

RECOGNIZED HEALTH CARE AIDE (HCA) PROGRAMS

APPROVED SCHOOLS LIST June 2012

PREAMBLE:

The Health Care Aide Skills Initiative Steering Committee developed a sub-committee consisting of membership from post-secondary institutions, contracted and AHS operators to review several HCA curriculums across the country for equivalency to [Government of Alberta licensed post-secondary institution](#) using the [Provincial Health Care Aide Curriculum](#).

This resulted in the “*Recognized HCA Programs - Approved Schools List – June 2012*” (herein called “Approved Schools List”). It is important to note the following:

- The committee that reviewed these curriculums has disbanded.
- The information on HCA programs was collected at a point in time.
- Is not meant to be exhaustive or prohibitive for any future HCA programs that might meet the criteria (see criteria below).
- If the education is not on the Approved Schools List, there are two options:

Option 1: (Preferred)

If the education is not on the Approved Schools List, the employer **must** complete a *Competency Assessment Profile* (CAP) tool; **OR**

Option 2: (Not available within AHS, see Note below*)

Using the *Substantially Equivalent review questions* the employer is responsible for reviewing the employee’s completed courses against the Health Care Aide Government of Alberta Provincial Curriculum for alignment and validation. This requires completion of standardized questions. If the employer is unsure of equivalencies, the employer must complete a Competency Assessment Profile (CAP) tool. ***NOTE:** AHS leadership has made a decision that AHS staff shall not review HCA curriculums for equivalency.

SUBSTANTIALLY EQUIVALENT MAY ALSO BE GRANTED TO:

Graduates of an Alberta or Canadian nursing program (RN, LPN, RPN) who are working as a Health Care Aide.

Student nurses or nurses educated outside of Canada as follows:

- **Degree Nurses:** Domestic or foreign trained nurses **may** be considered substantially equivalent. Completion of a CAP is recommended if an employer has any concerns about the individual’s competency.
- **Nursing students:** who have completed a **minimum of 100 hours** of practicum is considered substantially equivalent. Therefore:
 - **LPN students** who have completed the **first year** of a Licensed Practical Nursing program and returning to their program are considered to be substantially equivalent.
 - **RN students** who have completed the **second year** of a Bachelor of Nursing program and returning to their program are considered to be substantially equivalent.

CRITERIA used to Determine Recognition of SUBSTANTIALLY EQUIVALENT

- The Health Care Aide Program should have a minimum of 500 hours of combined theory and practicum.
- An educational background deemed equivalent by the operator as compared to the approved Provincial Health Care Aide Curriculum.

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Health Care Aide PROGRAMS RECOGNIZED as SUBSTANTIALLY EQUIVALENT:

1. ABES (Alberta Business and Educational Services) - Personal care Assistant 1997 onward
2. ABM College of Health and Technology
3. Academy of Learning - Health Care Aide
4. Alberta Caregiving Institute
5. Alberta Vocational College (AVC) Calgary - Personal Support Aide or PCA (both Level 1 & level 2)
6. Alberta Vocational College Edmonton - PCA or PSA (both level 1 and level 2 OR Core and advanced OR modules A – L)
7. ALC Training and Development Alzheimer Society ON (2006) – PSW
8. ALTCA (2001) – Pilot Program
9. Assiniboine Community College (2004)
10. Association des Préposé(e)s aux Bénéficiaires du Québec (Association of Health Aides) 2002
11. Bethany Care Society (1985) used AVC program – equivalent to Level 1 plus level 2 Bow Valley College PSA or PCA
12. Boreal College ON - HCA
13. Bow Valley College – PSA or PCA (Level 1 plus level 2) or Health Care Aide
14. Bredin Institute – Health Care Aide (2004 to present)
15. Camrose Caregiving Institute (2010)
16. Camosum College, Victoria BC – Home Support/ Resident Care Attendant
17. Canadian All Care College (2006) – PSW
18. Canadian Business College – PSW
19. Canadian Family Resource & Career College
20. Canadian Family Resource Institute and Career College in Victoria BC in May 2003 – 2011: Resident Care Attendant
21. Capilano College – Home Support Resident /Care Attendant Program
22. Career Designs, Calgary – Health Care Aide/PCA
23. Catholic Social Services – Health Care Aide
24. CDI College ON (2004) – PSW (Now known as Everest College)
25. Centennial College, Ontario (2001) – PSW
26. Chinook Nursing Home (AVC) – PSA Level 1 and Level 2
27. City Adult Learning Centre – Personal Support Worker
28. Columbia College (1995) Personal Care Attendant, Health Care Aide
29. College of New Caledonia (for course using the BC Ministry Health Care Assistant Curriculum)
30. College of the Rockies – HCA course
31. Community Care Educational Centre Inc. (Red Deer AB) Health Care Assistant Program
32. Confederation College Ontario (1999) – PSW
33. Creative Career Systems – Academy of Care, Ontario – Certified PSW
34. Designs for Excellence Educational Institute – Health Care Assistant Program
35. Discovery College, British Columbia

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36. Douglas College: Residential Care Attendant 1992 to 2005
37. Douglas College – Health Care Support Worker (Sept 2005 to 2007)
38. Douglas College: Health Care Assistant Program (2010)
39. Drake Medox College RCA / Community Health Worker
40. Durham Business and Computer College (2002) – PSW
41. Eastern College (CompuCollege) – 640 Hr PSW program (Newfoundland)
42. Eastern College NS – Continuing Care Assistant
43. Eastern Ontario Education & Training Centre (After Dec 2004) – PSW
44. Excel Academy – Health Care Aide (2009)
45. Fanshawe College Ontario (1999) – PSW
46. Gateway College – RCA (not LTC Aide)
47. George Brown College Ontario -Health Care Aide
48. Georgian College of Applied Arts & Technology (2005) – PSW
49. Global Care – Caregiver / Personal Support Worker
50. Grant MacEwan College/ Chinook Health Region – PCA earned through PLAR process between 2002-2004
51. Grand Health Academy in Hamilton Ontario 1998 - 2004 (NACC campus)
52. Holland College, PEI -Resident Care Worker
53. Home Support Nova Scotia Association
54. Humber College – Nursing Assistant
55. Iloilo Doctors College – One year Health Aid Course
56. IntraCare Education Centre (National Association of Career Colleges) – PSW
57. Keyano College (2007) – Health Care Aide
58. Keyin College (2007) NL (Newfoundland and Labrador)
59. Kwantlen University College BC – Health Care Aide/RCA
60. Lakeland College
61. Lethbridge College – PSA or PCA or Health Care Aide – Program in suspension
62. Medicine Hat College (2002) – PSA or PCA or Health Care Aide
63. Medix School – PSW
64. Metropolitan Business School, Nanaimo BC – RCA – must complete Med Admin
65. Ministry of Education, Recreation and Sport – Quebec (2005)
66. MCTC (Marguerite Connolly Training & Consulting) P.E.I. -Resident Care Worker
67. National Association of Certified Caregivers / Personal Support Workers (2008)
68. NAIT/ABES/Nightingale Academy (After March 1997) Medication Module recommended
69. New Brunswick Community College (2004) – Health Care Aide, NA, Personal Support Worker Acute Care
70. New Skills Vocational Scholl – PSW
71. Niagara School of Health Care (Ontario) 1992
72. Nightingale Academy – Health Care Aide (2002) with Med Admin Module

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73. NorQuest College (After March 2002) – Health Care Aide
74. NorQuest College – PSA – CORE and Advanced
75. North American College Information Technology – Personal Support Worker
76. North Island College BC (2004)
77. Northern Lakes College – (2002) Health Care Aide, PSA or PCA
78. Northern Lights College (BC) – Resident Care / Home Support Attendant
79. Nova Scotia Department of Health/Nova Scotia Community College – Certified Continuing Care Assistant
80. Okanagan College – Home Support Resident Care Attendant / Health Care Assistant
81. Okanagan University College (now Okanagan College)
82. Ontario Private Career Institutions/ College (Graduates of any) (after Dec 2004) – Personal Support Worker (part of provincial curriculum)
83. Pacific Coast Community College – Resident Care Aide
84. Paré Labrecque Centre (1998) – Geriatric Care Attendant
85. Pearson Adult & Career Centre (PAAC) Québec
86. Portage College (2007) – Health Care Aide Accelerated
87. ProCare Institute Inc. (1998) – Health Care Aide
88. RB Russell Vocational School (Manitoba) -approved by Winnipeg Regional Health Authority (WRHA) for HCA training program (HCA/ HC Attendant / Resident Attendant)
89. Red Deer College, PSA or PCA (Level 1 plus level 2) or Health Care Aide
90. Red River College, Winnipeg MB (after 2004) – Health Care Aide
91. Red River Community College (Continuing Education Division) – Certificate in Health Care Aide
92. Robertson College Calgary (2007) – Health Care Aide
93. Royal Canadian Institute of Technology (RCA) (British Columbia)
94. Royal Health Care Aide Training School Lethbridge (Approved AHW School March 3, 2011)
95. Saskatoon Business College – PCA
96. Saskatchewan Institute of Applied Science and Technology: Continuing Care Assistant / HC/Special Care Aide
97. Saskatchewan Indian Institute of Training
98. Sprott-Shaw Community College (2001) – RCA or Health Care Aide
99. Selkirk College BC (1998)
100. Sheridan College, Brampton Ontario (HCA and PSW)
101. Stenberg College BC (1997)
102. St. Boniface College QC (2004) – Health Care Aide
103. St. Clair College of Applied Arts & Technology, Ontario (recognized after 2002) – PSW
104. St. Lawrence College's (Brockville Ontario) PSW program 2004
105. St. Luke's College (Sioux City, Iowa) - degree of Associate of Science in Nursing
106. Summit Career College
107. St. Louis Adult learning Centres Waterloo Catholic District Board School (2000) – PSW
108. Tender Ties Agency and NAIT – Nursing Assistant

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109. The Learning Centre of Simcoe County
110. Thebacha College, Northwest Territories – Certified Nursing Assistant
111. Thompson Rivers University -(Formerly University College of the Cariboo)
112. Toronto Health School
113. Training Inc. - Health Care Aide
114. Unity Academy Inc.
115. University College of the Fraser Valley
116. Vancouver Community College – NA Program
117. Vancouver Career College BC (Community Health Care Worker)
118. Vancouver Island University (formerly Malaspina University College) – Home Support/Resident Care Attendant or Health Attendant
119. VON – Calgary – 2007 Health Care Aide
120. West Coast College of Health Care – Resident Care Attendant 2002
121. Winnipeg Technical College – Health Care Aide/ Health Care Assistant/ Home Care Aide
122. York Region District School Board Ontario (Dec 2004) – PSW (part of provincial curriculum)

For a program in the future to be recognized the following is required:

- The HCA program should have a minimum of 500 hours of combined theory and practicum.
- The HCA program competencies should be consistent with the Alberta Provincial Curriculum for HCAs

Health Care Aide PROGRAMS NOT RECOGNIZED

1. Academic Express Red Deer
2. Academic Express
3. Algonquin College of Applied Arts & Technology -Health Care Aide
4. Algonquin Careers Academy – Health Care Aide/PCA
5. All-Care Home Support Services – RCA
6. ALTCA - certificate of registration - Care Aide Attendant
7. Augustana Community College
8. AVC (Alberta Vocational College) - Personal Support Aide (Level 1 or Core Only)
9. AVC (Alberta Vocational College) - Residential Aide
10. AVC (Alberta Vocational College) - Certified Care Attendant
11. Bayshore In-House Training Program – HSW
12. Brunet Academy - NA
13. Camosum College BC – CSW
14. Canada College of Business and Technology – PSA (prior to December 2004 – after December 2004 program is accepted)
15. Career Design – Community Care Giver
16. Centre 2000
17. Centre de Formation Professionnelle de la Sante
18. Central Health Institute – PSW

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19. Centre Care Quebec Inc - Advanced NA (300 hrs)
20. College of Health and Family Support Studies, Division of Herzing College, Winnipeg MB Health Care Aide
21. Community Professional Medical Careers (Vancouver, BC) - LTC Aide
22. Dan Robert College of Health Care, Toronto ON - Personal Support Worker Program
23. Departments of Veterans Affairs School for Nursing Assistants Camp Hill Hospital, Halifax NS
24. Employment & Immigration Canada
25. Esterwood Training
26. Formation Kwalikaire Training -Basic Nursing Care
27. Granton Institute of Technology
28. Grant MacEwan Community College prior to 2002 – Residential Aide Training
29. Grant MacEwan College (2002) – Discontinued in 2005
30. GMCC -certificate of achievement -RESA 150 & 151 -Continuing Care Giver Facility 2001
31. Health Care Vocational Centers
32. Herzing College MB (Winnipeg Campus)
33. Hillsborough Community College – NA
34. Independent Living Resource Centre -Independent Living Attendant Cert
35. Island Health Training Centre -Resident Care Worker (587 hrs)
36. Kwantlen University college BC – LTC Aide
37. Lambton College
38. Le Groupe HQ
39. Loyalist College of Applied Arts & Technology -Health Care Aide Program (Certificate of Achievement), Belleville, Ontario
40. Medicine Hat College (pre 2002) - Health Care Aide
41. Metropolitan Business College – Nanaimo, BC
42. Mohawk College ON
43. Montreal Nursing Aide School (missing medication module)
44. Moosejaw Thunder Creek Health -TLR (transfer, lift, repositioning)
45. North York Board of Education -Health Care Aide
46. Nursing Care Matter Inc -NA
47. NVQ, United Kingdom
48. Osilla Institute for Health Personnel
49. Our Lady of Fatima College -Graduate in Midwifery; Montreal Nursing Aide -Nursing Aide Course
50. PFJ Health Care Services (QC)
51. Precious Health Training Centre -NA
52. Red River College (MB) – all PCA prior to 2004
53. Riverbend Retirement Residence in partnership with Alberta Health & Wellness -(must be accompanied by a Certificate issued by Nightingale Academy to be valid - as confirmed by the DOC of Riverbend Retirement Residence Sept 2004)
54. SAIT Career Designs Inc.

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55. SICES -six month course Live-in Caregiver
56. SICES International Academy -Personal Care Attendant
57. South Westman Regional Authority Cert of recognition -Palliative Care Training Program
58. St. Joseph's Auxiliary Hospital -218 Hrs of Study in Care Attendant Program
59. Stratford Career Institute Ontario – Nursing Assistant (Health Care Assistant)
60. Supported Integration Program (Ont)
61. TCCG – Nursing Attendant Training
62. VON/ Chinook College Calgary – PCA
63. Victorian Order of Nurses (1995)
64. We Care Calgary

Please note: This list is dated as information on programs collected at a point in time and is not meant to be exhaustive or prohibitive for any future programs that might meet the criteria.