



	<b>ENTRY LEVEL CORRELATES TO LEVEL 1-2 IN THE NDS DISABILITY CAREER PLANNER AND CAPABILITY FRAMEWORK</b>		<b>EXPERIENCED LEVEL CORRELATES TO LEVEL 3-4 IN THE NDS DISABILITY CAREER PLANNER AND CAPABILITY FRAMEWORK</b>		<b>ADVANCED LEVEL CORRELATES TO LEVEL 5-6 IN THE NDS DISABILITY CAREER PLANNER AND CAPABILITY FRAMEWORK</b>	
<b>FUNCTION</b>	<b>Competency</b>	<b>Learning and Development</b>	<b>Competency</b>	<b>Learning and Development</b>	<b>Competency</b>	<b>Learning and Development</b>
<b>Person centred knowledge and application</b>	<p>Provides individualised support</p> <p>Supports independence and wellbeing</p> <p>Contributes to ongoing skills development using a strengths based approach</p> <p>Follows established person centred behaviour supports</p> <p>Facilitates the empowerment of people with disability</p> <p>Understands the concept of, individual planning and supports individual goals.</p>	<p>Implementing personal support plans</p> <p>Implementing individual plans</p> <p>Positive behaviour support</p> <p>Individual goal attainment</p> <p>Human Rights 101</p> <p>Disability Service Standards 101</p> <p>Privacy and Confidentiality Understanding</p> <p>-Serious Incidents</p> <p>-Abuse &amp; Exploitation</p> <p>Responding to complaints 101</p>	<p>Provides individualised support</p> <p>Follows established person centred behaviour supports</p> <p>Provides person centred service responses</p> <p>Facilitates the empowerment of people with disability</p> <p>Facilitates ongoing skills development using a person-centred approach</p> <p>Provides person-centred services to people with complex needs</p>	<p>Leading positive behaviour support</p> <p>Supporting decision making</p> <p>Individual goal attainment</p> <p>Enabling choices and decision making</p> <p>Plans, goals and strategies 101</p> <p>Active Support</p> <p>Identifying goals</p>	<p>Provides individualised support</p> <p>Develops and implements positive person-centred behaviour supports</p> <p>Understands the impact of sociological factors on clients</p> <p>Provides person-centred service responses</p> <p>Facilitates the empowerment of people with disability</p> <p>Provides person-centred services to people with complex needs</p>	<p>Advanced assessment techniques</p> <p>Positive behaviour strategy, planning and evaluation</p> <p>Understanding sociological impacts</p> <p>Best practice in person-centred support</p> <p>Problem solving</p>
<b>Personal Care, Skill Development and Support</b>	<p>Meets personal support needs</p> <p>Assist with health related needs</p> <p>Communicates using augmentative and Alternative communication (AAC) strategies</p> <p>Personal health, healthy body systems and wellbeing</p> <p>Provides home support services</p> <p>Recognise and reports anomalies, risk and concerns about the persons well being</p>	<p>Manual handling and transfers – techniques and equipment</p> <p>Personal supports</p> <p>Mealtime Management</p> <p>Infection control</p> <p>Assisting with medication</p> <p>Supporting health and wellbeing</p> <p>Household support</p> <p>Health and wellbeing</p> <p>Dental care</p> <p>Continence support and systems</p> <p>Skin integrity and pressure management</p> <p>Use of assistive equipment</p> <p>Reporting and documenting concerns</p>	<p>Supports independence and wellbeing</p> <p>Administers and monitors health related needs</p> <p>Personal health, healthy body systems and wellbeing</p> <p>Provides home support services</p>	<p>Complex Health Support</p> <p>Supporting mental health</p> <p>Understanding ABI</p> <p>Understanding addiction 101</p> <p>Human Development</p> <p>Job support and development</p>	<p>Supports independence and wellbeing</p> <p>Administers and monitors health related needs</p> <p>Communicates using augmentative and Alternative communication (AAC) strategies</p> <p>Personal health, healthy body systems and wellbeing</p> <p>Provides home support services</p>	

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FUNCTION	Competency	Learning and Development	Competency	Learning and Development	Competency	Learning and Development
<b>Participation and Inclusion</b>	Provides community inclusion support Supports community participation and social inclusion	Community inclusion	Facilitates community participation and social inclusion Provides community inclusion support Provides advocacy and representation services	Barriers to community inclusion	Identifies expanded opportunities for community inclusion	Citizenship
<b>Community Engagement and Education</b>	Supports the person to present positively in the community Aware of community services the person may use	Understanding community services	Educates community members through own action and interaction	Presentation skills Referrals and interagency relationships Social role valorisation	Understands community services available and referral pathways Interacts with staff from community services Represents own organisation in community	Basic research skills Presenting a professional image
<b>Reporting Documentation and Administration</b>		Identifying and reporting risks Observation and documentation		Report Writing		Advanced documentation
<b>Sector and Organisation Purpose and Values</b>		Understanding the NDIS Individual funding and support		Delivering supports in an NDIS NDIS Service Agreements NDIS Plans and Planning Processes Supporting organisational values and reputation Managing interagency relationships		Costing and pricing for service delivery

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STRATEGIC CORE reqs.	Competencies	Learning and Development	Competencies	Learning and Development	Competencies	Learning and Development
<b>Leadership and teamwork</b>	<ul style="list-style-type: none"> <li>Contributes to team effectiveness</li> <li>Values diversity</li> </ul>	<ul style="list-style-type: none"> <li>Working with co-workers</li> <li>Working with volunteers</li> <li>Working through conflict</li> </ul>	<ul style="list-style-type: none"> <li>Contributes to team effectiveness</li> <li>Develops workplace communication strategies</li> <li>Values diversity</li> <li>Being a Buddy</li> <li>Supporting colleagues</li> </ul>	<ul style="list-style-type: none"> <li>Buddying and co-worker support</li> <li>Diversity promotion</li> <li>Incident debriefing</li> <li>Workplace issue resolution</li> <li>Peer support</li> <li>Dealing with difficult people</li> <li>Establishing positive working relationships</li> </ul>	<ul style="list-style-type: none"> <li>Assists with providing on-the-job training</li> <li>Supports colleagues</li> <li>Develops and maintains networks and collaborative partnerships</li> </ul>	<ul style="list-style-type: none"> <li>Coaching and mentoring co-workers</li> <li>Facilitation skills</li> <li>Understanding recruitment and selection</li> <li>Coaching and mentoring</li> <li>Managing conflict and harassment</li> <li>Managing staff grievances</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>Communicates effectively</li> <li>Communicates using Augmentative and Alternative communication (AAC) strategies</li> </ul>	<ul style="list-style-type: none"> <li>Privacy and confidentiality</li> <li>Listening skills</li> <li>Assertive communication 101</li> <li>Alternative &amp; Augmentative communication strategies</li> <li>Assistive communication technology 101</li> <li>Supporting communication goals</li> <li>Using AAC equipment and techniques</li> <li>Verbal and nonverbal communication</li> <li>Giving, receiving &amp; using feedback</li> <li>Digital communication</li> <li>Outlook 101</li> </ul>	<ul style="list-style-type: none"> <li>Communicates using Augmentative and Alternative communication (AAC) strategies</li> <li>Develops workplace communication strategies</li> </ul>	<ul style="list-style-type: none"> <li>Advanced Communication</li> <li>Negotiation</li> <li>Influencing</li> <li>Developing and implementing communication plans and protocols</li> </ul>	<ul style="list-style-type: none"> <li>Develops workplace communication strategies</li> </ul>	<ul style="list-style-type: none"> <li>Having difficult conversations</li> </ul>

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STRATEGIC CORE reqs.	Competencies	Learning and Development	Competencies	Learning and Development	Competencies	Learning and Development
<b>Customer relationships</b>	<ul style="list-style-type: none"> <li>Handles customer complaints</li> <li>Supports relationships with carers and families</li> </ul>	<ul style="list-style-type: none"> <li>Customer service</li> <li>Problem solving</li> <li>Building relationships with families and carers</li> </ul>	<ul style="list-style-type: none"> <li>Handles customer complaints</li> <li>Supports relationships with carers and families</li> </ul>	<ul style="list-style-type: none"> <li>Using customer feedback</li> <li>Complex problem solving</li> <li>Managing and learning from complaints</li> </ul>	<ul style="list-style-type: none"> <li>Handles customer complaints</li> <li>Supports relationships with carers and families</li> </ul>	
<b>Personal accountability</b>	<ul style="list-style-type: none"> <li>Demonstrates personal accountability and responsibility</li> <li>Works legally and ethically</li> <li>Works safely</li> </ul>	<ul style="list-style-type: none"> <li>Understanding abuse</li> <li>Safeguarding support</li> <li>Disability Service Standards</li> <li>Human Rights</li> <li>Work Health and Safety</li> <li>Understanding Workplace Bullying</li> <li>First Aid and Emergencies</li> <li>Risks and Hazards</li> <li>Time management</li> <li>Stress management</li> </ul>	<ul style="list-style-type: none"> <li>Manages legal and ethical compliance</li> <li>Works safely</li> <li>Demonstrates personal accountability and responsibility</li> </ul>	<ul style="list-style-type: none"> <li>Time management</li> <li>Advanced ethics and human rights</li> <li>Supporting compliance with legislation</li> <li>Assessing and mitigating risk</li> <li>Dealing with change</li> <li>Continuous improvement</li> </ul>	<ul style="list-style-type: none"> <li>Manages legal and ethical compliance</li> </ul>	<ul style="list-style-type: none"> <li>Dealing with change</li> <li>Developing and implementing workplace health and safety plans</li> </ul>
<b>Innovation</b>				<ul style="list-style-type: none"> <li>Develops and implements new service programs</li> </ul>		
<b>Experience/Qualifications</b>						