



Kinesiologist Core Competency Profile

Entry-to-Practice Competencies for Kinesiologists

The **Kinesiologist Core Competency Profile: Entry-to-Practice Competencies for Kinesiologists** is a collection of validated statements – “competencies” – describing the performance required to show competence in the role of Kinesiologist at the entry-to-practice level. The profile will be used to develop guidance on preparing for the competency-based exam and, ultimately, meeting the expectations of competent practice when registered.

This version of entry-to-practice competencies in Kinesiology is an updated version of the Kinesiologist Core Competency Profile (2012). These updates are based on information gathered through one-on-one interviews with subject matter experts in the field of Kinesiology (including practitioners and Ontario university educators) as well as background research on competencies published by other certifying authorities.

Six faculty representatives/educators from the University Liaison Committee provided their feedback on this updated version. The draft was then updated again based on their suggested revisions. The Steering Committee, consisting of ten experts, then provided feedback through written correspondence and by taking part in a two-day meeting.

As the next step in the process, the competency profile approved by the Steering Committee will be validated through a survey to all College of Kinesiologists of Ontario registrants.

The profile describes competencies across six domains:

1. Foundational Knowledge
2. Professional Practice: Assessment
3. Professional Practice: Intervention
4. Professionalism and Ethical Conduct
5. Communication and Collaboration
6. Ongoing Professional Development

These competencies are relevant to the practice of Kinesiology with diverse populations.

Domain 1: Foundational Knowledge

- 1.1 Demonstrate an understanding of the role of the College of Kinesiologists of Ontario (CKO) and the scope of the profession of Kinesiology.
- 1.2 Apply knowledge of anatomy, neuroscience, physiology, biomechanics, and motor learning to human movement and performance.
- 1.3 Apply knowledge of human movement and performance related to health promotion, and to the prevention, treatment, rehabilitation, and management of acute and chronic conditions.
- 1.4 Apply knowledge of exercise physiology and human movement to the enhancement of human performance.
- 1.5 Apply knowledge of exercise physiology in the prevention, treatment, rehabilitation, and management of acute and chronic conditions.
- 1.6 Demonstrate an understanding of the biopsychosocial determinants of health and wellness related to human movement and performance.
- 1.7 Demonstrate an understanding of how growth, development, and aging impact human movement and performance.
- 1.8 Demonstrate an understanding of the epidemiology, etiology, and pathophysiology of health conditions (including but not limited to musculoskeletal, neurological, cardiopulmonary, neoplastic, and metabolic disorders) as they impact functional capacity.
- 1.9 Demonstrate an understanding of ergonomics related to human movement and performance.
- 1.10 Demonstrate an understanding of the principles of nutrition related to human movement and performance.
- 1.11 Demonstrate an understanding of the physiological interactions of medications with human movement and performance.
- 1.12 Demonstrate an understanding of the general principles of research ethics, design, methodology, and statistics.

Domain 2: Professional Practice: Assessment

- 2.1 Ensure informed consent before and throughout treatment.
- 2.2 Obtain a comprehensive health history, including current health status and relevant biopsychosocial factors.
- 2.3 Select appropriate assessments based on client goals and comprehensive health history, including current health status and relevant biopsychosocial factors.
- 2.4 Administer physical assessments including (but not limited to) vital signs, anthropometrics, range of motion, strength, agility, balance, and cardiopulmonary fitness.
- 2.5 Demonstrate an understanding of the proper use of ergonomic assessments and tools, including physical demands analysis.
- 2.6 Demonstrate an understanding of measurement concepts (reliability, validity, practicality, utility, and normative reference) when selecting assessments and interpreting data.
- 2.7 Identify and respond appropriately to assessment and intervention precautions, contraindications, and adverse events.
- 2.8 Evaluate assessment findings to form a clinical impression and make appropriate referrals when necessary.

Domain 3: Professional Practice: Intervention

- 3.1 Develop and implement intervention strategies to maintain, rehabilitate, or enhance health, movement, and performance based on assessment findings.
- 3.2 Apply principles of program planning, design, adaptation, and intervention in physical activity, health, and rehabilitation programs.
- 3.3 Apply knowledge of behaviour modification strategies in communication, counselling, interviewing, and lifestyle management.
- 3.4 Design and facilitate client education programs for health promotion, injury prevention, chronic condition management, and prevention related to human movement and performance.
- 3.5 Demonstrate an understanding of therapeutic modalities and treatment applications used to support rehabilitation, including (but not limited to) ice, heat, taping, transcutaneous electrical nerve stimulation, and ultrasound.
- 3.6 Apply principles of exercise prescription in designing customized physical activity programs, including (but not limited to) cardiorespiratory fitness, muscular strength and endurance, balance and proprioception, and flexibility.
- 3.7 Evaluate and refine physical activity programming by continuously monitoring and assessing client progress and needs.
- 3.8 Evaluate the need for task modifications based on occupational or physical demands.
- 3.9 Demonstrate an understanding of care planning, including continuation of care, transition to care, or discharge, as appropriate.

Domain 4: Professionalism and Ethical Conduct

- 4.1 Follow the College of Kinesiologists of Ontario's (CKO's) Regulations, Standards, Guidelines, and Code of Ethics.
- 4.2 Practise within the scope of Kinesiology.
- 4.3 Follow provincial and federal legislation, codes, and regulations relevant to Kinesiology practice, including (but not limited to) the *Ontario Human Rights Code*, the *Personal Health Information Protection Act (PHIPA)*, the *Personal Information Protection and Electronic Documents Act (PIPEDA)*, and the *Health Care Consent Act (HCCA)*.
- 4.4 Practise within the limits of one's own knowledge, competence, and professional skill set.
- 4.5 Facilitate client access to services and resources by reducing barriers to care.
- 4.6 Identify the need for and make referrals to the appropriate healthcare provider(s), other service provider(s), and/or program(s), as necessary.
- 4.7 Use a systematic approach to documentation and record keeping consistent with the practice standards of the profession.
- 4.8 Apply health and safety standards and procedures as outlined in the *Occupational Health and Safety Act (OHS Act)* of Ontario.
- 4.9 Demonstrate accountability and objectivity in professional practice.
- 4.10 Respect the client's right to make informed decisions.
- 4.11 Respect and foster equity, diversity, and inclusivity in all professional interactions.

Domain 5: Communication and Collaboration

- 5.1 Communicate effectively with clients and with their circle of care in a professional manner that promotes trust, privacy, respect, comfort, and informed consent.
- 5.2 Communicate and collaborate effectively as a member of an interprofessional team.
- 5.3 Communicate effectively with stakeholders, including (but not limited to) third-party payers, legal representatives, governmental entities, and community resources.
- 5.4 Advocate for the health and well-being of clients.
- 5.5 Communicate the role of the practitioner and the profession of Kinesiology.

Domain 6: Ongoing Professional Development

- 6.1 Demonstrate a commitment to self-evaluation and continuous professional development.
- 6.2 Incorporate opportunities for learning and development through collaboration with experienced practitioners and interprofessional interaction.
- 6.3 Remain updated on technological advancements related to the practice of Kinesiology.
- 6.4 Integrate evidence-based approaches in professional practice, including best-practice guidelines and peer-reviewed research.