

**POSTGRADUATE MEDICAL EDUCATION**  
**SCHULICH SCHOOL OF MEDICINE & DENTISTRY**  
**PRACTICE READY ASSESSMENT (PRA) POLICY**

**Approved by PGME Committee:** December 8, 2021

**Approved by ECSC:** January 7, 2022

**Date of Next Scheduled Review:** 2025

### **Preamble**

This purpose of this policy is to outline the required processes and procedures for application, selection, registration, educational objectives and assessment of trainees in a Royal College of Physicians and Surgeons of Canada (Royal College) Practice Ready Assessment (PRA) Program. This policy does not apply to residents, trainees in Royal College Area of Focused Competence (AFC) programs or trainees in a [Subspecialty Examination Affiliate Program \(SEAP\)](#), or fellows continuing in a fellowship program who are not PRA trainees.

The PRA route is a pilot program designed to facilitate the recruitment of competent International Medical Graduates (IMGs) in a discipline for clinical and/or service obligations that are not met by existing workforce planning.

Clinical Departments are not obligated to offer PRA at their institution.

### **Policy & Resource References**

- [PGME Pre-Entry Assessment Program \(PEAP\) Policy](#)
- [Royal College International Medical Graduate Eligibility Pathways](#)
- [PGME Policy on Program Responsibilities in Clinical Fellowship Education](#)

### **Definitions**

**Resident:** Trainee enrolled in a Royal College or College of Family Physicians of Canada (CFPC) accredited training program, including Royal College subspecialties and CFPC Enhanced Skills. Residents are eligible for certification from the Royal College or CFPC.

**Clinical Fellow:** Physician who is acquiring post-certification training. According to the [Medicine Act, 1991](#), fellows must meet the educational requirements for certification as a specialist by the Royal College, CFPC, or a member board of the American Board of Medical Specialties, or be recognized as a medical specialist in the jurisdiction where the applicant practices medicine immediately before the appointment as a clinical fellow. Clinical fellowship training is intended to provide postgraduate medical training outside of the specialty or subspecialty training requirements of the Royal College or CFPC. Fellowship training does not lead to certification by

the Royal College or CFPC. Please see the Policy on Program Responsibilities in Clinical Fellowship Education.

**Research Fellow:** Fellows who are in a research program and do not have any patient or clinical contact. Research fellows do not require a College of Physicians and Surgeons of Ontario (CPSO) license. Research fellows must hold a medical degree from an accredited medical school in order for their training to be registered through the PGME office.

**Practice Ready Assessment Trainee:** Trainee in the pilot Royal College Practice Ready Assessment (PRA) program. PRA Trainees must meet the definition of a clinical fellow and be an International Medical Graduate (IMG).

### Eligibility Requirements for PRA

#### Trainee Requirements and Nomination:

1. Registered in a Royal College clinical fellowship program for a minimum of 3 months.
2. Successful completion of Pre-Entry Assessment Program (PEAP) as applicable.
3. Nomination for PRA Program by the Fellowship Director. The nomination must be approved by the program Residency Program Committee (RPC) and Postgraduate Medical Education (PGME) Office. Nominations must be co-signed by the Associate Dean, PGME.
4. The nomination of a trainee for the PRA program will be sent to the Royal College by PGME.

#### Program Resources:

1. The residency program must have fully transitioned to Competence by Design (CBD).
2. The residency training program must have the resources and capacity to provide the clinical training, supervision and assessments required for a PRA trainee, without adversely impacting the clinical training, supervision, and assessments of the residents in the program.
3. The Competence Committee (CC) of the program must have the resources and capacity to provide the review of Entrustable Professional Activities (EPAs) and other forms of assessments in a short timeline for the PRA trainee.
4. PGME must be assured that entry of a trainee into the PRA program will not adversely affect the clinical opportunities for residents, supervision, or capacity for assessment and review of residents in the program by the CC.

### PRA Trainee

- If a PRA application is accepted by the Royal College, the fellow may enter the PRA program.
- Registration with PGME will be continued, and the College of Physicians and Surgeons of Ontario (CPSO) will be notified regarding a change of objectives (from subspecialty fellowship objectives to objectives for PRA).

- The total duration of assessment will be determined by the Competence Committee, but at minimum will be 3 months, and at maximum 9 months.
- EPAs and any additional assessments will be entered onto the Elentra site for CC review.
- Fellowship funding will continue during the PRA program.
- If the PRA is successfully completed, and the Royal College acknowledges success at PRA, the trainee will be Royal College exam eligible.

### **Role of the Royal College Program Competence Committee**

The Competence Committee provides oversight for the assessment process.

1. All EPAs in the discipline must be attested to by the CC for exam eligibility.
2. There must be evidence and documentation by the CC for EPA attestation which includes the following:
  - Direct observation
  - Documentation of Transition to Discipline (TTD) and Foundational EPAs as 'nested' (built upon or necessary) in Core/Transition to Practice EPAs
  - Discussion, justification and documentation as a CC
3. The PRA program requires clinical experiences for any EPAs for which CC requires direct observation data.
4. Unlike Royal College residency program training, all relevant assessment data and observations must be met and signed off prior to challenging the examination; the examination is the end event. This differed from the residency program in that residents in Royal College CBD programs have additional Transition to Practice EPAs following completion of the examination.
5. Following successful completion of the PRA, and attestation by the CC, the Royal College will be provided documentation of successful PRA completion. This will be signed by the Associate Dean, PGME.
6. Royal College accreditation surveys may review EPA files for documentation; these files must be available to a survey team for Internal and External reviews.
7. If the PRA trainee is unsuccessful in meeting the PRA program requirements, as determined by the Competence Committee, the PRA trainee will revert to the prior fellowship to complete any time remaining in the fellowship as previously scheduled.

### Appendix A: Practice Ready Assessment Flowchart

