



Developmental Services  
**Workforce Initiative**



*Provincial Network*  
on Developmental Services

# Core Competency Café

# A Look Back...Our Starting Point

19 core competencies that included 4 threshold competencies and a 5-level system:

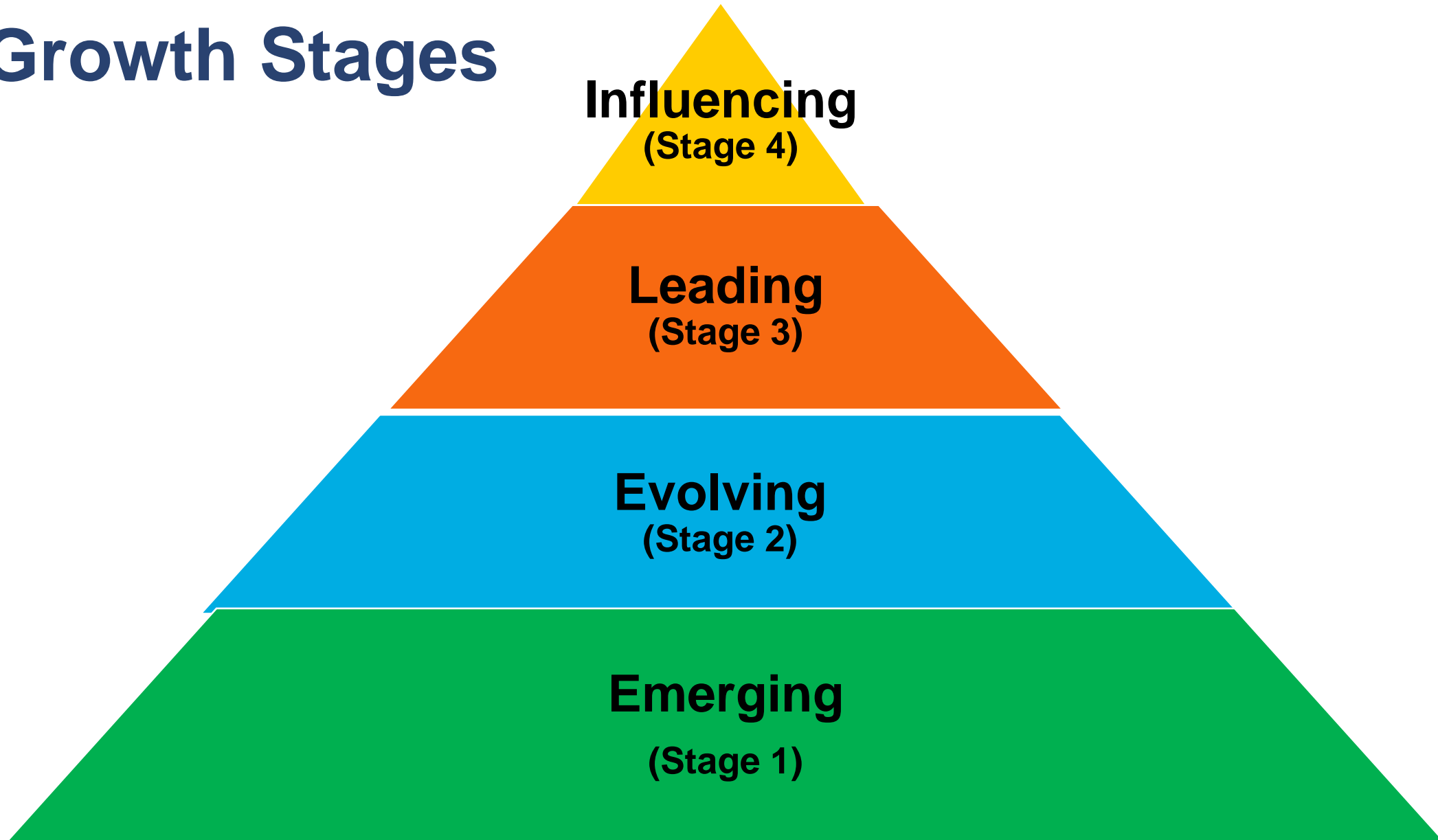
	Competencies														Threshold Competencies				
	Advocating for Others	Collaboration	Creative Problem solving & Decision Making	Developing Others	Fostering Independence in Others	Holding People Accountable	Initiative	Interpersonal Relations & Respect	Leading Others	Managing Change	Relationship/Network Building	Resilience	Resource Management	Self-Development	Strategic Thinking	Flexibility	Self-Control	Service Orientation	Values & Ethics
Direct Support Professional	3	3	3		3		3	3				4							
Direct Support Supervisors	3	4	4	4		4			3										
Specialized Support Workers	4	4	4		4		3	4				4							
Clinical Specialists	4				4		3	4				4		4					
Managers	3		4	4	4	4			5	4	3		4		3				
Directors	4		5	5	5	5			5	5	4		4		4				

# Where We Are Now – Modernized Core Competencies

10 core competencies and a 4-stage growth rating system:



# Growth Stages



# New Approach to Core Competencies

- Core competencies are values, traits and behaviours people demonstrate, in our case, when directly or indirectly supporting people with developmental disabilities.
  - We created a set of competencies applicable to everyone in the sector, no matter their role.
- An integrated human resource approach to talent development that will inspire and recognize our workforce and raise the level of performance of the sector.
- Aligned with our goal to professionalize & upskill the workforce, allow for opportunities for continuous learning and development for everyone, with very intentional focus on DSP.
  - Promotes engagement and commitment to growth
  - Develops key leadership competencies and behaviours along the way



# Growth Stages Snapshot

- **Emerging** where the focus is on building self-awareness and reflection on your own behaviour.
- **Evolving** where there is intentional growth of self and valuing others' perspectives.
- In the **Leading** stage we see coaching, mentoring, leading others, taking ownership and system level thinking.
- And finally in the **Influencing** stage there is in- depth understanding and utilization of the competency as a driver of change within organizations and community.







**Time to Get Digital**

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