

## **Introduction of Core Competencies**

The Developmental Services Human Resource Strategy (DSHRS) was formed as a partnership between the Ministry of Community and Social Services (MCSS) and the Provincial Network on Developmental Services (PNDS). This long-term partnership seeks to improve human resource practices and support an accessible, fair and sustainable system of community-based supports. On February 23, 2012, the Core Competencies Pilot Implementation Project was launched. Sixteen agencies from across the province, that provide support to individuals with developmental disabilities, were selected to pilot the implementation of Core Competencies. The pilot has now concluded and it is our turn to build Core Competencies into the agency.

The objectives in introducing Core Competencies to the agency are to:

- **Recognize the professional nature of direct support work;**
- **Recruit the right people;**
- **Provide job enhancement opportunities and make career paths more transparent;**
- **Engage and inspire direct support employees to remain in the sector;**
- **Provide a strength-based approach to developing and enhancing direct support work;**
- **A foundation for increased and sustainable human resource capacity;**

To lead the implementation efforts, an Implementation Team has been established to plan and coordinate all activities. These members include: Linda Munro, Team Leader, Luke Steinman, Direct Support Professional and Kim Monden, Manager of Community Involvement and Support Services.

For more information on the importance of this initiative, including; The Intention of Core Competencies, Questions and Answers or Competency Backgrounder, go to [www.communitylivingstmarys.ca](http://www.communitylivingstmarys.ca) or contact Kim Monden

Please choose one of the dates below and sign up with your team leader as soon as possible, as space is limited. This mandatory training will take approximately three hours to complete. Employee time will be paid for the training but not mileage.

**Tuesday March 6 from 9-12 noon or 5-8 pm**

**Saturday, March 10 from 9-12 noon**

**All sessions will be held at the James Purdue Centre**

**300 Elgin St. in St. Marys**