Supplemental File 1: Sample interview topic guide for collaborative trainees

Introduction

- What is your professional background and what is your current job role?
- How did you become a part of the PUTZ/microsystems collaborative?
- What were your expectations regarding learning measurement for improvement/QI during the training?
- Did you have any knowledge of or experience in using measurement/QI techniques prior to the collaborative?

Effectiveness

- Looking back, how would you assess the suitability of the collaborative for your needs?
  - PROBES
  - Session content
  - Session format/logistics
  - Coaching and support
- If you can recall, which concepts were easier to understand for the team and which areas you struggled with?
- Did you find the measurement techniques to be useful to your work?
- What factors could have made the training more effective and usable for you?
- What challenges/barriers did you face while implementation?

Sustainability

- Do you think you have been able to retain the skills 2 years after the collaborative?
  - PROBES
  - Retention as a team
- Do you still use some or all the skills in your work? Could you give some examples?
- Do you think the training gave you an advantage over staff who did not attend the training?
- What motivated you to sustain this knowledge?
- What factors facilitated sustaining these skills in the long term?

- o PROBES
- o Support from senior and frontline managers
- o Data Infrastructure within organization
- o Resource availability
- o External and Internal motivating factors
- o Team capacity
- Would you like to remain involved in work that requires the use of these skills?
- Would you like to enhance your measurement/QI skills further?

Spread

- Have you shared your knowledge with colleagues in your own team and department? If yes, what means (formal or informal) used to spread this knowledge?
- Would you say all members of the team, regardless of their participation in the training, feel comfortable applying these skills?
- Have you shared your knowledge with those outside the team, department, or organization?
- What motivates you to share knowledge with others?
- Would you know others, within the organization or outside, who are experts in measurement and QI methods, and do you consult them if there is a need?
- What were the challenges in spreading knowledge?
- What were the enablers in spreading knowledge?
  - o PROBES
  - o Role of leaders
  - o Supportive culture of the organization
  - o Availability of resources

COVID-19

- Have there been any changes in the way you or your teamwork during the pandemic?
  - o PROBE
  - o Organizational level changes

- Did your QI and measurement skills help you in changing and adapting to the new clinical pathways? Did you use any QI or measurement skills, approaches or tools during this time?
- What support in QI methods and knowledge could have made this transition easier for you?
- For the foreseeable future it is likely that training will be delivered virtually - what would be your opinion on distance learning for QI and measurement skills
- Is there anything else you would like to add that could help improve the training?