Aerial view here of how trainees progress through these various stages. And you're going to refer to, . you're going to hear the stages referred to in different ways, sometimes acronyms and it can get confusing. So let's break it down.

So they come into residency training, into the first stage which is transition to discipline. You might hear ‘TTD’ or you might see it that way. They move from that into foundations of discipline.

This plan is fairly a short, typically a short, short stay.

They move through some core learning and then foundations of discipline is a little bit longer, but core of discipline tends to be the longest stage, more detailed, and they've achieved some of the prerequisite PAs in the previous stages.

Important to note, we don't want to delay ever in competence and clinical learning opportunities for the resident because they come, and sometimes they come not as frequently and they need to be able to take advantage of that.

So they are permitted under the guidance of the Competency Committee to move into the next stage when they have a fully completed the EPA's in a previous stage. And that's part of the decision of the Competency Committee when they look through all of the data in terms of how they're doing and can they move forward on certain EPA's.

And that's an important thing to know because you'll see that in the Competency Committee decision-making. The last stage is transition to practice before they move into care.

The college exams have shifted somewhat and then they go on to continuing professional development is a lifelong learning piece that keeps them able to perform in their roles.