

# Entrustable Professional Activities, Competencies and Milestones: Hope for Better Assessment

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# Standardizing the Language

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- **Domain of Competence**

- Broad distinguishable areas of competence that in the aggregate constitute a general descriptive framework for a profession.

- **Competency**

- An observable ability of a health professional related to a specific activity that integrates knowledge, skills, values, & attitudes.

- **Milestone**

- A defined, observable marker of an individual's ability along a developmental continuum.

# Example

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**Domain of Competence:** Patient Care

**Competency:** Gathers essential and accurate information

**Milestone:** Relies on a **template** to gather information that is not based on the patient's chief complaint, often either **gathering too little or too much information** in the process. Recalls clinical information in the order elicited, with the **ability to gather, filter, prioritize, and connect pieces of information being limited** by and dependent upon analytic reasoning through basic pathophysiology alone. (Novice)

# Entrustable Professional Activities (EPAs)

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- Provide a practical framework for assessment of competencies
    - Competencies: Focus on a single task but care delivery requires task integration
    - EPAs: Focus on integration of competencies needed to deliver care
  - Bring the concept of entrustment to workplace-based assessment
    - Entrustment implies competence but uses a lens of supervision which is a more intuitive framework for clinicians
- Ten Cate and Scheele

# Entrustable Professional Activities (EPAs)

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- Important routine care activities that define a specialty/subspecialty
- Observable & measurable outcome of the encounter
- Require an integration of competencies within & across domains to perform
- “Entrustable” refers to readiness to safely perform the activity without supervision; aligns what we assess with what we do

# Important Distinctions

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## Competency

- Unit of assessment is the ability of an individual
- Context independent making assessment difficult
- Address the KSA of a specific task

## EPA

- Unit of assessment is the outcome of the activity
- Embedded in a clinical context making assessment meaningful
- Address the KSA of multiple tasks or competencies that need to be integrated for care delivery

# EPA Worksheet

<b>1. EPA Title</b>	Facilitate handovers to another healthcare provider
<b>2. Activity Description</b> As the healthcare system has increased in complexity, we have seen a commensurate increase in the number of handovers... At the same time, continuity of health care providers has decreased, resulting in transitions of care being more vulnerable to error. This EPA is thus critical to our ability to improve patient safety.	The functions required of this activity include: <ul style="list-style-type: none"><li>• Engaging in <b>bidirectional communication</b> of plans and exploring expectations with the patients, families and caregivers</li><li>• <b>Navigating the information system</b> (such as EHR) to avoid errors of omission</li><li>• <b>Communicating situation awareness, illness severity, action planning, and contingency planning</b> to other health care providers, using a standardized template to improve reliability of the information transfer</li></ul>

# EPA Worksheet

## 3. **Judicious** Mapping to Domains of Competence

- Patient Care
- Medical Knowledge
- Practice-based Learning/Improvement
- Interpersonal & Communication Skills
- Professionalism
- Systems-based Practice
- Personal & Professional Development



# EPA Worksheet

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## 4. Curriculum Development

## 5. **Judicious** Mapping to Competencies

- Patient Care
  - Organize & prioritize responsibilities
  - Provide transfer of care that ensures seamless transitions
- Practice-based Learning and Improvement
  - Incorporate formative evaluation feedback into daily practice
  - Use information technology to optimize learning & care delivery
- Interpersonal & communication Skills
  - Communicate effectively with physicians, other health professionals, and health related agencies
  - Maintain comprehensive, timely, and legible medical records

EPA : Handovers	Milestone 1	Milestone 2	Milestone 3	Milestone 4	Milestone 5
<b>PC Domain</b> Organization Transition			Narrative descriptions		
<b>PBLI Domain</b> Feedback IT			Narrative descriptions		
<b>ICS Domain</b> Communicate Document			Narrative descriptions		



# EPAs, Competencies & Milestones: All Are Critical to Assessment

