

Toolbox Implementing EPA-based education in practice

Dutch Association of Medical Specialist, June 2018

Introduction toolbox

The toolbox presented in this document is part of a broader toolbox supporting the implementation of individualized EPA-based medical post-graduate education in the Netherlands.

EPAs as a backbone structure for training programmes

In the Netherlands competency-based postgraduate medical training has been redesigned with entrustable professional activities (EPAs) and summative entrustment decisions to be more individual and flexible. Since 2015 all programs have been exploring this model, assisted by a national government funded project Individualising Postgraduate Medical Training. This project is executed by the Dutch Association of Medical Specialists. Supported by a team of several educationalists, almost all medical specialities in the Netherlands are rebuilding their curriculum and training methods using mainly EPAs as building blocks.

Tools for implementation

Meetings, workshops and master classes have been organized to provide explanations about all related concepts and to gain support among clinical teachers and residents. There's a supportive website where one can download several tools and job-aids. Animated videos which help to clarify the new concept, have been added to the toolbox. Several videos have been translated in English and are also useful for implementing EPA-based curricula in other countries.

Results

At this moment six medical specialities have been testing EPA-based learning and summative entrustment decision-making in practice. The project was monitoring these trials and by now results are being collected and analysed. This will help other specialities and countries to learn and to optimize their flexible, individual and EPA-based curriculum.

How to use the toolbox?

In this short version of the toolbox we present the tools regarding implementing EPA-based learning and entrustment decision making. This contains the following topics:










Handy for local hospitals, medical teachers, educationalists and (regional) departments of associations of medical specialities:



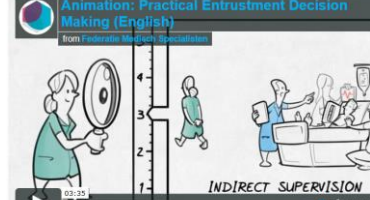



- [Introduction EPAs and entrustment decision making](#)
- [To work with implementation of a new \(EPA-based\) trainingplan](#)
- [Regional cooperation and developing regional trainingplans](#)



Handy for Designers (national) trainingplans, associations medical specialities, educationalists, supporters:



- [\(Re\)designing \(EPA-based\) trainingplans](#)
- [Choosing and/or revision of an \(EPA-based\) e-portfolio](#)
- [Products for international use](#)


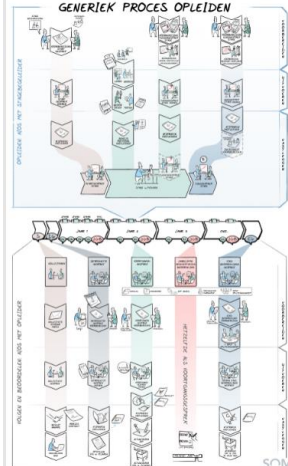

Most tools are, for the time being, only available in Dutch. If a tool is already translated in English, it's mentioned **in red**.



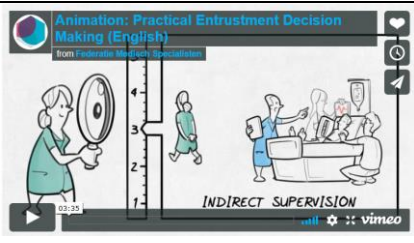


Goal: useful for:	Target audience	Product & internetlink	Image
Theme: Introduction EPAs en entrustment decision making			
Training medical teachers	Med. Teachers, Members trainingteams Residents Educationalists	Workshop EPA-based training Including script, ppt and forms/handouts	 <p>Workshop: Opleiden met EPA's</p>  
Informing, awareness Objective: constructing a plan of action on implementing EPAs and entrustment decision making in practice	Med. Teachers, Members trainingteams Residents Educationalists	Workshop Entrustment decision making on EPAs Including script, ppt and forms/handouts Various versions: <ul style="list-style-type: none"> • General, mono-disciplinary • General, multi-disciplinary • For resident-groups 	 <p>Workshop bekwaam verklaren met EPA's</p>  
Training medical teachers	Med. Teachers, Members trainingteams Residents Educationalists	Workshop Entrustment decision making with EPAs: practising Appraisal by Supervisors Group (ASG/CCC) Including script, ppt and forms/handouts Various versions: <ul style="list-style-type: none"> • mono-disciplinary • multi-disciplinary 	 <p>Workshop bekwaam verklaren</p>  
Training medical teachers	Med. Teachers, Members trainingteams Residents	Workshop Entrustment based discussion: practising assessment with EBD-tool Including script, ppt and forms/handouts Versions: <ul style="list-style-type: none"> • mono-disciplinary 	 <p>Werken met Entrustment-Based-Discussion als nieuw feedbackinstrument</p> 
		Job-aid: Pocket card executing a Entrustment based discussion	<p>Gebruiken van de 'Entrustment Based Discussion'</p> <p>Een Entrustment Based discussion (EBD) is bijzondere vorm van een Case Based Discussion (CBD). Het is een gesprek dat de aios voert met een of meerdere leden van de opleidingsgroep dat een (klinische) praktijkcasus, gerelateerd aan een professionele beroepsactiviteit (EPA), als uitgangspunt heeft. De centrale vraag die je met een EBD wilt beantwoorden is: 'Kan ik de aios deze handeling toevertrouwen in verschillende situaties?'</p> <p>In de bespreking van de casus kan worden geleerd hoe het niveau is van kennis, van klinisch redeneren en risico-beoordeling. Hierbij kunnen vervolgens in het gesprek variaties op de daadwerkelijke casus worden aangegeven om te bezien hoe de aios hiermee omgaat. Eventueel is te achterhalen of de aios de taak toevertrouwd kan worden, ook in minder makkelijke situaties. EBD's kunnen deel uitmaken van de set van beoordelingsinstrumenten. Een EBD kan in het portfolio soms worden gekoppeld aan verschillende EPA's.</p>  <p>Stappenplan EBD</p> <p>Stap 1: Bespreek op welke EPA('s) deze casus betrekking heeft en of het de hele EPA betreft of onderdelen ervan.</p> <p>Stap 2: Voer de EBD in maximaal 15 minuten uit.</p> <p><small>¹ Ten Cate, From case-based to entrustment-based discussions: the clinical teacher Volume 14, Issue 6 December 2017, Pages 385-389</small></p>
Preparation introduction-conversation at the beginning of the training	Residents	Resident introduction-box Pediatrics	

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<p>Training medical teachers Meetings multidisciplinary training committees Training meetings</p>	<p>Med. Teachers, Members trainingteams Residents Educationalists Supporters, managers</p>	<p>Animation Individualisation of training duration in the Netherlands Available in English</p>	
<p>Explaining EPA-based training in practice in trainingteams Handout training medical teachers, residents</p>	<p>Med. Teachers, Members trainingteams Residents</p>	<p>Job-aid Comic strip EPA-based training</p>	
<p>Explaining entrustment decision making in trainingteams Training medical teachers Meetings multidisciplinary training committees Training meetings</p>	<p>Med. Teachers, Members trainingteams Residents Educationalists Supporters, managers</p>	<p>Animation Practical Entrustment Decision Making Available in English</p>	
<p>Explaining entrustment decision making in trainingteams: experiences of a teaching group Training medical teachers Meetings multidisciplinary training committees Training meetings</p>	<p>Med. Teachers, Members trainingteams Residents Educationalists Supporters, managers</p>	<p>Movie Summative entrustment decision-making: experiences in paediatrics (long version) Available in English</p>	
<p>Introductionmeeting residents Explaining entrustment decision making in trainingteams: a residents perspective Training medical teachers Meetings multidisciplinary training committees Training meetings</p>	<p>Residents Med. Teachers, Members trainingteams Educationalists Supporters, managers</p>	<p>Movie Summative entrustment decision-making: a resident's experiences in paediatrics (short version: a residents story) Available in English</p>	
<p>Background information</p>	<p>Teachers Educationalists</p>	<p>Guide – Monitoring, judging and entrustment decision making in a responsible way</p>	

Goal: useful for:	Target audience	Product & internetlink	Image
Theme: To work with implementation of a new (EPA-based) trainingplan			
Setting up and carry out pilots for testing EPAs and entrusment decision making Testing working with EPAs in practice	Designers (national, local) trainingplans, associations medical specialities, trainingteams Residents-associations Educationalists	Guide-Pilot EPA-based training and entrusment decision making Examples: - internal medicine - Rehabilitation medicine - Medical micro biology	
Introduction pilots for testing EPAs and entrusment decision making Testing working with EPAs in practice	Designers (national, local) trainingplans, associations medical specialities, trainingteams Residents-associations Educationalists	PPT's- Introduction pilot EPA-based training and entrusment decision making Examples: - internal medicine - Rehabilitation medicine - Medical micro biology	
Inspiration for designing routes for implementation	Designers (national, local) trainingplans, associations medical specialities, trainingteams Residents-associations Educationalists	Documents 'Roadshow' Orthopedics (Example route for implementation))	

Goal: useful for:	Target audience	Product & internetlink	Image
Theme: (Re)designing (EPA-based) trainingplans			
Drawing, animations about EPAs & entrusment decision making for use in ppt's and other documents	Educationalists	Drawings about EPAs & entrusment decision making	
Background information about EPA-based training(plans)	Designers (national) trainingplans, associations medical specialities, Educationalists	Guide – EPA-based trainingplans	

Goal: useful for:	Target audience	Product & internetlink	Image
<p>Theme: Choosing and/or revision of an (EPA-based) e-portfolio</p>			
<p>Revision and/or choosing a new e-portfolio Developing requirements for an e-portfolio</p>	<p>Designers (national) trainingplans, associations medical specialties, Educationalists E-portfolio providers</p>	<p>Guide - Digital portfolio for monitoring, assessment and entrustment decision making</p>	
<p>Revision and/or choosing a new e-portfolio Developing (requirements for) an e-portfolio</p>	<p>Designers (national) trainingplans, associations medical specialties, Educationalists E-portfolio providers</p>	<p>Drawing: general process resident training</p>	
<p>Developing requirements for an e-portfolio</p>	<p>Designers (national) trainingplans, associations medical specialties, Educationalists E-portfolio providers</p>	<p>Example Requirements e-portfolio Pulmonary medicine</p> <p>Example Requirements e-portfolio rheumatology</p>	
<p>Inspiration contracting for a new e-portfolio</p>	<p>Designers (national) trainingplans, associations medical specialties, Educationalists E-portfolio providers</p>	<p>Example List of assessmentcriteria providers e- portfolio Pulmonary medicine</p>	
<p>Inspiration contracting for a new e-portfolio</p>	<p>Designers (national) trainingplans, associations medical specialties, Educationalists E-portfolio providers</p>	<p>PPT Contracting process e-portfolio anesthesiology</p>	

Goal: useful for:	Target audience	Product & internetlink	Image
<p>Theme: Products (in English) for international use</p>			
<p>Reference to information about the RIO-project on individualising PGME and developed products in English</p>	<p>Med. Teachers, Members training teams Residents Educationalists Supporters, managers</p>	<p>English webpage on medischevervolgopleidingen.nl</p>	
<p>Training medical teachers Meetings multidisciplinary training committees Training meetings</p>	<p>Med. Teachers, Members training teams Residents Educationalists Supporters, managers</p>	<p>Animation Individualisation of training duration in the Netherlands</p> <p>Available in English</p>	
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<p>Background information</p>	<p>Educationalists Supporters, managers</p>	<p>Article about flexibility in PGME in the Netherlands</p>	