# Alabama Occupational Ontology

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## About CSW

CSW catalyzes change in educational and labor market systems, policies and practices to increase economic mobility, particularly for people of color and others historically excluded from success. We focus on achieving scalable improvements in worker skills, lifelong learning, and job quality. CSW collaborates with change makers to develop strategies, identify evidence to inform strategies, build the capacity of organizations, manage initiatives, and evaluate lessons learned.



### **CSW's Vision**

To dramatically expand the use of competencies and credentials within learning and talent management systems in order to remove educational barriers and increase career opportunities for low-wage workers with a particular emphasis on people of color.

#### CSW & the Alabama Ontology: Purpose of the Work

Provide an organizing construct for users of the Alabama Skill-Based Job Description Generator to easily search for, locate, and select competencies needed to build competency/skill-based job descriptions.

2

Build on, develop and expand the Occupation Specific Technical Competencies identified in Tier 6 of the Alabama Competency Model.



Ensure all competency statements are written in a standardized format and reflect structural best practices for well-written competency statements.



Identify additional credentials specific to audited occupations.



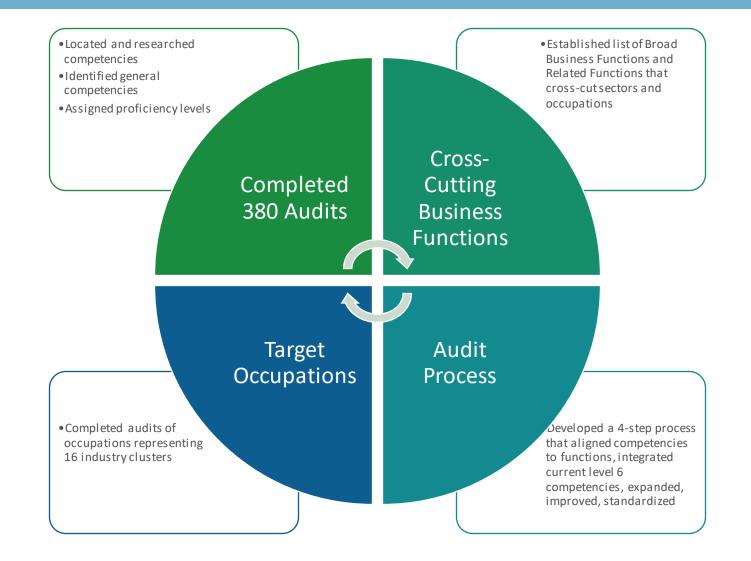
Identify general levels of proficiency based on the 8 levels found in CSW's Competency Calibrator (Foundational, Applied, Integrative and Creative)

#### Structure of Competency Audits





## Here's What We Did



#### A Competency Audit Example

			Function
Sector:	Function Selected	Competencies	Levels
Health Science		Actively collaborates with patients and families in decision-making and care planning Demonstrates empathy and respect towards the patient and family	Levels 1-4
Occupation/Job Title:		Establishes partnerships with patients and families	
Respiratory Therapist		Plans respiratory care Supports patients and families throughout the patient experience	
Competency Sources:		Shows respect and empathy and communicate in a manner that is respectful of individual diversity	
National Alliance of Respiratory Therapy Regulatory		Uses effective methods, including appropriate interview techniques, to obtain the patient's complete medica	
Bodies Competency Framework, AARC Taskforce on		history and assess their level of health literacy	
Competencies for Entry into Respiratory Care		Conveys information on investigations and treatments with the level of clarity appropriate to each patient's health literacy to allow for mutual understanding and informed consent	
Professional Practice		Uses a variety of communication tools and techniques to enhance and assess understanding on the part of	
Associated Credentials:		patients and their families	
Associate, Bachelor's, or Master's Degree	1		
National Board of Respiratory Care Certified		Uses appropriate communication techniques to provide accurate and timely transfer of information at all transition points	
Respiratory Therapist (CRT) and Registered			
Respiratory Therapist (RRT)		Reviews procedure and diagnosis code assignments as determined by physician for accuracy	
Related Titles:			
	Customer/Client/	Applies therapeutic and diagnostic procedures based on research data, methods and results	
None	Patient/Partner	Assesses patient general status (American Society of Anesthesiologists (ASA) status) and verifies urgency of procedure	
Audit Completed:	· ·		
Sep-21	Relationships and/or	Evaluates patient airway prior to induction	
	Services	Assists in positioning patient for surgery	
		Monitors patient during anesthesia	
		Prepares the patient for emergence	
		Assists the anesthesiologist during emergence	
		Evaluates patient's airway prior to sedation	
		Assists during sedation or perform analgesic sedation Determines goals and strategies for lung volume recruitment maneuvers	
		Performs lung volume recruitment on patients using the chosen technique	
		Manages transport of a patient	
		Manages vascular access through invasive procedures	
		Manages arterial lines Performs an arterial venous or capillary nuncture	
		Performs an arterial, venous or capillary puncture Assists with vascular access through central lines/pulmonary artery catheter	
		Collect samples using indwelling catheter	
		Explains the procedure to the patient	
		Manages arterial lines	

Performs an arterial, venous or capillary puncture

# Tier 4 Alignment - Goals

Establish clear competency statements describing what someone needs to know and understand to be ready to work

2

Establish standard language describing core concepts, systems and processes, and regulatory frameworks that cross-cut sectors

3

Ensure consistency in competency language using verbs and linguistic constructs that reflect entrylevel proficiency

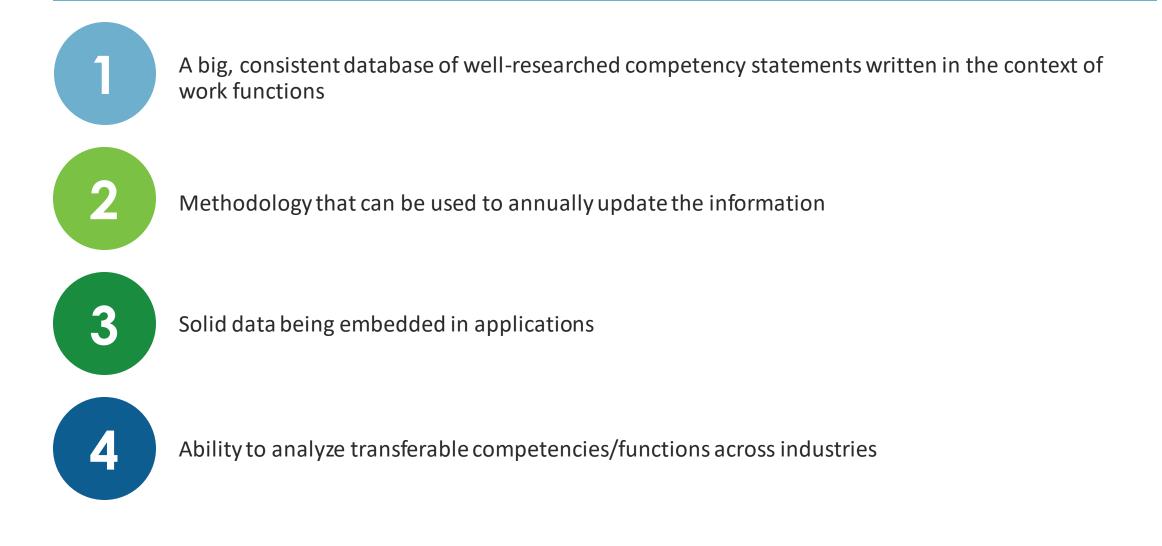


Capture sector specific competencies not included in those that cross-cut sectors

#### **Tier 4 Alignment Example**

Sector:	Function	Competencies	Shared or Cluster Specific
Health Science	Design, Product Development, Readingand Interpretation vices, Therapeutic Services, Support	Understands the purpose of design to develop a product, service, or brand	Shared
Pathways:		Describes the five stages of design thinking ( <b>empathize</b> – research user needs, define – state user needs and problems, <b>ideation</b> – challenge assumptions and create i deas, <b>prototype</b> – create solutions, and <b>test</b> – try out solutions) and differentiates where in the design process each stage is used	Shared
Di agnostic Services, Therapeutic Services, Support Services, and Informatic Services		Understands the necessity to Incorporate the needs, assets, and perspectives of diverse communities into the design of inclusive services, individual care, and products	HS
Audit Completed: Customer/Client/Patient/Partner Relationships and or Services	Understands and explains how to build and maintain patient, partner, co-worker relationships	Shared	
		Understands the need for patient care plans, how those plans a re developed, implemented, and tracked.	HS
		Uses basic medical and technical terminology appropriately	HS
		Understands how to assess and meet patient needs	HS
		Describes how to act in the best interest of the patient	HS
		Explains the importance and process to establish patient expectations, timelines, and budge tary considerations	HS
		Describes how to explain and educate clients/patients a bout products and services	HS
		Identifies how to resolve client/patient, partner, co-worker issues and how to provide on-going support	HS
		Differentiates between internal and external customers and identifies how each is served and engaged	Shared
		Details how to foster honesty, a ccuracy, and cooperation with clients/patients	Shared
		Recognizes and reproduces principles of high-quality customer service and patient care	Shared
		Recognizes how to be effective in one-on-one settings, small and large group settings, and formal and informal environments	Shared

# **Final Deliverables**



# Thank You!

