

# COMPETENCE BY DESIGN



## Residents: Key things you need to know



### 1 CLEAR LEARNING PATH

The Competence Continuum divides postgraduate training into four stages: a transition to the discipline period, a foundation period, a core period of training and, finally, a transition to practice period. Disciplines define specific expectations for residents at each stage of training.



### 2 EPAS AND MILESTONES

A defined series of EPAs and milestones at each stage of training provide clear expectations regarding the skills and abilities you need to acquire. These markers will make it easier for you and your supervisors to pinpoint your strengths and areas for improvement.



### 3 FREQUENT OBSERVATIONS IN EVERYDAY CLINICAL SETTINGS

Frequent interactions will help resident's like you adjust your learning plan to meet your individual needs and abilities and consistently track your progress. It is the collection of multiple observations, on multiple days, by multiple observers over time that will provide a clear picture of your progress.



### 4 MEANINGFUL FEEDBACK AND COACHING

Meaningful feedback is essential for effective learning. In CBD, there will be an increased emphasis on direct and indirect work-based observation to facilitate your learning.



### 5 FLEXIBLE ENVIRONMENT FOCUSED ON PERSONAL DEVELOPMENT

You will play a big role in planning your learning experiences and tracking your progress against the EPAs and milestones within your stage of training.



### 6 SUFFICIENT TIME AND OPPORTUNITY TO DEVELOP NEW SKILLS

Generally, we don't anticipate the length of residency to change. Based on experience, programs will ensure that you have sufficient time to learn and practice new skills in a variety of contexts.



### 7 COMPETENCE COMMITTEES MAKE PROMOTION RECOMMENDATIONS

The collection of many observations of your performance over time, will allow the Competence Committee to assess how well you are progressing and recommend when you are ready to move on to the next stage of training.



### 8 ROYAL COLLEGE EXAMS

The Royal College examinations will be maintained, but the timing and emphasis will be different. The aim is to ensure you spend your last stage of training honing your skills to ensure you are prepared for autonomous practice.

