



CAME Voice/Voix

Competence by Design (CBD): Changing medical education for a changing world Dr. Ken Harris, Rhonda St. Croix and Crystal Mohr

‘Competence by Design’ (CBD) has been developed by the Royal College of Physicians and Surgeons of Canada as a way of introducing a competence-based system of education and assessment to specialty medical education. CBD focuses on moving from the traditional time-based system of training and assumption of competence to the identification of competencies and the demonstration of performance in training and in practice. Despite this, CBD will not be a time-free model of residency training; the Royal College anticipates that length of training will stay the same for most residents. We have designed CBD to help to deconstruct the current silos in medical education and move the focus to the full educational continuum from residency through practice to retirement. This will ensure practicing physicians have the skills needed for lifelong learning when leaving residency. Overall, this transformation of postgraduate and continuing professional development is designed to reflect and meet the changing needs of the populations we serve.

Elements of CBD involve updating the [CanMEDS Framework for 2015](#) and creating and assigning [competency milestones](#) to be achieved at [various stages of training](#) within different specialties. CBD is designed to support trainees and faculty through a system of regular formative feedback and a de-emphasis of the single point in time summative examination, which in turn should help all trainees to achieve their potential. Trainee accomplishments, learning plans and reflections will be recorded in an electronic portfolio ([MAINPORT ePortfolio](#)) that will follow and compliment learning throughout their professional careers.

Competence by Design will also require alterations to the current system of credentialing, examination, and accreditation, with the latter moving to a more outcomes based approach. Both schools and their teachers will require support throughout this transition. The Royal College is committed to fulfilling this need, and we are excited to work with our stakeholders to create efficiencies and share best practices nationally. Our plan is to develop and share educational tools and curriculum to reduce redundancy in effort and create the capacity for competency-based assessment and feedback. We will continue to engage, communicate, listen to and support our stakeholders as CBD is rolled out across Canada. To that end, your feedback, thoughts and advice on CBD are always welcome.

Questions and more information can be found at the following coordinates:

- cbd@royalcollege.ca
- www.royalcollege.ca/cbd/resources
- www.facebook.com/TheRoyalCollege
- https://twitter.com/Royal_College
- www.linkedin.com