

WHAT IS AN EPA?

In Competence by Design, Entrustable Professional Activities (EPAs) are defined by the Royal College as: “authentic tasks of a discipline. A supervisor can delegate a task to a resident and observe their performance in the workplace. Over time, frequent observations of a trainee’s performance of an EPA, provide a comprehensive image of their competence and inform promotion decisions.” For example – “Developing and implementing management plans for patients with psychiatric presentations of low to medium complexity.”

EPAs are related to each stage of training (as illustrated in the CBD [Competency Continuum graphic](#) - transition to discipline, foundations of discipline, core of discipline, transition to practice). EPAs are designed to be developmental — they go from smaller tasks to bigger tasks as trainees progress through the stages of training. Each EPA integrates a number of milestones from different CanMEDS roles; a bigger task may include more milestones and/or more complex milestones.”



Milestones, as described by the Royal College “provide learners and supervisors with discrete information about the relevant skills of the discipline. Milestones that have been linked to an EPA are the individual skills that are needed to perform that task. For the purposes of learning and improvement, a resident and supervisor can focus on the EPA as a whole, or examine the milestones linked to that EPA. Over time, this detail is needed to help guide feedback and coaching for improvement. Milestones allow you as an observer to pinpoint areas that trainees need to improve, in order for them to successfully and reliably complete the EPA.”

Resources

1. View our EPA 101 video (https://youtu.be/miwwESfp_IU)
2. Background information on EPAs and the details of each EPA and its milestones can be found here: <https://www.psychiatry.utoronto.ca/entrustable-professional-activities-epas>