

MUN Internal Medicine

Introducing Competency By Design: Newsletter 1



**Shifting gears....
Transition to CBD:
July 2019**

What is Competency By Design (CBD)?

Royal College's version of Competency Based Medical Education (CBME)

In CBD, frequent, low-stake assessments of a resident are performed by multiple observers over time to produce a complete picture of the learner's ability (compared to infrequent, high-stakes assessments (example: licensing exams))

Why the shift to CBME?

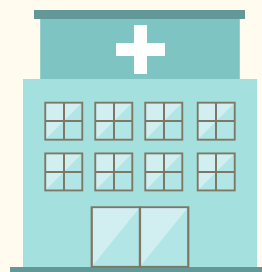
We are moving from a time-based system, where achievement occurs with duration of experience, to a competence-based system, where achievement occurs only with specific skill acquisition/demonstration.

Time is a variable - residents will become proficient on a variety of tasks at different times.

Place emphasis on 'coaching' and identifying gaps in resident training at an earlier stage.

Focuses on demonstrating competence in the workplace rather than completing a designated length of time as a resident.

Increases resident accountability for medical education



A Primer on Entrustable Professional Activities (EPAs)

An EPA is a task that must be observed and completed in a clinical setting.

EPAs provide a framework for granting responsibility to residents, and are a way to document the task achievements of competency.

An EPA may consist of several milestones.

