



# Discipline of Laboratory Medicine

## CBD Newsletter

### What is Competence by Design?

CBD is the Royal College of Physicians and Surgeons of Canada CBME framework. It is an outcomes-based approach to training and assessment. In a CBD system, a curriculum is organized around the outcomes expected of a resident and that resident's advancement is dependent on having achieved those expected outcomes.



CBD organizes residency training into four developmental stages:

- Transition to Discipline,
- Foundations of Discipline,
- Core of Discipline
- Transition to Practice

that have stage-specific outcomes, or milestones. These milestones are determined by each specialty. Milestones allow an observer to pinpoint areas that trainees need to improve, in order for them to successfully and reliably complete an EPA.



"I can recall all my early milestones — my first bicycle, my first dog, my first password."

An assessment is completed after each EPA. The type of assessment is based on the Entrustable Professional Activity under evaluation. Types of assessments can include observations and knowledge of principles.

Stay tuned for the next volume of the Discipline of Laboratory Medicine's CBD Newsletter!!

## What is an EPA?

An entrustable professional activity is a key task of a discipline that an individual can be trusted to perform once deemed competent.

Milestones are the abilities expected of a resident in order to perform an expected EPA.

Feedback and coaching around each milestone will help residents achieve competence in each EPA.

EPA'S provide clear expectations of what skills are required for each stage of training.

Each individual observation of a resident's ability to perform an EPA will help assess if they can be entrusted to perform the EPA in the future.

[www.med.mun.ca/CBME](http://www.med.mun.ca/CBME)

