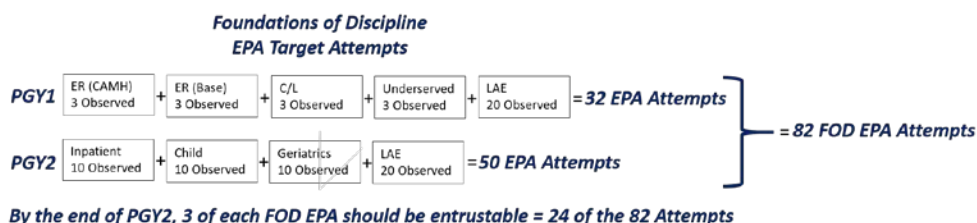


EPA Observation & Targets

A huge **thank you** to all the residents and supervisors who have been completing workplace based assessments. Your work has allowed the Competence Committee to have a successful meeting and is helping us to pave the way in implementing Competency by Design for psychiatry across the country. Now that we have 4 months of experience in the world of EPAs, we thought we would revisit and provide some clarification regarding progress. All PGY1 residents and our 8 PGY2 pilot residents are now in the *Foundations of Discipline (FOD)* stage of the Royal College’s Competence Continuum and should largely be working on the FOD EPAs.

Observation

The graphic below illustrates the target EPA attempts for PGY1 and PGY2:



(Continued on flipside)

PGY1 Feedback



Thank you to all the PGY1s who participated in our Fall on-line survey. Here are some of the things we have done to address your concerns and suggestions:

- Offered 3 support and feedback sessions to facilitate the uptake of CBD among your Coaches and Supervisors.
- Created a [You Asked About...Here's What We Did](#) section on our website to keep you up-to-date on how we are responding to your requests.
- Sought direct feedback from you regarding academic days and the LAE to better plan your experiences for next year and for the cohort coming after you.

In months 2-12 of residency training (PGY1), the EPAs should be observed during each of the psychiatry rotations including: Underserved Community Selective, Emergency Room Psychiatry (x2) and Consultation Liaison Psychiatry. 3 EPAs should be observed during each of the 4 rotations or 12 total observed EPAs. Attempt the EPAs as much as you like - more is always better. Remember, you are not required to complete EPAs when you are off-service.

In months 13-24 (PGY2) the EPAs should be observed during **all** rotations including: Inpatient, Child and Geriatric. Each rotation is 4 months long and 10 EPAs should be observed in each of the 3 rotations or 30 observed EPAs.

During the LAE (for both PGY1s and PGY2s), 20 EPAs must be observed across the ~ 46 weeks of LAE.

Entrustable?

We do not expect residents who are in their first few months of PGY1 to be entrustable on the FOD EPAs. However, you should be attempting a variety of EPAs (not just FOD1 ten times) and making some progress along the entrustment scale of those that you are attempting. **By the end of the first 24 months of PG training, we expect that each resident will be entrusted with each FOD EPA 3 times or a total of 24 times out of the total 82 observed.**

EPA Targets

The Psychiatry Competence Committee recently met to review, among other assessment material, residents' progress with EPAs. On average, PGY1s have attempted 3 of the FOD EPAs. At this time in the training, PGY1s should have attempted between 5 and 14 FOD EPAs. Understandably there will be a great deal of variation, depending on how many on-service rotations you have completed.

We know momentum is being made! Stay on track 😊

On average, PGY2s have completed 13 of the FOD EPAs and the target is 16 at this time in your training.

Year of Training	Average # of FOD EPAs Attempted	Range in # of FOD EPAs Attempted	Target # of EPAs
PGY1	3.4	0 - 14	5 - 14
PGY2	13.25	9 - 20	16

* based on data cut for Competence Committee on October 31, 2018.

Please tell me again....why EPAs?

EPAs provide an opportunity for frontline clinical teachers to observe and document authentic observations in the workplace on a regular basis. The results of individual observations are shared with trainees to guide learning improvement. When these individual workplace-based assessments are aggregated over time, the data from multiple observations and multiple sources gives a clearer picture about a trainee's performance and progress.



EPA Leaders for the 3rd month running! Can you catch them?

- Ling Zeng is the PGY1 CBD Resident with the most EPAs entered
- Matthew Haaland is the PGY2 Pilot CBD Resident with the most EPAs entered.
- Jessica Braidek is the Supervisor who has participated in completion of the most EPAs

