

# U.S. Department of Labor's Allied Health Competency Model



**Ryan Merclean**  
**JBS International, Inc.**  
Contractor Support,  
ETA Industry Competency Initiative

# Today's Presentation

- The Industry Competency Initiative, a review
- The Allied Health Competency Model
- Your Opportunity to Participate

## Employment and Training Administration (ETA)

- **Employment and Training Administration** (ETA) invests in job training for targeted industry sectors to prepare workers to take advantage of job opportunities in economically vital industries and sectors of the American economy. The Industry Competency Initiative supports these investments.

# ETA's Industry Competency Initiative

## •Goals:

- To identify the skill sets and competencies that are essential to educate and train a globally competitive workforce
- To identify credentials needed for occupations in target industries
  - Certifications, certificates
  - Licensure
  - Degrees, diplomas

## •Audience:

- Educators
- Employers and Industry Leaders

- Career Guidance Professionals

- Public Workforce System

- Credential Developers

## •Industries include:

- Advanced Manufacturing

- Automation

- Energy

- Long-Term Care, Supports, and Services

# Competency Model Definitions

**Competency model:** a clear description of what a worker needs to know and be able to do – the knowledge, skills, and abilities – to perform well in a specific job, occupation, or industry. *Not a skill standard*

## Examples:

- Critical & Analytical Thinking
- Problem Solving & Decision Making
- Mathematics
- Teamwork
- Basic Computer Skills

## Tier 3 – Workplace Competencies

### 1. Teamwork: Working cooperatively with others to complete work assignments.

*Acknowledging team membership and role*

- Accept membership in the team
- Identify the roles of each team member
- Show loyalty to the team
- Determine when to be a leader and when to be a follower depending on what is needed to achieve the team's goals and objectives
- Encourage others to express their ideas and opinions
- Identify and draw upon team members' strengths and weaknesses to achieve results
- Learn from other team members

## Building Blocks Model

Upper Tier – Occupation-Specific

Tier 5 – Industry-Sector

Tier 4 – Industry-Wide

Tier 3 – Workplace

Tier 2 – Academic

Tier 1 – Personal Effectiveness

# Model Development Process

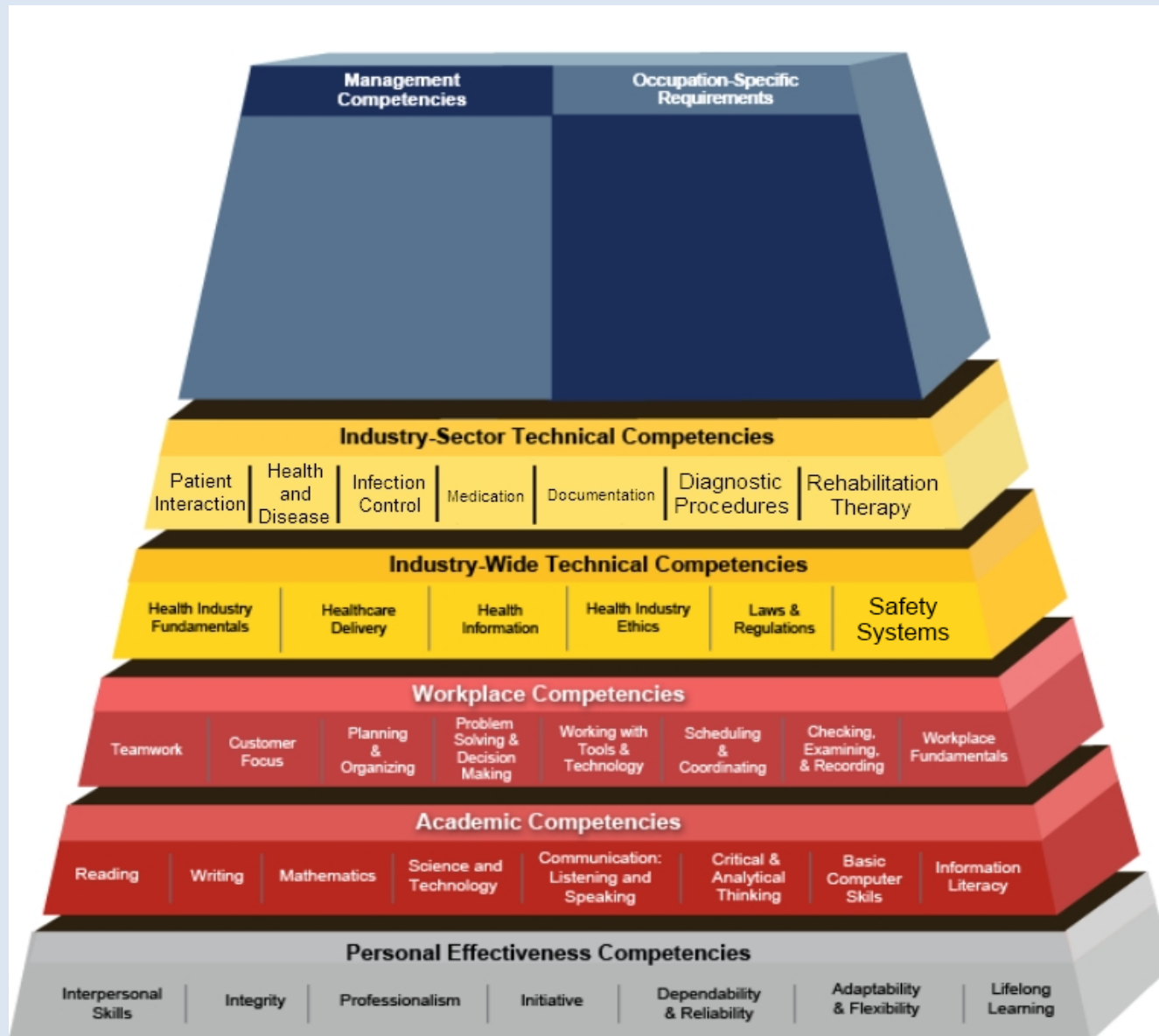
**Research:** Model development team does preliminary research on industry sector.

**Draft:** Model development team works with a team of subject matter experts (SMEs) to help prepare a draft of the model.

**Validate:** A larger group of experts, or validators, reviews the content of the model.

**Publish:** The model is published on the Competency Model Clearinghouse.

# The Allied Health Competency Model



## **The Allied Health Competency Model: Goals**

The model is a compilation of competencies that can be included as a basis for preparation in an Allied Health occupation.

As a result, there are no metrics or distinction between entry and advanced level competencies.

While the model is designed to provide a comprehensive collection of Allied Health knowledge, skills, and abilities, it is not intended that Allied Health workers possess all of the competencies listed.

## Allied Health?

Allied Health professionals are defined as health care practitioners – other than physicians and nurses – who have receive formal education or clinical training and who are credentialed through certification, registration, or licensure. Allied Health professionals work as part of the health care team in multiple environments and settings to identify, prevent, and treat diseases, disabilities, and disorders; provide dietary and nutrition services; promote mental and physical health; manage health systems; and deliver therapeutic and rehabilitative services.

### **Tier 4 – Industry-Wide Technical Competencies**

- 1. Health Industry Fundamentals** - Understanding the basic components and culture of the Health Industry.
- 2. Healthcare Delivery** - Understanding the practices, procedures, and personnel used to deliver quality patient care.
- 3. Health Information** - Understanding the types of health information and the rules and regulations surrounding their use.

### Tier 4, Continued

4. **Health Industry Ethics** - Evaluating and applying the merits, risks, and social concerns of activities in the field of health care.

5. **Laws and Regulations** - Understanding the relevant local, state, and federal laws and regulations that impact the Health industry

6. **Safety Systems** - Understanding the procedures and protocols necessary to ensure a safe and healthy work environment.

## A Closer Look...

### Tier 5 – Industry-Sector Technical Competencies

1. **Patient Interaction** - Interacting with a patient or client in a safe, informative, respectful, and effective manner with the goal of communicating medical information or providing patient-centered care.
2. **Health and Disease** - Understanding the human body and the impact of disease and injury on normal function.
3. **Infection Control** - Producing and Maintaining an environment to minimize pathogenic microorganisms.

### Tier 5, Continued

4. **Medication** - Understanding the types of drugs/medications and their purpose, function, and effects on the body.
5. **Documentation** - Entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic format to efficiently manage record-keeping.
6. **Diagnostic Procedures** - Understanding the purpose of diagnostic procedures and the recording and reporting of test and assessment results.
7. **Rehabilitation Therapy** - Understanding the purpose of therapy as a means to restore the function of a patient/client diagnosed with an illness or disability through therapeutic measures and reeducation to participate in the activities of a normal life within the limitations of the person's physical disability or health status.

## Model Development Process

~~**Research:** Model development team does preliminary research on industry sector.~~

~~**Draft:** Model development team works with a team of subject matter experts (SMEs) to help prepare a draft of the model.~~

**Validate:** A larger group of experts, or validators, reviews the content of the model.

**Publish:** The model is published on the Competency Model Clearinghouse.

# **Your Opportunity to Participate!**

Validators are expected to:

- Review the draft model to confirm the content is accurate and comprehensive;
- Identify shortcomings, and;
- Suggest additions/edits.

**You are the experts! You can check our work!**

# Your Opportunity to Participate!

Questions to Consider:

1. Does the framework reflect the major competency groups in the industry (personal effectiveness, academic, workplace, cross-industry, and industry sector)?
2. Are there any missing competencies that should be included?
3. Are any terminology changes needed to the names or the details of the competencies?
4. What are the credentials (licenses, certifications) that are needed for your occupation?

**For example...**

## **Tier 4, Block 2: Healthcare Delivery**

### **Key Behavior:**

Understand the basic healthcare delivery models and their impact on work processes and information exchange

### **Technical Content Area:**

Healthcare Delivery Models, such as but not limited to:

- Inpatient Hospital Care
- Chronic Disease Management
- Community Health Network

**Did we miss anything?**

# Your Opportunity to Participate!

## Allied Health Validator WebEx Session

Thursday, October 20

2-3pm Eastern

Meeting Number: 579 900 053

Password: password

Jbsinternational.webex.com

Or

Use this link:

<https://jbsinternational.webex.com/jbsinternational/j.php?ED=183835502&UID=0&PW=NmzdkZmRmZGY2&RT=MiMxMQ%3D%3D>

# Questions and Answers



# Have Feedback on the Model? Questions? Comments?

**Send to:**

**Ryan Merclean**

- [Merclean.ryan@dol.gov](mailto:Merclean.ryan@dol.gov)
- 202-693-2675

# Competency Model Clearinghouse

<http://www.careeronestop.org/CompetencyModel/>

- 19 Industry Competency Models
  - Resource Database
  - User Showcase
- Build a Competency Model Tool
- Build a Career Ladder/Lattice Tool

***THANKS!***