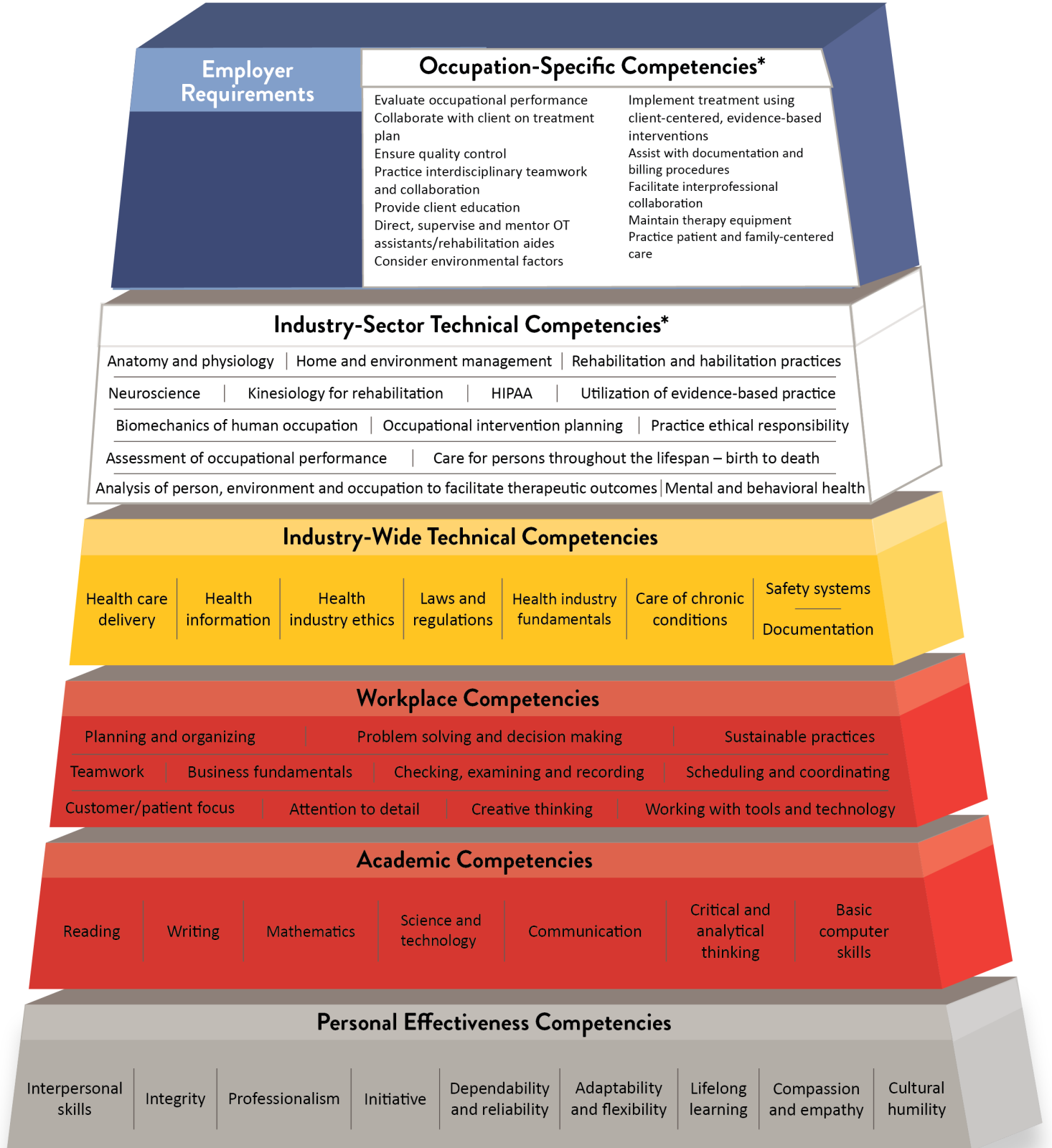


Minnesota Dual-Training Pipeline Competency Model for Health Care Services Occupation: Occupational Therapist



Based on: Fundamentals of Health Care Competency Model, Employment and Training Administration, United States Department of Labor, February 2025. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/health-care-services.



Competency Model for Occupational Therapist

Occupational Therapist – An individual who works in a health care setting and assesses, plans, and organizes rehabilitative programs that help build or restore vocational, homemaking, and daily living skills, as well as general independence, to persons with disabilities or developmental delays. This individual uses therapeutic techniques, adapts the individual’s environment, teaches skills, and modifies specific tasks that can present barriers for the client. An individual in this role must follow the rules and requirements for becoming an occupational therapist as outlined in law and overseen by the Minnesota Board of Occupational Therapy Practice.

*Pipeline recommends the Industry-Sector Technical Competencies as formal training opportunities (provided through related instruction) and the Occupation-Specific Competencies as on-the-job (OJT) training opportunities.

Industry-Sector Technical Competencies

Related Instruction for dual training means the organized and systematic form of education resulting in the enhancement of skills and competencies related to the dual trainee’s current or intended occupation.

- **Anatomy and physiology** – Know the foundation in normal physiology, pathophysiology, histology, integumentary, skeletal, muscular, nervous, and sensory systems.
- **Home and environment management** – Understand how to create interventions that will assist life skills related to day-to-day activities at home and in the community. Also know how to create interventions to improve overall social participation.
- **Rehabilitation and habilitation practices** – Understand a set of interventions designed to optimize functioning and reduce disabilities in individuals with health conditions in interaction with their environment as well as clients looking to gain certain new skills, abilities, and knowledge.
- **Neuroscience** – Understand the basic structure and function of the central and peripheral nervous system with a particular emphasis on the lesions of the system on human function and disability.

- **Kinesiology for rehabilitation** – Understand the study of the body’s movement as it relates to treating a patient’s mobility and helping them to improve their lives through exercise.
- **HIPAA** – Understand the Health Insurance Portability and Accountability Act which is the law that provides data privacy and security provisions for safeguarding patient medical information.
- **Utilization of evidence-based practice** – Understand the importance of medical practices and techniques that have been validated through medical study and scientific research and that have been proven effective in the overall treatment of clients/patients seeking occupational therapy.
- **Biomechanics of human occupation** – Understand the interrelationship between the human muscular and skeletal systems producing movement and engagement in daily activities. In-depth understanding of how the influence of muscle attachment, length, and the relationship to joint axes can change movements, thus impacting occupational performance.
- **Occupational intervention planning** – Understand how to use assessment information to identify, select, and plan for implementing functional interventions while also identifying monitoring procedures and ethical considerations related to the overall plan.
- **Practice ethical responsibility** – Know that medical ethics allow for people, regardless of race, gender, or religion to be guaranteed quality and principles care.
- **Assessment of occupational performance** – Understand how to identify functions of behavior; observe, collect, and analyze patient/client data; and identify and conduct approaches for physical and behavioral functional assessment.
- **Care for persons throughout the lifespan – birth to death** – Understand how to help individuals across the lifespan engage in activities they want and need to do through therapeutic practice of daily activities also known as occupations.
- **Analysis of person, environment, and occupation to facilitate therapeutic outcomes** – Understand the therapy model that emphasizes occupational performance shaped by the interaction between person, environment, and occupation.
- **Mental and behavioral health** – Understand that mental health pertains to a person’s psychological state and behavioral health entails a person’s physical condition as well as their state of mind and that these may impact the work of occupational therapy.

Occupation-Specific Competencies

On-the-Job Training is hands-on instruction completed at work to learn the core competencies necessary to succeed in an occupation. Common types of OJT include job shadowing, mentorship, cohort-based training, assignment-based project evaluation and discussion-based training.

- **Evaluate occupational performance** – Able to perform and document comprehensive occupational therapy evaluations of client behavior and occupational actions.
- **Collaborate with client on treatment plan** – Understands how to develop and document client care plans to promote optimal function and progress. Properly applies and operates rehabilitative equipment.
- **Ensure quality control** – Understands how to monitor the quality of occupational therapy activities and services.
- **Practice interdisciplinary teamwork and collaboration** – Ability to coordinate with the health care team to develop an integrated plan of care.
- **Provide client education** – Understand how to educate clients, families, and care givers on therapeutic techniques, care, and treatments. Functions as a clinical instructor for occupational therapy students.
- **Direct, supervise and mentor OT Assistants/Rehabilitation Aides** – Responsible for directing and supervising activities performed by the OT assistants and rehabilitation aides consistent with their training and skill (client transfers, client transport, preparation of client and equipment for treatment, treatment procedures, and departmental maintenance).
- **Consider environmental factors** – Understand how doing occupational activities can be affected by the differences in the environment/setting of the activity and be able to create plans and accommodations to address doing the activity in potentially different settings, i.e. at home, school, in the community, etc.
- **Implement treatment using client-centered, evidence-based interventions** – Understand the partnership between a client and therapist that allows empowerment of the client to engage in functional performance thus promoting better outcomes.
- **Assist with documentation and billing procedures** – Understand that documentation and billing procedures should reflect professional clinical reasoning and expertise of an occupational therapy practitioner, and the nature of occupational therapy services delivered in a safe and effective manner.

- **Facilitate interprofessional collaboration** – Understand how to collaborate with occupational therapists and other health professionals to improve access to comprehensive healthcare services and further advance the care of the client/ patient.
- **Maintain therapy equipment** – Understand the maintenance procedures for occupational therapy adaptive equipment and durable medical equipment.
- **Practice patient and family-centered care** – Demonstrates an approach to assist in the delivery and evaluation of health care that is grounded in mutually beneficial partnerships among health care professionals, patients, and families.

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