



Developmental Services
Workforce Initiative



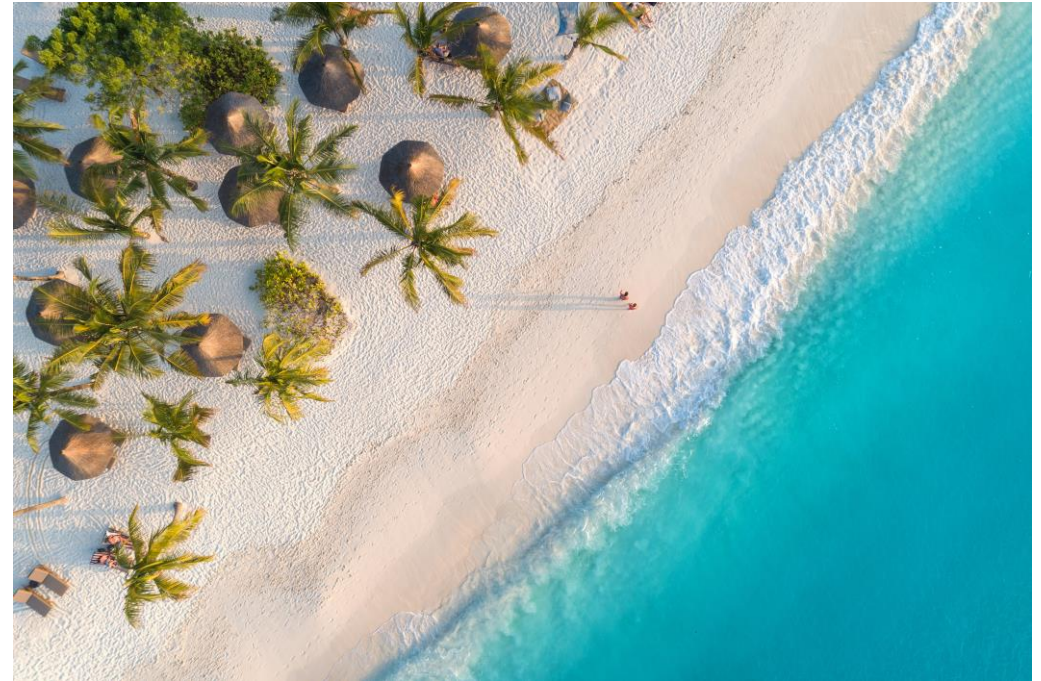
Provincial Network
on Developmental Services

Welcome to the Core Competencies Café!

provincialnetwork.ca/core-competencies/

Agenda

1. Purpose of Café
2. Review of Intentions
3. Break Out Room Discussions



Let's take a pulse!

Polling Questions:

- Have you looked at the new core comp website or attended the launch session in November?
- Have you started to implement the updated Core Competencies?



Principles that guide the implementation of a Core Competency model

- Core Competencies are a part of HR Practices that should include Equity, Diversity and Inclusion, Trauma Informed Practices and Person-Directed Practices.
- When Core Competencies are implemented in an organization it should be a collaborative process, reflective of all stakeholders, ie. management, labour relations, and staff.
- Core Competencies should also be used by individuals, families, and support circles when hiring staff or independent contractors.
- Implementation of Core Competencies should be a transparent and well communicated process.
- For best results, Core Competencies should be embedded in HR Practices, such as employee training, coaching, mentoring and hiring practices.



Intentions

- Recognize the professional nature of direct support work
- Recruit the right people
- Provide job enhancement opportunities and make career paths more transparent





Outcomes of Core Competencies:

The Core Competency model will support a skilled and diverse workforce through:

- Describing what characteristics are valued in Direct Support Professional (DSP)
- Promoting consistency across the entire sector – commonality
- Promoting professional behaviour
- Helping to specify the unique characteristics of the role of the DSP



Break Out Room Discussions





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Thank you! Next Café March 1st, at 12:00pm

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