



## 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](http://www.deptmedicine.utoronto.ca/cbme) for general information on resources and events.

**Questions? CONTACT** us at  
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# 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:

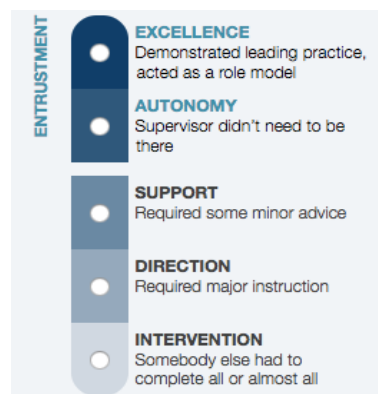
1. You or the resident initiate the assessment. The assessment may be based on direct observation or case discussion.
2. You or the resident sign login to the electronic system\*, and provide the assessment demographics. This can be done on the mobile phone or computer top.
3. From the list of milestones 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 1-2 specific items of actionable, concrete feedback.
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)