

# IMPLEMENTATION TRENDS

## FROM 2020 CBD PROGRAM EVALUATION RESULTS

How are programs preparing for Competence by Design (CBD) implementation and how is implementation going on the ground?

**74%** Programs had completed an average of 74% of key pre-implementation activities prior to launch.

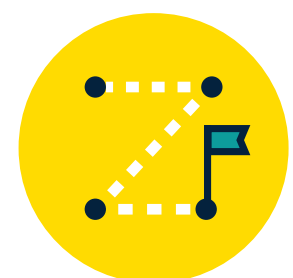
Trends prior to implementation showed:



Leaders were receptive to change and believed that the successful launch of CBD was a priority.



Programs had prepared the most for implementing Competence Committees and orienting residents.



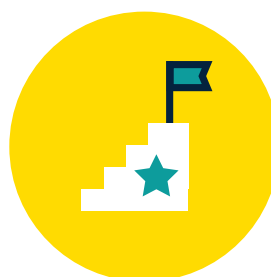
Challenging tasks included engaging off-service disciplines, conducting faculty development and enlisting adequate support staff.

**73%** After implementation, 73% of programs agree that CBD is going well, compared to 44% in previous years.

Programs experienced some common benefits and challenges after implementation:



CBD led to an increase in meaningful feedback, better decision making, enhanced clarity around the curriculum and competencies, and better coaching.



Common challenges included the completion of assessments, electronic platform functionality, time and resources for program leaders, faculty, residents and support staff, and establishing local culture change.

### CBD Implementation **TIPS AND TRICKS**



**Start preparing early!**



**Don't expect perfection from the start**



**Reach out to others**

that may be facing similar challenges. Learn from [CBD Innovators](#), [CBME Leads](#), [Program Directors](#)

As a priority, the Royal College is working directly with specialty committees, schools and resident groups to address unique implementation challenges. We want to hear your concerns and welcome your ongoing collaboration at [educationstrategy@royalcollege.ca](mailto:educationstrategy@royalcollege.ca)