

VITALity for the future

competence framework

The **VITALity Competence Framework** was developed following **research in 5 countries** into current literature on positive health & well-being, as well as extensive fieldwork with teachers, employees & employers. This Framework presents the **most desirable learning outcomes** for a student, apprentice, or autonomous professional in the role of an employee either within or outwith the field of vitality. It is an important reference document for the project in developing new learning & teaching materials for use within initial & continuous vocational training.

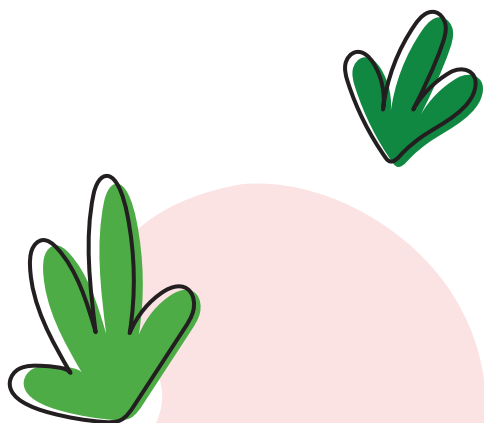
The **VITALity Competence Framework** is designed to present a clear overview of five key competences that a vocational student could develop by completing a **VITALity Training Programme**. The framework presents these competences in a four-stage development process. The first stage reflects the project principle that all students in all courses should participate in a vitality learning programme.

The **competences** most highly valued are placed in a matrix structure & described in terms of learning outcomes. This helps a learning provider to design a training programme based on the Framework as well as developing an **Individual Profile** for each learner.

More information about competence frameworks can be found at: www.vocationalqualification.net








VITALity
for the future



STEPS OF COMPETENCE DEVELOPMENT










 COMPETENCE AREA	 PERSONAL LEVEL	 LEVEL 2	 LEVEL 3	 LEVEL 4 Autonomous Professional
<p>Communication</p> <p>The ability to recognise objective verbal & written feedback & new forms of information, relating to an activity they are involved with.</p>	<p>Able to:</p> <ul style="list-style-type: none"> Recognise the diverse ways of communication (verbal and non-verbal language, writing skills, social media) Demonstrate good active listening skills Hear and accept appreciation, as well as suggestions Possess good knowledge of basic medical care and vitality and how these are interconnected 	<p>Able to:</p> <ul style="list-style-type: none"> Give immediate feedback Demonstrate understanding of the activity he/she is involved with and make others understand his/her work know the different ways of asking questions (open and closed questions), their characteristics and effects. know the importance of understanding the other persons way of communicating 	<p>Able to:</p> <ul style="list-style-type: none"> Provide effective verbal suggestions and anticipate positive results and consequences Match verbal communication with examples; use soothing gestures; use eye contact, calm voice and plain language; relaxed facial expression; express encouragement and empathic attitude Be client/patient focused and deliver valuable experience to them Demonstrate the ability to monitor peoples' health remotely and conduct video consultations 	<p>Able independently to:</p> <p>Accept, analyse & apply complex forms of aural information, both from internal & external parties, to inform changes to circumstances affecting a collaborative task in relation to the wider social, political & cultural context of their own occupational area to:</p> <ul style="list-style-type: none"> adapt their speech to different clients demonstrate the ability to work in a team participate actively in group debates, cooperate in social activities, resolve conflicts / problems effectively develop innovative solutions independently.
<p>Understanding Mental Health</p> <p>The ability to understand that mental health directly influences how people think, feel and act and affects physical health; and to possess the emotional and resilience skills to promote the wellbeing of communities</p>	<p>Able to:</p> <p>Recognise the importance of mental health</p> <ul style="list-style-type: none"> Understand clearly the importance of personal wellbeing Demonstrate the ability to manage thoughts and cope with stressors Act confidently and engage with others to nurture good social relationships 	<p>Able to:</p> <ul style="list-style-type: none"> Understand how mental health influences the patients/clients feelings, moods, or physical health Demonstrate flexibility in working with clients/patients Recognise and own mistakes and be able to make changes when matters go wrong with the client/patient relationships 	<p>Able to:</p> <p>Recognise burn out when it happens and know to respond adequately</p> <ul style="list-style-type: none"> Demonstrate a sense of selfefficacy handling tasks easily, & overcoming challenges and uncertainties Maintain continuous, open and consistent communication with patients, but also with other professionals Consider & analyse the socioeconomic, biological and environmental factors of patients/clients 	<p>Able independently to:</p> <p>Respond appropriately, with others, to the mental health needs of individuals & community groups</p> <ul style="list-style-type: none"> Employ the best possible resources available & innovative solutions Cooperate & work with other professionals to identify emerging mental health issues. Engage with community groups & their leadership to effectively promote mental health



STEPS OF COMPETENCE DEVELOPMENT



 COMPETENCE AREA	 PERSONAL LEVEL	 LEVEL 2	 LEVEL 3	 LEVEL 4 Autonomous Professional
<p>Willingness and empathy to work with different clients/patients</p> <p>The ability to work with people of different ages/cultures/genders/religions/disabilities without discrimination, whilst having the awareness of one's own and other people's personal boundaries.</p>	<p>Able to:</p> <ul style="list-style-type: none"> • Adopt a non-judgmental attitude & can connect easily to others • Recognise the value of other points of view and ways of doing things • Easily & comfortably say NO to others • Demonstrate empathy and sociality and a positive attitude on life • Be open minded and patient in relation to others 	<p>Able to:</p> <ul style="list-style-type: none"> • Respond positively to new actions and engagements • Understands others' emotions and take them into consideration • Know how best to express empathy to enhance the patient/clients experience • Be aware of their own and others' boundaries as well knowing how to set rules from the start 	<p>Able to:</p> <ul style="list-style-type: none"> • Create a relaxed, collaborative, engaging and stimulating atmosphere • Easily manage relationships and know how to build a trustful relationship with clients/patients • Values diversity and promotes inclusiveness of all patients/clients regardless of their race/age/culture/sexuality/gender/ disability • Provide treatment equally to all patients/clients 	<p>Able independently to:</p> <ul style="list-style-type: none"> • Employ consistently high level inter-cultural skills • Combine a strategic and principled approach to situations in the role of a mediator to seek to bring about the most favourable outcomes • Maintain knowledge of their own culture and that of others, including different work environments & parameters
<p>Competence in analysing health needs</p> <p>The ability to demonstrate knowledge and understanding of how best to collect and analyse data to define and respond appropriately to health needs to improve health & reduce inequalities</p> 	<p>Able to:</p> <ul style="list-style-type: none"> • Distinguish between critical and irrelevant pieces of information • Be aware of the importance of keeping track of his/her own medical history • Draw on their experience in planning, prioritizing health issues and implementing the planned activities 	<p>Able to:</p> <ul style="list-style-type: none"> • Demonstrate knowledge in finding information of welfare and health regarding to different clients situation • Demonstrate knowledge in finding information and how to have access to patients/client medical history • Employ up to date digital skills • Respond appropriately to patient's/clients needs and concerns • Exercise appropriately their experience of needs analysis and can adapt to the patient/client problems • Understand and obey the duty of secrecy on patients/clients welfare and healthcare information 	<p>Able to:</p> <ul style="list-style-type: none"> • Involves clients/patients in the evaluation process and encourage them to self-evaluate • Tailor the intervention, and treatment to clients/patients needs • Take decisions and assume responsibility for those decisions • Manage & administer systems to keep track of pertinent information regarding patients' medical history • Manage & administer systems to keep track of pertinent information of welfare and health regarding to different clients situation • Understand and obey the duty of secrecy on patients/clients welfare and healthcare information 	<p>Able independently to:</p> <ul style="list-style-type: none"> • Undertake a health needs assessment, identifying the risks & resources required • Gathering data & perceptions of needs; identifying & assessing health conditions & determinant factors • Assess a health priority for action & determine effective and acceptable interventions and actions • Action plan, monitor & evaluate strategy & risk-management strategy • Measure the impact of an intervention. • Understand and obey the duty of secrecy on patients/clients welfare and healthcare information

STEPS OF COMPETENCE DEVELOPMENT



COMPETENCE AREA

Capacity building and intervention

The ability to maintain a good knowledge of health security and infrastructure, the vitality sector and public health policies; and participate in up to date development skills that promote positive health.



PERSONAL LEVEL

Able to:

- Understand basic health information
- Act in a self-determined, goal oriented, creative and motivated manner
- Be aware of their strengths and weaknesses and willing to participate in training development
- Maintain a good and mutual connection with working life



LEVEL 2

Able to:

- Demonstrate Increased interest in achieving personal development goals
- Employ their work experience and show an understanding of how the health system functions
- Keep up to date with the latest requirements in the vitality sector and health security
- Demonstrate knowledge of the most effective procedures to put in place in relation to vitality and health system improvements



LEVEL 3

Able to:

- Demonstrate leadership abilities, negotiation techniques, and manages conflicts effectively
- Demonstrates and maintains authentic relationships with patients/clients and other professionals
- Focus on long-term results, and life long learning /sustainable development skills
- Know how to adapt to a rapidly changing and evolving environment - understanding the importance of transformation and adaptation



LEVEL 4 Autonomous Professional

Able independently to:

- Predict the need for new skills & products in the vitality sector whilst independently adjusting & implementing their own learning plans in relation to these changes
- Develop & manage a strategic plan for their organisation
- Take responsibility for the health, development & security of any staff under their management
- Demonstrate a working knowledge of financial control & data management
- Engage & co-create with stakeholders solutions for the vitality sector

