Integrating IENs into the BC Workforce as Health Care Assistants [Part I]

12th Annual Partners in Education & Integration of IENs Conference

Thursday, April 26, 2018

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BC Care Aide & Community Health Worker Registry
Presentation Outline

BC Care Aide Registry Information
   About the Registry
   What is a Health Care Assistant (HCA)
   Career Outlook
   Categories & Requirements for Registration

Nursing Community Assessment Service (NCAS)
   Trends and Updates

Upgrading Options
   Modules, Courses and Programs
Formation of the Registry

- 2008 - Elder abuse incidents in care homes received media attention and public concern

- Minister Abbott, former Minister of Health, made a commitment to track and respond to alleged abuse cases involving unregulated health care workers

- The Registry was established in January of 2010
Role & Mandate:

1. To protect vulnerable patients, residents and clients.

2. To establish and improve standards of care in the care aide and community health worker occupations, also called Health Care Assistants.

3. To promote professional development for care aides and community health workers (HCAs).
About the Registry

- Over 65,000 HCAs registered since 2010
- 34,500 HCAs ‘Active - in Good Standing’
- At this time, no fee to apply or verify
- Automated process that prompts verification on a yearly basis.
What is a Health Care Assistant
Care Aide

- Team environment
- Work in a care home or acute site
- Fast paced
- Work under direct supervision
- Starting wage: $23.93 per hour

Key Attributes:
- Caring
- Team player
- Respectful
- Dependable
- Strong work ethics
Community Health Worker

- Works independently
- Travels to client’s home to provide service
- Works one on one with clients
- Wage range: $20.46 - $22.38

Key Attributes:
- Compassionate
- Empathetic
- Hard Working
- Strong Problem Solving Skills
- Reliable
“In Canada, the aging population and need for continuing care is expected to drive demand for health care assistants, and it has been suggested that the need for community care workers could double in the next decade”

- Conference Board of Canada
Demand for HCAs - BC

- Seniors Care - BC government commitment to improve and strengthen services: $548 million over next 3 years
  - Increase direct care hours to 3.36 hours per resident per day -- *additional 900 FTE HCAs*
  - Greater numbers of HCAs also needed to support a system shift from residential care to community settings
  - Demand especially high in rural BC communities
Application Categories

- Graduate of an HCA Program in BC
- Graduate of an HCA program in Canada
- Canadian-licensed LPN, RN, or RPN
- Nursing Student in Canada
- Internationally Educated Health Care Professional
Internationally Educated Health Care Professionals

**Key Application Requirements**

1. Evidence of Nursing / Health Care Education
2. Evidence of English Language Skills
3. International Credential Evaluation Service (ICES) Comprehensive Evaluation Report (or equivalent, including NNAS)

Referral to NCAS

www.cachwr.bc.ca/Registrants.aspx
## English Requirements

<table>
<thead>
<tr>
<th></th>
<th>TOEFL</th>
<th>IELTS</th>
<th>CELPIP</th>
<th>CELBAN</th>
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<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Listening</td>
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<td>6</td>
<td>7</td>
<td>7</td>
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<td>Reading</td>
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<td>5.5</td>
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<td>6</td>
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<tr>
<td>Writing</td>
<td>18</td>
<td>5.5</td>
<td>6</td>
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<tr>
<td>Overall</td>
<td>76</td>
<td>6</td>
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*Testing from within the last 2 years

*The Registry accepts CELBAN scores in cases where an applicant already holds them (from within the last 2 years)
English Requirements

<table>
<thead>
<tr>
<th></th>
<th>NNAS IELTS</th>
<th>Registry IELTS*</th>
<th>NNAS CELBAN</th>
<th>Registry CELBAN*</th>
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<td>Listening</td>
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<td>Reading</td>
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<td>Writing</td>
<td>7</td>
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<tr>
<td>Overall</td>
<td>7</td>
<td>6</td>
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</tbody>
</table>

*Academic or General (from within the last 2 years)

*The Registry accepts existing CELBAN scores in cases where an applicant already holds them (from within the last 2 years)
Nursing Community Assessment Service (NCAS)
Nursing Community Assessment Service (NCAS)

- Referral from a regulatory college or registry*
- CBA Assessment
- SLA & Oral Assessment
- Assessment Report, Outcome & Feedback
## Results (Jan 2017 – Present)

<table>
<thead>
<tr>
<th>POST NCAS</th>
<th>CANDIDATE OUTCOMES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct Registration</td>
<td>2%</td>
</tr>
<tr>
<td>Targeted Module Completion</td>
<td>27%</td>
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<tr>
<td>Provincial Curriculum Courses</td>
<td>14%</td>
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<tr>
<td>HCA Upgrade Program</td>
<td>44%</td>
</tr>
<tr>
<td>HCA Program, Full or Access</td>
<td>13%</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
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</table>
NCAS Outcomes – HCA Competency Assessment

Remediation to address undemonstrated competency areas

- Targeted Module Completion: (each 10-20 hours)
  - Infection Prevention
  - Body Mechanics & Client Mobility
  - Assisting with Medication
  - Violence Prevention
- Provincial Curriculum Courses (30-70 hours)
- HCA Upgrade Program (250 hours)
- Full HCA Program (745 hours)
## Post-NCAS to Workforce

<table>
<thead>
<tr>
<th>Upgrading Pathways</th>
<th>Time to Complete (From Referral to Registration)</th>
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<tbody>
<tr>
<td><strong>Targeted Module</strong></td>
<td><strong>5 Weeks</strong></td>
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<tr>
<td>✩ Infection Control</td>
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<tr>
<td>✩ Client Mobility</td>
<td></td>
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<tr>
<td>✩ Violence Prevention</td>
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<tr>
<td>✩ Safe Medication Delivery</td>
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</tr>
<tr>
<td><strong>HCA Program Courses</strong></td>
<td><strong>14-16 Weeks</strong></td>
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<tr>
<td>✩ HCA Introduction to Practice</td>
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</tr>
<tr>
<td>✩ Healing 2: Caring for Individuals Experiencing Cognitive and Mental Health Challenges</td>
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<tr>
<td>✩ Health &amp; Healing: Concepts for Practice</td>
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<tr>
<td>✩ Healing 3: Personal Care &amp; Assistance (with Lab)</td>
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<td><strong>HCA Upgrade Program</strong></td>
<td><strong>26 Weeks</strong></td>
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<tr>
<td><strong>HCA Program, Full or Access</strong></td>
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Health Care Assistant
... IEN Career Path

BC Care Aide Registry Website – About Us Section – Resources Page & Continuing Education Page

www.cachwr.bc.ca/About-the-Registry/

Resources Including:

- B.C. Health Care Assistants Core Competency Profile (2014)
- BC Health Care Assistant Provincial Curriculum
Nursing Community Assessment Service (NCAS)

www.ncasbc.ca

- Learn more about the assessment format
- What to expect on assessment day
- How to Prepare – HCA Resources

***Coming Up Next: Part 2 – What Competency Assessments Are Telling Us About the Educational Needs of IENS - NCAS
Closing Thoughts...
Questions

BC Care Aide & Community Health Worker Registry Website:  www.cachwr.bc.ca
OR Email:  SarinaC@healthmatchbc.org