

# Roadmap

You asked and we listened.

This roadmap is intended to provide a view on how your discipline may undertake Competence by Design (CBD) with the support of the Royal College. While the upper-half of this map describes a sample timeline, specific timelines according to cohort can be found below. The concept behind the sample timeline is that we begin with setting your direction (meaningful activities that you may choose to initiate prior to your discipline entering CBD design), followed by a series of workshops and ongoing collaboration to build upon your accomplishments in CBD until the suite of requirements is met and you are ready to share your experience with your residents and clinical teachers (implementation).

Each discipline is unique and we will adapt to your needs; this is the proposed process for discipline-specific implementation. It is crucial to understand that the approach described here will adapt as we learn about designing a system of competency based medical education, as well as adaptations for distinct disciplines.

Competence  
by Design

## set your direction

### What you can do now

- Review the updated CanMEDS Physician Competency Framework<sup>1</sup> and evergreen CanMEDS Milestones Guide<sup>2</sup> to start brainstorming ways to incorporate the new content into your discipline.
- Examine the CBD Competence Continuum<sup>3</sup> and become familiar with the stages of training, as well as milestones and Entrustable Professional Activities (EPAs) by reviewing the webinar<sup>4</sup> and articles<sup>5,6</sup>.
- Talk to your peers. Share the CBD resources<sup>7</sup> on our website (FAQs<sup>8</sup>, info sheets, webinars and videos) with your colleagues.
- Attend ICRE 2015<sup>9</sup> and take part in the CBD and CanMEDS 2015 sessions.
- Start identifying any unique implementation challenges/opportunities that apply to your discipline or program.

### How we'll support you

- Share the progress of adopting disciplines to openly share, communicating what's working and what's not, including information on CBD concepts, rationale, timeframes and progress to-date.
- Create tangible resources – like the upcoming CBD Meantime Guide and repurposable presentations – to give you more information on meaningful steps and changes you can make now.
- Share the progress of adopting disciplines to openly share, communicating what's working and what's not.
- Inform and engage the Ministries of Health, the Medical Regulatory Authorities and the National Specialty Societies, and report back on discussions and decisions.

### First workshop and follow-up

- Develop common language and understanding of CBD concepts.
- Separate your discipline into stages and determine the major activities that will occur at each stage of implementation.
- Discuss the milestones and EPAs that will indicate progression of competence through each stage.
- Incorporate milestones, EPAs and new CanMEDS content into your discipline's document suite.
- Open discussions around the assessment blueprint, credentialing, examinations and certification.

### How we'll support you

- Design and facilitate workshops.
- Manage workflow of rollout activities, including capturing, consolidating and sharing discussions, recommendations, actions and decisions.
- Share key CBD terms and concepts, presenting real-world examples.
- Provide a glossary of CBD terms.
- Revise the document suite and craft new documents like the Pathway of Competence Requirements (PCR).
- Adjust timelines and create new resources as needed.

### Ongoing work and the second workshop

- Determine in-training assessment approach and create assessment blueprint.
- Delve into processes and implications for accreditation, credentialing, and certification.
- Finalize document suite content.
- Solidify understanding of change processes, including how to work within a changing environment.
- Offer faculty development to clinical teachers.
- Integrate MAINPORT ePortfolio use into your institution.
- Discuss competency-based continuing professional development (CPD).

### How we'll support you

- Clarify anticipated changes to accreditation, credentialing and examinations through resources like the CBD Implementation Guide
- Support change leadership initiatives by providing tips on how to assess readiness for change and supporting staff.
- Facilitate and foster discussion and knowledge exchange, sharing lessons learned from other CBD cohorts to course correct as needed.
- Manage approval process and craft final document suite.
- Collaborate with faculty to create tailored faculty development tools and supports.
- Deliver MAINPORT ePortfolio training and support system integration which also support CBD continuing professional development.

## shape your discipline

## share your experience

### What you will do now to launch CBD

- Present clear learning paths and assessment markers.
- Pinpoint areas where learners are struggling, and adjust training to individual student needs and abilities.
- Drive performance with regular assessments and track learning progress.
- Change the nature of assessment to include formative, concrete, meaningful feedback.
- Support your clinical teachers in their use of EPAs.
- Better prepare residents from all medical schools to deliver independent, quality patient care.

### Continued collaboration

- Create opportunities and vehicles to share best practices, and collaborate with other programs and institutions.
- Promote communication through face-to-face meetings, webinars and teleconferences – working with you to course correct if needed.
- Create measures to assess and evaluate the success of CBD implementation.
- Provide training on, and time to incorporate, any new accreditation, credentialing, or examinations processes.
- Foster scholarly and research opportunities that reflect CBD adoption activities.
- Leverage your knowledge and the experience of CPD experts to create a robust competency-based continuing professional development system to support lifelong learning.

## Proposed cohort rollout

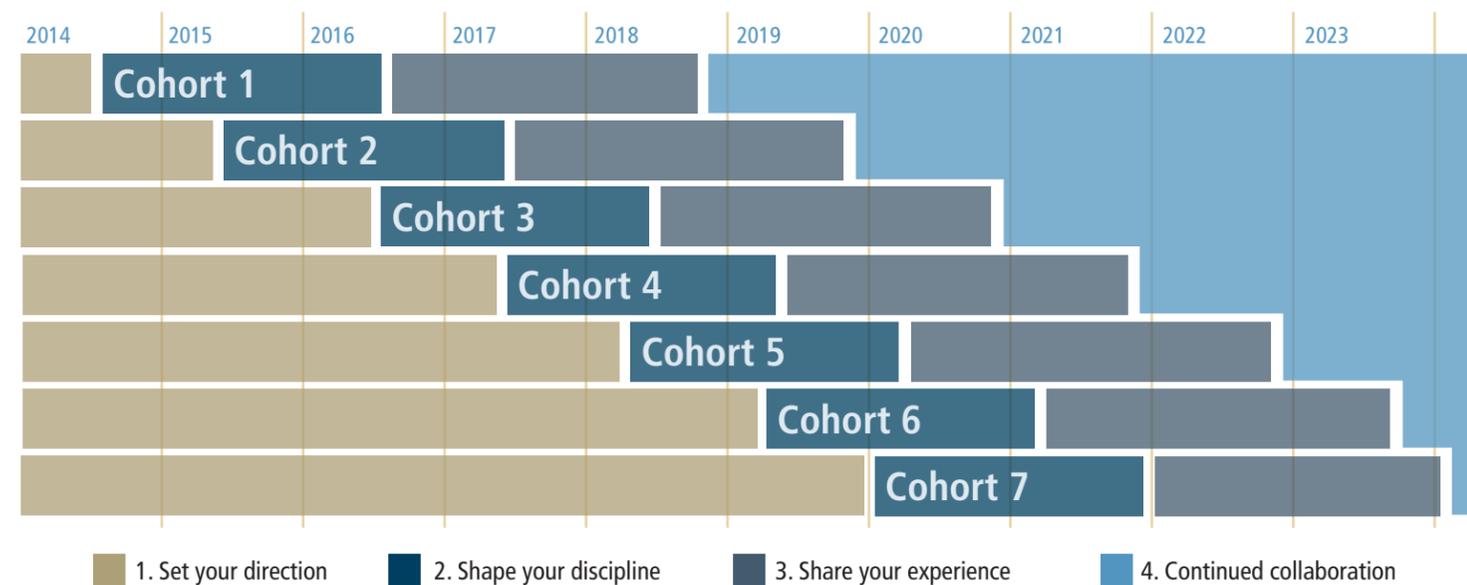
In order to optimally support CBD transition, we have grouped each discipline into one of seven cohorts. Each cohort group will adopt CBD over the next few years in planned waves. As CBD is phased in, we will partner with each discipline to ensure your program is practical, usable, and implemented in a manner that respects your learning environment and resources. We expect this schedule to evolve over the next few years.

### Find your cohort

Adolescent Medicine	5
Anatomical Pathology	3
Anesthesiology	2
Cardiac Surgery	3
Cardiology	4
Child and Adolescent Psychiatry	5
Clinical Immunology and Allergy	4
Clinical Pharmacology/Toxicology	5
Colorectal Surgery	7
Critical Care Medicine	3
Dermatology	6
Developmental Pediatrics	7
Diagnostic Radiology	6
Emergency Medicine	3
Endocrinology and Metabolism	7
Forensic Pathology	2
Forensic Psychiatry	5
Gastroenterology	2
General Internal Medicine	3
General Pathology	3
General Surgery	4
General Surgical Oncology	7

Geriatric Medicine	4
Geriatric Psychiatry	5
Gynecologic Oncology	6
Gynecologic Reproductive Endocrinology and Infertility	6
Hematological Pathology	5
Hematology	5
Infectious Diseases	6
Internal Medicine	2
Interventional Radiology	7
Maternal-Fetal Medicine	6
Medical Biochemistry	6
Medical Genetics	6
Medical Microbiology	6
Medical Oncology	1
Neonatal-Perinatal Medicine	4
Nephrology	3
Neurology	5
Neuropathology	5
Neuroradiology	7
Neurosurgery	3
Nuclear Medicine	4
Obstetrics and Gynecology	4

Occupational Medicine	7
Ophthalmology	6
Orthopedic Surgery	5
Otolaryngology-Head and Neck Surgery	1
Pain Medicine	7
Palliative Medicine	7
Pediatric Emergency Medicine	6
Pediatric Hematology/Oncology	5
Pediatric Radiology	7
Pediatric Surgery	5
Pediatrics	3
Physical Medicine and Rehabilitation	4
Plastic Surgery	4
Psychiatry	4
Public Health and Preventive Medicine	6
Radiation Oncology	3
Respirology	4
Rheumatology	4
Surgical Foundations	2
Thoracic Surgery	7
Urology	2
Vascular Surgery	5





**ROYAL COLLEGE**  
OF PHYSICIANS AND SURGEONS OF CANADA

# Roadmap

*You asked and we listened.*

## Your steps, our support

This section of the Roadmap describes a generic timeline (i.e., with no specific dates attached). It is broken into three phases: set your direction, shape your discipline, and share your experience.

The timeline in the centre of this section divides between actions that you will take (top) and how the Royal College will support you along the way (bottom).

## Proposed cohort rollout

This section of the Roadmap indicates where your discipline will be proposed to fall over the implementation of CBD. Find your discipline (listed alphabetically on the left). Based on the cohort number identified, find your cohort in the timeline (right). This will give you some idea of when your discipline is proposed to enter CBD.