CMC Logo Image

Summary of Changes

Long-term Care, Supports, and Services

Competency Model

The Long-term Care, Supports, and Services Competency Model was updated twice in 2018 and February 2025.

**February 2025 Update:**

Updates have been made on Tiers 1 and 2, to align with the new Building Blocks Model, including the addition of new digital literacy competencies.

**2018 Update: Health and Safety Related Competencies**

## Tier 1 – Personal Effectiveness Competencies

* No changes were made to the Tier 1 Competencies.

## Tier 2 – Academic Competencies

* No changes were made to the Tier 2 Competencies.

## Tier 3- Workplace Competencies

* Added 3.9 Workplace Health and Safety block to Tier 3.
* Added key behavior tittles *3.9.1 Maintaining a healthy and safe environment* and *3.9.2 safeguarding one’s person*.

## 3.9 Health and Safety

* Added key behavior title *3.9.1 Maintain a healthy and safe environment*
  + Added key behavior descriptions:
    - 3.9.1.1 Take actions to ensure the safety of self and others, in accordance with established personal and jobsite safety practices
    - 3.9.1.2 Anticipate and prevent work-related injuries and illnesses
    - 3.9.1.3 Comply with federal, state, and local regulations, and company health and safety policies
    - 3.9.1.4 Recognize common hazards and unsafe conditions that occur at work, their risks, and appropriate controls to address them
    - 3.9.1.5 Follow organizational procedures and protocols for workplace emergencies, including safe evacuation and emergency response
    - 3.9.1.6 Maintain a sanitary and clutter-free work environment
    - 3.9.1.7 Administer first aid or CPR, if trained, and summon assistance as needed
    - 3.9.1.8 Properly handle and dispose of hazardous materials
* Added key behavior title *3.9.2 Safeguarding one’s person*
  + Added key behavior descriptions:
    - 3.9.2.1 Engage in safety training
    - 3.9.2.2 Use equipment and tools safely
    - 3.9.2.3 Use appropriate personal protective equipment
    - 3.9.2.4 Recognize how workplace risks can affect one’s life and one’s family
    - 3.9.2.5 Understand the legal rights of workers regarding workplace safety and protection from hazards
    - 3.9.2.6 Report injuries, incidents, and workplace hazards to a supervisor as soon as safely possible
    - 3.9.2.7 Contribute to discussions of safety concerns in the workplace, making suggestions as appropriate