

CESBA PRE-CONFERENCE  
NOVEMBER 28, 2018  
HIGHLIGHTS

PLAR

- What/ if anything, are the school boards doing with regards to PSW PLAR?
- In general, this is not being practiced with many school boards.
- If credit is being given for practicum, 300 hours of community employment counts for the community placement. A credit under EDU is not given in this circumstance.
- The student must have completed a minimum of the 300 hours as well as a letter of recommendation from their employer
- Assignments/tests/ exams are also done to ensure the student understands the content and is meeting the VLO expectations.
- With regards to students who are newcomers with a health care professional background, the Toronto schools are requiring the student to have a study permit, a literacy assessment and a minimum of ENG3C. If they do not meet the intake standards, the student is offered PLAR towards their OSSD and are not accepted into the PSW program until their literacy skills improve.
- International students require a DLI# to study internationally and this can be done in partnership with the New Canadian Centre.
- At times there is an articulation agreement

Ministry of Health David Lamb

- David spoke of accessing PSW's
- The statistics are such that even though Ontario graduates approximately 8000 PSWs per year, there are only approximately 4800 PSWs that transition into the workforce.
- The Ministry is not only looking at increasing the numbers of PSWs, but how to retain the ones presently working with better working conditions
- 19% of those that graduate are from the school boards.
- The Ministry is also looking into increasing their data about school boards.
- The issues the PSWs have expressed around the province have been surrounding the working conditions, the lack of feeling prepared and the lack of value placed on their role
- The cost of the programs is a barrier. This does not necessarily mean the tuition cost, but includes the cost of living while attending school
- The focus will be to distribute to maximize PSWs available.
- Retention tools being studied include career laddering and enhanced practice with having professional development.
- PLAR assessment tools will hopefully increase PSW numbers and the school boards will be asked to help with this process.
- Access funding for PSWs \*DEM\*.

- Help is needed from the Ministry to increase public awareness regarding the role of the PSW

#### Feedback

- Full time jobs need to increase so the individual PSW can commit to one job as opposed to working 3 jobs to ensure full time hours.
- Regulation of the profession would assist with public awareness
- The role is highly task oriented
- Look at the possibility of sector specific partnership grant
- Employment Ontario seem to have a lack of knowledge as well as the high schools regarding school board PSW opportunities
- There is a difference between Southern and Northern Ontario school boards as well as the roles/expectations of the PSW
- Ontario Colleges will not accept school board PSWs into bridging Practical Nursing programs.
- Moral issues within the PSW world are quite low recently.

#### Going Forward

- Communication with the Ministry will be key
- It is more than just increasing numbers of PSWs but more about retention

#### Survey Monkey

- Possibility about school board students acquiring OSAP
- The tuition is not always the issue but having to quit a full time job to attend school and continue their living expenses.
- Bernadette has inquired about this with our previous government and will enquire again with the new government
- OW students who receive assistance should be considered as receiving Student Assistance as there won't be so much stigma attached to it than collecting OW

#### Registry

- MOU with employer
- There is a difference presently with a full registrant and a conditional registrant
- They would like to invite people to join the working groups for granular issues and has opened the invitation to the school boards. They are looking for those involved in the education to join the groups.
- Records retention are needed to authenticate certification
- How can we get the information to the Michener in keeping with a low cost
- There are a variety of ways we can authenticate the certificate through the student's certificate or transcript sent from the board into a sealed envelope.
- The Michener would like to standardize the verification process and are looking for suggestions.
- It was suggested that the responsibility of the registry should fall onto the graduate

- How the Michener will handle a graduate from a non-accredited program is yet to be determined.
- They are attempting to capture the most PSWs as they can
- The school boards are presently accredited through the Ministry of Education and the Ontario College of Teachers and we continue to work under the VLOs

#### Advertising/ Marketing

- Suggested to have a sign on the school board's vehicles to advertise the program
- Put flyers up at local community "hotspots"
- Facebook where students can "tag" each other
- Kijiji-place an ad and have it renewed weekly. The ad can have the potential student call or text a school number
- Sticky notes on a poster so the potential student can just pull it off. Each poster of stickies will have up-to-date information on it. I.e, up coming info session dates.
- Laundromats, corner stores, community swimming pools, hockey rinks etc.
- On posters, advertise "get ready programs" with LBS
- Coordinators can go out to the feeder schools within the board to promote their program
- Partner with Plan A or Revera and they are able to advertise they will pay tuition with a commitment from the student.
- Integrative training with long term care facilities can help as the facility will advertise for you.
- SHSM program to partner and extra skills certification can assist with the feeder schools realize their own board has a program

#### Accreditation

- Arwen is asking that we send her any exciting new or grad pictures we would like to share.
- The news will be put up on the PSWPA website
- Questions answered of Arwen:
- What is the time frame given for a student to complete the program? The time frame is flexible and is dependent on each student and if they continue to meet the VLOs. Assessment must be done to ensure competency
- Are we still required to have 3 different teachers from 3 different disciplines? The teachers must be an RPN/RN for teaching and clinical instructions but PSWPA does not require the teachers to be from different disciplines
- Mobility Rules? Can be RN/RPN PT etc. Those teaching the mobility should be trained in best practices. Train the trainer, the information will be sent regarding the certification, students do not require a certificate of proof of their lifts training.
- The cost of the accreditation process is increasing. It was explained by Arwen the they are a not for profit organization and hope to break even at the end of someone's process. There is a price grid on the PSWPA website with a breakdown of the prices over

the next few years. It is also dependent on how many site visits are required and how many satellite programs each school board has.

- The accreditation panel will recommend a 1-5 year accreditation and that the decision is not Arwen's
- The level of accreditation one gets will be dependent on how you provide the evidence mapping which include staff, sites PD which will dictate if it is a 2, 3, 4, or 5 years.
- The checklist is more of a qualitative as opposed to quantitative approach with a tangible checklist

#### FOCUS

- ◇ Document from the Ministry of Health and Long Term Care re: LTC facilities and their ability to hire students how are presently enrolled in a 600 hour program and must be using the VLOs
- ◇ Bridging program re: Colleges not accepting school board PSWs