



BC Care Aide &
Community Health
Worker Registry

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

12TH ANNUAL PARTNERS IN EDUCATION & INTEGRATION
OF IENS CONFERENCE

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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).

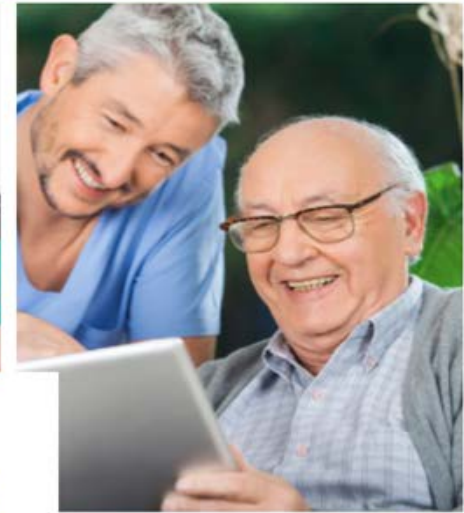


About the Registry

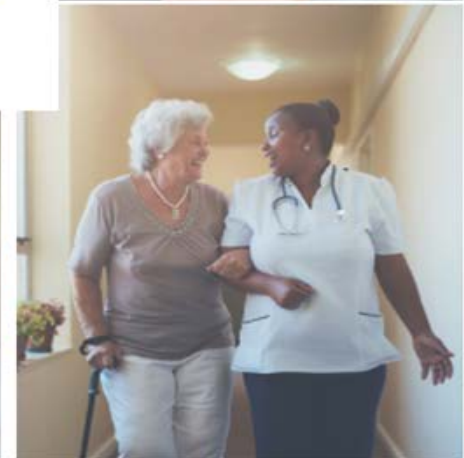


- Over 65,000 HCAs registered since 2010
- 34,500 HCAs 'Active - in Good Standing'
- At this time, no fee to apply or verify
- Automated process that prompts verification on a yearly basis.

What is a Health Care Assistant



**FRONT LINE
CARE PROVIDER**



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



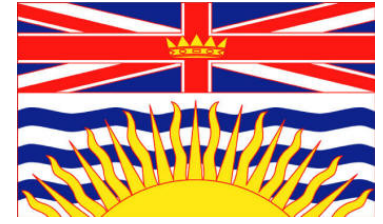
Demand for HCAs



“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

	TOEFL	IELTS	CELPIP	CELBAN
Speaking	20	6	7	7
Listening	20	6	7	7
Reading	18	5.5	6	6
Writing	18	5.5	6	6
Overall	76	6		

***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

	NNAS IELTS	Registry IELTS*	NNAS CELBAN	Registry CELBAN*
Speaking	7	6	8	7
Listening	7.5	6	10	7
Reading	6.5	5.5	8	6
Writing	7	5.5	7	6
Overall	7	6		

***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)



COLLEGE OF
REGISTERED NURSES
OF BRITISH COLUMBIA

CLPNBC



College of
Licensed Practical
Nurses of BC



BC Care Aide &
Community Health
Worker Registry



College of
Registered
Psychiatric
Nurses of BC

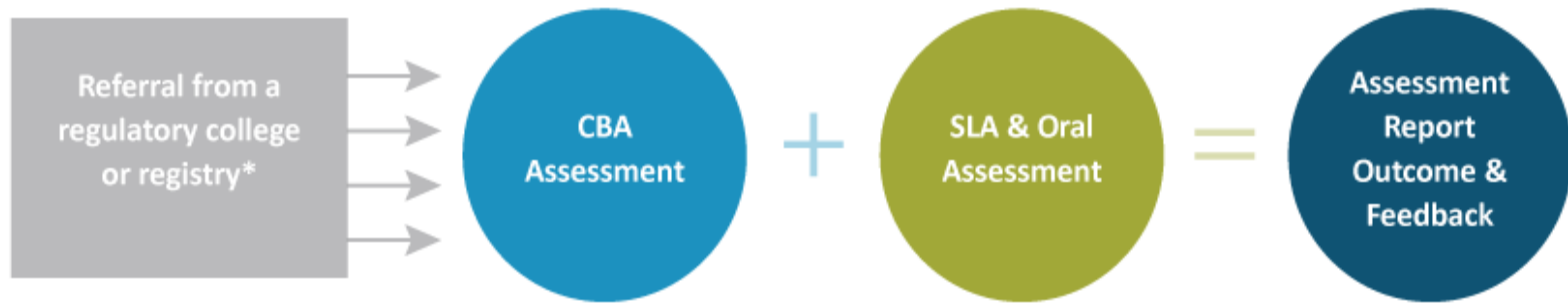


Ministry of Health



BC Care Aide &
Community Health
Worker Registry

Nursing Community Assessment Service (NCAS)



Results (Jan 2017 –Present)

POST NCAS	CANDIDATE OUTCOMES
Direct Registration	2%
Targeted Module Completion	27%
Provincial Curriculum Courses	14%
HCA Upgrade Program	44%
HCA Program, Full or Access	13%
Total	100%

41%

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

UPGRADING PATHWAYS	TIME TO COMPLETE (FROM REFERRAL TO REGISTRATION)
Targeted Module <ul style="list-style-type: none"> ❖ Infection Control ❖ Client Mobility ❖ Violence Prevention ❖ Safe Medication Delivery 	5 WEEKS
HCA Program Courses <ul style="list-style-type: none"> ❖ HCA Introduction to Practice ❖ Healing 2: Caring for Individuals Experiencing Cognitive and Mental Health Challenges ❖ Health & Healing: Concepts for Practice ❖ Healing 3: Personal Care & Assistance (with Lab) 	14-16 WEEKS
HCA Upgrade Program	26 WEEKS
HCA Program, Full or Access	N/A

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
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OR Email: SarinaC@healthmatchbc.org**