

1. What is the Health Career Access Program (HCAP)?

COVID-19 has increased the need for health care assistants (HCAs) in long-term care and assisted living settings across the province.

The HCA program typically requires six to eight months of full time post-secondary education. Through the Health Career Access Program (HCAP), the Province will pay for your post-secondary education while helping to place you in an entry-level job within the care sector.

New hires in the program start in a health care support worker (HCSW) position and receive paid education and training that leads to full qualification as an HCA.

2. Where can I go to find out more about the HCAP?

<https://www2.gov.bc.ca/gov/content/economic-recovery/work-in-health-care>

3. What positions are available through the HCAP?

Health care support workers (HCSWs) perform a variety of non-direct and/or non-clinical healthcare supports for clients, residents, families and/or visitors in long-term care and assisted living settings under the direction of a Registered Nurse or another regulated healthcare professional. Typical duties include:

- Participating as an integral member of a healthcare delivery team
- Establishing a caring relationship with clients, residents and families
- Providing support and assistance with mealtime activities
- Providing support and assistance in carrying out activities
- Performing housekeeping duties
- Greeting and directing visitors
- Restocking supplies
- Completing and maintaining relevant records

HCSWs will earn \$20.95 per hour.

All HCAP applicants must start as an HCSW before becoming an HCA.

Upon successful completion of the paid HCA training program, HCSWs will be eligible to register with the BC Care Aide & Community Health Worker Registry and seek employment as a qualified HCA.

Health care assistants (HCAs) provide personal care in a variety of settings including acute care hospitals, assisted living facilities and residential care. They are supervised by registered nurses or other regulated health professionals and follow established care plans. Typical duties include:

- Assisting with bathing, grooming, dressing, and oral hygiene
- Helping in the delivery of nursing care, including taking temperature, pulse and respiration readings
- Documenting information on a patient's chart
- Monitoring patient progress, symptoms, and behavioural changes; and reporting significant observations
- Utilizing mechanical aides (specialty beds, lifts, wheelchairs and stretchers) to transport patients
- Helping to position, lift, and/or transfer patients using established lifting safety techniques
- Maintaining a clean and safe environment for patients and staff

Typically, in long-term care homes and assisted living settings, HCAs provide coverage 24 hours a day, 365 days a year. Start and end times of shifts vary between settings, but often there will be a “day shift”, an “evening shift”, and a “night shift”.

4. Will Health Care Support Workers (HCSWs) be unionized?

The long-term care and assisted living sector employs both unionized and non-unionized positions depending on the employer. If the setting has a union certification for the work performed by an HCSW, the role will be unionized.

5. Who is eligible to participate in the HCAP?

Anyone who meets the education and skill requirements is invited to apply.

Education

- Grade 10, including the successful completion of English 10, or equivalency. Valid Class V B.C. Driver’s License.
- For guidance on the English Language Competency Requirement please visit this [link](#)

Skills

- Ability to communicate effectively, both verbally and in writing.
- Ability to deal with others effectively.
- Ability to organize work.
- Physical ability to carry out the duties of the position.
- Ability to operate related equipment.

HCAP participants will also have to meet the post-secondary institution’s program pre-requisites.

6. What is the process for applying and completing the HCAP?

Step 1: Expression of Interest

- The first step is to submit an expression of interest online at: <https://www2.gov.bc.ca/gov/content/economic-recovery/work-in-health-care#EOI>.
- In a follow-up email, applicants will be provided with a time when they may call to receive more detailed information about the HCAP and be screened for eligibility.
- Applicants who meet the education and skill requirements and pass a criminal record check will enter the pool of pre-screened applicants and be considered for positions in their region of interest.
- Applicants should be aware that an enhanced criminal record check will be required before starting work with vulnerable populations in a long-term care or assisted living setting.

Step 2: Application and Hiring

- If the HCSW position is unionized, the employer will follow their collective agreement commitments and post accordingly (e.g. first post the position internally, if required). If the position is not filled internally, the employer will select an applicant through the HCAP matching process.
- If the site is not subject to collective agreement posting requirements, the position may be filled internally, or the employer will select an applicant through the HCAP matching process.
- Successful applicants will be issued an offer letter by the employer and hired as an HCSW.