



AFC Town Hall

Wrapping up the COS special review



Damon Dagnone, Director, Standards and Accreditation, Linda Rumleski, AFC Program Manager, and Emma Huck, Policy Analyst

June 14, 2023





Welcome!

Where are you joining from?

Please add your city and AFC discipline to the chat.





Agenda

1. Introductions and new leadership
2. Update on the RC AFC Program
3. Special Review
 - Learnings
 - Recommendations
 - Tips and tricks
4. Q & A

How to participate:

- We welcome cameras on
- Raise your 'zoom' hand to get in the queue
- We'll pause for feedback – we want to hear from you!
- Please respond to the post-town hall survey





Introductions



J. Damon Dagnone
Director, Standards
& Accreditation
(OSA)



Sarah Taber
Managing Director,
Standards and
Assessment (OSA)



Lisa Gorman
Associate Director,
Member Experience
(OLC)





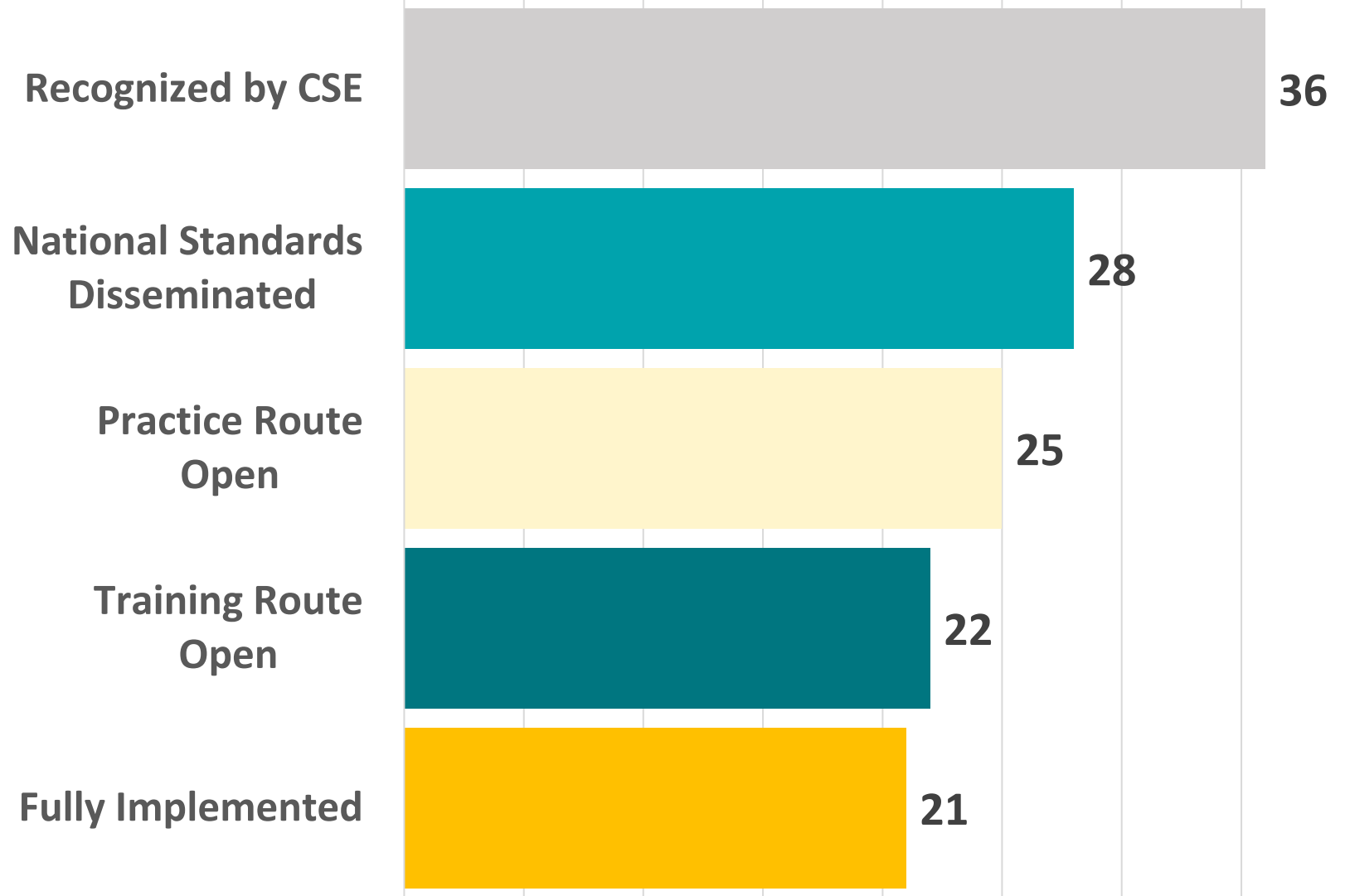
The Royal College AFC Program

A look at the Program post-program evaluation reform



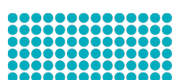
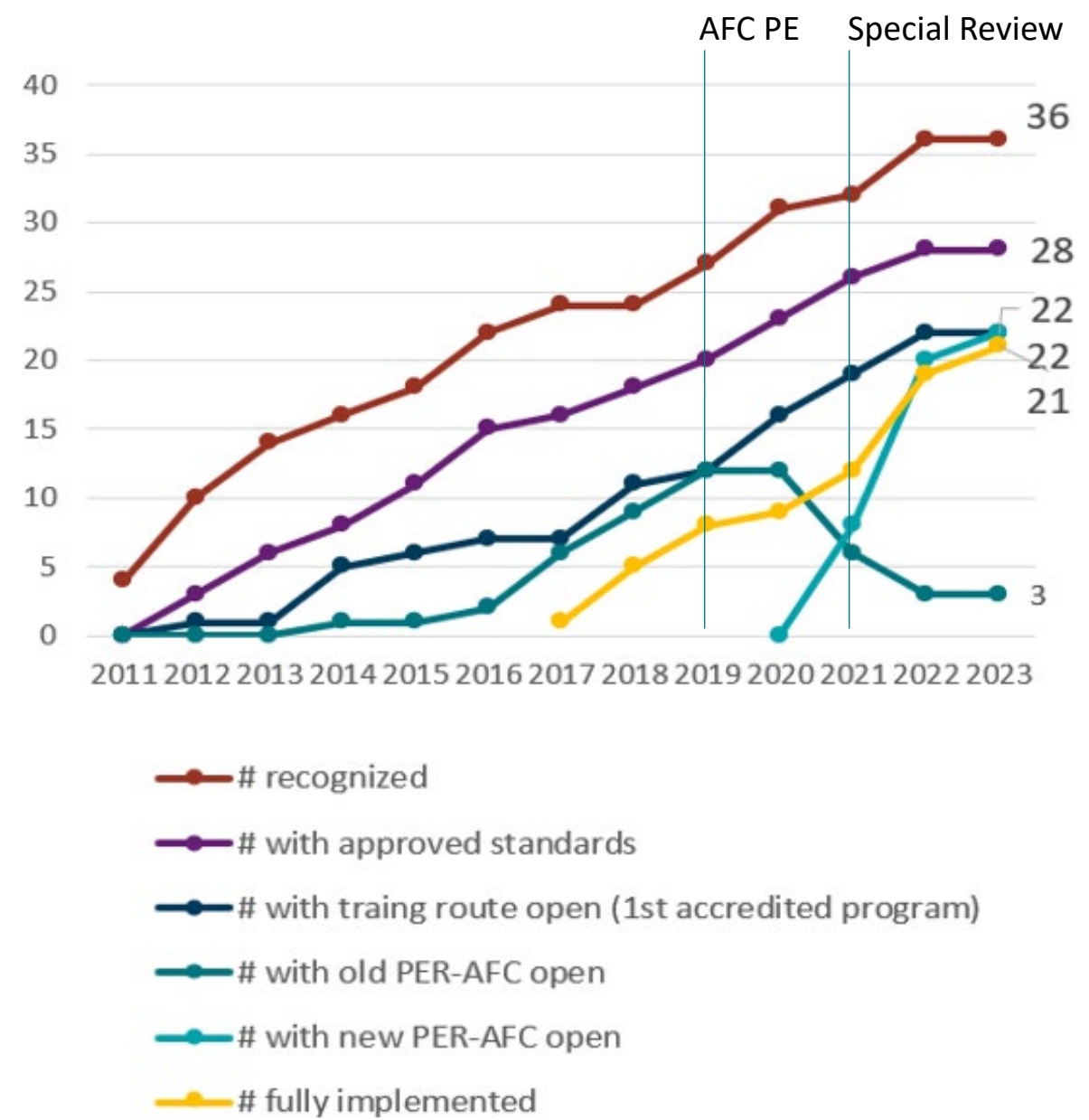


AFC disciplines by milestone activity



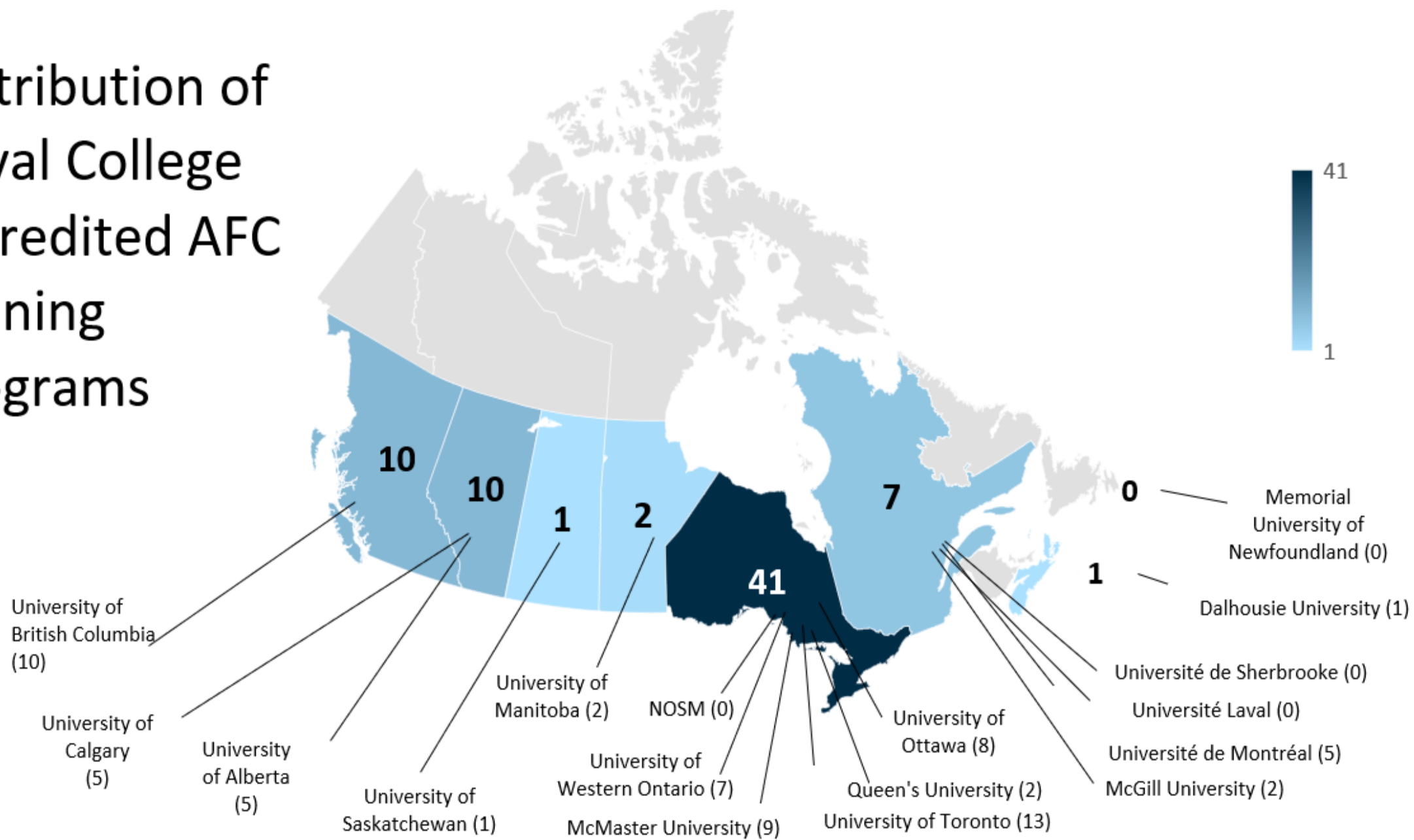


Discipline implementation trends over time



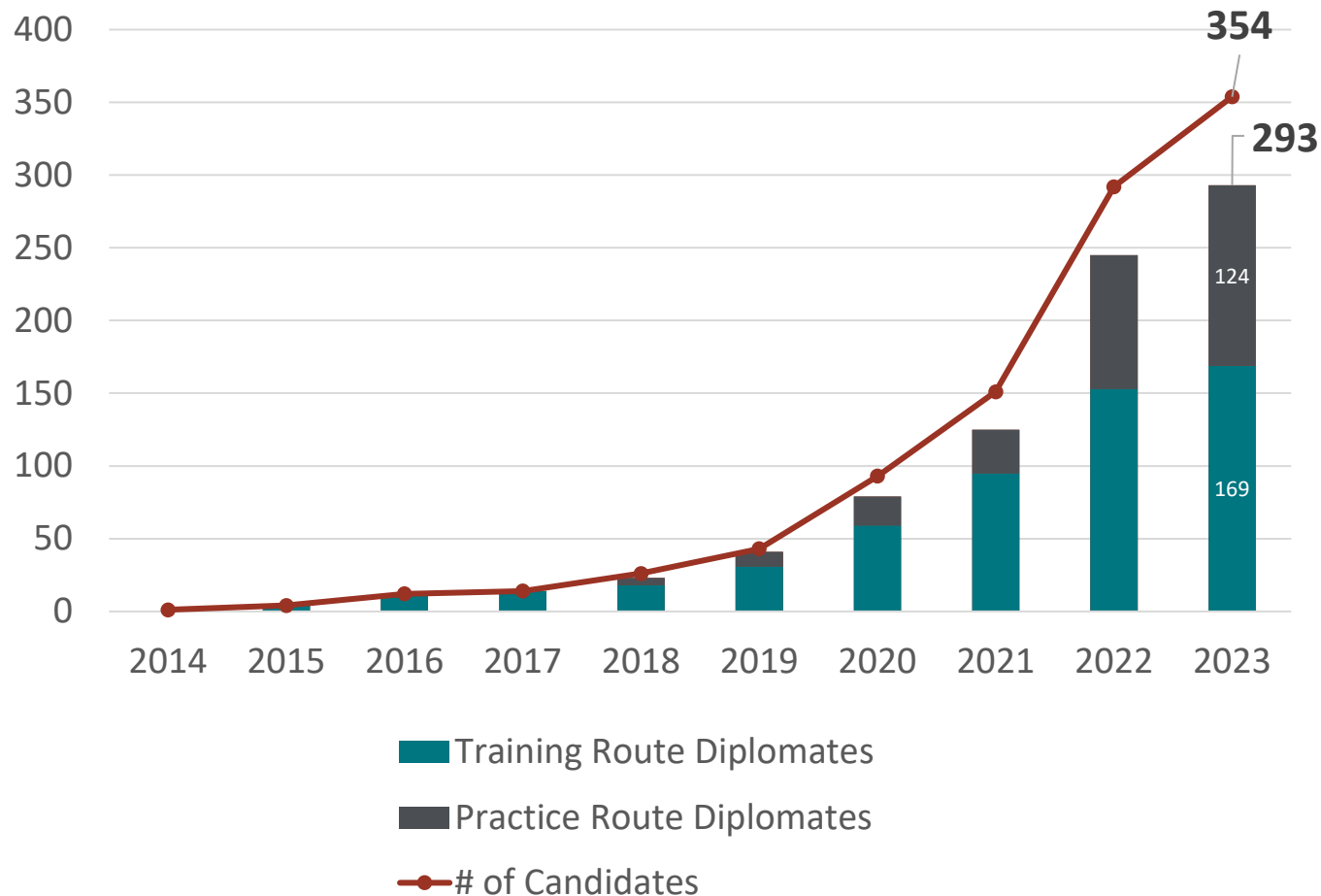


Distribution of Royal College accredited AFC training programs





Individual-level indicators – candidates and Diplomates

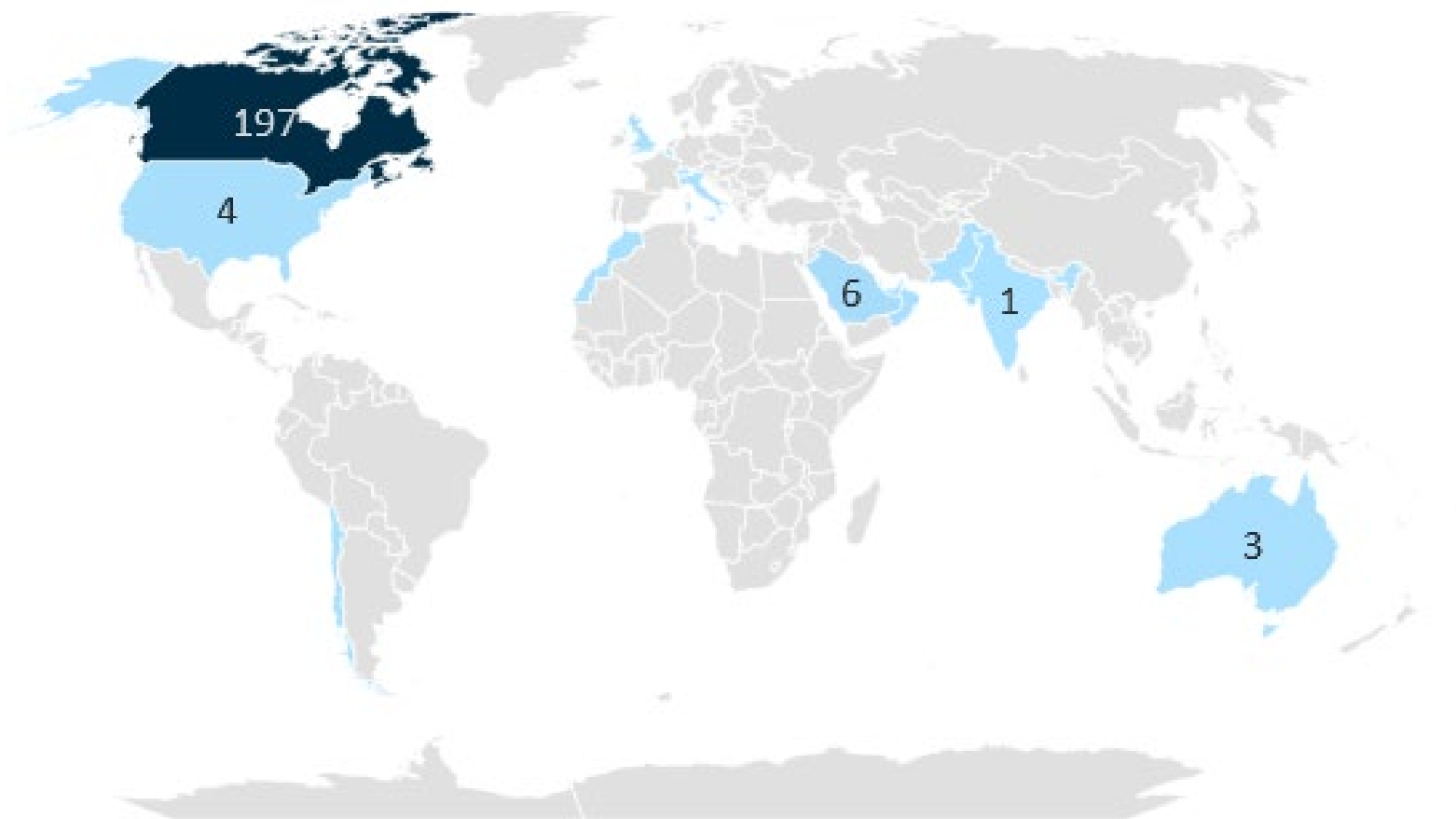


- **82.8%** of candidates became Diplomates
- **92.8%** of Diplomates maintain their credential
 - Entered: 292
 - Active: 272
- **~70%** of Diplomates are Royal College certified Fellows
- Diplomates who are non-Royal College certified from the training route are most likely to exit (18)





Diplomates distributed globally



Country	# Diplomates
Australia	3
Belgium	1
Canada	197
Chile	2
India	1
Israel	1
Italy	1
Morocco	2
Oman	2
Pakistan	2
Saudi Arabia	6
Singapore	1
Switzerland	1
United Arab Emirates	1
United Kingdom	2
United States	4

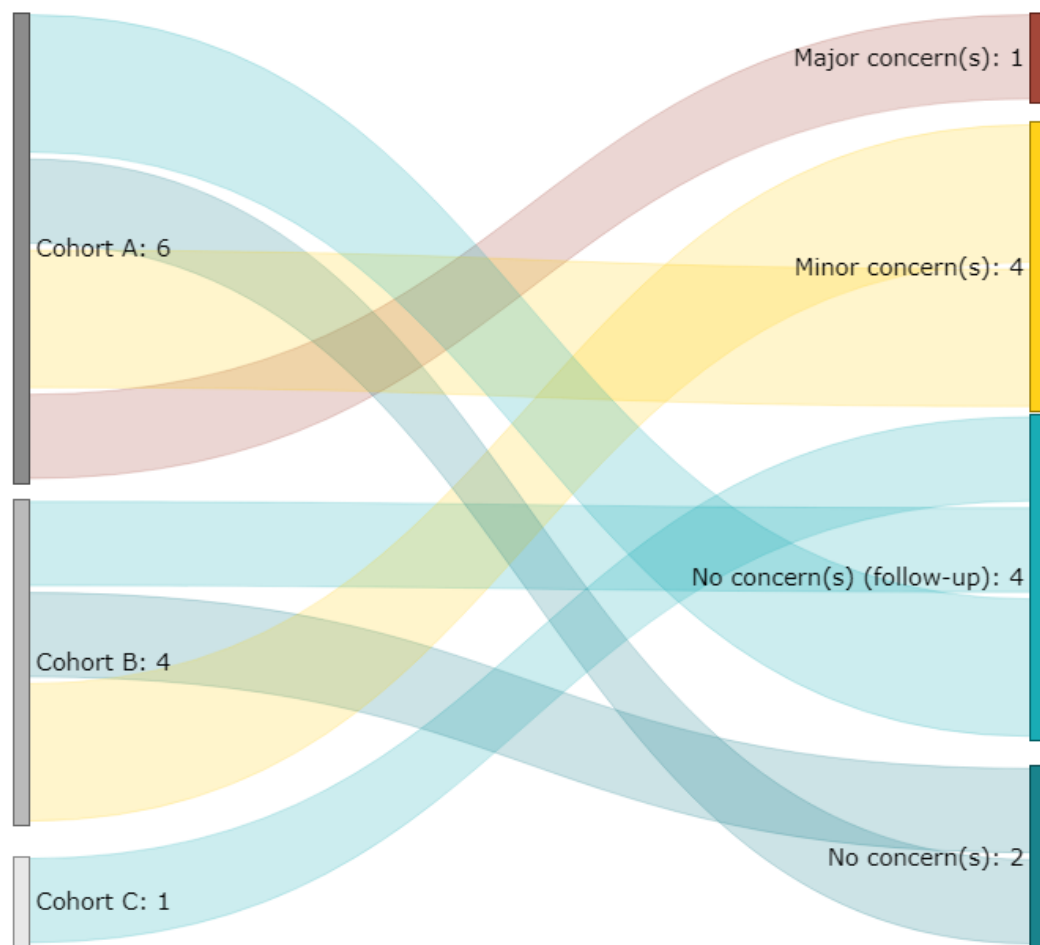




COS Special Review of AFCs

Learning and adapting

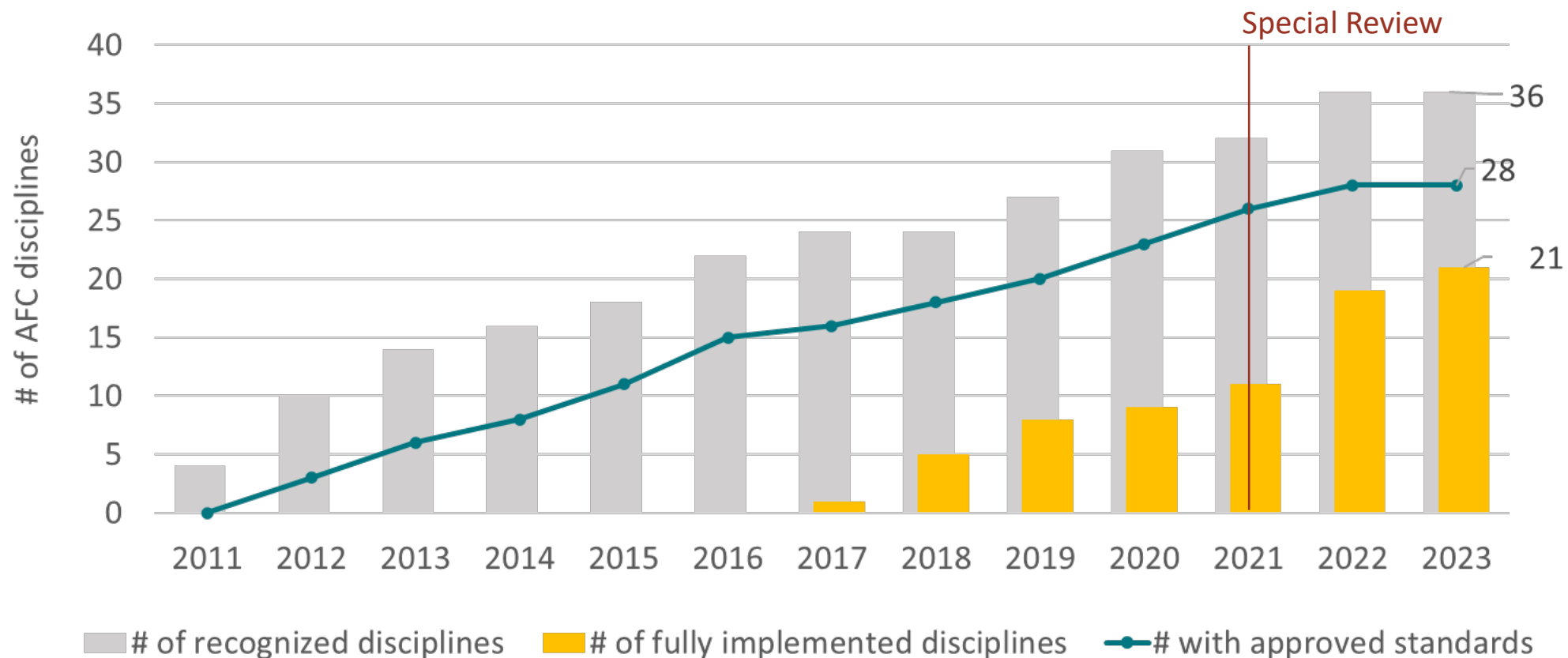




Learning 1:
Most AFCs in the implementation phase are functioning without major concerns



Learning 2: The number of disciplines fully implemented increased by nearly 20% over the course of the special review



Learning 3:

We now know common challenges and facilitators in implementation across the category

Challenges and facilitators to AFC implementation

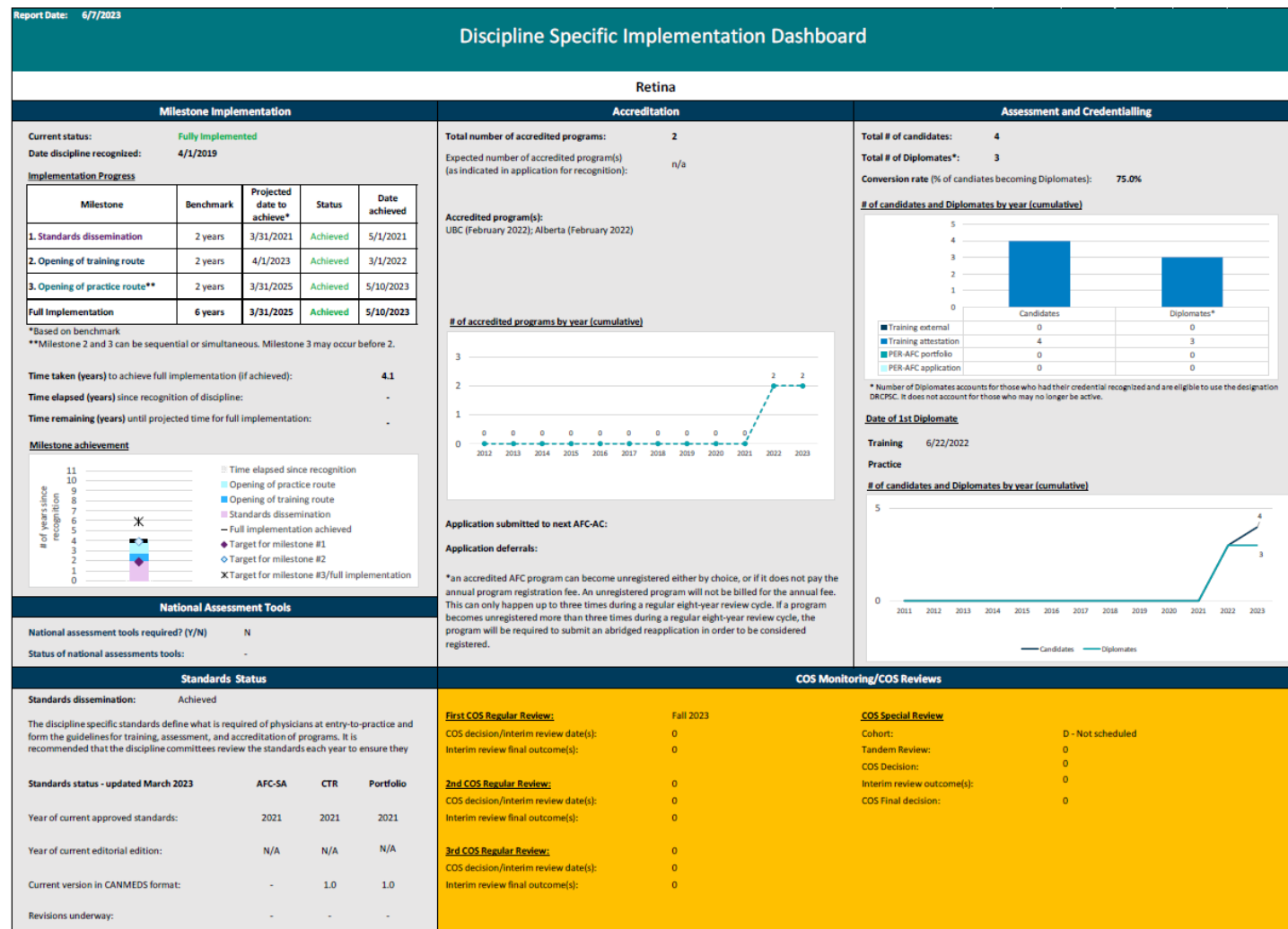


- Accreditation
- Committee functioning
- Practice route
- Standards development
- Royal College support
- Transition from working group to committee
- Value of credential
- Other



NEW: Discipline-specific dashboards

- An evergreen, on-demand resource for committees, staff and the Committee on Specialties (COS)
- Overview implementation activities, discipline health
- Feedback?





Ops aligned with program goal of timely, full implementation

- Expectation setting
- Clear pathway forward
- Operational units ready to support next, new full committee
- Aiming for seamless transition – keep up the momentum!

What is implementation?



Milestone 1: Develop national standards
Benchmark: 2 years



Milestone 2: Training route (accreditation)
Benchmark: 2-4 years from dissemination



Milestone 3: Practice route (PER-AFC)
Benchmark: 2-4 years from dissemination

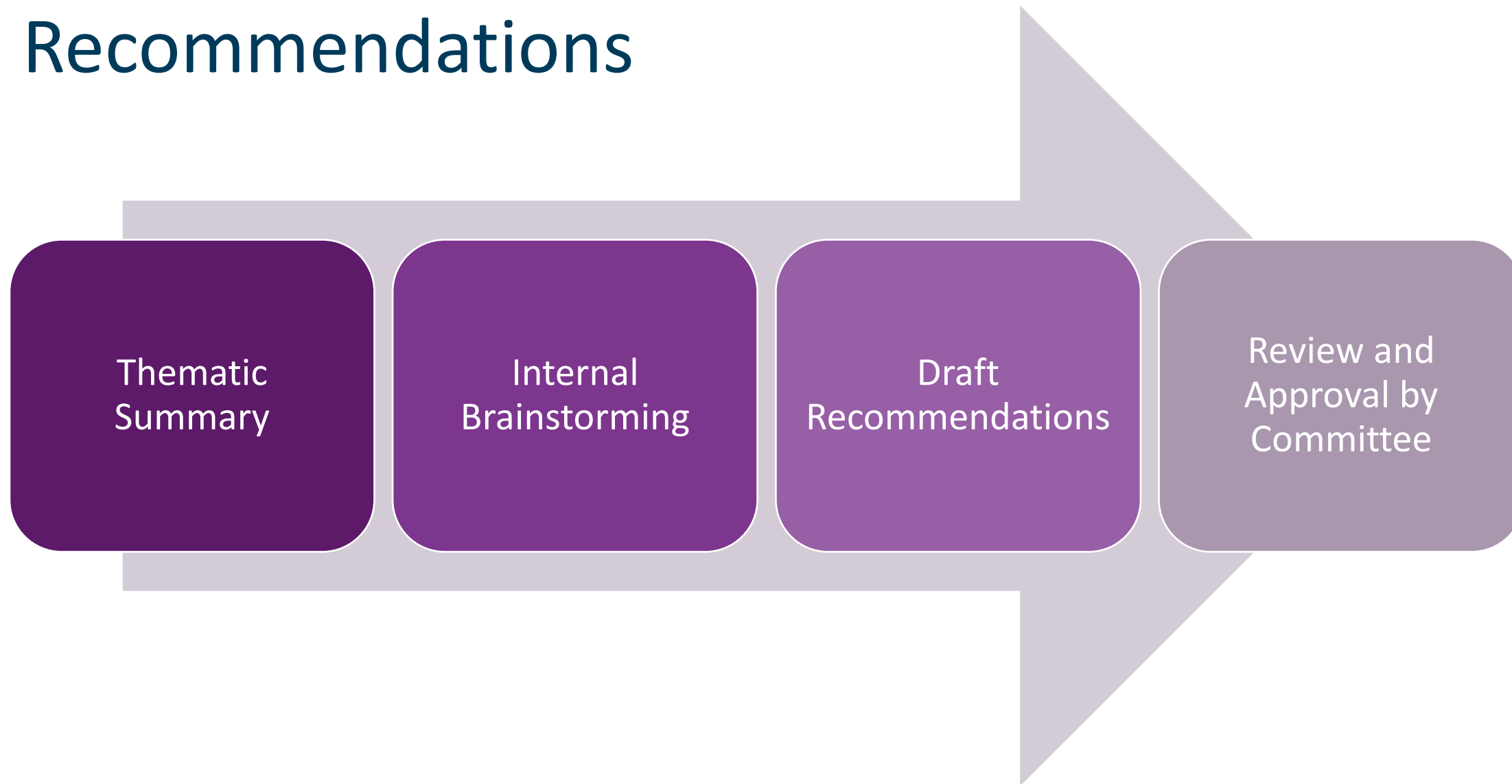


Full implementation
Benchmark: 6 years from date of recognition





Recommendations





“no guidelines had been provided about ‘appropriate’ numbers of conferences”

“transparency and communication from the Royal College about what happens once documents are received”

“providing some mentorship or additional orientation for the new chair would be helpful with respect to anticipated timelines for when milestones should occur”

“the AFC committee believed development of the PER was optional and not a priority of the College”

“we did not feel there was any urgency to proceed [with disseminating standards once they were approved]”

SETTING EXPECTATIONS

“the committee did not know how much work was involved to implement a discipline”

“the chair at the time was unaware of the requirements for regular meeting and the amount of work that would be required to push forward the next steps of AFC development”





“it’s difficult to convince institutions and centers to prioritize/put together a program”

“lack of branding from the Royal College makes it hard to conceptualize the program”

“a significant challenge has been the lack of awareness of the Royal College AFC disciplines in general as well as the meaning and value AFCs add to the medical community and public”

“talk more about AFCs, the branding and visibility is lacking. Currently difficult to establish buy-in without it”

MAKING THE CREDENTIAL VISIBLE

“perceived value of PER remains to be seen. Some don't see it as necessary as they have already been practicing and do not need...formal qualification but this may change with new people entering the field.”

“other countries are looking to Canada for guidance [and send] people to Canada because they see value in having them return to their country with the Royal College designation”





“not enough collaboration and resource sharing facilitation from the Royal College”

“direction and guidance is needed from the Royal College on how to share resources between programs in the best way to avoid repetition”

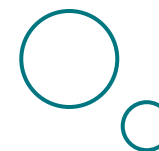
“centralized documentation to share folders and surveys [can] promote collaboration and fast response time”

“encourage open access sharing between programs that have already completed the process to share their work with programs currently in the process”

PROMOTING KNOWLEDGE SHARING

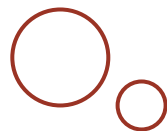
“a process should be in place for new chairs of new [AFCs] to provide some guidance and support (perhaps a buddy chair from a more established AFC)”

“partnering people who don’t have any background in accreditation with a Program Director who has a background and experience in accreditation would be helpful”

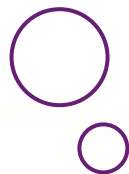


Let's hear from you...

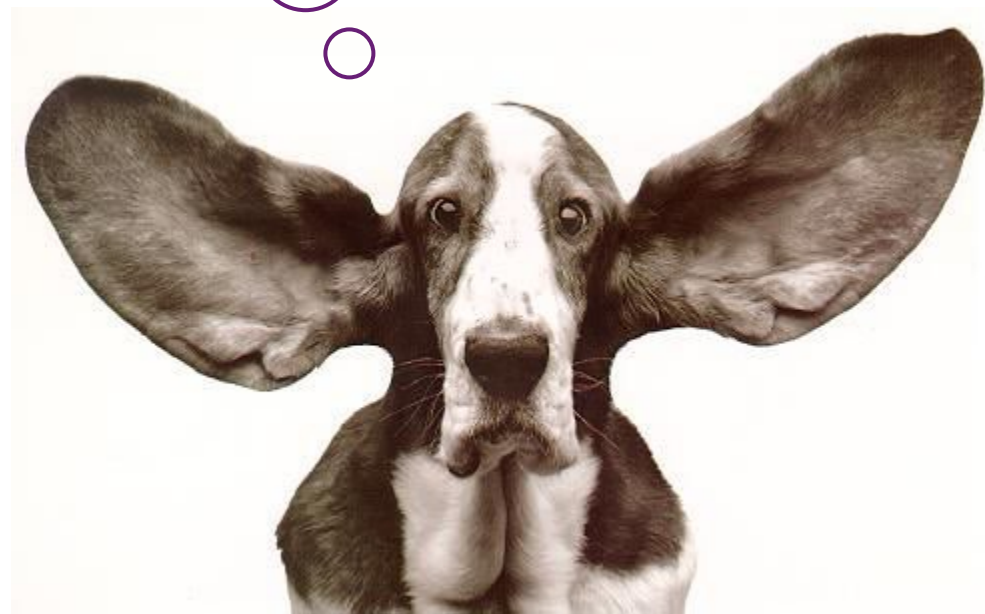
tips?



tricks?



advice?





Closing

- Thank you!
- A post-town hall follow-up email will arrive shortly
 - Survey
 - New links to web content and resources
 - Today's presentation deck
- Next week? Link to the recording posted on resource sites
- Contact list available in resource section of deck



Thank You

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Emma Huck | ehuck@royalcollege.ca | 343-588-1198





Resources

Additional materials





Royal College AFC program contacts

Activity	Stakeholder	Email
Apply for assessment	Trainees, PER-AFC applicants	diplomas@royalcollege.ca
Request a CCA form	AFC Directors, PGME office	diplomas@royalcollege.ca
Applying for accreditation of a new training program	PGME	Contact the site's PGME accreditation specialist
Interpreting the general standards or the AFC-Standards of Accreditation?	AFC chairs	accreditation@royalcollege.ca
Have your credential recognized/ apply to become a Diplomate	Trainees, PER-AFC applicants already deemed eligible for the credential	membership@royalcollege.ca
Royal College AFC Program, i.e., inquiries, clarifications and feedback	Any	Linda, Rumleski, AFC Program Manager
Committee support	Chairs, committee member	specialtycommittees@royalcollege.ca





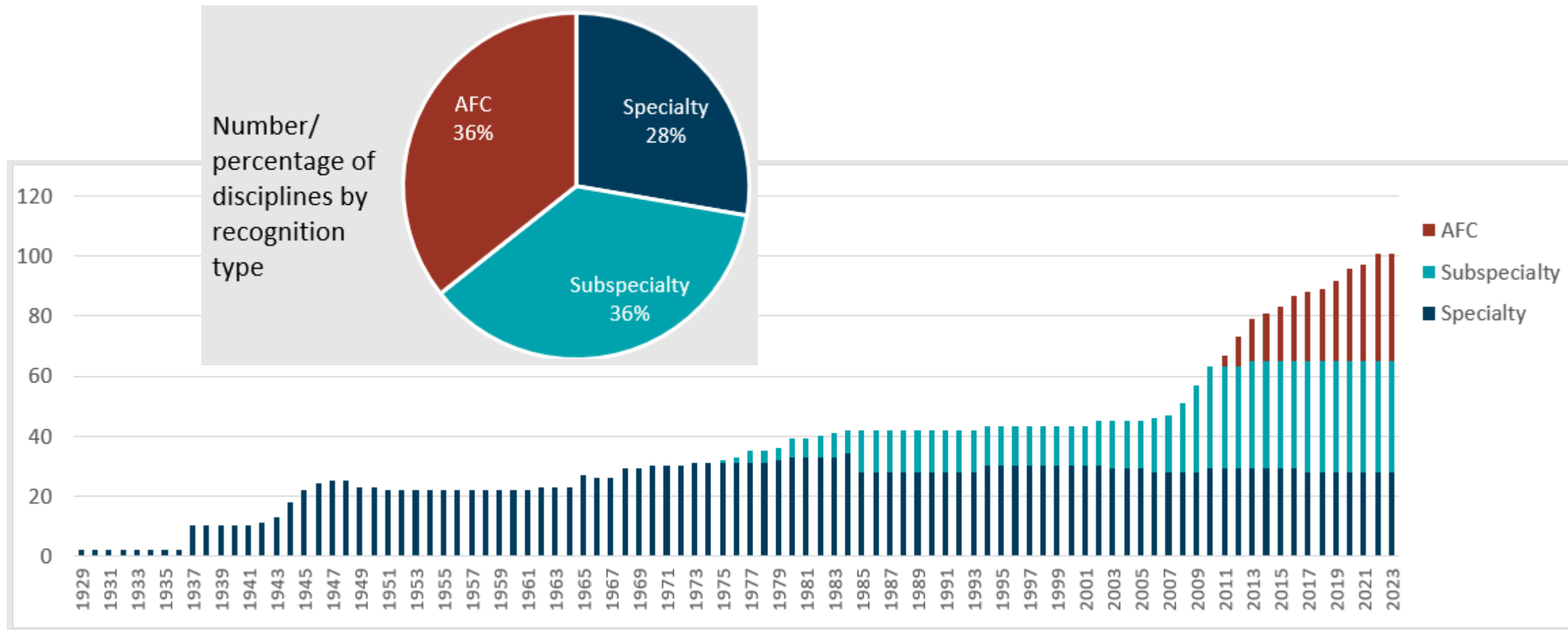
Change since PE – we are in a different place!

Activity	Pre-reform, 2018/19	Post-reform, <u>Dec 2022</u>	% increase
Recognized disciplines	24	34	42%
Disciplines with approved standards	18	28	56%
Disciplines with 1+ accredited programs (training route)	11	22	100%
Accredited training programs	35	71	103%
Disciplines with open PER-AFC (practice route)	12 (portfolio)	24 (total, 20 application)	100%
Disciplines “fully implemented”	5	19	280%
Diplomates, DRCPSC	21	227	981%





The system of specialty medicine in Canada





AFC program fees, 2023/24

- Application for discipline recognition - \$14,000 CDN
- Trainee assessment - \$1,015 CDN
- PER-AFC assessment - \$2,050 CDN
- Annual registration for accredited programs - \$2000 CDN/ year
- Diplomate designation and credential - \$265 CDN/ year

