

Implementation Process and Interim Outcomes of the CBME Training Model in a Regional Teaching Hospital in Taiwan

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Background

In response to the Taiwan Joint Commission on Hospital Accreditation's policy promoting the universal adoption of Competency-Based Medical Education (CBME) by 2026, our hospital launched reforms across five professions: pharmacy, medical imaging, medical laboratory science, nursing, and physical therapy.

Objective

To strengthen trainees' clinical competence and establish a patient-centered training model that promotes healthcare quality and patient safety.

Intervention

- **Faculty Development:** From 2021 to 2024, 219 participants completed our hospital's CBME faculty development program, and 5 instructors were prepared as external seed faculty.
- **Pilot and Expansion:** In 2024, the Department of Pharmacy piloted the Entrustable Professional Activities (EPA) model. In early 2025, the pilot experience was shared across the hospital to support implementation in all five professions.
- **Assessment Tools:** By April 2025, training programs were revised to incorporate EPAs, Mini-CEX, DOPS, and e-portfolios.
- **Promotion Mechanism:** Semiannual Clinical Competency Committee (CCC) meetings were established to ensure that trainees achieved an entrustment level of 4 for unsupervised practice.

Outcomes

- The average entrustment level increased from 2.5 to 4.1, and trainee satisfaction exceeded 90%.
All five professions completed CBME-aligned program revisions, supported by 33 trained instructors.

Conclusions

- The EPA model improved clinical reasoning, practical competence, and teaching efficiency. Cross-departmental experience sharing and the pilot implementation in the pharmacy department were key factors supporting hospital-wide adoption.

Relevance to HPH

- CBME promotes health advocacy and interdisciplinary collaboration, both of which are essential to the HPH vision. It also strengthens the resilience of medical teams, thereby improving patient safety, service quality, and long-term healthcare sustainability.