

HCA Training Program

Student Information Session
Nanaimo | Kelowna | Vernon



*Funding provided by the Government of Canada through
the Canada-British Columbia Workforce Development Agreement.*

Introductions



Agenda Items

- What is the HCA Skills Training Program grant?
- Determining your eligibility and how to apply
- Is pursuing a career as an HCA right for you?
- Future employment prospects in the field
- More about the HCA Diploma Program at Discovery Community College
- The admission and selection process, including program prerequisites
- Preparing for an interview



Key Program Details

- BCCPA is training **48** individuals as HCAs in **Nanaimo** (begins Feb 7th) & **Kelowna/Vernon** (begins Feb 23rd)
- Training partnerships have been established with Discovery Community College (DCC) and SafeCare BC, who will formally deliver the HCA Diploma Program and experiential health and safety training
- The funding covers the full cost of tuition + up to \$5,000 in additional participant financial supports (childcare, transportation & other supports)



Eligibility & Application Process

Step 1: Meet Eligibility Criteria

- Meet the minimum eligibility criteria requirements set by the CWRG grant, as posted on the HCA info page.
- Be currently unemployed, precariously employed, or employed but in need of upskilling or training to prepare for changing job requirements or new opportunities.

Step 2: Apply

- Those who meet the minimum eligibility criteria can complete the BCCPA intake form or call DCC for more information, as posted on HCA info page.
- Applicants will be required to meet any admission prerequisites established by DCC.

Step 3: Complete Interview Process

- Joint applicant interviews will take place beginning in January.
- Candidates will be interviewed to determine program suitability and ensure their best chances of success in completing the program.

Step 4: Accept Offer Letter

- BCCPA will determine final participant selection for program cohort admission, in consultation with DCC and volunteer sector employers.
- Two to four eligible participants will be waitlisted in case of attrition in first week of program.

Is pursuing a career in health care as an HCA right for you?

There are many perks to becoming an HCA:

- ▶ **Get Started Quickly:** HCA Program is only 8.5 months to having a rewarding career as an HCA
- ▶ **Wages & Benefits:** Provides a Living Wage to support yourself and your family. employers offer benefit packages, including RRSP.
- ▶ **Flexible Employment Options:** Casual, part-time, or full-time work schedules are available with a variety of flexible options.
- ▶ **Rewarding Career:** As an HCA, you get to touch people's lives every day and to make someone feel loved, valued and to bring joy to clients.
- ▶ **Important Role:** An HCA can work as part of the health care team and their role is considered the most important role as you have daily contact with the client
- ▶ With your assessment skills, the team looks to the HCA to provide their knowledge and expertise on how the client is doing physically, and more importantly, how they are doing emotionally

Is pursuing a career in health care as an HCA right for you?

There are many career opportunities as an HCA:

- ▶ Acute/Complex Care Facility
- ▶ Adult Day Care
- ▶ Assisted Living
- ▶ Home Support Agencies
- ▶ Long-term Care
- ▶ Private Home
- ▶ Special Care Units

As an HCA, you have the choice in your career to work with clients from all ages from the very young to dynamic seniors

Is pursuing a career in health care as an HCA right for you?

- ▶ If considering whether a career in the medical field is for you, then taking the HCA course and working in the field is a great way to observe the careers of the interdisciplinary team.
- ▶ Many companies promote further training through flexible work/life balance
- ▶ HCA schedules can be very flexible for your lifestyle
- ▶ Shifts can be days, evenings or nights
- ▶ You can work full time, part time or casual as you choose
- ▶ The need for HCAs is so great right now, you can take the program and start immediately in your new career without the concern of whether there will be a job when you finish your training

Why becoming an HCA is a rewarding career

The Benefits of Becoming an HCA:

- ▶ Important and valued members of the health care team
- ▶ HCAs provide personal care assistance and services in a caring manner that recognizes and supports the unique needs, abilities and backgrounds of clients
- ▶ Provide person-centered care aimed at promoting and maintaining the physical, emotional, cognitive, and social well-being of clients
- ▶ Have the ability to work as part of a care team and work independently in providing care to clients of all ages

Employment Prospects



- The Government of B.C. announced in September 2020 that it would invest \$44.1 million to recruit an additional **7,000** health care workers for the continuing care sector
- Non-government care providers report the following:

Region	# Full-time equivalent HCA positions vacant	Job vacancy rate
Interior	165.4	15.5%
Island	88.5	9.8%



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HCA Training Program

Jennyfer Guzman

Career Advisor

About Discovery Community College's HCA Diploma Program

- Discovery Community College is an accredited college through the Private Training Institutions Branch (PTIB).
- Our HCA program is regulated by the BC Care Aide & Community Health Worker Registry (CACHWR) and leads to a provincially recognized designation as an HCA.
- Upon program completion, graduates will be eligible to apply to the Registry to become a “registered” care aide/community health worker.
- This registration is needed to be eligible to work for publicly funded employers in BC including acute care, assisted living, long-term care, home and community care.



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Admission Requirement:

ALL applicants must meet with one of our Admissions Advisors to ensure they meet the admissions prerequisites and the following admissions criteria:

Step 1 – Meet all Admissions Prerequisites including English requirements:

- English First Language
- English Second Language

Step 2 – Complete all Criminal Record check paperwork with full intention that they will pass all Criminal Record Check Guidelines

Step 3 – Be prepared to complete all practice education placement minimum requirements (e.g. proof of meeting required immunizations)

Step 4 – Attend a formal Interview



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How to Apply

If you're ready to apply, please contact Discovery Community College at **1-877-315-5241** and book an appointment with an Advisor.



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Skills Training: Dates & Delivery Methods

Skills training dates:

Nanaimo: Feb 7, 2022 – Nov 4, 2022

Vernon/Kelowna: Feb 23, 2022 – Nov 18, 2022

Skills training is delivered through blended learning:

- **Theory:** Online via Microsoft Teams.
- **Lab Work:** On-site following social distancing measures.
- **Clinical and Practicum:** Variable schedules in person. The practical component of the program will be conducted at participating care homes that remain outbreak free.



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Work Experience: Clinical Practicum Placement

After completing all lab and theory components, students will move on to the work experience portion of the Health Care Assistant program in two portions: ***Clinical and Home Support/Assisted Living:***

- In the clinical settings, students will receive 240 hours of instructor-led hours within a multi-level/complex care home.

Shifts can be scheduled within regularly-scheduled care home hours (including but NOT limited to: early mornings, days, evenings, nights).



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Work Experience: Home Support/ Assisted Living Preceptorship

- After completing the clinical practicum placement portion, students will finish their program by **completing 60 hours within a home support and/or assisted living setting.**
- **These shifts will be booked around the preceptors' schedule, meaning students have to be willing and available for any potential shifts they may be given.**



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ATTENDANCE REQUIREMENTS: 90% OR BETTER!



For successful completion of this program, one of the graduation requirements is to maintain an attendance record of **90% or BETTER!**

This includes all classroom & lab/courses, workshops, as well as all scheduled work experience placement shifts.



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Preparing for your Program Admissions Interview



Top five tips to prepare:

- 1) Identify any potential barriers to successfully completing the program.
- 2) Identify areas for supports you may require to successfully participate.
- 3) Have a realistic plan in place to ensure you can participate and successfully complete the program.
- 4) Reflect on your traits, skills and abilities that would make you a good fit for a health care career.
- 5) Show your dedication and passion for the health care field/working with seniors.

Job Fair or Employer Connections



Following the completion of the skills training program, BCCPA will host a hiring fair for participating employers and program graduates.

If there are only a few participants that are to be placed by graduation, BCCPA will work with employers and participants to make a match.



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IS SENIORS' CARE YOUR CALLING?

Learn more about the free training program
for health care assistants.

Visit bccare.ca/hca-program.

Canada



*Funding provided by the Government of Canada through
the Canada-British Columbia Workforce Development Agreement.*

Questions?

General Program Enquiries

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