

DRAFT AGENDA

Health Care Assistant & Practical Nursing Articulation Committee

Fall 2023 Meeting: **In Person** October 18, 2023 @ 0900 – 1500 Room 1228

Vancouver Community College, Broadway Campus

(1155 East Broadway, Vancouver, BC, V5T 4V5)

Member	Institution
Lauren Fraychineaud	Coast Mountain College (CMTN)
Ros Giles-Pereira	Camosun College
Kim Fraser	Vancouver Island University (VIU)
Amanda Goforth	College of the Rockies (COTR)
Asal Makhmour	Vancouver Community College (VCC)
Janita Schappert	Vancouver Community College (VCC)
Tanvir Gill	Douglas College
Tracey Vipond	Northern Lights College (NLC)
Dana Susheski	Okanagan College
Cathy Farrow	Okanagan College
Carly Hall	Okanagan College
Karen McGinnis	Capilano University
Nikki Laidlaw	Nicola Valley Institute of Technology (NVIT)
Sonayna Rana	Kwantlen Polytechnic University (KPU)
Kim Morris	Thompson Rivers University (TRU)
Donna Wedman	North Island College (NIC)
Barb McPherson	North Island College (NIC)
Laura Hickey	North Island College (NIC)
Esther Aguilar	BC Career Colleges Association (BCCCA)
Regrets:	
Judy Crain	College of New Caledonia
Sarah Lechthaler	Selkirk College
Kim Diamond	Yukon College
Samantha Piper	Yukon College
Samantha Hampton	University of Fraser Valley
Spotted Fawn Minnabarriet	Nicola Valley Institute of Technology (NVIT)
Jocelyn Bergeron	College of New Caledonia (CNC)

Participant	Affiliation
Cate Cairns	Vancouver Coastal Health (VCH)
Cynthia Clark	Vancouver Coastal Health (VCH)
Monique Karlstrom	Interior Health (IH)
Esther Aguilar	British Columbia Career Colleges Association (BCCCA)

Andreanne Gariepy-Garneu	Health Match BC
Sarina Corsi	BC Care Aid & Community Health Worker Registry
Hadiyah Mizban	BC Care Aid & Community Health Worker Registry
Lara Williams	BC Care Aid & Community Health Worker Registry
Kathy Younker	Ministry of Health (MOH)
Emma Strobell	First Nations Health Authority (FNHA)
Becca Shortt	BCCampus
Janice Penner	British Columbia College of Nurses and Midwives (BCCNM)
Tracy Hoot	Thompson Rivers University (TRU)
Olga Galter	Ministry of Health (MOH)
Melissa Murdock	Ministry of Health (MOH)
Carly Hall	Deans and Directors rep :Okanagan College

Regrets:

0830-0900 Coffee/Tea/Name tags/Networking

0900-0915	<p>Morning welcome to the territory / prayer- Lisa Beveridge</p> <p>Elder John</p> <p>Agenda</p> <ul style="list-style-type: none"> - Additions to the agenda None - Accept agenda- - Request to changes on page 8 re spelling of names and BC care aide registry referral <p>Edits/Approval of minutes from Spring 2023</p> <ul style="list-style-type: none"> - PN and HCA Combined Spring articulation meeting
0915-1030	<p>Round robin/ Introductions</p> <ul style="list-style-type: none"> · Name, Role, Location, Institution or Affiliation · Institutions: Programs offered · What do you hope to get from this meeting? Do you have items to add for open discussion?
BREAK 1030-1045	
1045-1105	<p>BC Care Aid & Community Health Worker Registry (Sarina Corsi, Lara Williams & Hadiyah Mizban)</p> <ul style="list-style-type: none"> • Report submitted <p>Discussion Highlights:</p> <p>Sarina Corsi:</p> <ul style="list-style-type: none"> • Close to 50 000 HCAs hold active registration • Currently taking 5-10 days for the Registry to complete an initial application review

	<ul style="list-style-type: none"> • Temporary emergency registration for Nursing Students ends January 31, 2024 . Student competency letters required for students who have met nursing coursework requirements for full HCA registration. • Continuing to accept unofficial transcripts for HCAs • Continued waiving of character reference letter for nursing program student applications. • HCA Day October 18th • Website experienced cyberattack July 2023 – currently under maintenance • Clarification provided re: necessity of registration. Facilities/agencies receiving funding from health authorities must hire registered HCAs. Most private facilities/agencies voluntarily hire registered HCAs. <p>Lara Williams</p> <ul style="list-style-type: none"> • Currently 34 recognized programs in BC • Updated 2023 Recognition Guide available. • 3rd cycle of program recognition visits due to start Fall 2024
<p>1105-1115</p>	<p>BCCNM- Janice Penner</p> <ul style="list-style-type: none"> • Will submit report <p>Discussion highlights:</p> <ul style="list-style-type: none"> • Updates – full complement of staff now at BCCNM for program review • New e-mail address: epr@bccnm.ca (old e-mail will re-route) • Website changes underway to assist with program review • Standards and Guidance team – answer any questions • Quality assurance program: Launching in 2024- multi source feedback for LPNs • Changes: revised standards, limits, conditions re: opioid use disorder for RNs and RPNs. (Info on website for further education) • Prescribing standards updated for midwives and NPs • Medication practice standard – r/t immunization • Links in report to website, resources re: Indigenous cultural safety and racism, other resources per designation, link for educators and students (i.e.: videos), link to newsletters • Regular communication to all programs will occur 4 x a year (newsletters)
<p>1115-1130</p>	<p>BCCampus-Rebecca Shortt Curriculum update overview</p> <p>Highlights:</p> <ul style="list-style-type: none"> • Revisions to HCA Curriculum and Supplement Guide • (PPT will be provided) • HCA Curriculum published June 2023; Pressbooks (opentext bc)

	<ul style="list-style-type: none"> • Links available on BCCampus project page for now • Extensive revision manual available • BCCampus' work on the PN/APN curricula is on hold while the MOH and Ministry of Post-Secondary education & Future Skills(PSEFS) doing jurisdictional scan of curricula in other provinces. Publication date TBD. • The PN and APN Supplement work will begin once curriculum is published; considering starting this work earlier as educators would find useful. • BCCampus can make minor changes to document if errors are found (i.e.: broken links). Please connect if errors are noticed. <p>HCA Supplement Revision</p> <ul style="list-style-type: none"> • Last revision 2021 • Third edition revision table will be available • Goal to publish by June 2024 • Survey being distributed next week to educators re: resources • No changes to curriculum such as hours and LOs or core competency file • No new video content or open courses • No addition of skills and LOs not in curriculum • Invitations to be on working groups will be coming • Indigenous representation on working groups needed; need to look at resources for Indigenous content . • Contact info on PPT. <p>Question: Sarina (BCCA&CCHR): Implementation for curriculum Sept. 24 – supplement needs to be out in June A: (Becca) Yes – supplement out no later than June Question: Lauren (CMTN) – tools needed from MOH in order to implement curriculum. Implementation date may not align with delivery of tools? A: Sarina: (BCCA&CCHR) Recognized - Hopefully will get more clarity today.</p>
<p>1130-1145</p>	<p>Andreanne Gariepy-Garneau- Health Match BC</p> <ul style="list-style-type: none"> • <i>Choose2Care</i> – increases awareness of HCA profession • Works with registry • Provides support to applicants • Financial support to eligible applicants • Employment resources – guidance for job process, access to recruiters and job boards • Bursary programs: HCAP – paid HCA training. Basic stipend covers pre-requisite courses. Additional funding for English language proficiency testing, CRC, immunization, PVPC. • Total funding = \$1500 (basic stipend + additional)

	<ul style="list-style-type: none"> • APN Bursary – students enrolled in a recognized APN program. • CMTN, NVIT, NIU, Northern Lights, Okanagan, VCC and VIU • \$10 000 for a return of 12 months service as LPN • Launched August 2022 – 122 agreements signed since. • Question: will bursary continue i.e.: for programs starting Nov 2024? • A: deadline currently May 2024 to apply. Hopeful that it will get extended. • Question: Cathy (Okanagan College) – are you finding there fewer HCA job opportunities on job boards? • A: Health match doesn't have data on this. Will look into. Mostly resources are provided. • Question: pre-req stipend: Is this only for HCAP students? • A: Yes, but other stipends available such as NCAS fees. • Question: Donna W (NIC) -Can you provide the breakdown of the \$1500 funding? • A: \$400 for pre-reqs, some funding provided for Other I.e.: immunization, Accuplacer, PVPC. All together = \$1500 • Question: How long will HCAP continue? • A: that will be for MOH to answer <p>Question: concern re: not enough work for return of service (ROS) agreements. Who has responsibility for this? Who can those students be directed to?</p> <p>A: Melissa Murdock (MOH) This is on the ministry's radar, direct questions to health authorities for now. Weaknesses recognized. ROS is a provincial agreement; it is same b/w health authorities.</p>
<p>1145-1200</p>	<p>Ministry of Health (Melissa Murdock)</p> <ul style="list-style-type: none"> • HCAP Evaluation: • Last year spent identifying program vulnerabilities • Standardization and stabilization needed as expansion coming • HCAP deemed a success; 6500 people recruited to program since 2020 • Indigenous expansion in communities being looked at. • Data re: evaluation – survey run in 2023; unable to share data yet. • Survey – went out to 4500 people. Received 1200 responses. • employer portal data – will be looked in a larger evaluation • Key points of survey: 54% were women, 8% were men, 1% non-binary

- Majority identified as white
- Satisfaction: 85% said they were satisfied with program
- Majority satisfied and grateful for opportunity. Needed – key person to assist with navigation of program.
- Desire for greater flexibility with work settings.

Question: Cathy (Okanagan College): Is there any info re: age of HCAP students?

A: yes – 15-25: 16%

36-45: 31%

46-55- 22%

56 + 7%

(did not hear data for ages 26-35)

- No minimum age as long as pre-requisites met.

Question: Lisa(VCC) Is there data on retention? Are grads staying in profession.

A: a lot of withdrawal at beginning. Attrition and withdrawal is being tracked, working through data. Seems to have stabilized.

Question: Lauren (CMTN): Could more data be shared at spring meeting? For example: How many have completed program, and how many completed ROS and stayed past ROS?

A: Data integrity issues being worked through, wanting to share data. Hopeful it can be shared at spring.

Question: Tracy (TRU) – Has there been a PSI survey? Would like to provide feedback re program

A: Will reach out to team to request.

Question: Carly (Okanagan): Will HCAP funding become base funding?

A: Still showing up as one time funding, but HCAP is here to stay.

Comment: Carly(Okanagan) – better for planning to have base funding

Comment: Lauren (CMTN) - hiring short term staff a barrier. One time funding a barrier to hiring permanent staff.

A: Have learned how administratively intensive HCAP is to run! Have fought for more administrative funding

Question Donna (NIC) – why does this have to be linked to ROS?

Could it not be base funded only.

A: there are grants and scholarships available for this. HCAP ROS is HHRR strategy.

Question: Lauren (CMTN) – could ROS not be linked to a particular site, but hours worked?

A: Actively looking at this.

	<p>Question: Andreanne(Health Match): Is ministry looking at removing permanent residency requirement? A: No plans; support is being given to HCAs coming into country.</p>
<p>1300-1345</p>	<p>Ministry of Health (Kathy Younker) Discussion re:</p> <ul style="list-style-type: none"> • HCA Role tool • Delegation <p>Professional Regulation and Oversight Branch Update</p> <ul style="list-style-type: none"> • Regulatory Framework in BC : new act coming that is more specific about what each profession can do • Review of level of controls (see graphic on ppt) • Each level of control can narrow practice compared to level above, but cannot expand • Regulations reviewed re: RN, NP, LPN, RPN . Scope of practice and restricted activities • Resources and materials developed • Guidance for Delivery of care – replacing personal assistance guidelines. Will be available online on ministry website – time TBD (60% complete at present) • Roles/Responsibilities within guide will be very specific • Delegation support tool developed for RHP; will be available for use in teaching students. • Provincial training modules will be available on learning hub – accessible to all care providers. Mandatory completion under consideration. • Delegation: Restricted Activities can be delegated by a RHP to a UCP to perform, if permitted by BCCNM. • Currently BCCNM doesn't permit LPNs to delegate . Working with MOH on this issue • Medication activities: included med admin, assistance, compounding, and dispensing • HCA curriculum specific to med assistance : Tools are being developed by MOH related to med assistance. • Med admin in curriculum – states some activities taught but would need to be delegated (i.e.: transdermal patches, suppositories) • HCA Care activities spreadsheet: List of tasks/activities: green: tasks, red: RA but can be done with delegation. Available date TBD. • Medication assistance/admin session will happen in January.

	<p>Comment: Ros (Camosun) Employers are writing their own policies, writing own education re: med administration. HCA students are in these facilities and seeing this occur, distressing to educators.</p> <p>A: Kathy (MOH): Not legally allowed to do this. Med admin education is not aligning with legislation, more investigation happening regarding these concerns. Seniors' advocate aware as well and working with MOH.</p> <p>Question: can registry send out a note to registrants clarifying what they can do?</p> <p>A: Sarina (BCCA&CCHR) We could put an announcement on website</p> <p>A: Kathy (MOH): Registry could share documents that are being developed. One reason to make learning hub modules mandatory.</p> <p>Question: Lauren (CMTN): Can documents be released in a draft form due to concerns raised and to provide temporary guidance?</p> <p>A: Kathy (MOH): May be able to do this with some documents, such as Guidance for delivery of care. Could discuss with committee.</p> <p>Question: Community Care and Assisted Living Act re: age of HCA – students/employees under 19 not allowed to be involved in medication at all. Are institutions monitoring this when accepting students?</p> <p>A: Kathy (MOH): Facilities should be monitoring the age of employees. <i>(A licensee must ensure that employees who store, handle or administer medication to persons in care are 19 year or older, and have successfully completed any training programs established by the medication safety and advisory committee)</i></p> <p>Does NOT apply to employees in hospitals/acute care.</p> <p>Question: to confirm – is it applicable to residential care act? I.e., some facilities under hospital act in Kelowna.</p> <p>A: Yes, unless under hospital act.</p> <p>Question: re: medication management tool.</p> <p>A: Kathy (MOH) Working on modules, some draft tools being worked on.</p> <p>Question: could all tools be available in draft state considering timeline for revised HCA curriculum implementation?</p> <p>A: Kathy (MOH): Still lots of work to do; cannot promise they will be available in draft.</p>
<p>1345-1445</p>	<p>Health Authority reports</p> <ul style="list-style-type: none"> • Cynthia Clark and Cate Cairns (VCH) <p>VCH PN: Scope of Practice Optimization Project</p> <p>PN students: slight decrease in placement request</p> <p>Reasons for declines: closure of beds, no experienced trained staff</p> <p>VCH HCA: removal of acute care qualifications. Internal orientation for new hires.</p>

	<p>Acute Care Aide education : 1 day workshop. Preceptor support education available.</p> <p>HCA Student placements: increase in placement requests, but acceptance rate down.</p> <p>HCAP: decrease in placement requests, increase in acceptance.</p> <p>HCAP to start in VCH acute care settings.</p> <p>Question: is there a ROS in acute care?</p> <p>A: Cynthia will take questions back to the team.</p> <p>Question: mentorship course – is that for HCAs to support new HCAP employees?</p> <p>A: Not sure if for HCAs or those supporting HCAP new hires. Will clarify.</p> <p>Questions: are these on learning hub?</p> <p>A: Yes, on learning hub – for HCAs, nursing, community health workers, unit clerks.</p> <p>Questions: are health authorities monitoring success of HCAP programs; retention of HCAP</p> <p>A: Interior Health : 90% of HCAP are staying.</p> <p>Emma Strobell (FNHA)</p> <p>Provide support to 200 + FN communities in BC</p> <p>Focus on embedding cultural safety and humility into health service delivery</p> <p>FNHA Role in HCA practice/education</p> <p>Biennial HCA conference in May 2024 in Vancouver</p> <p>FNHA and Douglas College – Indigenous End of Life Guide course (not specifically for HCAs, but many take)</p> <p>Follow up focus groups with HCAs summer 2023- feeling isolated, requesting access to home care resources</p> <p>PN practice/education: LPNs added to agency contracts to support staffing challenges</p> <p>Education/resources available: i.e., substance use, harm reduction....</p> <p>FNHA Home Care Nursing Policy and Procedure Manual 2023 – optional resource for communities to use or adapt</p> <p>Monique Karlstrom (IH)</p> <p>Placements: HCA -only 1 decline due to exceeding available staff on unit</p> <p>PN: only 21 declines – no trained staff</p> <p>HCAP expanding – community , mental health, acute care</p> <p>673 HCAP graduates – retention is 90%.</p> <p>Collaborates with 6 PSIs.</p> <p>Question: ilearns vs learning hub – does IHA have access to learning hub?</p> <p>A: Yes – can access learning hub as well</p> <p>Question: retention of HCAP – is that data for one year?</p>
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	<p>A: The last fiscal year. Question: is monitoring continuing? A: Yes</p> <ul style="list-style-type: none"> • Balijit Lail(FH)- Regrets • Rachelle Mundell (VIH)- Regrets • Iboya Agoston (NH)- Regrets • Christie Diamond (PHSA)- Regrets
<p>BREAK 1445-1500</p>	
<p>1500-1510</p>	<p>Deans report (Carly Hall)</p> <ul style="list-style-type: none"> • Will bring information from articulation back to Deans/Directors meeting which is next week <p>Question: workload hours under vocational – BSN vs PN/HCA. I.e.: CMTN 450 hours for BSN, 900 for PN. Hiring staff into these roles is challenging, related to this discrepancy. A: Carly- Will take that back to the meeting. Question: Can you clarify if teaching hours are on top of coordination? A: Lauren (CMTN): At CMTN, faculty released from instructor role. Student contact hours varies between institutions. Comment: requirement of admission age – does it need to be 19 to be successful in program: PN and HCA Comment: difficult to implement that age restriction – as many PSIs have relationships with school districts to take dual credit students. Discussion re: age of student and placement (i.e.: hospital act vs residential care is different)</p>
<p>1510-1550</p>	<p>Open Discussion</p> <ul style="list-style-type: none"> • Plan for continued HCAP funding – discussed previously • PNs and delegation Questions: LPNs teaching in HCA program, and delegation concerns. A: Kathy (MOH) : Ministry recognized issue and talking to BCCNM. • Process for “additional education” for PNs (what does this look like, could this be project work through BCCampus and housed on learning hub for provincial alignment?)

	<p>Comment: Current curriculum does not meet the needs of current scope.</p> <p>Becca (BCCampus): if articulation group wants to propose a project to BCCampus, BCCampus could discuss it with the group and then bring forward to PSEFS and involve MOH. Nothing could happen until PN curriculum finalized.</p> <p>Kathy (MOH): re: scope – MOH does not want health authorities to create their own training – want standardization provincially.</p> <ul style="list-style-type: none">• PN to BSN Bridging programs (What is available, what work is being done) <p>Tracy (TRU): PN – BSN program, accredited through CASN. Funding for 10 seats, which typically are filled. Currently re-vamping program based on feedback from entering LPNs. Currently LPNs enter into 2nd year, looking at entering later in 2nd year. Students felt they were missing orientation, feeling isolated from the rest of class. Success has been positive – no attrition.</p> <p>CACCE Conference - hosted at VCC in Spring 2024- would like to align with articulation meetings. Updates to come.</p> <p>Question re: FNHA conference – interest from MOH to connect. Details re: length and focus?</p> <p>A: Emma (FNHA): Over 2 weeks, opportunity for 60 participants each week.</p> <p>Comment: The BCCA&CHWR also interested in participating.</p> <p>Discussion re: micro credential opportunities:</p> <p>Review of previous discussion:</p> <p>Concern re: standardization, value i.e.: is it transferable to other areas, etc. Also, health authorities are interested in PSIs offering micro credentialing, but educators feel needs to be addressed in curriculum. Hopefully not such a length of time between curriculum updates.</p> <p>A: Becca (BCCampus) – currently curriculum review only triggered q 5 years, not scope of practice changes.</p> <p>A: Kathy (MOH): LPN scope of practice – MOH does not intend to change PN scope. Recognizes there are gaps b/w curriculum and scope. Currently looking at other provinces to see how they are covering information in curriculum.</p> <p>Question re: release of revised PN curriculum.</p> <p>A. TBD</p> <p>Question: Becca (BCCampus) – error in HCA curriculum – is there a difference b/w reading med label to client, and reading for client? Current is ‘to’</p> <p>A: Kathy (MOH)– can be left as ‘to’.</p>
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HCA and PN Spring Articulation
2023

1550-1600	Closing Discussion <ul style="list-style-type: none">· Reminder to send in all reports if you have not already so that they can be distributed with the minutes· Additional Guests for Fall 2023?-no suggestions· Meeting dates- April 24, 2024, Joint HCA/PN day

Reports to Attach:

- Health Authority Report- Interior Health
- FNHA Report
- BCCAT
- Registry Report