

HCA & PN Articulation Committee Fall 2020 Meeting

Minutes

Date: Wednesday, November 25, 2020

Time: 1000-1340

Co-Chairs: Ivy McRae & Nadja Matheson

Context: Virtual Meeting via Zoom

In Attendance:

Public Institutions

Nadja Matheson, CapU

Ivy McRae, NVIT

Judy Crain, CNC

Joleen Warmerdam, CNC

Dawna Williams, UFV

Ros Giles-Pereira, Camosun

Tracy Hoot, TRU

Kim Fraser, VIU

Lanette Nordick, TRU

Sarah Lechthaler, Selkirk

Natasha Fontaine, COTR

Donna Wedman, NIC

Santina Milia, Douglas

Lauren Fraychinaud, CMC

Lisa Beveridge, VCC

Marliss Magus, Okanagan College

Barb McPherson, NIC

Hannah Kerr, VIU

Janita Schappert, VCC

Leigh-Ann Postowski, Okanagan College

Valerie Seklowski, CNC

Heather Klatt, NVIT

Glenna Stewart, NVIT

Private Institutions

Esther Aguilar, Sprout Shaw, BC Career Colleges Association

BCCNM

Janice Penner

BC Care Aide/Community Health Worker Registry

Lara Williams
Hadiyah Mizban
Sarina Corsi

Ministry of Advanced Education, Skills & Training

Neil Werely
Melanie Nielsen

- Private Training Institute Branch

Emily Fong
Joanna Cheng

Ministry of Health

Karla Biagioni

HEABC

Andreanne Gariepy

Unions

Stephen Elliott-Buckley, HEU
Barb Eagle, BCNU

Health Authorities

Leona Abbinante, FNHA
Cat Martin, Northern Health
Baljit Lail, Fraser Health
Lisa Bower, VCH

Worksafe BC

Arvin Cajigas

Safe Care

Jennifer Lyle

BC CAT

Fiona McQuarrie

1. Morning Welcome/Land Acknowledgement

Amelia Washington, NVIT Elder- led with a prayer of welcome, blessing and thanksgiving. Her participation was gratefully received.

2. Introductions: Name/Representation

3. Agenda:

- Change to the agenda – Lauren –Need to change BCCNP to BCCNM
- Agenda accepted – Leigh-Ann

4. Approval of Minutes: PN/HCA Shared Articulation (Spring 2019) deferred to Fall 2020

5. Round Robin:

- Ivy, NVIT HCA Program Coordinator, HCA Articulation Provincial Co-Chair
 - Enrolment/Attrition: 11 down to 10
 - Delivery: started as hybrid went completely online as of Nov. 23
- Nadja, HCA Program, CapU, HCA Articulation Co-Chair
 - Delivery: All 3 HCA Programs online, student engagement varies
- Judy, CNC, Quesnel:
 - HCA Program
 - Enrolment/Attrition: none, have 16 students
 - Delivery: face-to-face
 - PN Program: in progress, working on BCCNM review
- Kim, VIU, HCA & PN Program Chair:
 - Enrolment/Attrition:
 - Cowichan:
 - HCA – 20 students
 - PN – 24 students (full)
 - Nanaimo:
 - PN – 22 students (full) – in CPE3 – some Covid contact
 - Powell River:
 - HCA – 16 students
- Marliiss, Okanagan College HCA Program Chair (replacing Tracy Noble):
 - Delivery: all theory online, labs on campus, summer cohorts were able to finish
 - Vernon – 28 students, labs divided into groups
 - Penticton – 13 students
 - Kelowna – has new building
- Leona, FNHA:
 - Hired LPN to work as CHN: with increased LPN scope into community, have project to hire LPN's to participate in immunizations with Public Health; waiting to see if position will be fully funded

- Bringing in a new machine for better/quicker lab testing for Covid
- Andreeanne – HEABC, works closely with Sarina, supports: BC Care Aide Registry
- Barb Eagle, BCNU, (in for Heather Straight) working on projects re: LPN scope of practice
- Barb McPherson, NIC, PN Program, Campbell River, Comox, Port Alberni:
 - Enrolment/Attrition:
 - Level 1 – 8 students at each campus for full cohort
 - Level 3's – 13 students in total
 - Delivery:
 - Level 1 – go to CPE1 in January
 - Level 3 – had to go online and use Elsevier Simulations; going to acute care in March
- Baljit, Fraser Health, works in Clinical Practice Consulting and with HCA's in Acute Care
- Dawna, UFC, HCA Program Lead:
 - HCA Program – 2 groups were in clinical and had to stop due to Covid, looking for Plan B
 - PN Program
 - Enrolment/Attrition – 16 down to 14 due to Covid/online delivery
 - Planning to go to clinical Dec. 1, but plans keep changing
 - Working on BCCNM report
- Donna, NIC, HCA Program Chair:
 - HCA Program:
 - Groups:
 - 2 now
 - 2 to start in January (20 students)
 - 2 to start in February (20 students)
 - Delivery: digital with some face-to-face in labs; evolving; clinical in January home care least secure
 - HCAP Early Adopter:
 - Dates: orientation in December, classes in January
 - Students: 16
 - Sites: 2
- Emily Fong, Program Review Officer with Private Training Institute Branch (AEST)
- Esther Aguilar, Sprott Shaw, Director of Nursing, BC Career College's Association
 - Sprott Shaw, private program
 - Delivery: theory online, labs face-to-face with all precautions, clinical – difficulty finding placements
- Hadiyah Mizban, BC Care Aide Registry
- Hannah Kerr, VIU – instructor in PN Program at Cowichan Campus (attending first meeting)

5. Round Robin (cont'd)

- Janita, VCC, Department Head, PN Programs:
 - Enrolment: 48
 - Delivery:
 - Theory – online (Moodle) – synchronous and asynchronous
 - Labs – face-to-face, sharing space so each program has reduced time, but students come more prepared and time is more focused
 - Clinicals
 - graduated cohort – preceptorships went well and students were all hired
 - cohort in CPE3 (community) – difficult to get placements → Elsevier simulations
 - cohort in CPE1 – placements changing with Covid outbreaks, but juggling
- Jennifer Lyle, CEO, Safe Care – addressing Covid-related challenges with safety in workplaces
- Joanna Cheng, Private Training Institute Branch, AEST – here with Emily Fong (listening and learning)
- Joleen, CNC, HCA Program Coordinator, Prince George
 - HCA Program:
 - Program Recognized Nov. 10
 - Enrolment: 26 (usually 37)
 - Attrition: not much (related to career choice, and one student went from full time to part time)
 - Delivery:
 - face-to-face, 6 days/week
 - Labs – concentrated with smaller groups and more individual support
 - Clinical – going to Complex Care for 1st rotation
 - Community (last spring cohort) - happy to have backup framework from registry
 - HCAP Early Adopter
 - Dates: Nov. 30 start with employers, January start classes
 - Sites: 5 agencies
 - ?DDI?
- Karla Biagioni, Ministry of Health: just returning from maternity leave, works mostly with HCA files
- Lara Williams, BC Care Aide Registry, Senior Consultant
- Lauren, CMC, Coordinator of HCA & PN Programs
 - HCA Program:
 - Groups:
 - 2 just finished – were delayed due to Covid, but were able to secure clinical/community placements

- 1 will finish in January – more difficult securing placements as no staff
 - Next intake – February to align with high school calendar (dual credit)
 - Delivery:
 - Online synchronous with 1 instructor contact; students have coped well with access issues, etc.
- Leanne, Okanagan College, Incoming Chair for PN Programs
 - PN Programs: Kelowna, Vernon, Penticton, Salmon Arm
 - Current cohorts:
 - Enrolment: 61 in semester 2, 19 in acute care, 36 in preceptorships
 - Attrition – a few (related to online delivery)
 - Delivery:
 - Labs – face-to-face; smaller groups and therefore increased instructor time for each student
 - Clinicals - No issues securing placements
 - Next intake: Kelowna, January
 - Labs in spring – Simulation (CanSim and immersivehealth.io)
- Lisa Beveridge, VCC:
 - HCA Program:
 - 2 cohorts this fall
 - 1 full-time
 - 1 part-time (1st time offered)
 - 2 students came down with Covid and had to miss 3 days
 - Noted students have been better prepared for labs
 - HCAP Early Adopter
 - Start Dec. 7
- Melanie, Ministry of Advanced Education, Skills & Training
- Lisa Bower, Clinical Education Manager with VCH, (has to leave at noon)
- Natasha, COTR, Coordinator for HCA & PN Programs
 - HCA Program:
 - Enrolment: 42 students – Cranbrook, Fernie, Invermere
 - PN Program:
 - 3 cohorts:
 - Finishing up preceptorship – 29 students
 - Year 2 – 19 students
 - Year 1 – 31 students
 - Both Programs Delivery:
 - Theory – online, synchronous and asynchronous
 - Labs – consolidated, students more engaged
- Neil, Ministry of Advanced Education, Skills & Training, Senior Policy Analyst, attending articulation for first time, has HCA file
- Ros, Camosun, Chair of Continuing Care

- HCA Program:
 - Enrolment/Attrition – 32 to first practicum/ 12 down to 9 for personal reasons
- PN Program:
 - Enrolment/Attrition – 32 – down 2 due to online delivery, 25 or 26 to go to CPE1
 - Level 2 was paused, difficulties securing community placements, consulting with BCCNM and Registry for alternate strategies
- Both Programs:
 - Delivery
 - theory - online, synchronous
 - labs – 8:1 ratio
- Sarah, Selkirk, HCA Coordinator (Trail Campus)
 - HCA Program:
 - Enrolment/Attrition – 32 – down to 26 due to usual reasons and 1 due to online delivery (technology issues); some deferred to February intake
 - Delivery:
 - Theory – online, mostly asynchronous
 - Labs – face-to-face with 3 groups (Nakusp, Trail, Castlegar)
 - Community placements may need to be alternate
 - HCAP Early Adopter:
 - Dates: start Dec. 7
 - Sites: Nelson, Trail, Grand Forks, Castlegar
- Sarina Corsi, BC Care Aide Registry, Programs Manager
- Stephen Elliott Buckley, HEU, Research Department
- Tracy, TRU, Associate Dean, HCA and PN Programs
 - HCA Program:
 - Enrolment/Attrition – 40 – lost a few for usual reasons
 - Delivery:
 - Blocked Format with 2 courses at a time
 - Theory – online, mostly synchronous
 - Lab – new space for lab learning
 - Placements
 - going to multi-complex care in January – placements okay, but smaller groups allowed so need to stagger
 - January intake – 30 students
 - Open Learning – 60 students – at various stages, some access different colleges for clinicals
 - Williams Lake – 18 students
 - PN Program:
 - Williams Lake – full, 18 students, face-to-face for labs
- Valerie, CNC, PN Program, Prince George (Jackie retired)
 - Enrolment/Attrition – 26 students

5. Round Robin (cont'd)

- Delivery:
 - Theory – online – asynchronous/synchronous
 - Labs – face-to-face in smaller groups
 - Clinicals:
 - Level 1 – CPE 1 starting and okay
 - Level 4 – Acute Care – some issues with commence d/t Covid
- Heather, NVIT, Coordinator, APN Program
 - Enrolment/Attrition: 13 down to 12 (enrolment reduced from usual 18 for a variety of reasons – unable to complete pre-requisites due to Covid/work needs or family issues)
 - Delivery:
 - Theory – hybrid up to Nov. 23, then completely online
 - Labs – face-to-face – acquired more mannequins (now have 6) – 2lab groups with of 6 students/time
 - Clinical – going to first practicum in February – still to be confirmed
- Cat Martin, Professional Practice Lead for LPN's with Northern Health

6. Health Authority Representatives' Reports

- Cat Martin, Northern Health:
 - LPN Optimization Initiative:
 - Looking at LPN Scope of Practice and trying to match additional education needs to client needs
 - 26 skills that require additional education
 - Receiving some resistance from older LPN's who don't want more responsibilities/workload, but mostly going well
- Lisa Bower, VCH:
 - LPN's – hired over 50 to support Covid testing, case and contact-tracing in community and Downtown East Side; working on an online module
 - HCA's – ongoing recruitment; unsure re: potential use of HCA's in acute care
- Baljit Lail, Fraser Health
 - LPN Education Projects:
 - IV Meds Project – 2 classes/month, as fo beginning of November, 900 (950?) LPN's have been trained
 - Covid Assessment – introduced LPN's to Covid-19 assessment centres for performing nasal swabbing for 4 year olds and older

- Population & Public Health – hired LPN’s for immunizations for 4 year olds & older
 - HCAP
 - participating with Ministry of Health & Ministry of AEST to initiate this program
 - hoping to hire 24 into first cohort
- Aneta, IHA (not present, but shared IHA report with Nadja who read it):
 - Initiatives:
 - HCAP – largest; 25 with Early Adopters
 - LPN additional education – working on building BC curriculum for training in orthopedics, blood collection, immunizations

7. Union Reports

- Stephen Elliott-Buckley, HEU
 - Issues at forefront – mainly stemming from Covid-19 situation:
 - HCAP – trying to provide input
 - Pandemic pay
 - PPE supplies
 - Visitation issues
 - “Long range fatigue” of workers (after 10 months)
- Barb Eagle, BCNU
 - “Echoes Stephen”
 - Projects:
 - LPN Scope of Practice – working to revise BCCNM document – see limits/conditions change from “formal education” to “employer education”
 - Ortho-casting program
 - Peri-operative education
 - BCNU committee is a voice on this
 - valuable due to cancelled OR’s due to Covid

8. Ministry of Health Report

- Karla Biagioni
 - LPN’s:
 - Collaborating with Ministry of AEST and PSI’s re: expansion of PN Access
 - Laddering for PN’s = bridging to RN
 - Supported Okanagan College for curriculum development of Ortho program
 - Developed job profile for LPN’s in Primary Care (team-based)
 - HCA’s:
 - HCAP
 - estimated need for 7000 HCW’s and HCAP is a pathway for hiring about 3000 people

- Application packages have gone to Health Authorities → 360 sites have responded
 - Requested 2000 FTE's
 - 60% screening/initial interviews done
- Financial questions:
 - Administration of funding to reimburse learners
 - Pre-req's (first aid, etc.)
 - Supporting HCA students currently enrolled in regular programs and those starting in January
- Considerations:
 - expanding to Home Health context being discussed
 - orientation materials for new workers
 - evaluation framework
- Responses to the HCAP report:
 - Joleen – happy to hear about support for current and potential regular HCA students
 - Ivy – in agreement with expansion to Home Health, especially for First Nations communities and happy to hear this issue is being considered
 - Heather – dual-credit students – HCAP not a great “fit” as want them to stay in school, but need to think how they might be incorporated in

9. Ministry of Advanced Education, Skills & Training Report

- Emily Fong, Private Training Institute Branch of AEST:
 - Review applications from certified programs and those seeking certification
 - Numbers: 306 certified, 21 offer HCA Programs, 5 offer PN Programs
 - Covid Response:
 - sending communications to private institutions re: PHO requirements
- Melanie Nielsen, Ministry of AEST
 - “Big Picture”:
 - Reinforcing that health students are “essential workers” too with current PHO orders and therefore they can travel for their clinical placements
 - Practicum placements and alternate options
 - Approach is “principle-based”:
 - In all cases, no matter the type of delivery, need to maintain the quality of education programs
 - Need to ask: will the delivery allow students to meet the course/program learning outcomes?

- Specifics:
 - HCAP
 - Programs and their delivery models need to meet requirements of full HCA Program
 - 5 institutions are “early adopters” (1st program rolling out Nov. 30)
 - There are also “next in line adopters”
 - increases to current deliveries of HCA programs
 - Applicants are being given ideas for career options first, so hopefully those entering HCAP are suited to the program
 - Overview of delivery models:
 - 2 main ones:
 - block modular
 - part-time
 - Also:
 - community-based
 - open-learning
 - expect adaptations of the models by PSI’s and partner employers
 - future pathway options for HCAP students? (e.g. more PN Access programs?) – will be considering over the next few years
 - HCA & PN Curriculum Renewal
 - PN – there has been lots of expansion of scope and this needs to be reflected in the curriculum
 - Worked with BCCNM, PSI’s and Ministry of Health to put in temporary English Language Testing program
 - Nursing Governance – Nursing Education Planning Council – now focusing on the range of nursing education for both LPN’s and HCA’s – will form working groups on working streams

10. BC Care Aide Registry Report

- Sarina Corsi, Program Manager
 - Summary of Data on Registrants
 - 38,033 actively registered HCA’s
 - 868 reports of alleged abuse → have been suspended or terminated
 - 670 have returned after going through required processes
 - 191 permanently removed from registry
 - 7 investigations in progress
 - Updates on measures to support education and training amidst Covid conditions
 - Reducing barriers to education/training
 - Allowing informal transcripts

- Streamlining process for registering people who have trained outside of BC
 - Working with employers as sponsors
 - Creating standardized online orientation
 - on Learning Hub (12 hours)
 - includes new course: “HCA Practice in BC” – 5 hours, free, open to public, content includes: “Person-Centered Care” and module on “Diversity”
- Lara Williams, Senior Consultant
 - Information on HCA Programs in BC
 - For # of programs, please check website
 - Usual timeline for registration is 1 to 2 business days after receiving all required information but there has been a pause on reviewing applications for new programs for the 2021 year
 - In outbreak times – PSI’s have developed different policies, (communicating with employer sites)
 - Updates
 - June 15 – recognized 15 one-time funded programs
 - Commenced 2nd cycle of program reassessments and have reviewed 6 programs so far
 - TOEFL
 - Have been Working with educators to adopt temporary measures to meet Learning Outcomes despite challenges posed by Covid to meeting required hours

11. BCCNM Report

- Janice Penner, Education Consultant
 - Updates
 - BCCNP changed to BCCNM as of Sept. 1, 2020
 - New website launching later this fall
 - National LPN Entry Level Competencies revised in 2019
 - came into effect as of Sept. 1, 2020
 - New LPN Licensing Exam
 - Development – BC & Ontario in collaboration with the National Council of State Boards of Nursing (NCSBN)
 - To start January 4, 2022
 - It will have its own website
 - Revised LPN Scope of Practice
 - in effect as of October 1
 - includes new resources

12. Deans and Directors Report

- Nobody present to give report

13. WorkSafe BC

- Arvin Cajigas
 - Updates
 - 2 new resources for HCA's - Guidelines for Inspecting:
 - floor lifts
 - overhead lifts
 - Patient handling bulletins – to be reformatted into stand-alone documents
 - Links to the above updates to be sent to Nadja for distribution

14. Safecare BC

- Jennifer Lyle, Senior Director
 - Updates
 - Have increased online, virtual, asynchronous materials re: Covid including:
 - PPE, etc.
 - Mental Health
 - Care for Caregivers
 - resources on Learning Hub: Peer (?) to Speak (Care to Speak?) – provides empathetic ear and entry point to increased support as needed
 - Hosted “Hearts & Hands Conference” – now on a web-based app that is popular (had 718 registrants)
 - Outreach Efforts re: Covid-19 vaccine
 - Want to know more about PSI's concerns re: practicum placements

15. BCCAT Report

- Fiona McQuarrie, BCCAT
 - Fall Update sent to Nadja
 - JAM: Joint Annual Meeting, week of November 16
 - Completely online
 - Opened up to anyone and had 350 attendees from around the world
 - Presentations were taped: see BCCAT YouTube Channel: https://www.youtube.com/channel/UCekj2w_orRdumXCxl-it-dw
 - Popular topic: designing micro-credentials
 - Questions re: changes in delivery (with Covid) to meet requirements
 - E.g. is an online lab a sufficient replacement for in-person biology labs?
 - Answer varies with the PSI

- From transfer and articulation point of view – online not necessarily deficient and main concern is: can the Learning Outcomes be achieved
- Note: Ruth, Articulation Committee Coordinator is away on medical leave and so Fiona and Mike are covering and can be contacted at:
 - fmcguarrie@bccat.ca
 - mwinsemann@bccat.ca
- Question from Lauren: Is BCIT's test equivalent to BC high school "Bio 12"?
 - <https://www.bcit.ca/study/courses/bhsc0012>
 - Answer: check with target institution

Announcement

- Ivy: **looking for a new PN Chair for Articulation**
- Natasha requests description of role and asks what the commitment involves
- Ivy responds:
 - 2 meetings/year – 1 fall, 1 spring
 - Keep contact list and send out invitations to meetings
 - Send info to BCCAT
 - Set meeting agendas (receive info from PSI's, etc.)
 - Organizing the meetings
- Lauren responds that she will chair tomorrow's meeting
- Natasha agrees to join in
- → **4 Chairs for tomorrow's PN articulation meeting: Ivy, Nadja, Lauren and Natasha**

16. Open Practice Discussion: HCA/PN

- Sarina Corsi gives a few more details on **new course on learning hub: "HCA Practice in BC"**
 - <https://learninghub.phsa.ca/courses/24104>
 - "Legal/Ethical Approaches to Practice" module explains Registry's mandate , etc.
 - Course uses case studies and is self-paced
- Judy Crain raises issue re: **counselling needs** since going online:
 - Students turning to instructors for counselling which has added pressure
 - Good resources include:
 - Safe Care mental health resource
 - BC Care Aide Registry resource: <https://www.cachwr.bc.ca/Documents/HCA-COVID-19-Supports>
 - Donna and Sarah add:
 - give "Words of Wisdom" from previous students to new students
 - have a Moodle "Class Café"
 - find that "break out rooms" in online courses help build community
 - Lauren adds:
 - helpful to bring in Student Services to class at beginning of semester and prn

- Santina adds:
 - continuing with group projects, and keep those groups in labs
- Lisa adds:
 - assigning students to specific faculty members
- Judy discusses **student demographics**:
 - At last articulation meeting, it was mentioned that student numbers were down, but this year their numbers are up and cohorts are full.
 - Also, this year, students all have grade 12 – wondering why?
 - Various members offer possible influencing factors
- Sarina asks about **other provinces** having difficulties with **practicum placements**?
 - Answer (Nadja): Yes – especially in eastern provinces which have gone to use of simulations
- Santina asks if anyone has any **mechanical lift videos**?
 - Nadja answers : Yes and will send to her
- Joleen raises concern from early adopters of HCAP – what if there is “push back” from health authorities **if HCAP student not doing well in courses → what about the student’s job**?
 - Donna Wedman answers: this concern is being discussed
- Barb McPherson asks re: **extension of temporary registration**
 - Sarina answers: Yes for nursing students – to March 2021

Meeting closes at 1340

