

**Supplement A: Phases and activities of the Competence by Design project**

| <b>Major activity</b>  | <b>Phase 0<br/>Plan the plan<br/>(2010–2012)</b>  | <b>Phase 1<br/>Preparation<br/>(2012–2015)</b>   | <b>Phase 2<br/>Implementation<br/>launch<br/>(2015–ongoing)</b>  | <b>Phase 3<br/>Evaluation and<br/>adaptation<br/>(2010–ongoing)</b>   |
|--|---|--|--|---|
| <b>Organizational alignment and support</b>                  | <ul style="list-style-type: none"> <li>● Project team</li> <li>● Project charter</li> </ul> | <ul style="list-style-type: none"> <li>● Formal project plan</li> <li>● Resource allocations</li> <li>● Working groups</li> <li>● Networks</li> </ul>  | <ul style="list-style-type: none"> <li>● Implementation oversight</li> <li>● Coordination</li> <li>● Change support</li> </ul>   | <ul style="list-style-type: none"> <li>● Evaluation oversight</li> <li>● Coordination</li> <li>● Change management</li> </ul>   |
| <b>Design: iterative community development and rollout</b>   | <ul style="list-style-type: none"> <li>● Logic model</li> <li>● CBME model</li> </ul>       | <ul style="list-style-type: none"> <li>● CanMEDS 2015</li> <li>● EPA pilot projects</li> <li>● Accreditation renewal</li> </ul>  | <ul style="list-style-type: none"> <li>● Rollout by specialty cohort</li> </ul>  | <ul style="list-style-type: none"> <li>● Ongoing rollout</li> <li>● Revisions</li> </ul>  |
| <b>Policy</b>  | <ul style="list-style-type: none"> <li>● Impact evaluation</li> </ul>                       | <ul style="list-style-type: none"> <li>● Policy revision and consultation</li> </ul>   | <ul style="list-style-type: none"> <li>● Policy approvals</li> </ul>   | <ul style="list-style-type: none"> <li>● Policy monitoring and revisions</li> </ul>   |
| <b>Standards</b>   | <ul style="list-style-type: none"> <li>● Impact evaluation</li> </ul>                       | <ul style="list-style-type: none"> <li>● Specialty standards renewal development</li> </ul>  | <ul style="list-style-type: none"> <li>● Standards workshops</li> <li>● Standards rollout</li> </ul>   | <ul style="list-style-type: none"> <li>● Standards workshops</li> <li>● Revisions</li> </ul>  |
| <b>Partnerships: stakeholder engagement and coproduction</b> | <ul style="list-style-type: none"> <li>● Engagement</li> </ul>                              | <ul style="list-style-type: none"> <li>● Co-production</li> <li>● Consultations</li> </ul>   | <ul style="list-style-type: none"> <li>● Co-production</li> <li>● Consultations</li> <li>● Shared leadership</li> <li>● Shared resources</li> <li>● Expanded engagement</li> </ul> | <ul style="list-style-type: none"> <li>● Harvesting concerns</li> <li>● Co-production</li> <li>● Consultations</li> <li>● Shared leadership</li> <li>● Shared resources</li> <li>● Expanded engagement</li> </ul> |
| <b>Evaluation</b>  | <ul style="list-style-type: none"> <li>● Evaluation principles and design</li> </ul>        | <ul style="list-style-type: none"> <li>● Three pillars: readiness, fidelity, and outcomes</li> <li>● Study designs</li> <li>● Stakeholder consultation</li> <li>● Evaluation team</li> </ul> | <ul style="list-style-type: none"> <li>● Data collection, analysis, reporting</li> <li>● Sharing of lessons learned</li> <li>● Stakeholder collaboration</li> </ul>                | <ul style="list-style-type: none"> <li>● Responsive adaptation</li> <li>● Challenge clarification</li> <li>● Knowledge translation</li> </ul>   |

*CBME* competency based medical education; *EPA* entrustable professional activity