

DAIL Core Competencies

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DEPT. OF DISABILITIES, AGING & INDEPENDENT LIVING



So, what is a competency?

Competency:

A combination of a skill and a behavior, that is both observable and measurable, that contributes to workplace success.

Major Milestones That Brought Us Here

- **Fall/Winter 2021 - Conversation around areas of improvement that were identified to improve current and future challenges regarding the DAIL Workforce.**
- **Feb. 2022 - HS Obtained certification in a tool that uses competencies to address many of the areas (both current and future), that we at DAIL are working to improve.**
- **Spring 2022 - Internal group met to conceptualize and propose a set of core competencies to the DAIL Management Team.**
- **Summer 2022 - HS met with each Division's leadership team to conduct a facilitated exercise around selection of the core competencies.**

Milestones Cont.

Late Summer 2022 - DAIL Management participated in final facilitated exercise, deciding upon 3 core competencies for all staff.

Fall/Winter 2022 - Internal DAIL Group continued meeting to plan roll out and implementation.

Dec. 2022 - Announcement of DAIL Competencies

Jan. 2023 Staff presentation and launch of the pilot!

Leadership Discussion Themes

What does Vermont look like when the DAIL mission is being fulfilled?

- Reducing barriers to independence
- Vermonters are healthy
- Inclusive communities
- Vermonters are safe and secure
- Lead meaningful lives
- Workforce needs are met

Leadership Discussion Themes Cont.

Challenges that DAIL employees face, both short and long-term

- Workload
- Work/Life Balance
- System challenges

Leadership Discussion Themes Cont - 2

Future State that the DAIL Workforce Needs to Get To:

- Increased diversity
- Professional Development Opportunities
- Organizational Development
- Improved Technology

Leadership Discussion Themes Cont. - 3

How we can create a community at work that allows each person to contribute their best, inspire us to continue learning, and produce valued results

- Offer Professional Development (PD) opportunities for staff to 'develop in place'.
- Create a culture of value and empowerment.
- Address workloads
- Innovate!
- Clear and long-term vision for the department.
- Relationship building

The 3 competencies that would apply to any DAIL Staff to help us combat these challenges, get DAIL where it needs to go, and create the community we desire.



HUMAN-CENTERED
DESIGN



CULTIVATING INNOVATION



COLLABORATION