

# Disability Support Program

## *Understanding Disability Direct Support Competency Requirements: A Workforce Strategy Project*

### About the Project



In January 2025, the province launched the Disability Support Sector Workforce Strategy. A key part of this strategy is building a skilled workforce to help deliver on the Human Rights Remedy.

One of the priorities identified is updating the core competencies for disability support professionals. These competencies must reflect the needs of today while preparing for the future.

Through this project, we are engaging with people who rely on and deliver supports to develop a renewed competency framework for frontline workers who provide direct support to people with disabilities.



### What are the current core competencies?

-  The current core competencies is a list of knowledge areas that apply to residential rehabilitation workers (RRWs) and residential care workers (RCWs).
-  The list was created over 20 years ago and includes: fire and life safety, health and personal care, medication awareness, standard first aid/CPR, crisis intervention, behavioural supports, and individualized planning.



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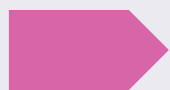


### **Why are we doing this project?**

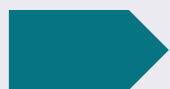
We heard from direct support staff, service provider management, and people with disabilities and their families that the current core competencies need to be updated.

Support workers told us they are committed to their jobs but need stronger training and updated skills to do their work well. People with disabilities shared that, while their support workers provide good support, more training is needed to fully understand and meet their needs.

### **How will we do this?**



We will complete an occupational analysis through a series of workshops to identify the core skills needed for direct support work.



Sector leaders, frontline staff, and people with lived experience, including individuals with disabilities and their families, will also be invited to share their perspectives through a survey. Their input will help shape the updated set of competencies.

### **When is this happening?**

The project is starting now with research. The survey and workshops will follow. The new core competencies will be finalized by March 2026.

In Spring 2026, the next phase will begin. This phase will focus on applying the new skill requirements across the sector and recognizing the knowledge and experience that workers already bring to their roles.



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