What is CBD?
Competence by Design is the Royal College’s model of Competency-based Medical Education (CBME) which is an educational model that...
• Is more oriented to outcomes rather than time in training (i.e. what a trainee can DO)
• Is more flexible to learners’ prior skills and current needs
• Uses a coaching approach with more regular feedback & entrustment decisions
• Enhances 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 the 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

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EPA Completion Primer

**HOW TO COMPLETE AN EPA ASSESSMENT**

1. You or the resident will initiate the assessment. The assessment may be based on direct observation or case discussion.

2. You or the resident will login to Elentra* and provide the assessment demographics. This can be done on a smartphone or computer.

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. 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 2-3 specific items of actionable, concrete feedback.

6. Discuss your feedback with the resident.

*Elentra: https://meded.utoronto.ca

**OVERALL ENTRUSTMENT SCALE**

- Proficient: I viewed this performance as an exemplar
- Competent: I didn’t need to act (coaching aside) for safety/minimal competence
- Support: I provided minor redirection to ensure safety/minimal competence
- Direction: I needed to provide major redirection
- Intervention: I had to complete some/all of the EPA task/activity