

Our Future Direction

If we don't know where we are going, how will we know when we get there?





Roadmap for Future

- **Competencies**

Knowledge, skills and abilities that are common across an industry, an occupational group, an organization, or a single occupation.

- **Career Ladders**

Devices that help people visualize and learn about the job options that are available as they progress through a career



Competencies





Foundational

Personal Effectiveness

- Dependability
- Reliability
- Initiative
- Professionalism
- Willingness to Learn

Life skills important at ANY job in ANY field



Foundational

Academic Competencies

- Reading
- Writing
- Locating information
- Mathematics
- Communications
- Basic Computer Literacy

21st century skills for success



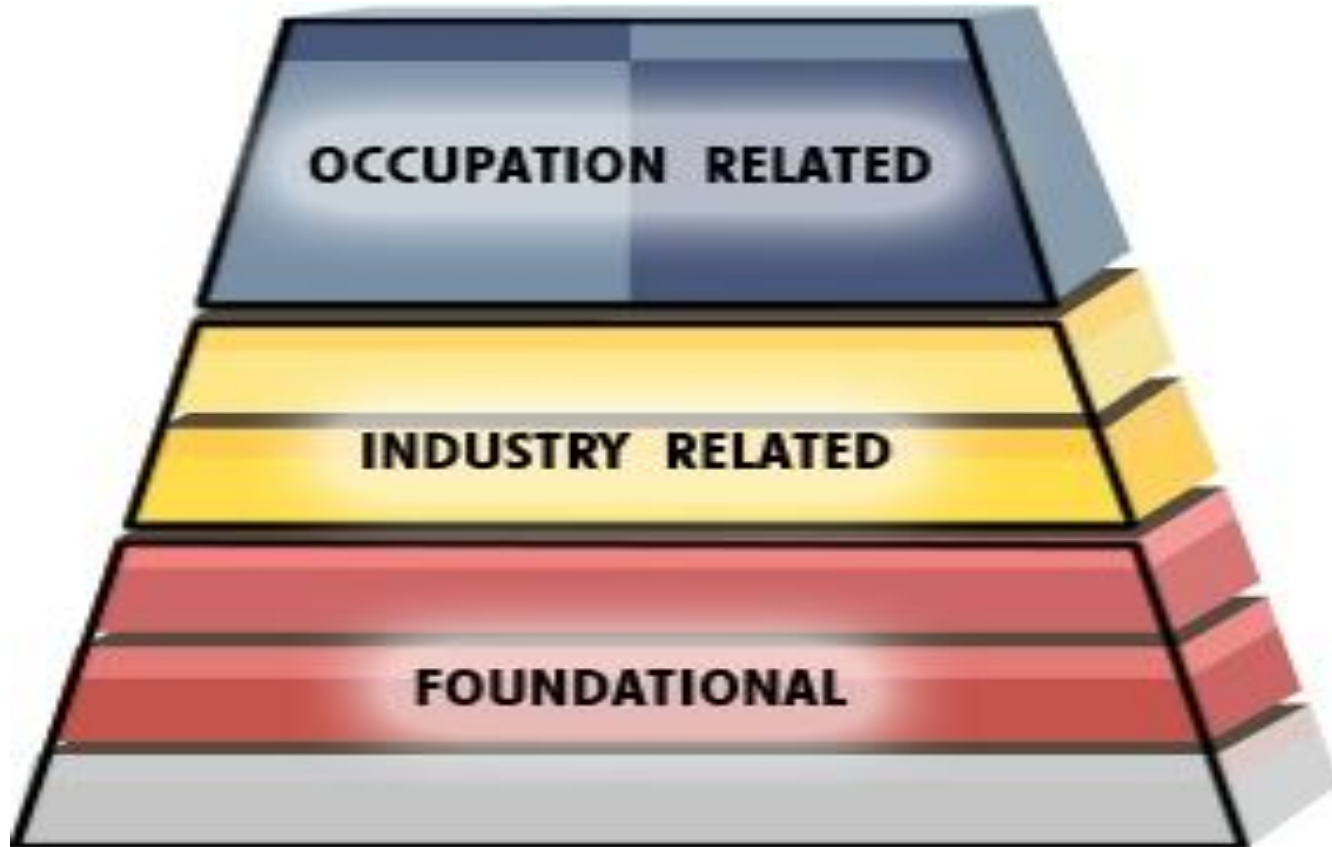
Foundational

Workplace Competencies

- Teamwork
- Adaptability/Flexibility
- Customer Focus
- Planning & Organizing
- Creative Thinking
- Problem Solving & Decision Making
- Working with Tools & Technology
- Workplace Computer Applications
- Scheduling & Coordinating
- Checking, Examining & Recording



Competencies





Industry Related

Industry wide competencies

- Health industry fundamentals
- Patient safety
- Medical ethics
- Law & regulations
- Health care delivery
- Confidentiality



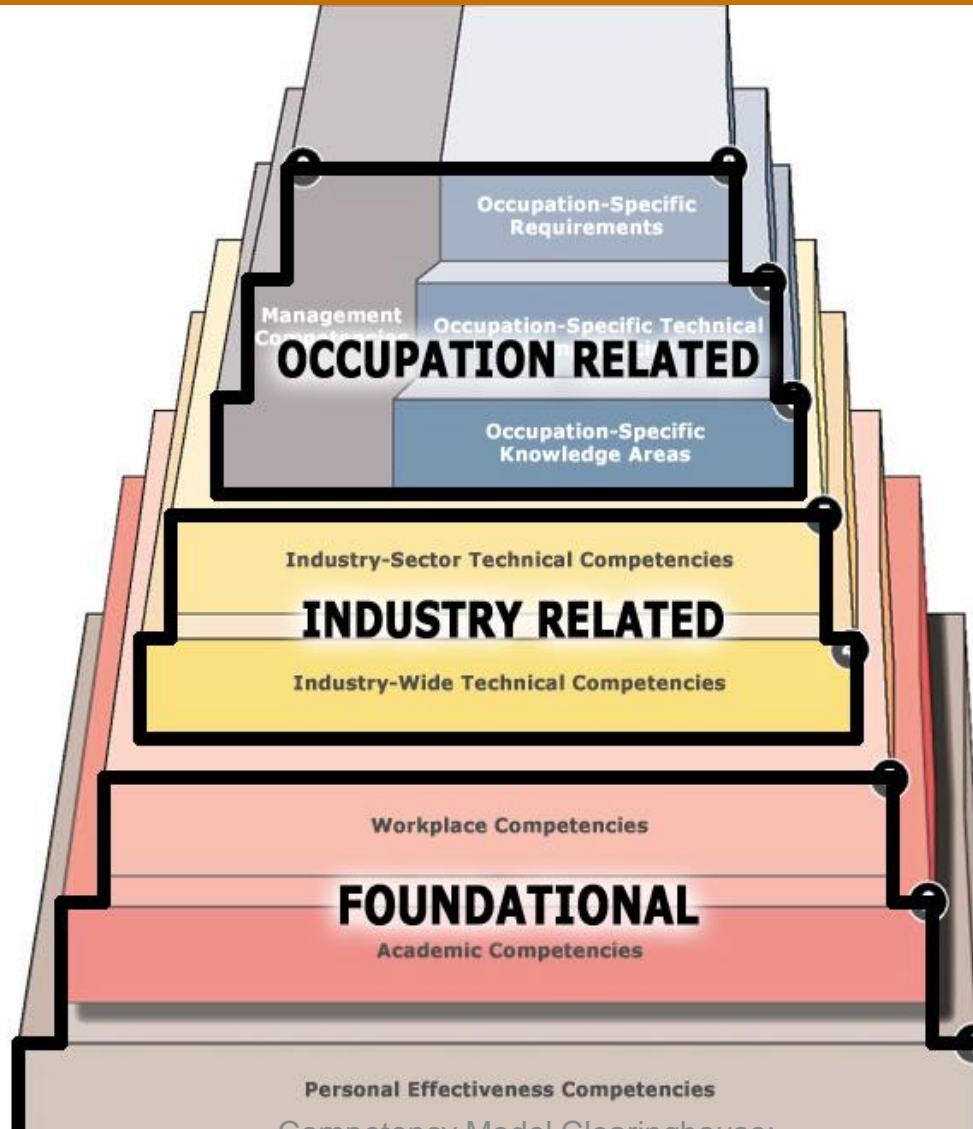
Occupational Competencies

Certification specific to the occupation

Management competencies

- Developing & mentoring staff
- Team building
- Budget development
- Strategic Planning

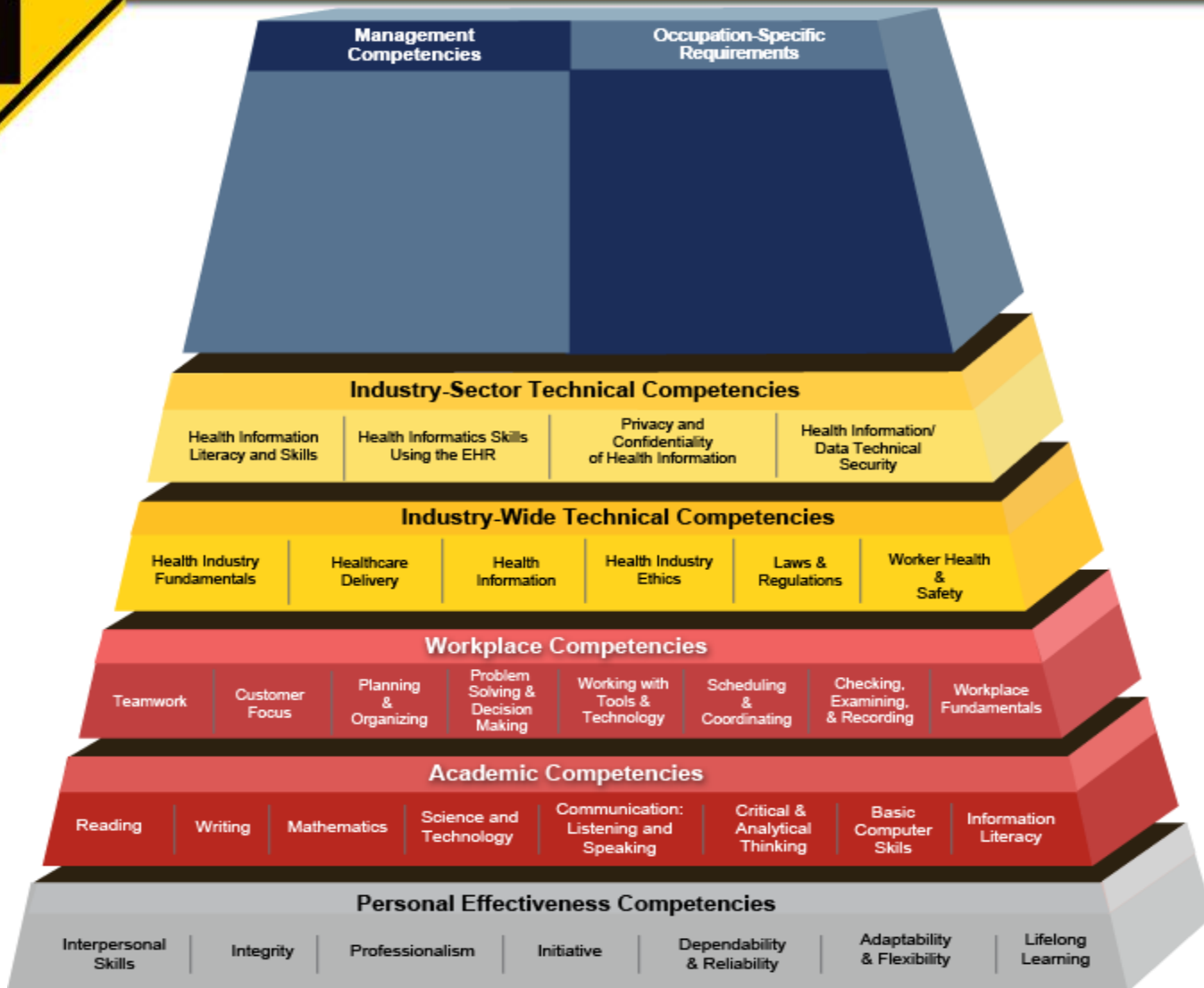
Competency Model Framework



Competency Model Clearinghouse:
Build a Model & Career Ladder/Lattice
Tools

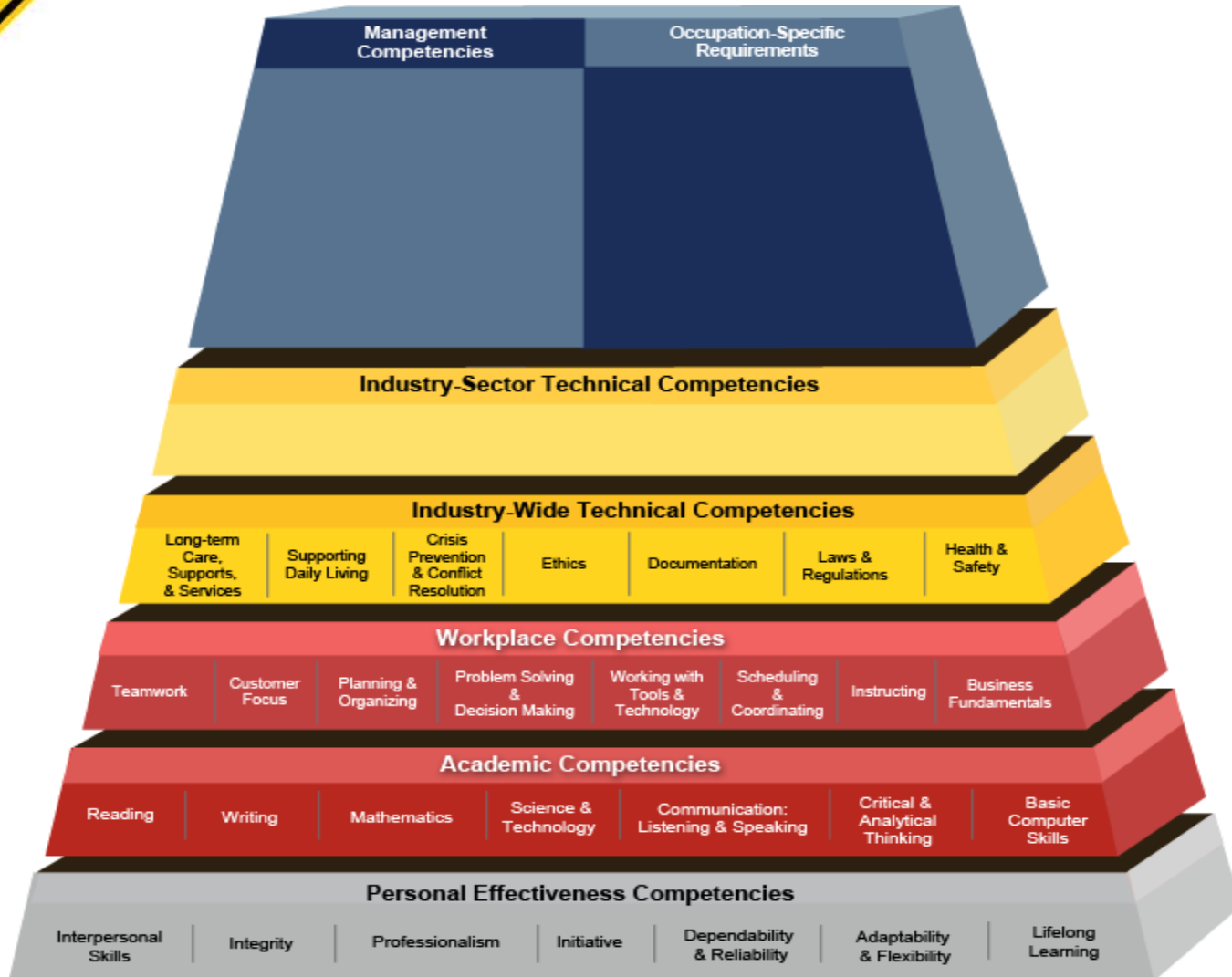


Electronic Health Records





Long Term Care Competencies





Bumps in the Road

- What are current gaps in competencies?
- Where do they fall in the framework?
(Workplace? Industry specific? Across all levels?)
- What training will you need to *smooth out* the bumps?



Importance of Career Ladders

Describe the jobs available within the field

Can identify where there are gaps to be filled

Show the potential for upward mobility

Describe the skills, education and work experience needed to advance





Key Characteristics

Job descriptions

Job level

Educational requirements

Workforce preparation
requirements

Work experience
requirements

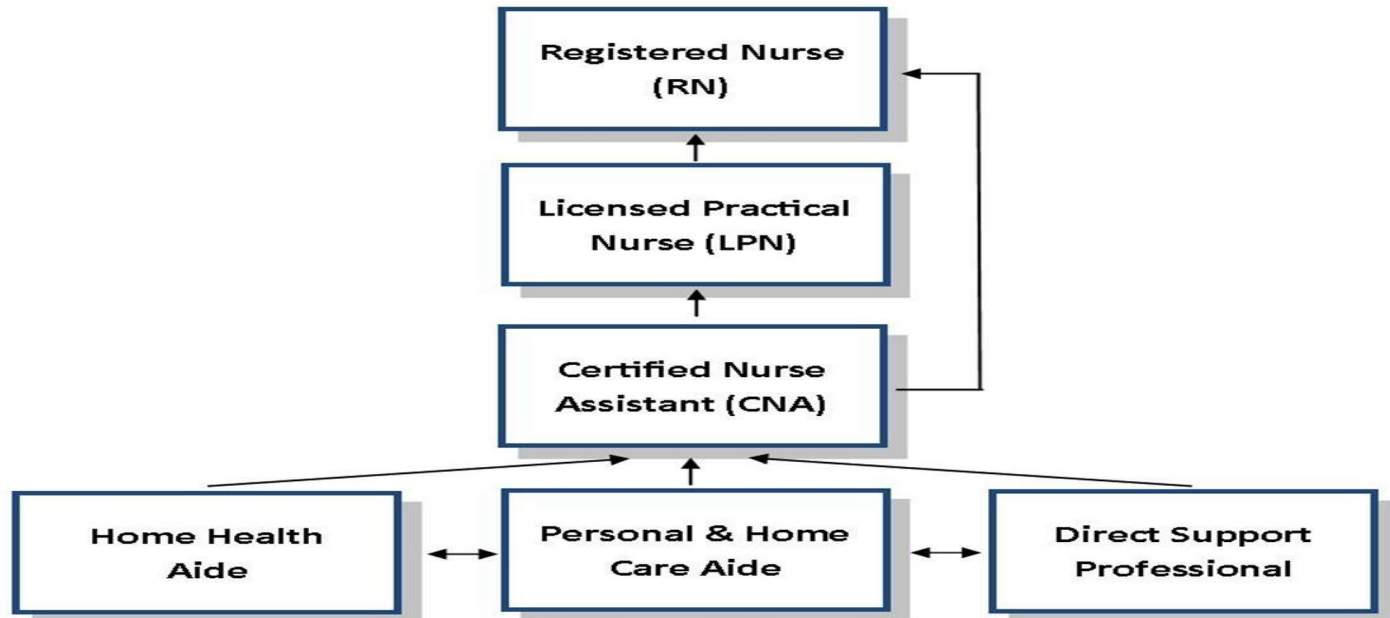
Licensure and certification
requirements

Salary/wage standards
within the industry

Employment outlook



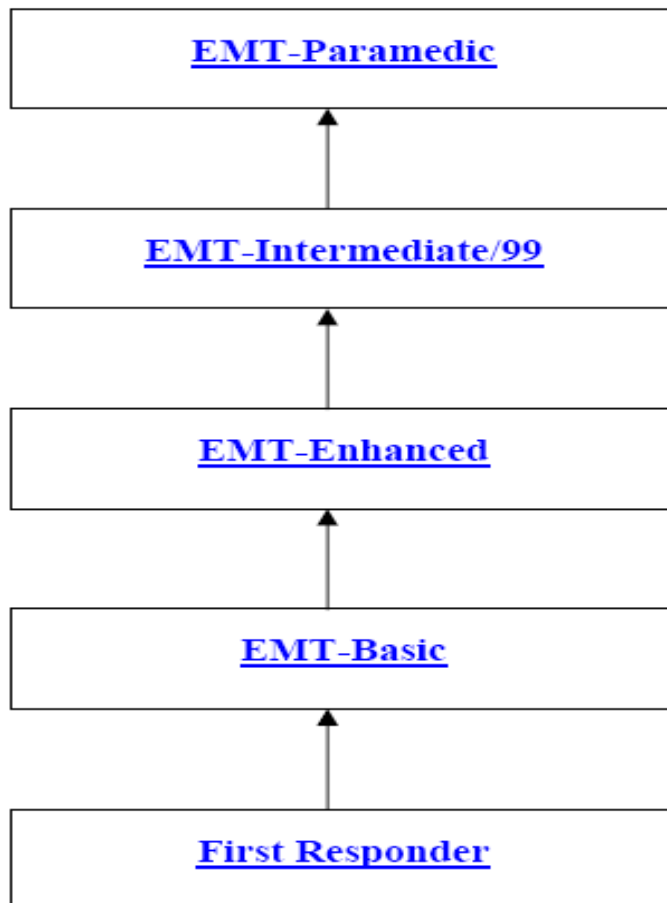
Long Term Care Ladder



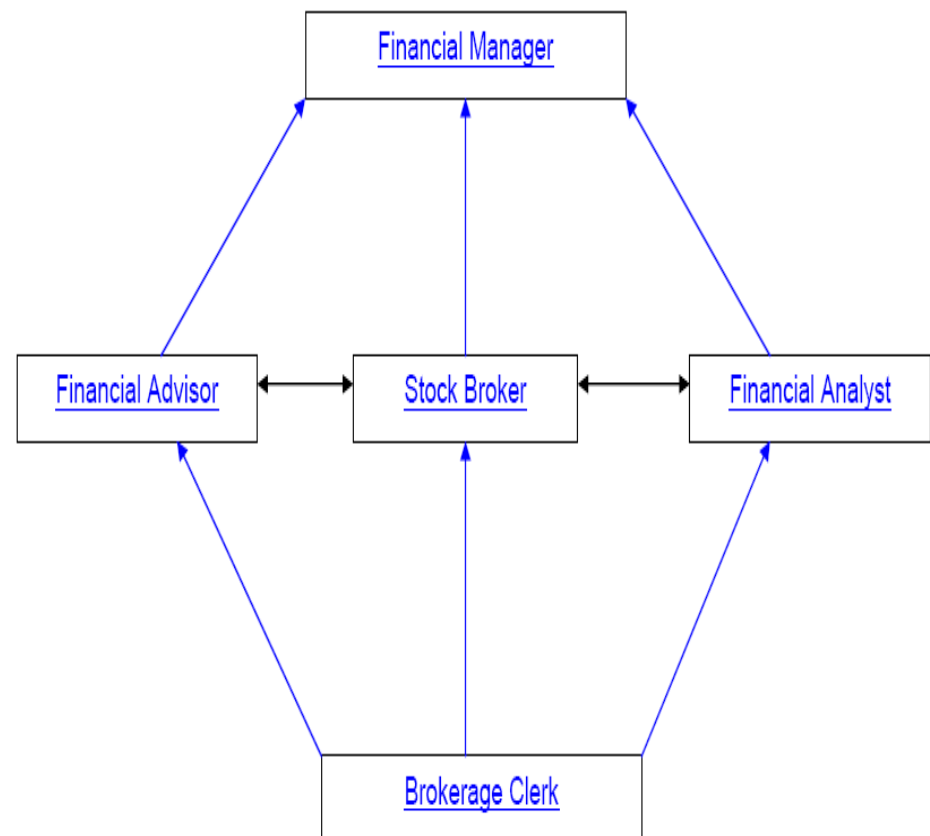


Samples

Sample Career Ladder

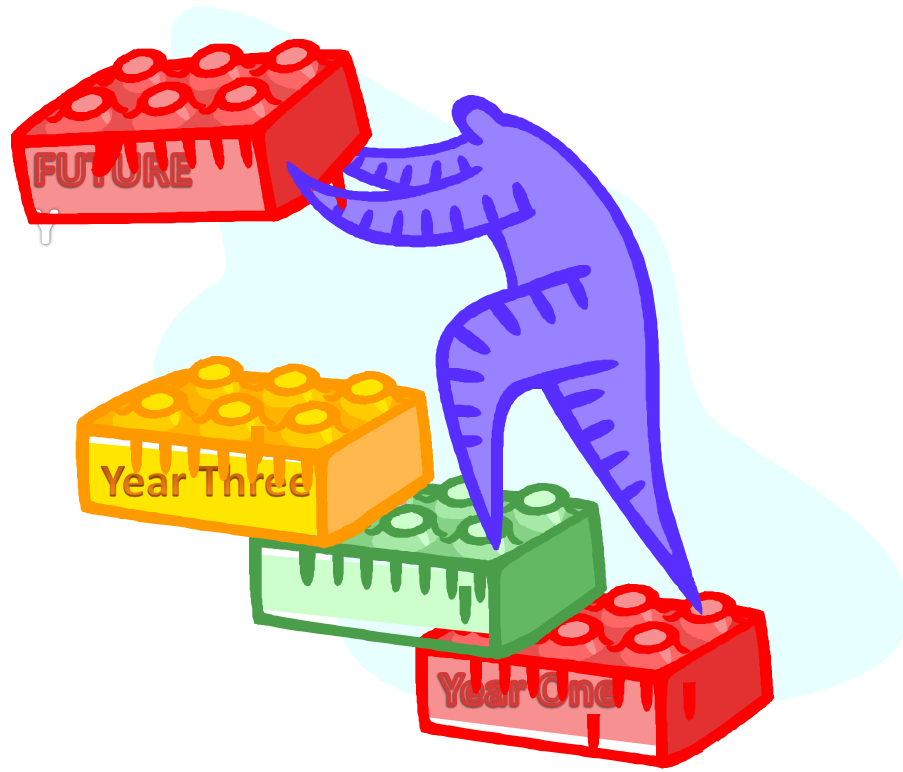


Sample Career Lattice





Where Do I Start?





Staffing Shortages

- What employment shortages do you face?
- How many employees are in those positions?
- What is your current need in those positions?
- What do you expect the demand to be in the next three years?



Recruitment & Retention

- Where are your biggest retention problems?
- Have you developed solutions to these problems? Where do you need help?
- What are your recruitment challenges?
- Over the next three years, where do you see your organization?



Training Needs

- What is your current training system for incumbent workers?
- What assistance do you need in getting the right curriculum for your staff?
- What's missing *now* that must be fixed?



Resources

- [Building a Career ladder/lattice model](#)
- [Webinar :Career Ladders for health care](#)
- [Career Ladders Project-California](#)
(look at their tools tab for links to many resources)