

BC Articulation–HCA/LPN Shared Day

Minutes

Date: Wednesday, April 24, 2019

Time: 0830-1630

Co-Chairs: Ivy McCrae & Lana Sprinkle

In Attendance

Public Institutions

Trudy Christianson, TRU

Lisa Beveridge, VCC

Janita Schappert, VCC

Julie Gilbert, VCC

Judy Crain, CNC

Guillermo Leon Torres, CNC

Lana Sprinkle, Northern Lights

Ivy McCrae, NVIT

Heather Klatt, NVIT

Nadja Neubauer, Capilano

Karen McGinnis, Capilano

Angela Godler, Okanagan College

Suzanne Bailey, Okanagan College

Lisa Matthews, Okanagan College

Shelly Goertz, Douglas

Lauren Fraychineaud, CMC

Dawna Williams, UFV

Rhonda McCreight, TRU

Kim Fraser, VIU

Barb McPherson, North Island College

Sarah Lechtaler, Selkirk

Trudy Baker, CNC

Ros Giles-Pereira, Camosun

Kim Diamond, Yukon

Nirmal Dhaliwal, KPU

BCCACHWR: Sarina Corsi, Bruce Bell, Lara Williams

BCCCA: Esther Aguilar

Ministry of Advanced Education, Skills & Training: Emily Fong

Ministry of Health: Alyssa Amit, Manna Saunders

Deans and Directors: Norma Sherret, Acting Dean of Health, COTR

VCH: Lisa Bower

Fraser Health: Baljit Lail

Interior Health: Aneta D'Angelo

Island Health: Andrea Taylor

HSPNet & Practice Ed: BJ Golanski

HEU: Stephen Elliot-Buckley

BCNU (for Heather Straight): Barb Eagle

SafeCare BC: Saleema Dhalla

WorkSafe BC: Arvin Cajigas

NEC: Pooran Qasimi

1. Acknowledgement/welcome to territory

2. Terms of Reference

3. Approval of Agenda

No additions, motion to approve by Nadja Neubauer, seconded by Lisa Bower. Approved.

4. Approval of Previous Minutes

Motion to approve by Angela, seconded by Angela Godler, seconded by Lisa Bower. Typo in Tracy's (TRU) name noted. Approved.

5. Changes to Committee

Welcome to new chair Ivy McRae, HCA coordinator at NVIT, and a very big thank you to Rhonda and Laurie for their hard work, dedication, and patience.

Welcome to new members from several institutions.

6. Round Robin: expectations for today's meeting

- **Angela:** HCA shortages, particularly in community, have resulted in an increase in funded seats, but lack of applicants has resulted in a more diverse student mix, with less students being able to complete program or meet learning outcomes. This is evident in dramatic increases in attrition, along with increases in student mental health concerns. Hoping to hear strategies from group.
- **Suzanne:** enrollment challenges; looking forward to hearing about LPN scope changes
- **Janita:** Significant curriculum changes coming to LPN program in September
- **Baljit:** hearing what programs are doing about scope changes
- **Heather:** diversity of student groups increasing; majority indigenous students, some international and local students. Dramatic increase in need for academic support; students report struggling with critical thinking and leadership skills. Increased life pressures seem to be affecting performance; concern about jump from LPN to BScN. Attendance issues have prompted clinical partners to ask if there is a minimum number of hours that instructors must spend face-to-face with students.
- **Saleema:** supporting LPN curriculum and training
- **Kim:** stakeholders fighting over students post-graduation; considering evening cohort
- **Julie:** concerns include low enrollment in LPN Access Program (cancelled last year), complexity of practice that new grads are entering into, increase in critical thinking and leadership skills required. Feels program contributes to student stress by packing so much material into such a short time. Interested in resiliency training, IENs, enrollment, and recruiting.
- **Stephen Elliot-Buckley:** recruitment and retention
- **Sarah:** recruitment, retention, negative feedback on HCA role from staff at clinical sites
- **Judy Crain:** one-time funding, high demand at community sites, including private facilities and group homes
- **Trudy:** recruitment
- **Guillermo:** supporting international students
- **Barb:** blended delivery, faculty recruitment and retention
- **Nirmal:** piloting move from Langley campus back to Surrey campus; positive results so far

- **Donna:** numbers down, unable to be selective with applicants, drawing from other programs
- **Roz:** high attrition, students struggling to meet English requirements, student feedback: felt prepared to graduate but not to work
- **Wilma:** laddering within program, multiple entry points, high faculty turnover
- **Elizabeth:** increased collaboration between private institutions, issues similar as public programs
- **Kim:** high number of applicants, waitlist, low resources
- **Tracy:** challenging to run face to face in remote sites, so blended delivery. Open learning, collaboration with health authorities on recruiting. Focus on dual credit
- **Lisa Beveridge:** attrition, enrollment, recent negative feedback from grads about the workplace re: bullying, poor standard of care, workload. How can we provide enough grads to meet the current needs and how can we prepare them for the type of workplace they'll be entering?
- **Pooran:** new Dean at NEC, Tamara Starblanket. Increase in student in mental health concerns, and accommodations

7. Open Practice Discussion–HCA: see minutes from previous day

- Discussion around letter to Deans and Directors re: clinical instructor to student ratio. Currently remains at 1:10, requesting 1:8. Request made that letter come from Registry. Norma, representing Deans and Directors reports that it is being discussed, but issue is complex and will require consultation with stakeholders, including unions.

8. Health Authority reports: see attached

9. Ministry of Health report: see attached

10. AVED report: see attached

11. PTIB report:

- Formerly PCTIA.
- Private institutions must be PTIB certified.
- Institutions must have detailed inspections and uses Subject Matter Experts. Recruiting through PTIB. Can also provide consent to have name posted on website and may get asked by institutions for contract work as a new program evaluator

12. HEU report:

- Master agreement settled and ratified
- R&R group renewed for 4 years
- Additional work initiated, key focus: diversity, equity, inclusion. Hoping to collaborate with education programs for longer term solutions.

13. BC CACHWR report: see attached

14. Deans and Directors report:

- Latest meeting focused on student mental health issues and impact on attrition and on faculty, faculty response to student anxiety and feelings of powerlessness, impact of student experience, important for students to be able to access services and support in a timely way, particularly for rural sites
- Nursing leadership, faculty shortage, focus groups held by teleconference and web, recommendations coming out in June
- Attrition through retirement and who is coming in to fill senior leadership roles that are vacated 2/t retirement. Gaps in leadership affect program

15. BCCAT report: see attached

16. SafeCare BC report:

- industry funded non-profit, mandate to support private employers in continuing care to reduce injuries, both in general education and one-to-one. 870 employer members., covers 30000 workers.
- some colleges have done the in-person violence prevention training.
- Training offered: Viol prov training, in person, HEABC, dementia care, GPA, JOSH, Safe handling, teach equipment use, LPN leadership course
- much interest in resilience training: online self-paced should launch in fall Will be facilitated. Trying to include gamification: create a game that would teach learners what stress throughout the day does to their stress levels, along with coping strategies.
- Bullying and incivility training available free on website: <https://www.safecarebc.ca/civilitymatters/>. Open to use by programs.
- SafeCare looking at expanding membership pathways, will soon offer an membership for education.
- Happy to speak at collages.
- Hearts and Hands conference for HCAs in October. Goal is to educate and inspire, empower. Teepa Snow will speak.

17. WorkSafe BC: kindly gave up time slot to SafeCare BC

18. PN Canada/LPNABC: Anita unable to join via telephone

19. CAPNE:

- Lana – annual conference for PN educators will be in October in PEI
- BC did not have a CAPNE rep, Lana has offered

20. CLPNBC report: see attached

- New exam format coming in January 2022

21. BCNU report: see attached

22. Open Practice Discussion–LPN

- LPN program faculty: need for PIDP or equivalency – VCC hires faculty on the promise that they will complete
- BCCNP does not determine what is an equivalent to the PIDP. Prov curriculum is not a regulator's curriculum. Ministry of Advanced Ed would support this decision.

Action Items

Follow up with Deans and Directors re: PIDP requirement for faculty

Next Meeting

Tentative dates: October 15-17

Adjourned: 3:01pm