The research is a product of a partnership between the Ontario Interdisciplinary Council for Aging and Health (OICAH; affiliated with the Council of Ontario Universities) and the Association for Gerontology in Higher Education (AGHE). It focuses on translating the gerontology competencies for the use in practice and at the workplace specifically, including profiling job descriptions in alignment with the AGHE Competencies. This is of help in further professionalization of practice gerontology.

**Introduction**

AGHE Competencies

**CATEGORY I: Foundational Competencies**

To All Fields Of Gerontology — Recommended

**CATEGORY II: Interactional Competencies**

Across Fields of Gerontology — Recommended

**CATEGORY III: Contextual Competencies**

Across Fields of Gerontology — Selective

Adopted November 20, 2014
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**Essential Elements of Competency-Based Education and Evaluation (CBE)**

- Adopting
  - National consensus-based identification of competencies
  - Prioritization of core skill set
  - Address fundamental and applied KSA's and core processes

- Applying to Curricula and Pedagogy
  - Define learning objectives based on outcomes
  - Structure student contracts identifying competencies
  - Develop modules and teaching resources
  - Train faculty

- Assessing
  - Classroom assignments
  - Self-rating of skill and instructor assessment

**The Need for Gerontology Competence in the Workforce**

- Well documented lack of preparation in geriatrics in all disciplines and fields (HRSA, 1995)
- Call for enhanced competency in all types & all levels of health and social services providers (IoM, 2008)
- Demand aging service professionals (CalSWEC, 2009; N4A and Miami University, 2010; N4A and CSWE, 2013)
  - surveys from the field provide evidence for:
  - requirements of a gerontology skills set;
  - demand for trained workers based on retirement and increased number of positions

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**Conclusion**

Every nation in the world is aging, and gerontology holds a strong position as a field of study relevant to having well-educated citizens prepared to deal with the aging society. The need for a skilled workforce to care for the aging society is growing and gerontology is a multidisciplinary field capable of doing so. The deficit in gerontology/geriatric training of other professionals has been acknowledged for some time, so improving the quality of comprehensive care available to the elderly should start with acknowledging the skills and qualifications gerontology graduates have and create a clear career pathway for careers in gerontology. These individuals are critical in order provide quality care and services to our increasing older population, their families and caregivers.