



What is CBD?

Competency By Design is the Royal College's model of Competence-Based Medical Education (CBME) which is an educational model that is...

- More oriented to **outcomes** rather than time in training (i.e. what trainee can DO)
- More **flexible** to learners' prior skills and current needs
- Training using a **coaching** approach with more regular feedback & entrustment decisions
- Enhanced **tracking** of learners' progress and performance

What is an EPA?

An Entrustable Professional Activity is a **unit of work** actually done during the clinician's day (e.g., admit a patient to hospital, carry out a procedure, lead a family meeting)

- Each EPA gets **assessed several times** for each resident
- Each EPA is made up of several "**milestones**"
- The EPAs increase in **complexity** through stages

Learn more about EPAs and CBD:

READ Factsheets:
CBD Terminology Click [here](#)
Improving feedback tips: Click [here](#)

VISIT
www.deptmedicine.utoronto.ca/cbme for general information on resources and events.

Questions? CONTACT us at
dom.cbd@utoronto.ca

Competence by DESIGN



Medicine
UNIVERSITY OF TORONTO



ROYAL COLLEGE
OF PHYSICIANS AND SURGEONS OF CANADA

Competence
by Design

EPA Completion Primer

HOW TO COMPLETE AN EPA ASSESSMENT:

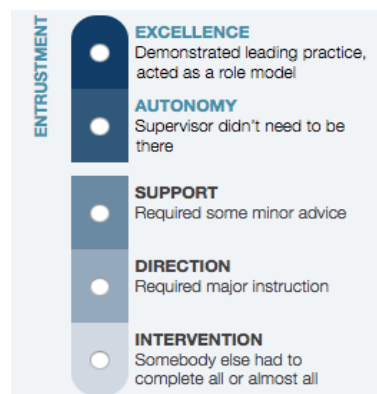
1. You or the resident initiate the assessment. The assessment may be based on direct observation or case discussion.
2. You or the resident sign login to the electronic system*, and provide the assessment demographics. This can be done on the mobile phone or computer top.
3. From the list of milestones pertinent to the EPA, choose 2-3 milestones that are relevant to the activity, and provide comments about the resident's performance. Please also indicate the performance *level* on each milestone you assessed, using the entrustment scale. *You are not required to cover all milestones, but are welcome to.*
4. Using the global entrustment scale, decide whether the resident can be entrusted overall to perform this activity with a similar case in the future. *In general, residents are not expected to be entrustable early in a new stage of training, although this particular tool verifies skills that should have been learned in medical school.*
5. Provide general comments and recommendations for the resident's future learning.
6. Discuss your feedback with the resident.

*There are two platforms depending on your program:

Emergency Medicine, Medical Oncology and Nephrology are on **Elentra**:
<http://meded.utoronto.ca>

General Internal Medicine and Internal Medicine are using **Medsquares**:
<https://cbme.usquaresoft.com>

OVERALL ENTRUSTMENT SCALE:



GLOBAL ENTRUSTMENT SCALE

(Autonomous and Consultancy levels are entrustable)