Update on CBME for PGMEAC

Susan Glover Takahashi, PhD

Director, Education & Research

Lead, CBME, PGME

Postgraduate Medical Education
UNIVERSITY OF TORONTO

WHAT IS COMPETENCY-BASED MEDICAL EDUCATION (CBME)?

CBME is an educational model:

- 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 to improve
- Enhanced tracking of learners' progress and performance

Two ‘brands’ of CBME in Canada

- **CBD** or Competency by Design
  - Royal College’s approach to **CBME**
  - Rollout for approx 80 specialties in 7 cohorts over next decade
  - 2 programs (Medical Oncology & Otolaryngology – Head and Neck Surgery) will start field testing in16-17

Í **Triple C Competency Based Curriculum**

ÍCFPC approach implemented in 2011

CBD Competence Continuum

PRIORITIES FOR IMPLEMENTATION AT U OF T

1. Communication
2. Policy review and renewal
3. Support to programs
4. Faculty development & admin support
5. Alignment & refinement
6. Monitoring & mitigating systemic implications

PRINCIPLES GUIDING IMPLEMENTATION OF CBME

- Quality of patient care will not be adversely affected
- Health care team functioning should not be negatively impacted
- Given fiscal restraint, no additional funds are available for the implementation of CBME & CBD

- Implementation will build on the excellence in residency education programs and practices
- Implementation will employ best practices and apply best evidence
- Innovation and implementation of progress will be shared early, often, and broadly, to enhance collaborations locally, nationally and internationally
- Evaluation of structures, processes and outcomes will be used to inform needed refinements and improvements

CBD Discipline Rollout: Proposed Implementation Plan

8