

7 Goals of Core Competencies

- Putting People First
- Building and maintaining Positive Relationships
- Demonstrating Professionalism
- Supporting Good Health
- Supporting Safety
- Having a Home
- Being Active and Productive in Society

Goal 1: Putting People First

- Competency Areas (5)
 - Supporting a person's unique capacities, personality and potential.
 - Skills: Demonstrate respect to the consumer, support choice making to encourage confidence/assertiveness.
 - Getting to Know the Person Through Assessment/discovery
 - Skills: Evaluate how the environment, experience and events effect the way one acts or reacts to others. Take everything into account when planning activities. Encourage problem solving and coping skills. Informally assess person to find out more about them. Support self direction.

Goal 1: Putting People First

- Competency Areas (5)

- Promote Advocacy with the Individual

- Skills: See out info on services available to the consumer. Provide opportunities for person to be self advocate. Advocate and show respect others. Able to discuss rights and responsibilities of the consumer. Able to identify challenges for the consumer or when rights are violated.

- Facilitate Personal Growth and Development

- Skills: Able to teach skills. Recognize when need to teach and the preferred style to learn.

Goal 1: Putting People First

- Competency Areas (5)

- Facilitation of Supports and Services

- Skills: Assist in developing the service plans and evaluate it by basing it the consumer's interested / preferences and needs. Share information to help the consumer develop the plan.

Goal 2: Building and Maintaining Relationships

- Competency Areas (2)
 - Building and Maintaining Relationships
 - Skills: Support and overcome barriers/challenges to having relationships and maintaining them. Identify strengths, interests and preferences and supports for community involvement. Develop ways to build confidence.
 - Creating Meaningful Communication
 - Skills: Use multiple ways to communicate with the consumer and encourage consumer to express one's self. Communicate in a respectful way and make sure the consumer can understand you. Develop trust by communicating empathy. Recognize the communication approach used in relation to the person's chronological age and mental age.

Goal 3: Demonstrating Professionalism

- Competency Areas (7)
 - Developing Professional Relationships
 - Skills: Demonstrate respect in all professional relationships. Display professional performance through punctuality, good demeanor, following policies, being reliable pleasant and flexible.
 - Exhibiting Professional Behavior
 - Skills: Display professional performance through punctuality, good demeanor, following policies, being reliable pleasant and flexible.

Goal 3: Demonstrating Professionalism

- Competency Areas (7)

- Showing Respect for Diversity and Inclusion
 - Skills: Respect other's values and treat all as equals. Identify and be aware of discrimination and help stop the discrimination.
- Creating Meaningful Documentation Records
 - Skills: Maintain accurate records and submitting it in a timely manner.
- Education, Training and Self Development Activities
 - Skills: Participate in learning. Have a desire to learn, seek and accept feedback. Apply your knowledge gained to the job.

Goal 3: Demonstrating Professionalism

- Competency Areas (7)

- Organizational Participation
 - Skills: Follow and promote the mission, culture and practices of the organization. Help solve the problems and find solutions. Follow all corporate compliance policies.
- Exhibiting Ethical Behavior on the Job
 - Skills: Understand and know the Code of Ethics.

Goal 4: Supporting Good Health

- Competency Areas (3)

- Promoting Positive Behavior and Supports

- Skills: Help support positive behavioral support strategies and be consistent with current BSPs. Demonstrate ways to teach positive behaviors and support current positive behaviors. Evaluate how environment will impact consumer's behaviors.

- Supporting Health and Wellness

- Skills: Support nutritious meals, planning meals, storage of meals and handling food. Be knowledgeable about the consumer's medical, psychological, physical and dental care needs. Know about how to prevent illness and teach preventative methods. Respond to illness in a timely manner. Provide safe and clean environment. Document accurately on health issues. Support good health.

Goal 4: Supporting Good Health

- Competency Areas (3)

- Preventing, Recognizing and Reporting Abuse

- Skills: Recognize how to prevent abuse and identify it. Know how to report abuse.

Goal 5: Supporting Safety

- Competency Areas (3)
 - Supporting Crisis Prevention, Intervention and Resolution
 - Skills: Able to apply PROMOTE (Positive Relationships offer More Opportunities To Everyone). Respect safety of others.
 - Supporting Safety
 - Skills: Support safety of consumers. Follows safety procedures in transportation.
 - Ensuring Safety of Individuals During Environmental Emergencies
 - Skills: Able to carry out plans to environmental emergencies. (e.g, fire drills)

Goal 6: Having a Home

- Competency Areas (1)
 - Supporting people to live in the home of their choice.
 - Skills: Support a comfortable home and acknowledge it is not a work site but the consumer's home. Support daily living activities (e.g, household chores, manage household)

Goal 7: Being Active and Productive in Society

- Competency Areas (2)

- Supporting Active Participation in the Community

- Skills: Support community participation and contribution.

- Supporting Employment, Educational and Career Goal Attainment

- Skills: Support individual by being knowledgeable about the career and job goals of the individual. Supports educational goals. Help support the individual to meet productivity goal of the workplace.

Thank You

- This information has been based on the following reference:

Direct Support Professional: Core Competencies (10/14/16).OPWDD.

http://www.opwdd.ny.gov/opwdd_careers_training/training_opportunities/core_competencies