

# Education: Making a Difference

A Presentation for the 21<sup>st</sup> Annual John K Friesen Conference in  
Collaboration with the Institute for Research in Public Policy  
“Innovations in Home Care: A Public Policy Perspective”

# “Human Resources Challenges in Home Care” - an Educational Perspective

Presenter: Pat Bawtinheimer

## Previous Studies:

2003 -- “Canadian Home Care Human Resources Study”

*Recommendation 7: “Develop strategies for educational preparation, formal continuing education and employer-provided training to facilitate the availability of qualified home care providers.”*

March, 2007 - “The Future of Homecare in Canada”

*Recommendation: “In regards to health human resources within the home and community care sector, training, accreditation, and compensation schemes need to be expanded and improved. Measures are also needed in the short-term to counter increasingly dire labour shortages.”*

## Previous Studies (contd.)

2009 - Pan-Canadian Symposium “Maximizing Health Human resources: Valuing Unregulated Health Workers”

Priority Issue 3: *“Develop educational programs based on established/identifies competencies”* (curriculum development, standardized entrance criteria, mentorship and train-the-trainer programs, development of ongoing learning opportunities)

# Project: “Promoting Mobility and Education: National Educational Standards for Personal Care Providers”

## Partners in the Project:

1. Association of Canadian Community Colleges (ACCC)
2. Canadian Association of Continuing Care Educators (CAACE)
3. Health Canada

# About ACCC

- National, voluntary membership organization representing colleges and institutes in Canada and internationally
- Represents members to federal government and industry (the “voice” of post secondary education in Canada)
- Supports member institutions as they address challenges and opportunities in the post-secondary sector
- Supports membership of Affinity Groups and Sector Councils

# About CACCE

- An Affinity Group of ACCC
- Membership is composed of educators from across Canada who teach in the “unregulated personal care provider” educational programs -- public colleges
- Western college initiative provided impetus
- Formally established in February, 2004 (ACCC Continuing Care Affinity Group → Canadian Association of Continuing Care Educators)

# About CACCE (contd.)

Issues emerged at CACCE conferences:

1. No consistency in education and training
2. No standards
3. No inter-jurisdictional recognition of experience and education, and therefore, difficulty with mobility/transferability (employment blocked)

Gradual increase in initiatives across the country at the provincial level



# About the Project:

- Dates: began December 2009, completion by March 2012 (have received extension to summer, 2012)
- Included both publically funded and private education, and (in some provinces) high school programs
- Steering Committee -- 20 representatives from across the country, multi-stakeholders
- Co-Chairs: Pat Bawtinheimer and Marlene MacLellan

# Project Deliverables:

1. Environmental Scan -- overview of educational programs offered across the country
2. National Conference to achieve consensus re the project (held March, 2011)
3. Development of a Standards Document (completed by end of May, 2012)
4. Validations of Recommendations (Formal Consultation) -- Focus groups, on-line survey, personal interviews (completed February 2012)
5. Dissemination Strategy

# Environmental Scan

Two phases as part of the Methodology

Scan includes:

- Overview of provincial and territorial curricula
- Nomenclature (program/worker names)
- Program entrance requirements
- Program delivery and length
- Programs Learning Outcomes and core competencies
- Prior Learning Opportunities

# Environmental Scan Outcomes

- 74 institutions sampled: 11 School Board, 47 Public Institutions, 16 Private Institutions
- 6 jurisdictions have provincial curriculum
- Most require First Aid and CPR, record of immunizations, other certifications (WHMIS, Food Safe)
- 72/74 require Criminal Record Check; 53/74 require Vulnerable Sector Check
- Range of Program Length: 15 - 45 weeks
- Range of hours: 484 - 1044 hrs.

# Environmental Scan Outcomes

- Range of classroom/lab hours: 246 - 750 hours
- Range of Clinical/Practicum hours: 165 - 600 hours
- AVERAGE PROGRAM LENGTH: 28 weeks, 755 hours
- Little formal PLAR - four western provinces do have some articulation of programs

# March 2011 Conference

- Objective: To build consensus on moving forward with the development of Canadian Educational Standards for Unregulated Care Providers
- 63 participants from across the country and representing different stakeholder groups
- Consensus achieved
- Based on outcomes, some adjustments made:
  - 1) added members to the Steering Committee,
  - 2) commitment to stay connected

# March Conference (contd.)

- 3) further development of the Environmental Scan
  - 4) dissemination strategy is critical
  - 5) as much as possible use what has already been determined
  - 6) ensure that both community and residential care is addressed
  - 7) need for stakeholder validation
- Issues emerging:
    - 1) monitoring and oversight of how the standards are being followed

# Creation of the Competencies

- Environmental Scan served as a foundation for development
- Created by a small team, and then to Steering Committee for vetting prior to consultative process
- Developed Introductory statements (to set the stage), Program Learning Outcomes, Core Competencies, Administrative Standards (programs entrance requirements, learning support requirements, hiring criteria)



# Consultation and Validation

- 11 Focus Groups conducted (10 English, 1 French)  
1 personal interview  
on-line survey (333 completed, English and French)  
TOTAL of 414 persons had input
- Questions asked:
  - 1) Is there anything that needs to be added or clarified?
  - 2) Should anything be deleted?
  - 3) Is the language appropriate?
- Themes emerged

# Where are We Now?

- Project in process of final review by Steering Committee
- All documents will be translated, and then on to Health Canada
- Dissemination of the Final Product
  - 1) all participants in focus groups and survey and March conference
  - 2) all Ministries of Health and Advanced Education
  - 3) all members of ACCC and CACC
  - 4) Networks of Steering Committee members
  - 5) available on ACCC website

Tor Further Information:

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Look for information in the future on the ACCC website:

[www.accc.ca](http://www.accc.ca)