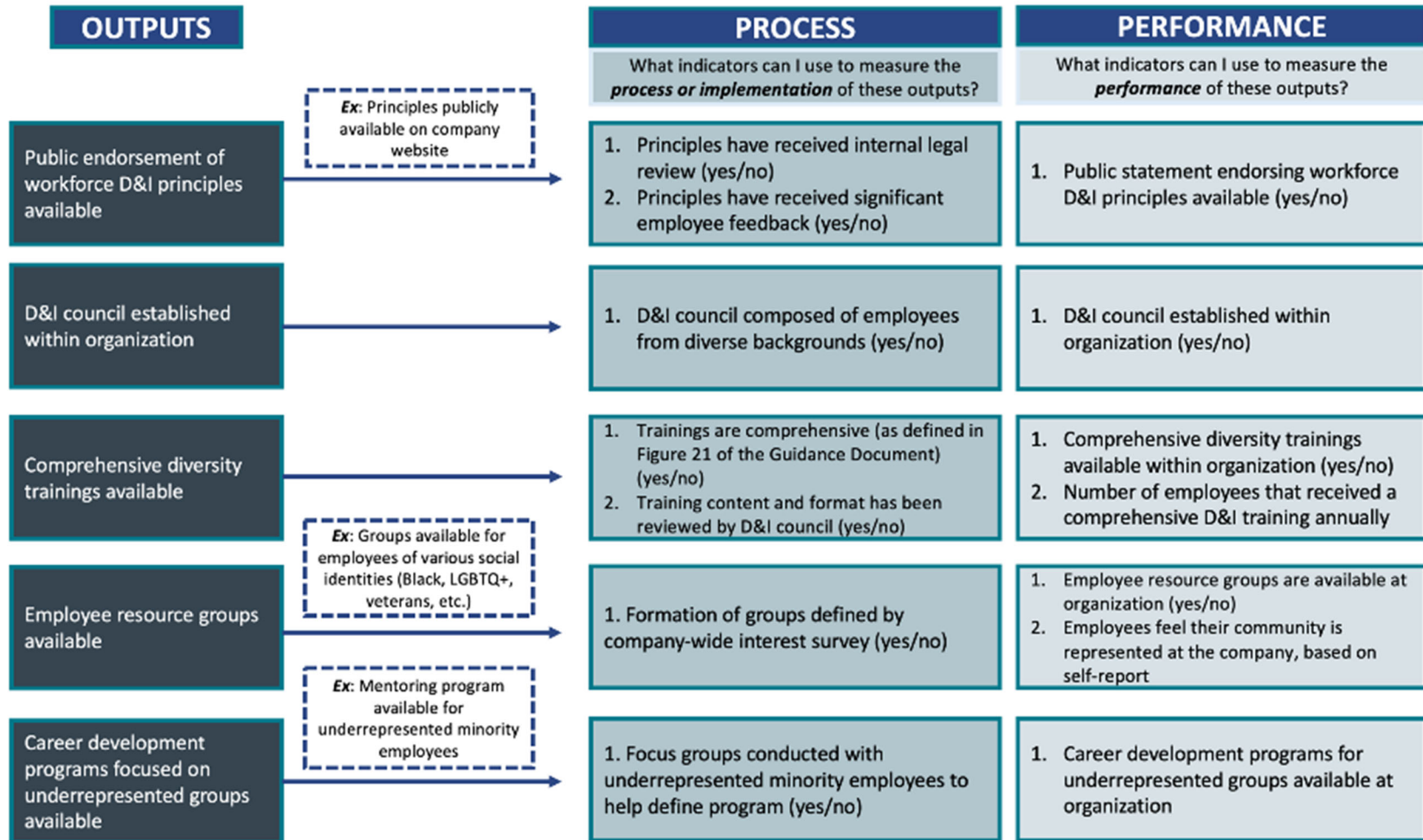
- See *Introduction to Logic Models* for detailed instruction on the use of logic models in general and as related to the *Achieving Diversity, Inclusion, and Equity in Clinical Research Guidance Document*.
- This logic model and associated schematic captures the process that can be used to translate any of the activities from any generic logic model into specific indicators (either performance or process) and can be used for reference when adapting these tools to a particular stakeholder organization.

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Measurement Mapping: Workforce Development



Ex: Principles publicly available on company website

Ex: Groups available for employees of various social identities (Black, LGBTQ+, veterans, etc.)

Ex: Mentoring program available for underrepresented minority employees