

HCA & PN Articulation Committee Fall 2021 Meeting Minutes

Date: November 17, 2021

Time: starting at 1000

Co-Chairs: Ivy McRae & Natasha Fontaine

Context: Virtual Meeting via Zoom

In Attendance:

Public Institutions

Natasha Fontaine, COTR
Judy Crain, CNC
Ros Giles-Pereira, Camosun
Kim Fraser, VIU
Sarah Lechthaler, Selkirk
Donna Wedman, NIC
Tanvir Gill, Douglas
Lauren Fraychinaud, CMC
Lisa Beveridge, VCC
Leigh-Ann Postowski, Okanagan College
Barb McPherson, NIC
Sarah Whitely, VIU
Janita Schappert, VCC
Valerie Sokolowski, CNC
Heather Klatt, NVIT
Kim Diamond, Yukon University
Trudy Baker, CNC
Sharon Leitch-Joss, KPU
Leon-Torres Guillermo, CNC
Michelle Taylor, NLC
Nicole Dahlen, NLC
Shellie Steidle, UFV
Karen McGinnis, CapU
Glenna Stewart, NVIT

Private Institutions

Esther Aguilar, Spratt Shaw, BC Career Colleges Association

BC Care Aide/Community Health Worker Registry

Lara Williams
Hadiyah Mizban
Sarina Corsi

Ministry of Advanced Education, Skills & Training

Emily Fong (PTIB)

Ministry of Health

Karla Biagioni

HEABC

Andreanne Gariepy

BCNU

Barb Eagle

Health Authorities

Michelle Prince, FNHA
Anneke Vink, VIH

Worksafe BC

Denise Subotin

Safecare BC

Saleema Dhalla

BCCAT

Fiona McQuarrie

Other?

Tina Johnston?
Dana Susheski?

1. Morning Welcome

2. Agenda:

- Change(s) to the agenda: addition of BCCAT
- Agenda accepted: Leigh-Ann Postowski accepts, Janita Schappert seconds

3. Approval of Minutes:

- No access to spring 2021 minutes – therefore will be deferred and sent out at next spring meeting for approval

5. Round Robin: (Land acknowledgements given by each speaker)

- **Natasha Fontaine, COTR**
 - HCAP – Spring – December, 2021; started with 55 and down to 43 with attrition related to various reasons
 - HCA – finishing March 2022; started with 26 and down to 19
 - Both – combined delivery with online theory and in-person labs and clinicals
 - PN, Year 1 – started with 27, down to 25
 - PN, Year 2 – started with 27, down to 26, but will have a student join cohort in Year 4
 - In-Person

- **Leigh-Ann Postowski, Okanagan College**
 - PN Programs:
 - Kelowna (3 programs)
 - Semester 1 - started this fall with 24 and down to 23 with 1 student unsuccessful in 1 course
 - Semester 3 - started Winter/21 with 24 and down to 23 with 1 student withdrawing (personal reasons)
 - Semester 4 - currently in preceptorship and graduating in December, have 21, lost 1 who was not successful in a semester 4 course
 - Penticton
 - Semester 4 – started Fall/20 and in preceptorship, have 19
 - Vernon
 - Semester 4 - have 13, lost 1 who was unsuccessful in 1 course and 2 who did not have all clinical pre-requisites
 - Salmon Arm
 - Semester 1 – have 14, lost 2 with attrition related to Covid and personal reasons

- **Sharon Leitch-Joss, KPU**
 - HCAP Programs (only, no base-funded):
 - 2 cohorts began in March/21, each with 31 seats and using Part-time model
 - First – further attrition related to personal, mental health reasons and not getting pre-requisites → 24 will go into final semester in spring
 - Second – at 29 – were in clinical, but affected by flooding and haven't been able to continue in clinical as of time of this meeting
 - Third program was set to begin with Full-time model in September/21, but Fraser Health did not get student names in on time, so has been delayed to Nov.

start and will be Part-time, blended delivery with 30 students (loss due to technology and compresses nature of course)

- **Tanvir Gill, Douglas College**
 - HCAP programs (only, no base-funded), 2 cohorts at a time with 32 seats each
 - May – online delivery; from total of 64 students down to 50
 - Fall – delivery similar to “hybrid” (53% face-to-face); from total of 64 students down to 59
 - losses due to Covid vaccination refusal (full vaccination a clinical site requirement)
 - flooding Impact – faculty supporting students in various ways – offering online options when can’t be on campus, using tools like Blackboard, going case-by-case
 - Winter/22 – were expecting 2 cohorts, but only enough applicants for 1 → obtained temporary variance on English requirement, lowering it to English 10 to get more applicants

- **Trudy Baker, CNC (Vanderhoof, Prince George)**
 - HCAP programs (only, no base-funded), LTC stream:
 - Early adopter cohort – started in Jan/21 – started with 13 and down to 7, with attrition related to academic, mental health, family and personal reasons; going into preceptorships
 - August cohorts – started with 30 each:
 - Prince George - lost 1 due to personal reasons; in-person with physical/social distancing
 - Vanderhoof – lost 1 due to academic reasons; mixed delivery with in-person and online
 - Jan/Feb, 2022 – will have 2 more programs starting

- **Valerie Sokolowski, CNC (Prince George)**
 - PN programs, in-person delivery:
 - Year 1 - has 21 students – attrition of 2 but will be gaining 2 more next semester
 - Year 2 – began in the fall with 23 students but lost 3 (1 due to personal reasons, 2 due to academic reasons)

- **Judy Crain, CNC (Quesnel)**
 - HCAP programs (only, no base-funded), in-person delivery
 - August intake of 17 with attrition of 1 due to accommodation requirements in clinical setting that were unrealistic
 - One student coming in online for theory, but will come in-person for labs and clinical

- Block model with working 2 weeks and in school 2 weeks
 - End of Jan/22 – will be Full-time school with no work blocks
- **Nicole Dahlen, Michelle Taylor, NLC**
 - PN program, in-person
 - 1st Year – 12 students to start (some applicants did not make it through application process, some were unwilling to get Covid vaccination)
 - 2nd Year – 14 students
 - HCA program, combined delivery – in-person in Dawson Creek and video-conferenced to Fort St. John
 - Sept/21 – 16 enrolled
 - Feb/22 – uncertain re: numbers at this time
 - HCAP program, blended delivery with theory online and labs/clinical in-person
 - Oct/21 – 15 students
 - Mar/22 – NHA is looking to hire 20 for this cohort
- **Ros Giles-Pereira, Camosun**
 - All programs – Full-time, in-person
 - HCA program:
 - Fall/21 – 32 students, 13 of which are HCAP seats
 - Jan/22 – 24 intake
 - HCAP program
 - Oct/21 – 32 students, no attrition so far
 - Jan/22 – 32 intake
 - ESL HCA program – Oct. 18 start – 24 seats, but filled only 18, but still went ahead and ran with lower number since unable to run previous year – 6 students are HCAP, 6 are international, 6 are domestic
 - PN programs
 - Year 1 – started with full intake of 32, lost 2 for personal reasons
 - Year 4 – at 23 students – attrition due to many reasons
- **Lauren Fraychinaud, CMC (Terrace, Smithers, Prince Rupert, Kitimat)**
 - HCAP programs (only, no base-funded) – blended delivery, theory online synchronous (online delivery has allowed students who are not at the lead campus to join in and they will relocate just for the labs and clinicals)
 - April/21 – started with 20 – down to 19
 - July/21 – started with 24 – down to 20
 - Oct/21 – starting with 14
 - 2 more intakes expected: Jan/22 and end of April/22
 - APN program:
 - Started with 13 students, down to 12

- **Donna Wedman, NIC**
 - HCA programs
 - Comox Valley
 - Fall/21 – 19 students; 6 are HCAP seats
 - Jan/22 – intake of 10
 - Port Alberni, Sept/21 – starting with 20 students; 10 are HCAP seats that are from the Home Care stream
 - Campbell River. Nov/21 – Starting with 8 students; 6 are HCAP
 - HCAP programs – blended with online theory and in-person labs and clinicals
 - Jan. – Oct/21 – graduated 15 students, was block modular with 4 week alternating blocks
 - Fall/21
 - A and B groups – Block modular, 5 week alternating blocks; will split up and return to home communities for lab & clinical
 - C group – Part-time (3 days/ week in school; 2 days/week in work); all employed in Comox Valley so will stay there for lab and clinical
 - D group – Full time school (did some of work portion prior to starting school)

- **Karen McGinnis, CapU**
 - HCAP programs (only, no base-funded): blended - theory online synchronous; labs & clinical in-person
 - North Vancouver
 - Spring/21 – started with 20 students → down to 18 (attrition with academic and personal reasons)
 - Nov/21 – just started – have 20 students
 - Sechelt
 - Sept/21 – 20 students signed up but lost 4 during the work phase before starting classes
 - Spring/22 – asked to run more programs but need to find faculty

- **Heather Klatt, NVIT**
 - HCAP/HCA programs: Ivy is Coordinator; Glenna here and will give more information later
 - HCAP - online with labs in-person
 - HCA - 1 cohort at Merritt Campus; in-person
 - Access to PN program – hybrid, synchronous online theory, in-person labs and clinicals
 - Sept/2020 – started with 18 applicants but 16 actually started and lost 2 with attrition related to childcare and relocating
 - Challenge to get any LTC site for clinical practicum in Access semester, so “flipped” a course and ran a Level 3 course before the Access practicum. But

also unable to get any community sites for the CPE3 course and instead partnered with Selkirk College and sent students to a virtual practicum to Uganda for their community experience which was very exciting and rewarding

- Ran Access practicum in LTC in May/21
- Now in CPE4 – 2 of 3 acute care practicums on hold: RIH has a Covid outbreak on unit and Salmon Arm instructor affected by flooding in Merritt; Kelowna practicum proceeding all right
- Because of increased HCA grads/intakes will potentially try to run a one-time funded rural remote APN and attract some of the HCA grads to that

- **Glenna Stewart, NVIT**

- HCA programs, Fall/21
 - Merritt Campus – 16 registrants but only 5 ever came to class; in-person delivery; started 1st lab course, but on hold due to flooding and evacuation of Merritt; may need to adjust plans for first clinical practicum
 - Community HCA programs
 - Hazelton – in partnership with Gitksan Wetsu'wet'en Educational Society (GWES); started with 9 students; in-person classes and labs but instructor supporting with lots of synchronous online as several students affected by Covid exposures and illnesses
 - South Okanagan – in partnership with School Districts 53 & 67 for Dual Credit HCA; blended delivery with theory online (synchronous and asynchronous) and labs/clinical will be in-person; will complete all theory courses first while students still taking high school courses (up to February)
- HCAP programs: Block modular, 4 week alternating blocks, LTC stream, some employed by IHA, a few employed by private partners; blended delivery: theory – online synchronous, labs and clinicals in-person
 - May/21 cohort – from Merritt and surrounding regions (Princeton, Kamloops, Cache Creek, Vernon); started with 15 - attrition of 4 due to academic and personal reasons
 - June/21 cohort – from South Okanagan (mostly Penticton, Oliver & Osoyoos); 14 students (no attrition so far)

- **Lisa Beveridge, VCC**

- HCA and HCAP programs
 - Format: blended with theory online and labs in-person; HCA programs will return to in-person as of 2022; HCAP will continue blended
 - attrition has been ~ 13% over past year (not evenly spaced among all cohorts) – attrition related to personal issues (higher than usual), academic issues and misconduct issues (widespread plagiarism possibly related to online format)

- concerns with hiring faculty – current faculty running at 200% capacity
 - HCA
 - 2 cohorts (May and Sept/21)
 - HCAP
 - 4 cohorts (Jan., April, June, Sept)
 - Plans for Jan/22 cohort
- **Kim Diamond, Yukon University**
 - HCA program (no HCAP's – different jurisdiction)
 - Full-time, blended – half of the students come in-person, half take theory courses online, synchronous; labs and clinicals are in-person
 - Ask students to stay home if living with someone with Covid/waiting test results
 - 16 students (usual 15 intake + 1 returning) – back to pre-Covid numbers
 - Practicums still proceeding but Yukon in a state of emergency with high number of active Covid cases
 - Students needed to be vaccinated right from the start because program structured a little differently with practicums starting earlier in the program
- **Guillermo Leon-Torres, CNC**
 - An additional comment for CNC's round robin report:
 - HCAP – at one point, will have 8 cohorts running on different campuses which will cause challenges with room availability on campus as well as technology for delivering content
 - Looking forward to finishing these partnership programs and returning to the traditional program in Winter, 2023
- **Janita Schappert, VCC**
 - PN programs – blended, theory online and labs/clinicals in-person
 - Generic LPN
 - Level 1 started Winter/21 – intake of 42 often with attrition of 4 to 6 in 1st level related to mental health and of 4 due to medication administration
 - In January – plan to bring in more Pharmacology tutorials that will be in-person
 - Level 3 – cohort originally started with 46, down to 35; started back in July; now in CPE 3 Community placements
 - Access PN
 - usually have 1 intake starting in Sept., but had to juggle things last year and instead this group started Feb/21
 - intake of 18

- addition of 17 from a college who lost accreditation; these 17 are in Level 4 – will go to CPE4 in January; seeing lots of attrition related to this group of 17
 - struggle with enrolment, so considering changing to part-time model → seeking feedback from others re: this change

- **Sarah Lechthaler, Selkirk**
 - HCA programs
 - Fall/2020 – 36 seats → 33 started program → 26; attrition related to various reasons (personal, health)
 - Winter/21 – started with 8 students → some moved to HCAP, others left for various reasons → 2 graduated
 - Fall/21 – 20 seats → 14 started program (2 from winter/21 cohort) and continuing
 - HCAP programs
 - Dec/20 – 25 seats filled by IHA from LTC stream → 21 graduated; attrition was related to mental health (2), personal choice and struggles with technology
 - May/21 – 41 seats → 38 started program → down to 37 (will graduate in Dec.)
 - Oct/21 – 21 seats filled by both IHA and private partners, some home support stream, some assisted living, some LTC
 - Winter/22 – 14 applicants so far
 - Plan:
 - Continue with fall and winter base-funded HCA cohorts with a total of 40 seats/year between the 2 of them
 - Exploring possibility of an international program
 - Challenge: seeing decline in enrolment related to private colleges coming in and offering fully funded seats without return of service stipulations

- **Kim Fraser, VIU (Cowichan, Nanaimo, Powell River)**
 - HCAP programs:
 - 1st groups – started with 50 spread out over 3 campuses – attrition of 10 related to decisions re: Covid vaccinations and a few other reasons; groups just graduated
 - HCA programs:
 - Full cohorts (with some HCAP students mixed in?)
 - Cowichan – 24
 - Nanaimo – 37
 - Powell River – 16
 - PN programs:
 - Cowichan - Year 1 – started with 24 → 17; attrition related to Covid and online format

- Nanaimo - Year 1 – started with 32 → 25; attrition also related to Covid and online format
 - Nanaimo – just starting this fall with 32
- Working on an Access PN program and aiming for a start date of Fall/22

6. Health Authority Representatives' Reports

- **Island Health, Anneke Vink – Permanent Professional Practice Consultant**
 - Clinical Documentation – “Clin Doc” went live Sept. 30 at Victoria General Hospital and Oct. 4 at Royal Jubilee Hospital. Challenges have arisen in use of electronic charting, especially in terms of HCA’s accessing it → Professional Practice Team giving support
 - HCAP – hired 270 HCSW’s at LTC sites and 110 HCSW’s in Community Health Services. Supported recruitment of over 300 HCSW’s at private affiliates across Island Health. Welcomed 1st HCAP grads from NIC to return to worksites as HCA’s
 - HCA expanded roles in response to Covid-19 pandemic – HCA’s with additional education can perform rapid antigen point of care screening in authorized health settings. This role expansion is temporary and will only last for the duration of the pandemic
 - LPN scope – want to optimize LPN scope and work towards team-based care and so making efforts to help LPN’s develop nursing diagnoses and understand autonomous practice. Starting Dec., LPN’s will be able to build their skills by completing additional education for IV medication administration and access initiation as well as negative pressure wound therapy.
- **First Nations Health Authority, Michelle Prince, Elder Care Practice Consultant**
 - Wanting to increase support for LPN’s with their roles in Home Care in First Nations communities
 - → Putting together a home care orientation mostly based on cultural considerations for nurses in First Nations communities
 - Working with communities to increase access to HCAP education
 - Continuing to work with St. Elizabeth Health in Manitoba on the creation of resources, ensuring they are culturally based and safe

7. Union Reports

- **BCNU**
 - Barb Eagle will send a report to committee

8. Ministry of Health Report

- **Karla Biagioni, Nursing Policy Secretariat, managing HCA, HCSW, PSW Files**
 - Secretariat has undergone many changes over the past year:
 - Previous Executive Director, **Natasha Protanbala**? left to work with PHSA and interim is **Zach Mediashin**?

- Have two new Directors: Carrie Morrison who manages education files for LPN's and RN's, and Melissa Murdoch who manages education files for HCA's and Nurse Anesthetists
 - Three initiatives
 - HCSW's - target for 3000 FTE's
 - Seniors' Visitation – target of 2000 FTE's – hired 1500 – initiative closed
 - Recruitment – 2000 vacancies filled
 - HCAP
 - 2523 hired in LTC/AL – exceeded 2430 allocated positions
 - 193 hired in Home support Services – still a lag behind the 504 allocated positions
 - Revisiting curricula for HCA & PN (Min. of Health working with Min. of Adv. Ed & Skills Training)
 - Will email details of hiring and health authorities

9. Ministry of Advanced Education, Skills & Training Report

- **Emily Fong, Program Review Officer, PTIB**
 - 308 private PSI's are certified by the PTIB and 33 offer training for HCA's and PN's
 - Review applications from private PSI's that are certified and from those that are applying for the 1st time re: program changes and new programs
 - Changes to regulations
 - To strengthen student protection, streamline administrative processes and continue confidence in the private career training sector, and in response to BC Ombudsperson's 2015 report re: oversight of private training career institutions in the province
 - Regulations can be found in the Private Training Act Policy Manual available on PTIB's website (will share link with Natasha)
 - Two of the regulations associated with the Private Training Act that have seen changes:
 - Fees and Student Protection Fund Regulation
 - Changes will come into effect next year
 - Private Training Regulation
 - Changes just came into effect Sept. 1
 - Institutions now required to have a Student Statement of Rights as well as a Sexual Misconduct Policy which must be posted on the institutions' websites and provided to each student with the enrolment contract
 - Institutions must add a link to the PTIB website on their own website
 - For programs requiring approval from PTIB, institutions need to post the admission requirements, tuition and fees, and career

occupation for which the program is intended to prepare students

- If the program leads to employment in a regulated field, then the institution's website should have a link to the regulator's website
- Admissions requirements need to be added to program outlines
- When institutions are applying for a new program that includes work experience, PTIB requires a description of the activities the student will undertake during the work experience
- To help institutions with these regulation amendments, new resources are posted on the PTIB website including: new application forms, samples of a Student Statement of Rights and a Sexual Misconduct Policy , and a list of FAQ's re: the regulatory mandates

10. BC Care Aide Registry Report

- **Lara Williams**
 - Update on HCA Education
 - 38 recognized programs offered across 77 locations in BC
 - Education Recognition Activities
 - Reassessments – doing remotely at this time (to Dec. 31) with maybe returning to on-site visits in the new year
 - LOI for permanent approval of combined deliveries – conducting virtual tours
- **Sarina Corsi**
 - Other Updates
 - Number of registrants in BC: 40, 875 (data current to Oct., 21)
 - Registration Process Clarifications
 - Online application needs to be submitted by each individual, not by health authorities (for HCAP students)
 - Evidence of program completion is required – for example, a complete transcript (can be unofficial) or a letter from the PSI stating program completion
 - Annual Verification required for each registrant
 - Helps with accuracy of Registry's records
 - If account has been inactivated, HCA can have it reactivated by calling the Registry
 - Alleged Abuse Reporting (re: Registry's mandate on public protection)
 - Since inception of Registry in Jan., 2010, have had 951 reports from employers
 - 500 temporary suspensions in which HCA was reinstated to employer and Registry

- 451 terminations by employers
 - 160 remain suspended since neither employee nor union contested the suspension
 - 44 have returned to employment by mutual agreement
 - 247 moved forward to investigations
 - 40 were de-registered but warranted no remedial action
 - 132 reinstated after certain conditions were met
 - 65 were reinstated after investigation showed no abuse occurred
 - 10 investigations are currently active
- Covid updates and announcements – have a dedicated webpage
 - Due to pandemic causing restricted capacity for program placements – have temporarily paused accepting new, unrecognized program applications in the Lower Mainland – pause will be revisited Spring/22 by HCA Standards Education Committee
 - Have a temporary registration category for student nurses that will expire 30 days after PHO orders pandemic over (in discussion with the Ministry re: process for converting to full registration where applicable and student has completed standard of course work for full registration)
- HCA Day (Oct. 18, 1st proclaimed by BC Provincial Gov't. in 2011)
 - opportunity to celebrate and give professional development to HCA's
 - this year, included a presentation on the Registry called "HCA Registration: What You Need to Know" and which can be used by Educators (link will be provided in a report)

11. BCCNM Report

- **Nobody present**

12. Deans and Directors Report

- **Guillermo Leon-Torres, CNC**
 - Have seen increased number of applications from international students, particularly in Prince George (up from usual 8 to 12) (total seat capacity of 32) (in PN programs?)
 - Interested to hear experience of other PSI's re: international applicants
 - Many HCAP programs, but no HCA programs until January/23
 - Challenges:
 - Hiring faculty for PN programs – are other PSI's seeing same trend?

- Increased number of HCAP cohorts (from all streams: LTC/AL, & community) and requests for HCAP cohorts – managing at present, but soon will have 8 cohorts running at the same time across the different campuses

13. WorkSafe BC

- **Denise Subotin, Manager of OH&S Consultation & Education Services (a dept. within prevention division at WorkSafe BC)**
 - (Arvin Cajigas has moved to another management position)
 - Works with health care, social services and education sectors – acknowledges and respects these sectors in how they have been coping with the extra challenges with the pandemic
 - Has had regular collaborations over last 2 years with Public Health, Ministries, Health & Safety Associations, reps from Labour Organizations and Employer Associations to provide supports needed to move through the Covid pandemic
 - Regular business/mandate:
 - High risk strategy in health care, social services fields – focuses on violence and musculoskeletal injury prevention – have had to make adjustments and put planned projects on hold for periods of time
 - Maintained response works – when notified of a serious incident and officers need to go to site to investigate
 - Made adaptations re: working virtually where appropriate
 - Reviewing Violence Regulations and Bullying & Harassment Policy
 - May raise Bullying/Harassment policy to status of “regulation”
 - Going out for public consultation in 2022
 - Will post new information re: health care and social services strategy early in 2022
 - Initiative that will focus on “point of care” which is where incidence of most injuries related to violence and musculoskeletal or over-exertion injuries are seen
 - Perform stakeholder consultation to evolve/adjust strategies over time
 - Invites:
 - feedback to the public consultations re: Bullying/Harassment Policy
 - recommendations from Articulation Committee on evolution of health care and social services strategies (Can send to (Denise) or to WorkSafe BC general info line)
 - signing up for WorkSafe BC Health & Safety e-news (see: <https://www.worksafebc.com/en/about-us/news-events/enews>)

14. Safecare BC

- **Saleema Dhalla, CEO**
 - (Jennifer Lile ? moved to Alzheimer’s Society of BC as of June, 2021)
 - Presented power point (will send to Natasha)

- Observations:
 - Injury rates have increased overall since Covid-19 pandemic
 - LTC- steady rise, 10 times higher than ever observed before
 - Home Care – decline, lowest rate in past 5 years
 - Main sources of injuries: workplace violence (aggressive behaviours), slips & trips, moving and transfers of clients
- Initiatives
 - Hearts & Hands Conference
 - Virtual this year – saw increased uptake of participation with 960 participants, 77 of whom were students & educators – can see parts of conference videos if subscribe to e-newsletter
 - In-person next year – 3 events planned: lower Mainland, Interior, Island
 - Covid-19 Vaccination Resources
 - safety huddles – to support safe conversations between managers and workers and visitors re: concerns about vaccines
 - recorded webinars with Infectious Disease Expert (Q & A sessions)
 - podcast (<https://www.safecarebc.ca/podcast/>)
 - Care for Caregivers and Care to Speak – run with CMHA and funded by Ministry of Mental Health & Addictions
 - Free monthly, on demand webinars
 - New Release: Safety Basics Curriculum – 5 courses/certificate – brief introduction to top health & safety concerns in continuing care (musculoskeletal injury, violence in the workplace, infection prevention, PPE, slips, trips & falls)
- 2022 Areas of Focus
 - Promote/advocate for a culture of workplace health, wellness and safety improvement
 - Enhance profile/recognition of Safecare BC as leading health & safety association of BC
 - Increase education, training and access to equipment and other safety resources throughout BC – especially want to convert existing education resources into smaller snippets to be easier to access, create more safety huddles, course bundles and have supplemental on-site resources to reinforce online content
 - Requests input from educators re: education/training needs

15. BCCAT Report

- **Fiona McQuarrie**

- 2 documents to share – [links in chat](#)
- Joint Annual Meeting (JAM) – for people involved in the transfer system in BC
 - All sessions taped and uploaded to You Tube

- Keynote Speaker: Dr. Sarah Eaton, University of Calgary re: Contract Cheating (e.g. students hiring people to do assignments and exams for them)
- Presentation by Dr. John Chenoweth, NVIT re: Province-wide Indigenous Language Fluency Degree being piloted
- Panel on the Pandemic: One Year Later – what we’ve learned and what might change as a result going forward
- Updates to BC Transfer Guide
 - Being expanded to include external equivalencies with agreements with institutions that aren’t members of BC Transfer System from UBC and a few other PSI’s
 - Development of separate search area on BC Transfer Guide website for transfer information that had previously been presented in a pdf document and posted on the Guide’s website and was difficult for students to find (done for ABE and will next do this for English as an Additional Language courses)
- Potential Changes to Guide
 - Criteria for transfer agreements to be included in the Guide – subcommittee examining to see if clarification/expansion needed to the criteria – ready by March, 2022
- Meeting Formats of Articulation Committees
 - Note: most committees report plans to meet in person next year depending on health & safety conditions; some considering hybrid format
 - BCCAT does not dictate meeting format but asks committees to consider representatives’ needs as well as health & safety directives in deciding on meeting formats

16. CAPNE

- **Nobody Present**

17. Open Practice Discussion: HCA/PN

- **Nicole Dahlen (NLC)** – seeking collaboration re: **starting up Access to PN program** (planning start date of Fall/22)
 - **Heather Klatt (NVIT)** encourages consideration of extra supports for academic challenges in Access semester (e.g. NVIT offers a course with Math prep), and that the transition in role from HCA to LPN can be difficult, but the students who do make it through the academics and do start to make that transition are very, very strong in practice/client communication
 - **Lauren Fraychinaud (CMC)** states that Access program allows laddering option which can be very helpful in opening up career to more applicants. Their college has added English and Math courses in the Access semester to help with the academic piece

- **Sarah Lechthaler (Selkirk)** – college has also been considering some sort of LPN delivery, but has heard about challenges of Access semester, plus issues of HCA’s losing their union seniority when they switch from the HCA to LPN role in the workplace
- **Barb McPherson (NIC)** – mentions the existence of an online, 3 week Pharmacology course that is offered through Continuing Ed at NIC and is user friendly and focuses on calculations: “Calculations for Caregivers”
- **Sharon Leitch-Joss (KPU)** – asking about **ways to complete practicum hours in the face of flooding effects** – use simulation and online alternatives?
 - **Lara Williams (Registry)** encourages to reach out to the Registry – will discuss on a case-by-case basis
- **Sarah L. (Selkirk)** – would like to network with someone re: **delivering international or First Nations HCA cohorts**
 - Lauren F. (CMC) states they are looking at these possibilities also
- **Karla Biagioni (Ministry of Health)** – Responds to concerns voiced earlier re: **expansion of LPN scope of practice with little room in current curriculum to address expansion** – states the Ministry is keeping this in mind when looking at revisions to both HCA and LPN curricula
 - **Natasha Fontaine (COTR)** – asks re: timeline for curricular revisions, as well as if revision will take into account new REXPN exam and content it includes that is not included in current curriculum
 - **Krista B. (MoH)** – states curriculum revision discussions have just started so don’t have those details yet
 - **Heather K. (NVIT)** – wonders about appropriateness of LPN programs being classified in the Trades/Vocations rather than Academics, especially now since LPN’s are included in the same professional regulatory body as RN’s: BCCNM.
 - **Lauren F. (CMC)** – high workload hours of Trades/Vocational category hinders instructor recruitment and retention
 - **Judy Crain (CNC)** – expresses concern re: **leveling of labs**
 - **Leigh-Anne Postowski (OK College)** – how are instructor workload hours calculated?
 - **Lauren F. (CMC)** – hours are calculated by “student contact hours”
 - **Sarah Whitely (VIU)** – expresses concern re: much variation and disparity in terms of workload and union status across the province – would like to see the Ministry assist in increasing consistency to help with recruitment and retention of instructors. States that the LPN scope can be seen as roughly 80% of RN scope now, but LPN programs tend to be only 50% duration of BSN programs and emphasizes that it is very difficult to deliver the education and LPN grads that can in turn provide the full scope of practice in a safe/competent way.
- **Lauren F. (CMC)** – States many LPN’s in region asking about **a Bridging to RN program** and wondering if anyone has information, or a program “in the works”?
 - **Natasha F. (COTR)** – states lots of interest in a Bridging to RN in their region as well, but COTR has no space, sites or faculty

- **Janita Schappert (VCC)** – states their Bridging to RN program is currently closed as they don't have the capacity for it, but may try to offer it again next year
- **Karla B. (MoH)** – responds that Ministry is aware of the interest and that laddering conversations are happening, but no actions to report at this time