



Entrustable Professional Activities (EPAs) in the MD Program FAQ for Residents & Clinical Fellows

September 2023

1. Is the MD Program implementing EPAs used in RCPSC and CFPC accredited residency programs (Competency by Design and Triple C)?

No. The MD Program is transitioning to **EPAs** developed by the Association of Faculties of Medicine in Canada (AFMC) as part of a transition to competency based medical education for medical students. There are 12 EPAs developed for undergraduate learners.

2. How does the concept of EPAs differ between MD and PGME (if at all)?

EPAs used by the MD Program are similar to PGME EPAs in that they are both defined as key tasks that are expected of learners during their training. They are both assessed within the clinical workplace through direct observation and/or case review. In both MD and PGME, EPAs are intended to be formative, low stakes assessments used to support and coach learners toward the attainment of competence through specific, actionable feedback. MD and PGME EPAs differ mainly in their content (i.e. the skills and activities – as well as their complexity) and how the components of an EPA are conceptualized (“Milestones” in PGME, and “Key Observable Behaviours” in MD). Attainment of entrustment by students in MD EPAs is NOT required for successful completion of a clerkship course; MD EPAs are being used as a formative workplace based assessment tool that allows students and the program to appreciate developmental progress in clinical tasks across the clerkship courses and over time.

3. Are MD Program EPAs structured around Competency Stages (e.g., Transition to Discipline), as in PGME Royal College programs?

No. MD EPAs **are not** structured around Competency Stages as with PGME’s CBD model for Royal College specialties. Rather, MD Program EPAs are mapped to clerkship courses, based on clinical opportunities.

4. Who qualifies as an MD Program EPA Assessor?

In the MD Program 50% of a course’s assessments must be completed by Faculty. The remaining EPAs may be completed by residents, fellows, and clinical associates.

5. How do I assess an MD student on an EPA?

EPA assessments on MD learners will be completed in Elentra, as with PGME EPAs. Residents, Clinical Associates and Fellows can complete an EPA assessment on MD learners as follows:

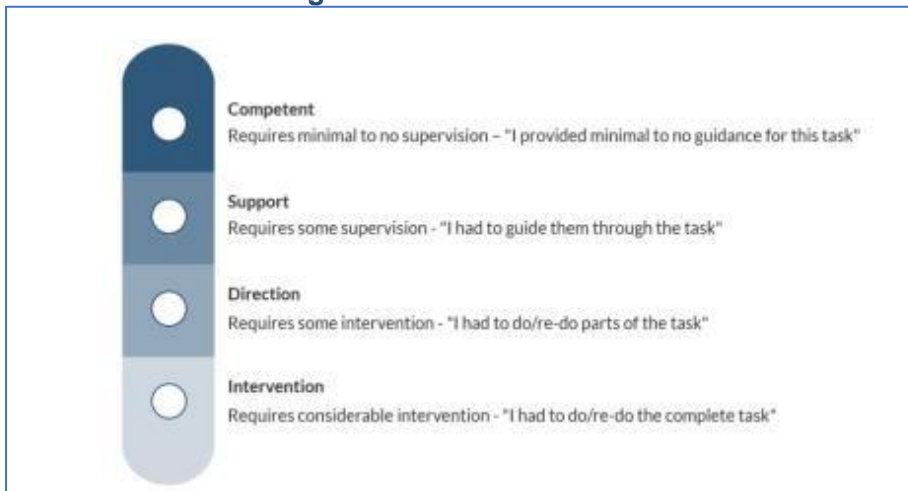
1. The MD learner logs into their Elentra account, initiates an EPA assessment, selects the assessor and hands their device to the assessor to complete the assessment in real-time or via email, depending on the assessment delivery method selected (see user guide [here](#) for more detailed instructions).

- The MD learner sends an e-mail link to the Resident to complete the EPA assessment at a later time. PGME and the MD Program are working on a role in Elentra which will allow the Resident assessor to access their MD Tasks & Results dashboard allowing them to review, edit and complete any EPA assessments which are in progress and view all the MD learner EPA assessments they have completed. The MD learner will continue to start the EPA assessment on their personal device and hand it to the Resident assessor or e-mail them the link to complete the assessment at a later date.

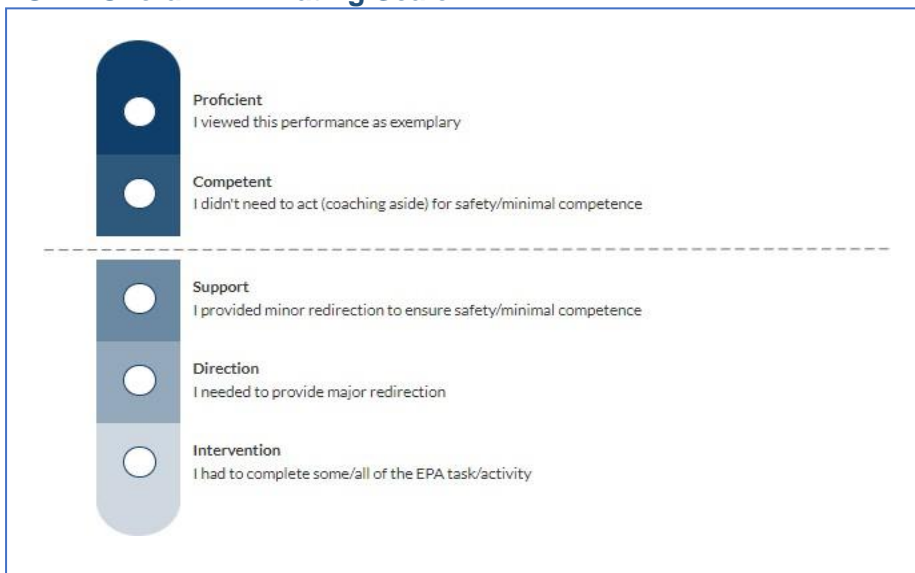
6. Do the overall EPA rating scales differ between MD and PGME?

Yes. While the overall EPA scale and anchors are comparable between the MD Program and PGME, MD uses a **4-point scale** (with the anchors of “Intervention”, “Direction”, “Support”, and “Competent”) and the descriptors differ to reflect the lower level of autonomy observed in MD learners. In PGME, there is a 5th rating of “Proficiency”, to acknowledge exceptional autonomous performance.

MD Overall EPA Rating Scale



PGME Overall EPA Rating Scale





7. How does conducting an EPA assessment differ between the MD Program and PGME in Elentra?

Conducting an EPA assessment differs for MD in a number of ways, summarized below:

- In PGME, when initiating an EPA assessment, the program is defaulted. In MD, however, the appropriate Clinical Course will need to be selected.
- MD Learners cannot add external assessors when initiating an assessment. To request the addition of an assessor, they must email md.elentra@utoronto.ca.
- Key Observable Behaviours (the equivalent of PGME EPA milestones) are listed on the EPA to aid the assessor in providing an overall assessment of an EPA but are not explicitly assessed as they are with PGME EPAs.
- Assessors should be cognizant of the scale differences when completing an MD EPA, as noted above
- There is a comment box on the MD EPA for assessors to specify the “Action Plan for Improvement” to help coach the learner as they progress in their EPA performance (see screenshot below).

*Action Plan for Improvement

8. How can I learn more about the MD Program’s implementation of CBME?

For more information, see the below MD CBME Implementation Resources, below:

- [MD EPA Primer](#)
- [Video: EPAs – What you need to do](#)
- [Logging into Elentra and Starting Assessments – For Assessors](#)
- [Logging Into Elentra and Starting Assessments - For Students](#)
- [Other EPA Resources](#)