

# MUN Internal Medicine

## Introducing Competency By Design: Newsletter 3



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

### Let's talk about EPAs!

An EPA (entrustable professional activity) is a task that must be observed and completed in a clinical setting.

The goal for individual learners is to be able to perform this activity independently.

EPAs are what will drive promotion decisions.

### Tell me more about EPAs...

A faculty member or observer can delegate a task to a learner and observe their performance on this task. Alternatively, a learner may initiate and ask to be observed on a task.

Over time, frequent observations of a resident's performance on a particular EPA will provide information about competence.



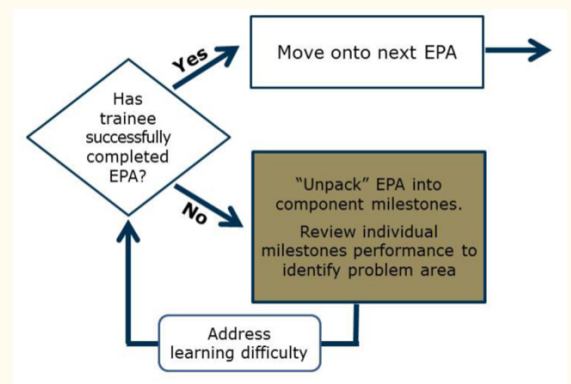
Example: Initiate care for urgent oncologic conditions.

- Some residents may require more attempts to become competent at this task than others
- Others may need more time on another EPA (or milestones of the particular EPA)
- This will address gaps and 'problem areas' quicker
- Provides real-time feedback
- Ensures competence, but teaches towards excellence



### What about milestones?

An EPA may consist of several milestones.



Example: Under the "Initiate care for urgent oncologic conditions" there may be several milestones:

- 1) Recognize urgent oncologic conditions such as febrile neutropenia, hypercalcemia and pain crisis.
- 2) Administer appropriate interventions
- 3) Seek assistance if critically ill

By unpacking EPAs into milestones, it allows supervisors to focus on specific areas to improve performance.