

COMPETENCE BY DESIGN TECHNICAL GUIDE 2: APPLYING DUAL STANDARDS

Subject Applying standards when a program has both time-based and CBD trainees	Royal College Lead Director, Assessment	Date September 2020	Version 1.0
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It is essential that residents meet the specialty-specific standards for their cohort. As Competence by Design (CBD) is implemented, programs will be required to manage the training of both time-based and competency-based trainees.

WHAT YOU NEED TO DO

Time-based trainees are required to follow a 'cohort effect', adhering to the time-based standards (OTR, STR, FITER) that were in place when a resident began training. The standards are "static", meaning that the standards that are in effect at the onset of PGY1 will apply throughout their course of training.¹

Competency-based trainees adhere to a different set of specialty-specific standards (Competencies, Training Experiences, Entrustable Professional Activities) than time-based trainees. There is also a different approach to applying the changes that may occur to the specialty-specific standards during a resident's course of training. Instead of following a 'cohort effect', competency-based trainees will follow a 'next stage' approach, which applies a prospective introduction to new standards of training.

Time-based standards	Competence by Design standards
Objectives of training (OTR)	Discipline-specific Competencies
Specialty/subspecialty Training Requirements (STR)	Training Experiences
General Standards of Accreditation for Residency Programs	Standards of Accreditation for Residency Programs in [Discipline]

¹ Please note that some residents may require a prolonged leave from their training program, which may result in their joining a new cohort upon their return. Additional information and scenarios related to transfers and leaves of absence will be released shortly.

WHERE THERE'S FLEXIBILITY

For time-based trainees:

- Residents who begin training in a time-based program must follow the specialty-specific standards of their cohort (OTR/STR, FITER, examination), however, programs are welcome to identify the best aspects of CBD (e.g., new assessment tools, EPAs, certain education experiences, competence committee structure) and incorporate these into the training of time-based residents to enhance their learning.
- In normal circumstances (i.e., outside of the COVID-19 pandemic), so long as the time-based program has a comprehensive program of assessment, there are no specific assessment forms that are required for time-based residents (e.g., ITERS) beyond the FITER and those identified in the OTR and STR.

TIP FOR ACCREDITATION

When completing their documentation in the CanAMS (Accreditation Management System), programs in the transition to full CBD (i.e., with upper years in time-based and new residents in CBD training) are required to provide details regarding the structure of the education experiences for both cohorts. To read more about the general standards of accreditation, you may refer to the [CanERA website](#).

KEY RESOURCES

Accreditation

- [CanERA](#)
- [CanERA: Training for University Personnel](#)

Versioning

- [POLICY: The application of new standards in Competence by Design](#)

