

Health Care Aide

2023-24 Student Handbook



LAND ACKNOWLEDGEMENT

NorQuest College respectfully acknowledges that we are on the traditional lands, referred to as Treaty 6 Territory and the homeland of Metis Region 4. This land is home to many diverse groups of Indigenous peoples including the Cree, Dene, Blackfoot, Saulteaux, Nakota Sioux, Inuit, and Métis. NorQuest College also acknowledges that the City of Edmonton and all the people here are beneficiaries of Treaty Number 6, which encompasses the traditional territories of numerous western Canadian First Nations as well as the Métis people who have called these lands home since time immemorial. NorQuest acknowledges the treaty, the land and the territories of Indigenous peoples as a reminder of:

- Our responsibility and obligations to the land and to Indigenous peoples,
- Our accountability to addressing the ongoing impacts of colonization that are distinct to Indigenous peoples and communities,
- To work together in remembering the spirit and intent of the Treaty towards right relations.



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WIL Emergency/After Hours	<i>For use only during Workplace-Integrated Learning (WIL) placements for injuries, accidents, and other emergencies. Call only, texts not monitored.</i>	780-419-4607

MESSAGE FROM THE DEAN

Jennifer Mah, RN, MN

Welcome to the Faculty of Health Studies and the Health Care Aide Program. We are delighted to be part of your educational journey and help you launch into your chosen career.



Here, you will find highly qualified faculty, a current and workforce-relevant program curriculum, and a supportive learning environment. As a graduate of NorQuest College Health Care Aide Program, you will have excellent career opportunities with a skill set that is in high demand.

The instructional team looks forward to working with you as you embark on your educational journey. We encourage you to seek our assistance and support to help you achieve your goals. This student handbook is designed to provide you with Information to guide your success in the program.

MESSAGE FROM THE CHAIR

Earl Delicano, Program Chair

Sharon Duval, Acting Program Chair

We would like to personally welcome you to the Health Care Aide (HCA) program at NorQuest College. You will be joining a diverse and vibrant community of NorQuesters working towards a credential and workforce ready skills. We value the time and commitment you are taking to embark in this new academic journey in our program. We want to ensure you have all the necessary information to be successful and feel supported in your journey towards training to become an integral part of health care teams. We hope that your time here in our



program is meaningful and transformative opening new pathways for you in the future.

HCA's are the backbone of our health care system and provide quality and compassionate care to our most vulnerable populations. You will learn to advocate for many of the clients that you will care for, and you will learn and practice the essential skills that HCA's perform daily. We are excited that you chose to become trained as a Health Care Aide, and we wish you every success towards a rewarding career in health care.

NORQUEST'S PURPOSE AND SKILLS OF DISTINCTION

Purpose

NorQuest's purpose inspires everyone, in all aspects of the college, to transform people's lives. It challenges us to continually ask, with everything we choose to do: How will this change people's lives for the better?

Perhaps there is nowhere in the college where this purpose is more compelling than in the programs we provide, the opportunities we open, and the outcomes we strive to achieve for each and every student who walks through our doors or connects with the college.

Skills of Distinction

NorQuest commits to a common set of outcomes we aspire to achieve with each and every student. We call these the Skills of Distinction:

- Resilience
- Inclusion
- New ways of thinking

For more information, please see: [Skills of Distinction](#).



THE STUDENT HANDBOOK

This handbook is designed to assist you in meeting your career goals and to help ensure that your learning experience at NorQuest College is a positive one.

We would appreciate any feedback that you can provide to your instructional team about your learning experience and about the program. Your comments will help us continue to provide quality education for our students.

We wish you every success in achieving your career goals!

This handbook is divided into two sections.

The first section reviews general information relevant to all students in the Faculty of Health Studies (FHS), including campus services, general information about various course policies, and strategies to support your success as a NorQuest College student.

The second section contains key information specific to your program and the third contains information about Work-Integrated Learning (or practicum).

Please note that students are responsible for awareness of information in this manual, and of all policies listed on the [NorQuest College website](#).



CAMPUS INFORMATION



The two main buildings on campus where the majority of campus services are housed are:

- Civic Employee Legacy Tower (CELT) - located at 10215-108 Street
- Singhmar Centre for Learning (SCFL) - located at 10215-108 Street

For a detailed look at all of our campus locations, please see: [Campus Map](#)

NorQuest College is committed to providing a safe environment for students, staff, faculty, and visitors. Please review the [Emergency Response Procedures](#), which include instructions for a variety of situations such as (i.e. evacuation, lockdown, and threats of violence).

Please note that all of our campuses are non-smoking and scent-free. No scented products are permitted in the classrooms, labs, or clinical settings.

Locker Rentals

There are a limited number of lockers on the Edmonton campus can be rented. Locker rentals are on a first-come/first-serve basis.

For more information, please see: [Lockers](#)

Parking



Click [Parking Services](#) for information about parking on and near campus.

MyQuest/MyMail

MyQuest is NorQuest's online student services centre.

Once you apply, you are issued your MyQuest username and password. You can access MyQuest anywhere there is internet. Regularly update the details on your MyQuest account, including your phone number and your home address. This will ensure that we can reach you and that your official documents are sent to the correct address.

For more information, please see: [MyQuest](#)

MyMail is the college e-mail used to communicate with you and is the official communication route for all student information. We encourage you to check MyMail daily. When communicating with the College:

- Include your name and student ID number in all your e-mails/voice messages to instructions and support team.
- Send all e-mails to the College using your MyMail email address (your @norquest.ca email).

For more information, please see: [MyMail](#)

Academic Schedule

The [Academic Schedule](#) provides important dates, schedules, closures, and deadline information for the college. Log into MyQuest to see precise dates for your classes.

Academic & Student Services

<u>Centre for Growth and Harmony (Health and Wellness)</u>	NorQuest College offers social work, counselling, and general health support for students. All services are professional, confidential, and at no cost to registered students.
<u>Computer Commons</u>	Computer Commons is responsible for assisting students who are having difficulties accessing the College Website, MyMail, MyQuest, Moodle, and more.
<u>The Core (Bookstore)</u>	You can purchase new and used books at The Core. Visit the website to learn more about the Core's buy-back program for sell back your used books.

<p><u>Financial Aid</u></p>	<p>Connect with a Student Financial Advisor who specializes in helping students identify their eligibility for several different financial resources that will assist with educational and/or living costs while they are attending NorQuest College.</p>
<p><u>Indigenous Student Services</u></p>	<p>NorQuest College provides learners with a complete education that attempts to balance strong academic foundations with Indigenous culture.</p>
<p><u>International Student Services</u></p>	<p>The International Student Office offers a wide range of support programs and services committed to the unique need of our international students.</p>
<p><u>Learner Centre (Library)</u></p>	<p>NorQuest Library is dedicated to empowering students with strategies for finding, evaluating, and using research in their courses and in real life.</p>
<p><u>Office of the Registrar</u></p>	<p>The OR is responsible for admission, advising prospective students, updating student information, maintaining student records, posting grades on PeopleSoft, managing course fees, and managing transfer credits and requests.</p> <p>To access forms and documents, including transcripts, please see: Forms and Documents</p>
<p><u>OSJA (Office and Student Judicial Affairs)</u></p>	<p>The Office of Student Judicial Affairs coordinates the administration of Student Judicial Affairs Policy. The Office oversees student academic and non-academic conduct, grade appeals, student complaints, and provides a means for dispute resolution.</p>

<p><u>Reflection Room</u></p>	<p>NorQuest College is a vibrant, inclusive and diverse community that recognizes the spiritual and religious aspects of our learners and employees. We are committed to providing a neutral room that is accessible to members of all faiths within the College community.</p>
<p><u>SANQC (Student's Association)</u></p>	<p>All students are encouraged to get involved with your Students' Association. You can do this by running for a position on Students' Council to represent your fellow NorQuest students, getting involved in a student club or by signing up for SANQC's volunteer program to help out with a variety of fun and exciting activities.</p>
<p><u>Accessibility Services</u></p>	<p>NorQuest College offers a wide range of services to support students with disabilities. Support services including assistive technology, academic coaching, accommodated exams, sign language interpreters, and instructional assistants.</p>
<p><u>Student Advisors</u></p>	<p>Advisors are your go-to people for everything from general inquiries to specific questions about your personal situation. If you need help or assistance navigating college services, policies, or processes, you're advisor can point you in the right direction.</p>
<p><u>Tutorial and Academic Coaching Services</u></p>	<p>Tutors and Academic Coaches work with you to review course content, guide you with homework and assignments, and build academic skills, such as time management and test-taking.</p>
<p><u>The Intercultural Child & Family Centre</u></p>	<p>The Intercultural Child & Family Centre opened in October 2017. The child care centre offers safe and accessible services to NorQuest students, employees, and the community. A total of 64 spaces</p>

	are available for children who are twelve months to five years of age.
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Further contact information for College Services can be found here: [College Directory](#).

ACCOMODATIONS FOR STUDENTS REGISTERED WITH ACCESSIBILITY SERVICES

Students with disabilities can receive accommodations after registering with Accessibility Services. Please visit the Accessibility Guide [here](#) for more information about the services available for accommodated students at NorQuest.

Students are not required to disclose their disability to instructors. However, students are responsible for providing instructors with information about their individual accommodations. This includes classroom, exam, and WIL/placement accommodations.

- If you have exam accommodations set up by Accessibility Services, you will write your exams with Testing Services.
- Please note that accommodations may not be permitted for any skills during practical labs that are considered essential for the workplace.

For more information, please refer to:

- [Accessibility Services](#)
- [Duty to Accommodate Students with Disabilities Policy](#)
- [Testing and Exam Accommodations](#)

FHS ESSENTIAL INFORMATION



Technology Requirements for Success

NorQuest embeds technology throughout the learner experience. You will be required to use technology to complete online learning activities in order to be successful in your studies. This includes learning about different hardware and software used to complete your courses and/or hardware and software related to your field of study.

Some courses are designated as BYOD (Bring Your Own Device) where you will be required to bring a compatible device to class. ***Please note that certain devices (e.g. Chromebooks, MACs) are not currently supported and will require additional user skills and adaptations to use.*** Please refer to the technical requirements found on our [BYOD website](#) for complete information.

Basic technology skills for success during your program are:

- file management skills (managing files and folders, searching/finding documents, naming a document, downloading/uploading files, taking screen shots/snipping)
- basic keyboarding skills (i.e. type 30+ wpm – Words Per Minute). You can check your current speed at this [website \(Typing.com\)](#)

- basic Windows skills (navigation, open/close software/windows, file management)
- access and utilize email (must check daily)
- access, create and upload videos
- internet search skills and the ability to access other sites as required by your program
- find photos online for assignments
- basic understanding of word processing and presentation software
- able to print, scan and/or take pictures

Some software and hardware that may be required for your program include:

Hardware

- A device that meets the basic standards listed on our [BYOD website](#) (Bring Your Own Device page)
- Peripheral devices such as a mouse, keyboard, camera and microphone
- A stable internet connection

Software

- Moodle (learning management system) including specific activities in Moodle (e.g. Assignments, Forums, Quizzes, VoiceThread, H5P, Blackboard Ultra, upload to Dropbox, follow instructions and links on assignments, understand icons and symbols)
- MyQuest (online registration system)
- MyMail (student email)
- Google Chrome (needed for Moodle) and other plugins as required
- [MS Office 365](#) (Free for students and includes Word, Excel, PPT) and other sites online as required by your program

- Specific course or program-related software (your program area will provide the necessary information. Some software may have additional costs)
- Any additional software that may be required for students with accommodations. Please consult Accessibility Services for further information.

Additional training and resources can be found in [Online Learning Resources](#).

Transfer Credit

You may be eligible for credit for previous coursework at other post-secondary institutions. Students must apply for transfer credit to be assessed, and follow the policies outlined by the Office of the Registrar. More information and the Request Form can be found at: [Transfer Credit](#)

You must be admitted to your program prior to requesting transfer credit, and it is recommended that you submit your [Transfer Credit Form](#) Request at least one month prior to the start of term.

Prior Learning Assessment and Recognition

NorQuest College has a [Prior Learning Assessment and Recognition \(PLAR\) policy](#) that can help you earn college credits based on your current skills, competencies, knowledge, work, and experience if you are able to show that they relate to the learning outcomes of your courses. You can request an assessment once you are admitted or waitlisted. More information about the process can be found at: [Prior learning assessment and recognition](#)

Orientation

Please watch your @norquest.ca email for important details about your program orientation. Orientation provides you with an opportunity to get valuable information about your program, meet other students, and get your initial questions answered. It is critical to start your program equipped with the right information and tools for success.

BIPOC Mentorship

NorQuest College's BIPOC Mentorship Program will help increase the equity, diversity and inclusion of black, indigenous, and people of color (BIPOC) post-secondary students and facilitate a place of belonging. The program connects students with a trustworthy mentor who will help them with personal, educational, and professional development, connection, and collaboration.

Allergies

Students with allergies should be aware that labs, demonstrations, field trips, and other experiential learning opportunities contain many types of materials. Please be aware of your environment, ask for clarification as required, and inform the instructional team of any concerns.

Course Outlines

Course outline are provided for each course and contain valuable information about the learning outcomes, assessments, and expectations for that course. Please review the outline carefully and consult with your instructor if you have any questions. It is recommended to save your course outlines for future use when applying for transfer credits to another post-secondary institution.

University Transfer

Please note that certain courses are administered by the University Transfer department. These include but are not limited to English, Sociology, Psychology and Health Education courses.

While taking these courses, you are subject to policies of the University Transfer department, which can be found on your course outlines for these courses. Any questions or concerns should be directed to your instructional team.

Open Studies

Some courses are designated as “Open Studies” (O). These courses are available to students from other programs and Open Studies students. Students might choose to take Open Studies as a pathway to a credit program, for general interest, or as a visiting student.

For more information, please see: [Open Studies](#)

Attendance

Attendance is important in developing a professional work culture that values responsibility, respect, and commitment to practice. Attendance demonstrates that students have participated in the entire educational process in addition to their academic performance.

Although you are an adult learner and can choose whether or not to attend class, some learning experiences (e.g. labs, exams, clinical, practicum/work-integrated learning) may be mandatory. If you have questions regarding mandatory attendance days, please speak with your instructor or review the course outline.

The course outline will specify the attendance policy in each course. Take the time to learn the expectations regarding attendance in each of your courses.

In addition:

- Please treat your classroom as a workplace. Let your instructor know in advance if you cannot attend and make a plan to complete missed coursework.
- Vacations should be planned for scheduled College breaks (e.g. Reading Week, etc.)
- Please note that if your program has a practicum, practicum hours need to be completed as described in the course outline.

APA Format

All work is to be referenced in APA format, unless otherwise indicated by the instructor. The Learner Centre (Library) offers regular tutorials regarding APA. For more information, please see: [APA 7th edition](#)

Late Assignments

Assignments are due on the date/time specified by your instructor/course outline. Assignments received after the scheduled due date/time will be penalized with a grade deduction per calendar day. Late assignments will not be accepted once the assignment set is marked and returned. Please refer to the program-specific information section for late assignment policies and procedures.

Pass/fail assignments not submitted by the scheduled due date/time will receive an automatic fail on that assignment.

Exceptions to the late assignment policy may be granted only in cases of extenuating circumstances, and appropriate documentation (e.g. medical note) may be requested.

Vacations are not considered an acceptable reason to hand in an assignment after the due date. Exams or assignments in other courses due at a similar time do not qualify as extenuating circumstances.

Olson Centre for Health Simulation

As part of your learning, you may be participating in activities at the Olson Centre for Health Simulation. Read more about it here: [Olson Centre](#).





PLANNING FOR YOUR SUCCESS

The following expectations may apply to courses, labs, and other learning environments in your program. The purpose of these expectations is to foster a sense of professionalism while performing your duties as a student, and prepare you for your success in the workplace.

Adaptability

- Adapt to new situations, people, procedures and ideas
- Display a willingness to approach situations in different ways to achieve better outcomes

Appearance & Dress Code

- Comply with dress code, proactively discussing any concerns with instructor
- Use proper hand and personal hygiene

Communication

- Respect confidentiality of classmates
- Convey information in a clear, respectful and organized manner
- Demonstrate respect for the feelings and opinions of others
- Develop positive working relationships with others
- Use active communication skills that respect the learning environments
- Proactively communicate concerns to instructor

Honesty & Integrity

- Demonstrate honesty, integrity, and accountability
- Inform instructor of any issues (equipment, academic integrity, inappropriate conduct)

Personal Growth & Continued Competence

- Demonstrate reflective practice in both written and verbal forms
- Actively engage in all activities
- Implement actions to improve performance and skills based on feedback
- Respond maturely and positively to suggestions and constructive criticism
- Demonstrate self-confidence in course work, assessments, and other learning opportunities

Problem Solving & Critical Thinking

- Identify problems and recognize risks to safety
- Analyze situations and carry out solution-oriented actions
- Demonstrate strong problem-solving and critical-thinking skills to work effectively in an independent capacity
- Use available resources as appropriate to solve problems

Collaboration & Teamwork

- Engage in teamwork as an active, cooperative participant
- Offer creative and appropriate ideas to further the goals of the team
- Report relevant information to others, as appropriate, in a timely manner
- Contribute equally to team learning activities
- Manage interpersonal conflict effectively
- Identify appropriate situations for collaboration
- Provide constructive feedback to classmates and instructional team
- Share College resources (supplies, equipment, etc.) fairly

Attendance & Punctuality

- Respect and follow attendance, punctuality, and absence notification

requirements for courses and assessments

Work Habits

- Demonstrate preparedness for classes and assessments
- Follow all NorQuest College and program specific policies and procedures
- Maintain a clean and safe working environment
- Plan and organize to successfully complete work for the classroom and assessments
- Bring required materials and textbooks
- Manage time effectively

Practical tips

Your program is a fast-paced, demanding program designed to prepare you to enter a similar workplace and our instructional team is eager to assist you. Here are some tips for success:

- **Attend Orientation.** This session will provide important information about your program and the College to set you up for success.
- **Prepare for class.** Each instructor will outline a plan for pre-reading, assignment preparation, and other ways to maximize your time in the classroom and/or lab.
- **Attend class regularly.** Although you are an adult learner and can choose whether or not to attend class, some learning experiences (labs, field trips, guest speakers, practicum discussions) are mandatory. Please treat your classroom as a workplace – let your instructor know if you cannot attend in advance and make a plan to complete missed

coursework. Vacations should be planned for scheduled College breaks such as term break.

- **Engage and participate.** There is a difference between merely attending class as opposed to actively participating in your learning experience. Ask questions, engage in discussions, and reflect on your learning experiences. It is always best to arrive to class on time and stay to the end of the class period. Leaving midway impacts your learning, and that of others, in negative ways.
- **Communicate with your instructional team.** If you are concerned about your success, or need additional resources, initiate contact with your instructional team by emailing, dropping in during online office hours, or making an appointment.
- **Utilize your Student Advisor.** If you need assistance navigating College services, please see your Student Advisor.
- **Stay informed.** Please check your NorQuest email daily, as this is the only email address that your instructional team and College employees will use to contact you. Check the student website at norquest.ca, check your MyQuest page for mark information, and frequently check your course page on Moodle. As well, you will receive regular general communications by email from the program area.
- **Make a plan for success.** Maintain an up-to-date calendar of due dates, and create a plan to study, review, and prepare for assignments. Ensure that you are balancing your studies with other aspects of your life to manage stress. If you need resources or assistance with time or stress management, seek out assistance from the Centre for Growth and Harmony. It is not uncommon for post-secondary students to feel overwhelmed by workload, so seek assistance if required.
- **Buddy up.** Meet other students in your courses so that you have someone to ask for assistance if you are away. Your instructional team recommends forming study groups with other students as a study and support strategy.

Respectful Learning Environments

Students benefit from sharing ideas with their classmates, friends, or family. Often, during the exchange of ideas, an original idea can develop into a stronger or more complex idea. This is a benefit of classroom or online discussions between students. Therefore, you should read course materials before class and arrive with questions and ideas related to the topic to be taught.

Please respect your fellow students, faculty, and program staff. You will discuss many controversial subjects and you are free to disagree with views presented by your instructor and fellow students; however, you must do so respectfully.

As well, hands-on practice in labs and clinical settings requires students to be prepared to work with people of all cultures, religions, gender identities, sexual orientations, socio-economic status, and physical and mental disabilities. At NorQuest College, education is inclusive and our students are prepared to meet the needs of a diverse society.

Please ask for clarification and initiate discussions with the instructor if expectations are not clear. For example, talk to your instructor if you are unsure whether a learning activity is meant to be collaborative (e.g. group work) or individual (e.g. a reflective practice journal). If you have concerns regarding participation, please consult with your instructor.

It is important to note that collaborating on assessments that are to be done individually could lead to an academic misconduct report.

EXAMINATIONS

Overview

Examinations are used to assess mastery of course outcomes in many courses. Each course outline specifies the examinations you will be required to write and the passing grade you need to meet course requirements.

Booking Exams

Many courses require students to write an exam(s) to demonstrate that they have met the course outcomes.

Although not all exams are proctored (supervised), many exams must be. You must write your exam using the process determined by your instructor. In-person classes will have a predetermined date, time, and location set by your instructor and will be shared with the class. For other exams, you may need to book a date/time to write your exam.

Exam bookings are available on a first come, first serve basis. You should book your exams as soon as possible in order to write on your preferred date/time. You are responsible for booking your exams well in advance (e.g. 1 month) of the exam due date and/or course end date. *Booking exams too close to the exam date may mean you are unable to write your exam, and may also result in additional costs to you.*

If you are unable to attend the exam, please refer to the section entitled “Rescheduled Exams and Exam Deferrals”. You should try to cancel your exam booking as far in advance as possible. *You will also need to notify the proctor in order to avoid additional costs to you.*

Please review your course outline for specific details about your exam and check with your instructor (or on Moodle) if you have any questions about how and when your learning will be assessed.

Missed Examinations

If you are going to be absent for the writing of a scheduled examination, you are required to notify the program office **prior to the exam writing time**. It is

important you make this notification to avoid receiving an exam grade of zero. Please see the section “Rescheduled Exams and Exam Deferrals” for more information.

Please do not plan vacations during exams. A vacation is not an acceptable reason for exam deferral.

Late Arrivals for Exams

If you will be late for an exam, please email your proctor and/or your instructor to inform them as soon as possible prior to the exam starting. It is important you make this notification to avoid receiving an exam grade of zero.

If you are late for an examination, you may not be able to write your exam if 25% of the exam time has passed. This is in order to ensure exam integrity. If you are allowed to start the exam, you will not be given any extra time to write.

Rescheduled Exams and Exam Deferrals

A rescheduled exam is a **planned request** due to non-emergency situations. It is the responsibility of the student to review the class schedule and determine priorities accordingly. Please discuss any issues with your instructor directly. If you have a need to reschedule an exam, you should note that vacations should be planned for designated College breaks and are not a reason for rescheduling. Academic penalties may apply if students choose not to attend exams.

An exam deferral is an **emergency or unplanned request** that causes a student to be unable to write an exam on the scheduled date. Steps for exam deferral include:

1. Notify your instructor and exam proctor (if different) by email as soon as possible if you are going to be unable to write the exam as scheduled.
2. Submit a “Request for Deferral – Examination” form online and provide documentation (e.g. medical note) if required to support your request. You can access the form in Moodle.

3. The instructor, with the Program Chair's approval, will make a decision about your deferral.
4. Once a deferral is approved, you have two working days to work with your instructor to reschedule the exam. You may need to re-write the exam through Testing Services, which your instructor will help arrange. Deferred exams must be written within 5 days of the originally scheduled date. Program Chair approval is required for longer deferrals.
5. Please note that if you have already viewed the exam, it is considered an attempt at the exam and the exam has been written, as per the examination policy.

Writing Accommodated Exams

Instructions on how to book your exams and what to expect when writing exams with Testing Services can be found [here](#).

Release of Examination Marks

While each program may have specific guidelines regarding the release of examination marks, typically, your examination marks will be released within 10 business days of writing your exam.

Your instructor will advise you should there be a delay in the release of marks. Please contact your instructor about your exam results *only after* the marks have been released.

Individual exam results will be discussed with students *only after* all class exam marks are released.

Examination Review

You may request an exam review with your instructor within 5 business days of the exam marks being released. Exams may only be reviewed privately, between the instructor and the student, and outside of class time.

For exams written on paper in-class, you may request a meeting with your instructor to review the exam. The exam and all exam materials must remain with the instructor following the meeting; likewise, taking notes or pictures is prohibited. You may ask your instructor questions about the exam during the meeting.

For exams written online, you may request an exam review from your instructor that will consist of a discussion of overall performance. Exams will not be shared online, via screen-share, between instructor and students, in order to protect exam integrity. If it is possible to arrange a face-to-face meeting, online exams may be printed and reviewed as per the paper exam review procedure.

Each program may have further specific guidelines for exam review that may replace these guidelines. Please contact your program area for further information.

Exam-Writing Protocol

In addition to the following your program may have other policies and procedures with respect to exam writing. It is your responsibility to review and follow all rules and expectations. Please contact your instructor if you have questions about the rules and expectations.

Academic Honesty

- You are expected to work on your own during an examination.
- Communicating with other students or sharing answers in any way is prohibited.
- You are expected to understand the [Academic Misconduct Policy](#).

Asking Your Instructor a Question During an Exam

- Asking questions is discouraged as your proctor may not be your instructor or a subject matter expert.

Technology Use During an Exam

- Opening additional windows and/or programs is not permitted unless specified in your exam instructions.
- Calculator use is not permitted unless specified in your exam instructions.
- Cell phones are to be **turned off** and stored with the rest of your belongings.
- If you lose connectivity during the exam, log back into the exam as soon as possible and alert your proctor as soon as possible.
- Online activity during exams may be monitored.

E-Proctored Exams

- You are expected to follow the [Student Guide - ProctorU](#)
 - Note: If you are in a HyFlex courses, this is an opt-in, pay-as-you-go service. [More information is available here](#)

Washroom Breaks

- It is highly recommended that you remain in the room until you complete the examination.
- If you must leave the room to go to the washroom, you must obtain permission from the proctor. All examination materials must be left in the exam location.
- Please check with your proctor prior to writing the exam, especially if an existing medical condition exists affecting the need for washroom breaks.

Materials at Your Exam Location

- You are allowed writing materials (pen, pencil, eraser) and other materials only as specified in the exam instructions (i.e. a calculator may be permitted).

- Make sure to leave personal items in an area designated by the proctor or preferably, do not bring any items to an exam other than your ID and other items specifically specified in the exam instructions such as a calculator.
- Clear/transparent water bottles will be permitted during exams unless location-specific restrictions apply.
- Special considerations need to be discussed with your instructor prior to the exam (i.e. snack for a diabetic student).

Be sure you understand and follow examination policies and procedures to avoid severe penalties with respect to your exam marks as well as an academic misconduct report.

ACADEMIC PROGRESS



Overview

- You must successfully obtain credit by achieving the minimum passing grade for each course.
- In order to progress from one semester to another, you must attain a minimum 2.0 (C) grade point average (GPA). You must also meet all course pre-requisites.
- If you receive a grade of F or WF you will be required to repeat the course.

How to Calculate GPA

For information on how to calculate your GPA, and/or how to qualify for Honours distinction, please see here: [GPA](#)

Learning Improvement Plans (LIP)

The Learning Improvement Plan (LIP) is a collaboration between the program's instructional team and the student to identify pathways to improve academic student achievement in certain areas. You will identify and document the areas requiring improvement and discuss with your instructional team strategies to support you.

This process is guided by the foundational principle of collaborative goal setting between student and evaluator if and when it is required.

There will be an established date and time for reassessment (if applicable) included in the LIP as well as clearly stated consequences that will arise if and when you do not meet the course outcomes.

Grade Appeals or Complaints

If you disagree with a program decision regarding grades or conduct, you have the right to appeal.

- Students who disagree with a grade are asked to first speak with the instructor. If not satisfied after meeting with the instructor, they will then discuss with the Program Chair or designate.
- Students who have concerns about their program experience may meet with the Program Chair or Associate Chair.

The appeal process for grades, academic misconduct, and non-academic misconduct are all handled by the [Office of Student Judicial Affairs](#). Information about Academic Grade Appeals, as well as forms and procedures documents, can be found at the webpage above. Note: the grade appeals process does not guarantee the student will have the reassessed grade assigned before the start of the next pre-requisite course.

If you need assistance in this process, you may contact:

- The Office of Student Judicial Affairs at: OSJA@norquest.ca
- Student Advisor at student.advisor@norquest.ca

Information about appeals relating to admissions, transfer credit, enrolment and finances is provided by the [Office of the Registrar](#).

Repeating a Course

If you are unsuccessful in a course you will be required to repeat all parts of the course. This includes all examinations, assignments, or lab assessments required for that course. In a second attempt of the course, you cannot re-use assignments from the first attempt.

Students who are required to repeat a course must pay the tuition for that course.

You may only enroll in other courses if you have met all of the pre/co-requisites. Please refer to Section II: Program Specific Information for more information regarding the number of courses a student is allowed to fail.

Academic Probation

Academic Probation (AP) is a means of identifying students at risk in their program. A student who has failed a course or failed to maintain a GPA of 2.0 in a semester will be placed on AP.

You will be automatically put on Academic Probation under the following circumstances:

- You committed an act of academic dishonesty but are allowed to remain in the program as per the [Academic Misconduct Procedure](#)
- You fail two courses (receiving a mark of F or WF) while in the program
- Your GPA falls below 2.0 (64%) in any term

While on AP, you must maintain a 2.0 GPA in each of your courses. If you fail a course while on AP, you may not be able to continue in the program.

Removal of the AP indicator is determined by each program area. See the program-specific information section for details.

Note: There may be additional requirements that need to be met while on academic probation. These requirements will be outlined by the Chair, Associate Chair or designate in the program area. Students on academic probation may require Chair approval or a permission number in order to register for future courses.

Program Withdrawal

Program and Course withdrawals may be initiated by the student, the program, or the College.

After the drop period has elapsed, you may withdraw from any credit course at any time prior to completion; however, academic and/or financial penalties may apply.

For general information, please see: [Withdrawals](#)

If you are initiating a program withdrawal for any reason, you are advised to discuss this decision with the Chair/Associate Chair to map out a plan prior to completing the withdrawal forms. Students who withdraw from the program need to re-apply and meet the current admission requirements for the program.

If a program initiates a program withdrawal due to Academic or Non-Academic reasons, you may request a meeting with the Program Chair or designate to discuss future options.

Re-admission following Program Withdrawal

Re-admission to a program after a program-initiated withdrawal is determined by the Program Chair or designate. In addition, you will need to re-apply and meet the current admission requirements for the program.

STUDENT RIGHTS & RESPONSIBILITIES

NorQuest College is committed to maintaining high standards of non-academic conduct and academic performance and integrity, in order to foster a learning environment conducive to the personal, educational, and social development of its students. This commitment is founded upon the principles of fairness, trustworthiness, honesty, respect, and responsibility.

The college expects that its students will be guided at all times by these principles in the work that they submit and the behaviour in which they engage. As members of this learning community, students have both [fundamental rights and consequential responsibilities](#) that NorQuest commits to protect and enforce for the benefit of the entire college community.

It is your responsibility to read and ensure you understand your program's and the College's rules regarding student conduct.

Code of Conduct

Please familiarize yourself with the college's Code of Conduct, which applies to all members of the college community.

You are expected to uphold a high standard of personal conduct during your time at NorQuest in preparation for your work in your chosen field.

For more information on the Code of Conduct, please see: [Code of Conduct](#)

Academic Misconduct

NorQuest College is committed to maintaining high standards of academic performance and integrity, in order that all students may benefit equally from the opportunity to pursue their education in a learning environment that is characterized by high levels of fairness, trustworthiness, honesty, respect, and responsibility.

All members of the NorQuest community must uphold these standards by ensuring that they inform themselves and others of the fundamental importance of these standards.

Academic misconduct occurs when an individual or group uses information dishonestly in order to improve their own academic standing. Common examples include, but are not limited to, plagiarism and cheating.

For more information, please see: [Academic Misconduct](#)

Non-Academic Misconduct

NorQuest College is committed to maintaining high standards of non-academic conduct and it is important all members of the NorQuest community to uphold these standards.

Non-academic misconduct may be defined broadly as any behaviour that:

- negatively affects the learning of others or the college's educational mission
- violates civil or criminal statutes
- threatens the safety or well-being of members of the NorQuest community

For more information, please see: [Non-Academic Misconduct](#).

STUDENT REPRESENTATION



Academic Council

The Academic Council is a group of students, faculty, and administrators who come together once a month to exchange information and viewpoints on academic affairs. Elected by the Students' Association, ten students represent their peers on this council. For more information please see:

[Academic Council](#)

Program Advisory Committee (PAC)

Each program in the Faculty of Health Studies has an active Program Advisory Committee, made up of students, educators, practitioners, industry leaders, and alumni.

The purpose of this committee is to provide guidance to the program area to ensure the curriculum and its delivery is current and workforce relevant.

Students' Association

The NorQuest Students' Association advocates on behalf of students to the College, Government, Student Finance Board, and other organizations regarding issues that concern students. The Students' Association also organizes a variety of social and cultural events within the College. You are encouraged to become involved in the Student Association.

More information on events, services, and opportunities can be found at: [SANQC](#).

EVALUATION & FEEDBACK

It is important to NorQuest College that you receive quality programs and services and are able to find a job related to your education.

In order to determine if the College is successful in meeting both goals, you will have a number of opportunities to provide feedback on your time at NorQuest. This will primarily be done through surveys, but other formats may also be used.

Survey information is used by the College to continually assess and improve the program. Individual faculty members do not see the individual responses to the surveys. A summary of the results is compiled and provided to the Program Chair and to the instructor being surveyed.

Evaluation information is also collected for accreditation reporting purposes. This information is compiled with student names removed to ensure confidentiality.

APPLYING TO GRADUATE & ATTEND CONVOCATION



Once you complete all courses and other requirements of your program, you will have the opportunity to apply to graduate and attend convocation.

Convocation is a ceremony celebrating success of graduates from all programs. It takes place in May each year. Our instructional team looks forward to this event each year to recognize the hard work and success of our students.

Regardless of whether or not you attend convocation, you must apply to graduate in order to receive your credential.

Please monitor your student email and the NorQuest College website for important information about applying to graduate and planning for convocation. Please see: [Applying to Graduate](#).

WHAT'S NEXT?

Student Career and Employment Services

As you prepare for entering your chosen career, remember that our Work-Integrated Learning and Career Education Centre organizes a number of job fairs each year, and this is a valuable resource in preparing you for employment. Experts will review your resume, conduct mock job interviews

with you, and assist you with effective job search techniques. This service is available to you free of charge for up to six months after you graduate from your program.

For more information, please see: [Student Career and Employment Services](#).

Continuing Your Education

Perhaps you see your credential as a stepping-stone for other educational goals. A number of NorQuest College courses have credit transfer agreements in place with other institutions. In some cases, you will be able to access block transfer agreements that give credit for the entire program of study.

Please visit [Transfer Alberta](#) or consult the College Calendar for the most current transfer agreement information.

Alumni Association

As a graduate of NorQuest College, you are a member of the Alumni Association. Benefits to this membership include savings on different services and the opportunity to stay connected to the College.

Learn more at: [Alumni](#)

Stay in Touch!

Your instructional team have invested in your success, and we love to hear how our graduates are doing in the workforce or in furthering their studies. Please keep in touch with the program area via the Chair or Associate Chair and let us know how you're doing. As we continually seek to ensure our programs are meeting the needs of the workforce, we may even ask you to speak about your experience in the program at a recruitment event or participate in a focus group.

SECTION TWO: PROGRAM-SPECIFIC INFORMATION

Program Roles and Responsibilities

Students in the Health Care Aide program will work with the following instructional team members:

Instructors

Instructors are responsible for:

- Distributing course outlines, schedules, materials, assignments, and exams
- Monitoring and recording student progress
- Grading student assignments and providing feedback to the student

Chair, Associate Chair, or designate

The Chair and/or Associate Chair is responsible for:

- Working with students to outline their program plan
- Meeting with students with unclear PICs
- Discussing student concerns
- Providing information if:
 - You want to change course registration
 - You have failed, withdrawn, or need to take a break from the program
 - You would like to transfer to another delivery option
- Approving final course grades

Academic Program Manager

- Addressing student complaints once escalated
- Overseeing the program area

Administrative Support

The Business Operations team provides support to students, instructors, and Program Chairs. When other areas of the College advise you to contact with another program area, this team can assist you. You can reach them through e-mailing using the program specific inbox listed in this handbook.

Business Operation team members work closely with program areas. Some of their responsibilities include:

- Responding to student inquiries
- Booking appointments to see the Associate Chair or Program Chair
- Supporting organization of events, including orientation
- Issuing permission numbers granted by program areas
- Coordinating communication with students (sending newsletters, updates on behalf of the program, etc.)

Program Overview

NorQuest College's Health Care Aide program is among the largest in Canada and prepares you to be a part of a health-care team in a variety of different settings, providing a high level of front-line care to clients in need of assistance. NorQuest College is licensed to deliver the Health Care Aide Government of Alberta Provincial Curriculum.

Program Outcomes

Health care aides work under the direct or indirect supervision of a regulated health professional, such as a nurse, in a variety of settings including:

- assisted living facilities
- home care
- long-term care

Health care aides provide basic health services, assistance and support with daily living activities for clients who have medical conditions or major functional limitations.

In Alberta, the health care aide profession is unregulated. To ensure consistent training of the health care aide workforce in Alberta, the Government of Alberta Health Care Aide Provincial Curriculum is used by licensed post-secondary institutions. The curriculum is aligned with the [Core Competency Profile for Alberta Health Care Aides](#).

Upon successful completion of the program, you will be prepared to work in continuing care institutions, home care agencies, group homes, assisted or supportive living facilities, day programs, specialized care centres and programs, acute care hospitals, and private care.

For more information on related careers, see:

- [ALIS OCCinfo occupational profiles](#)
- [ALIS WAGEinfo salary info](#)

To research your career, you may complete a [Career Investigation Report](#).

Program Delivery

Students may choose to complete the program over 8 months or 12 months. Students remain on a full-time status in either of the options if they enroll into the correct sequencing of courses. The start for each course will be at the start of each Academic Term, in September, January, and May. Please note, students in the HCA workplace program will have a different delivery and should contact HCA.Workplace@norquest.ca for more information.

Courses are offered during the day Monday to Friday 0800-1600, Monday to Friday evenings 1800- 2100, and online with labs on Fridays and Saturdays approximately twice per month. Courses in this program must be taken in a certain sequence to match Government of Alberta requirements. Contact the program area or Student Advisor to discuss the order and availability of courses that can be taken in order to complete the program over three terms. Please note that some students are not able to maintain full-time status (11 credits per term) if they decide to take the program over a longer period of time past 3 terms.

Program-Specific Information

Assignments are due on the date/time specified by your instructor/course outline. Assignments received after the scheduled due date/time will be penalized 10% per calendar day. The passing mark for assignments is 70% and above. After 3 calendar days from the assignment submission deadline, students will receive a fail. Late assignments will not be accepted once the assignment set is marked and returned.

While on Academic Probation, you must maintain a 2.0 GPA in each of your courses. If you fail a course while on AP, you may not be able to continue in the program. Removal of the AP indicator is determined by each program area. For HCA students, the conditions of removal of AP are outlined in the learner improvement plan (LIP).

All HCA students must be enrolled in the **HCA Orientation Course** in Moodle, and refer to it frequently. This course contains forms, instructions, deadlines, links to important services that students will need to access in order to complete the program, such as:

- Immunization Requirements
- Police Information Checks (PICs)
- N95 Mask Fittings
- Confidentiality Forms
- It's Your Move
- Other important pieces of information

A link to enroll into the HCA Orientation Course is sent to all HCA students in the Acceptance Letter from the Office of the Registrar. You can also access the HCA Orientation Course at:

<https://myclass.norquest.ca/course/view.php?id=27908>

PLAR

If you are interested in obtaining credit, through the college's [Prior Learning Assessment and Recognition \(PLAR\) policy](#) please contact the Program area via healthcareaide@Norquest.ca.

Transfer credit for HCA courses

HCA courses taken at NorQuest College or any other college in Alberta who is accredited to offer the Alberta Health HCA curriculum are able to obtain transfer credit. HCA courses taken at NorQuest College have a self-life of 5 years. This means that students who have completed some HCA courses at NorQuest college are able to come back and complete the rest of the program within 5 years as the previous HCA courses taken can be transferred over. After 5 years, students have to repeat these courses.

Lab Requirements

Your instructional team will provide you with an orientation to lab requirements for your program. These may include expectations with respect to dress code, required materials to bring to the lab, strategies to prepare for lab experiences, and a code of conduct for the labs. Ensure to purchase your HCA Lab Skills kit from the bookstore (The Core) prior to your first lab. Inability to have your own supplies may risk in an incomplete for the lab skill/day and require you to attend a deferred lab to make up the skill.

Hands-on practice in labs and clinical settings requires students to be prepared to work with people of all cultures, religions, and genders. A NorQuest College, education is inclusive and our students are supported and prepared to meet the needs of a diverse society with hands-on training with individuals from a variety of cultures, religions, and genders.

Learning and following program lab requirements prepares students to succeed in labs and future practice.

Dress Code

For labs (HLTH 1031, HLTH 1033, HLTH 1034, HLTH 2016 and HLTH 2017), NorQuest scrubs are required unless under specific unique exceptions on a case-by-case situation approved by the lab instructor. All clothing must be clean. Student identification will be used as a nametag (clinical ID), which must be worn at all times in lab and on practicum. Hats or head coverings are not permitted; head coverings for religious reasons are acceptable. Skirts are acceptable as long as the length is sufficient to allow the student to perform lab activities without exposing the upper thigh (approx. 2 inches above the knee) or undergarments.

Footwear

Shoes must be closed-toe and closed-heel to conform to safety and infection protocols. Walking shoes, casual shoes and runners are acceptable.

Conservative colours and styles are preferred. Examples of unacceptable shoes include:

- Sandals or flip-flops
- Crocs
- Winter boots

Attitude

Students are expected to be prepared for lab and always display a positive attitude. Students must strive to be able to work competently in an independent capacity and must demonstrate a commitment to teamwork as well.

In addition, students are expected to respond maturely and positively to suggestions and constructive criticism by implementing actions to improve performance. As future health care professionals, it is expected that students will practice with patient and worker safety as top priorities.

Demeanor

Use of foul or disrespectful language in lab will not be tolerated. It is expected that students will arrive on time for labs. Chewing gum in lab is not acceptable. No food is permitted in lab. Students may bring a drink to lab if the container has a lid and are careful to keep it away from the computers and your work. Workspaces must be kept neat and tidy at all times. Cell phones, backpacks and personal items are not permitted in lab.

Any equipment, which is used, must be returned in the same working condition as when it was acquired by the student. Any deficiencies in equipment functioning must be reported to the laboratory instructor(s) immediately upon their discovery.

Common laboratory supplies, equipment, inventory, and reference materials SHALL NOT be removed from lab. In certain circumstances, instructional staff

may grant permission to remove certain items from the lab. Prior written approval and documentation is required.

Professionalism Expectations Document (PED)

A PED is a document that will be used when a student fails to meet the professionalism expectations for the program, which is based on the HCA competencies outlined in [Alberta Health Core Competencies for HCAs](#) and college student conduct policies. This document is a tool that assists the student and instructor in identifying unprofessional behaviour and working toward improving it prior to a deadline. It is not for an academic reason, but unprofessionalism can impact academic grades if not resolved in a timely manner.

Students who for a medical reason unable to complete their lab or clinical requirements must notify their instructor and HCA program chair/designate as soon as possible. You may be asked to complete a medical clearance form/health status form to be able to continue in the lab/clinical. If your medical situation prevents you from completing these mandatory hours, you may be asked to withdraw from the course without academic penalty and will have to repeat the course once your medical situation has resolved.

Obtaining HCA Credentials

Once students have passed all of the HCA courses and have successfully completed their HLTH 2551 mentored clinical, students must successfully pass the Health Care Aide Provincial Exam.

HCA Provincial Comprehensive Exam

This exam is administered by the HCA Directory, outside of NorQuest College. In order for students to write the exam, students must do the following:

1. Students must create an account in the HCA Directory
2. Students taking their final HCA clinical must register into the HLTH 3000 HCA Provincial Exam Course
3. Students will need to also submit a consent form (available on Moodle in the HCA Orientation Course, as well as the HLTH 3000 HCA Exam

Moodle Course) to give the college permission to share student specific information with the HCA Directory

4. Students contact the HCA Directory to book an exam and pay the exam writing fee
5. Once students pass their exam, the college will award an HCA Certificate.

The HCA Orientation Course contains all of the necessary forms, and outlines all of these steps in more detail.

Please contact the HCA Directory for questions about the exam. Their website is at <https://www.albertahcadirectory.com/>

Failing the HCA Provincial Exam

Students have up to 3 attempts to write and pass the provincial exam (10 business days between attempts). If you are unable to pass the provincial exam within 60 calendar days, they cannot obtain the Health Care Aide certificate or credential. Students must repeat the whole health care aide program to be eligible to write the provincial exam again. This policy has been determined by Alberta Health, who owns and licenses the HCA curriculum and program standards across Alberta.

Repeating a Course

There are limitations to repeating courses in this program:

- If you are unsuccessful in three theoretical courses, or unsuccessful twice in the same course, you will not be allowed to continue in the program in that term.
- If you are unsuccessful in the same practicum twice, you will not be allowed to continue in the program and potentially be withdrawn from the program.

You are asked to contact the Program Chair/designate to seek approval to reapply to the program. This meeting with the Program Chair provides you with an opportunity to re-evaluate your personal circumstances and how you can set themselves up for academic success in the future. In addition,

students who are unsuccessful in the same course twice are less likely to be successful in the HCA provincial comprehensive examination.

HCA Pledge

I solemnly promise to myself, my team members, and the clients I care for to diligently provide consistent and supportive care under the supervision of a regulated health care professional while implementing the care values I have learned in regards to compassionate care, accurate observation, reporting and recording, and ensuring comfort, support, and safety in any and all care situations I am permitted to work.

- I will uphold the legislation that guides me in regards to restricted activities, assigned tasks, confidentiality, and client protection in the Province of Alberta.
- I pledge to aid regulated health care professionals and associated team members in their work, and devote myself to the welfare of those in my care, while respecting religious beliefs, nationality, race, and social standing of all.
- I will work within my role of care and refrain from performing any care that requires additional education or a professional nursing license.
- I promise to promote dignity, independence, personal choice, and privacy for those to whom I provide care.
- I promise to uphold and promote the standards of Health Care Aide practices at all times and remain committed to the care of all individuals under my keeping.

Accreditation

Following the release of the Health Care Aide Competency Profile 2018, the Government of Alberta Health Care Aide Provincial Curriculum was updated in 2019 for use in health care aide education programs across the province. NorQuest College is licensed to deliver the Health Care Aide Government of Alberta Provincial Curriculum.

Course of Study by Terms

Courses that must be successfully completed before the HLTH 1550 Clinical Placement I (can be taken concurrently, or in order):

8 Month Delivery (full-time student)

Term 1

HLTH 1031	Health Care Aide Roles and Responsibilities
HLTH 1032	The Human Body, Health and Chronic Illness
HLTH 1033	Communication and Documentation in the Health-Care Environment
HLTH 1034	Providing Person-Centred Care and Comfort
HLTH 1550	Health Care Aide Clinical Placement I (2 weeks, instructor-led)

Most courses have a lab component attached, with exception of clinicals and HLTH 1032. Courses HLTH 2016 and HLTH 2017 can only be started after the HLTH 1550 Clinical Placement and must be successfully completed before the HLTH 2550 and HLTH 2551 Clinical Placements.

Term 2

HLTH 2016	Meeting Complex Care Needs
HLTH 2017	Special Activities for Clients with Various Health Conditions
HLTH 2550	Health Care Aide Clinical Placement II (4 weeks, instructor-led)
HLTH 2551	Health Care Aide Consolidated Clinical Placement (2 weeks, mentorship, instructor off site)

Provincial Comprehensive Exam must be completed after successful completion of HLTH 2551

HLTH 3000 (non-credit) HCA Provincial Comprehensive Exam

12 Month Delivery (full-time student)

Term 1

HLTH 1031	Health Care Aide Roles and Responsibilities
HLTH 1032	The Human Body, Health and Chronic Illness
HLTH 1034	Providing Person-Centred Care and Comfort

Most courses have a lab component attached, with exception of clinicals and HLTH 1032. Courses HLTH 2016 and HLTH 2017 can only be started after the HLTH 1550 Clinical Placement and must be successfully completed before the HLTH 2550 and HLTH 2551 Clinical Placements.

Term 2

HLTH 1033	Communication and Documentation in the Health-Care Environment
HLTH 1550	Health Care Aide Clinical Placement I (2 weeks, instructor-led)
HLTH 2016	Meeting Complex Care Needs

Term 3

HLTH 2017	Special Activities for Clients with Various Health Conditions
HLTH 2550	Health Care Aide Clinical Placement II (4 weeks, instructor-led)
HLTH 2551	Health Care Aide Consolidated Clinical Placement (2 weeks, mentorship, instructor off site)

Provincial Comprehensive Exam must be completed after successful completion of HLTH 2551.

HLTH 3000 (non-credit) HCA Provincial Comprehensive Exam

[HCA Course Listing](#)

Students may take one term off in their program (not be enrolled in any classes in that term) and still remain an active student in the HCA program. Students are asked to notify the HCA Academic Advisor/Program Chair if they plan to take one term or more off. Students who are not enrolled in classes for two successive terms will risk being automatically withdrawn by the Office of Registrar and will have to reapply to the program.

Program Completion

A grade of 70% (B-) or higher must be attained for each course in order to pass and earn credit for the course. Additionally, many courses have mandatory labs, and passing the lab component must be achieved in addition to passing the final course examinations to pass this course. Clinical courses are a pass or fail with no letter grade associated. Students who fail the course final exam by 2% or less may request a re-attempt of the final exam to pass the course in extenuating circumstances. There is no guarantee that a re-attempt for a course final exam will be granted.

Students successfully complete the program after they have successfully passed all of the required courses and receive their HCA Certificate after they have successfully passed the HCA Provincial Comprehensive Exam. Students have 60 calendar days to write and pass the Provincial exam from completion of their last clinical course, HLTH 2551. This Provincial exam is administered by the HCA Directory as per their requirements and standards.

[Provincial Exam - HCA Directory](#)

WORK-INTEGRATED LEARNING (WIL)/PRACTICUM

Overview

Work-Integrated Learning (WIL) involves work experience under the supervision of an experienced registered or licensed professional or qualified preceptor/supervisor/instructor in any discipline that requires practice-based work experience for professional licensure or certification or for program completion. WIL experiences are generally unpaid and the work is done in a

supervised setting. WIL is also sometimes referred to as practicums or placements.

The WIL component of the program is vital to your overall learning experience. The experience allows for hands-on practice in your chosen discipline and provides opportunities for self-reflection. A successful WIL experience includes a strong partnership between the student, the College, and the WIL site.

Each student is supervised by a preceptor/supervisor or instructor at the site, who will provide informal and formal feedback and a NorQuest instructor/college representative who monitors the student progress.

WIL Experience Outcomes

Upon successful completion of the WIL Experience students will be able to:

- Demonstrate the program outcomes listed above.
- Demonstrate critical thinking through innovative application of theory, reflective practice, and decision-making.
- Recognize expectations, workplace culture, and professional accountability while experiencing and participating in diverse workplaces.
- Reflect on future goals in relation to personal values, educational interests, and previous experience in order to develop social responsibility.
- Develop and practice competencies in professional communication, collaboration, and conflict management.
- Build confidence and workforce readiness by identifying and utilizing transferable skills.

Requirements for WIL Participation

In order to participate in a WIL experience you must successfully pass all prerequisite courses and obtain the required grade, and complete all To-Do

List items as listed on MyQuest. For detailed information about each program's To-Do-List, please see: [Work, practicum, and clinical requirements](#). More details are also included below about specific program requirements.

Police Information Check

This program requires that you submit a clear Police Information Check (PIC) prior to attending WIL. All fees required to obtain a Police Information Check are your responsibility. For more information, please see: [Police Information Check](#).

After you submit your Police Information Check, you must report any changes (e.g. criminal convictions or charges) to your program area immediately. Any change to your PIC may affect your ability to attend your WIL experience. [See this webpage](#) for more information about the process to support learners with an unclear PIC.

Additional WIL Requirements for International Students

International students are required to have a Co-op Work Permit in order to participate in their WIL experience in the community. Students are responsible for ensuring that they have a valid Co-op Work Permit prior to the WIL experience start date. This permit must be valid for the duration of the WIL experience. Further information is available from [NorQuest International](#).

The Process

Potential WIL sites are contacted and coordinated by the College.

You will be provided with detailed information, including an orientation / meetings / workshops, as you prepare for your WIL experience.

The steps are as follows:

1. Complete the [To-Do-List items](#) and submit all required documentation by the due dates:

- Clear Police Information check (with vulnerable sector check)
- BLS/CPR certification
- N95 Mask Fit Testing
- Immunizations as outlined by the program and the affiliation agreement
- It's Your Move certification (or Be Lite) (Proper body biomechanics certification)-completed within the program through HLTH 1034
- WHIMIS Certification
- HBPE (Blood Borne Pathogens Certification)
- Confidentiality training (AHS & Covenant)

Students must bring copies or originals of these items with them to the site in case they are asked to provide them.

If due to religious or medical reasons students are unable to obtain immunizations or N95 mask fit testing please be aware that under certain circumstances, students may not be allowed to attend the WIL experience, or completion of WIL experience can be delayed.

2. Complete a WIL/Practicum Qualtrics Information Survey to indicate your preferences for placement. **Please note: there is no guarantee for specific sites or locations.** Please reach out to your instructor/program if you are not sure where to find the Qualtrics Survey.
3. You will be notified of the WIL site that you have been assigned to once the arrangements have been finalized.
4. Read all information found in this handbook and/or the Moodle WIL/practicum course including the course outline, prior to starting the WIL experience. Review Moodle information regularly throughout as per program requirements.
5. Continue to check MyMail regularly.

6. Complete an information release form as required by the college to allow information to be released by College staff to facilitate the WIL experience. The HSPNet consent form must be completed and submitted to HealthToDoList@norquest.ca.
7. Attend all WIL meetings as requested.
8. Demonstrate professional expectations as outlined by the regulatory/professional body in the designated field of study.
9. Display appropriate professional behaviour during the WIL experience, including good attendance, punctuality, appropriate attire and grooming. Except where required by the preceptor/supervisor/instructor, use of personal cell phones during placement hours is strictly prohibited, as is use of worksite computers or other office equipment for anything other than assigned duties (i.e. social media, internet sites, apps).
10. Immediately inform NorQuest College staff of any accidents, incidents/injuries, sudden illness, or unusual occurrence according to the requirements of the college/program. See the WIL Health and Safety section for more information.
11. Sign a confidentiality agreement as per program requirements. Complete the online [Alberta Health Services Information and Privacy Training module](#) and complete the form at the end of the course. The completed form is emailed to HealthToDoList@norquest.ca.
12. Attend the provided WIL site; regardless of location, student is responsible for transportation and associated cost.
13. Participate in evaluative WIL surveys if requested.
14. Track hours, follow the attendance policy, and complete evaluation forms and any required assignments during your WIL experience according to stated deadlines.

REQUIREMENTS TO PASS WIL

All students must complete the following in order to successfully pass their WIL experience.

1. Complete the required WIL experience hours as per program requirements. Hours must be verified by the preceptor/mentor/supervisor/ or instructor.
2. Complete the learning activities as outlined in course outline/Moodle. Complete the 2 assignments in addition to the clinical evaluation piece.
3. Ensure students have met the evaluation requirements, for all 3 clinicals. Students must be able to perform safe and competent care in a reasonable amount of time and be able to balance all client responsibilities.
4. For final clinical only, submit/Complete a signed final evaluation that meets program requirements.

WIL Hours

Hours will be assigned according to the policy for each site, in addition to College and Employment Standards. The student will work the same shifts as the preceptor/supervisor/instructor, but may be supervised by another person in that role. Students may be required to work weekends, evenings, nights, holidays, or a combination of shifts. Note that statutory holidays do not need to be made up and will be factored into the hour requirements. The site may be responsible for choosing one or more WIL preceptor/supervisor/instructor(s).

When calculating hours, do not deduct time for breaks or lunch. For example, working 0700-1900 would be a 12-hour shift and recorded as such. Round time to the nearest 15 minutes.

Students will complete WIL experiences (practicums) with the following number of hours:

1. Practicum I – 80 hours
2. Practicum II – 160 hours

3. Practicum III- 80 hours

WIL Assignments and Evaluations

All WIL assignments should be submitted in Moodle by the deadline indicated. Failure to do so may result in a grade of zero.

It is the **student's responsibility** to submit the final evaluation (and hour log) by the deadline indicated by the program. Students will submit the documentation as per the program instructions. See instructions on Moodle and in the course outline. Failure to submit the required documents on time may cause the student to fail the WIL experience, regardless of the final evaluation results and hour log total.

Please ensure all pages in the WIL experience Final Evaluation are filled in completely and initialled where indicated. The final page must be signed and dated by both the student and the preceptor/supervisor/instructor to be valid.

The hour log must also be signed and dated by both the Preceptor and the student to be valid.

Scanned copies of the documents are accepted. Please ensure all pages are complete and visible in the scan.

WIL Evaluation

The WIL Evaluation provides feedback to the student regarding their performance throughout a WIL experience and helps College staff assess the student's overall competency in the course. WIL site feedback is solicited for the purpose of obtaining information that the student can use in future WIL experiences or other self-development opportunities.

When to Complete

The WIL evaluation will be completed by the midpoint and the end of the WIL experience by the assigned clinical instructor.

Who Completes the Evaluation

The preceptor/mentor/supervisor/instructor or if required, a certified Professional that supervised the student for the most hours should complete

the midpoint and final evaluation. All evaluators must initial and sign the evaluation where indicated. It is recommended that the evaluation is discussed and completed with the student.

What information should be provided

The preceptor/mentor/supervisor/instructor will evaluate the student's overall performance against specific performance objectives using the following rating scale:

The program scale is defined by Alberta Health and the student will have access to this form when they start their clinical on the first day.

How to Complete the Final Evaluation for the Mentorship clinical only

At the end of the WIL experience, the preceptor/mentor/supervisor/instructor will complete the final evaluation in conjunction with designated NorQuest staff. Before completing this evaluation, please discuss the student's overall performance with the student. Based on the outcome of your discussion, complete and sign the evaluation form. Whenever possible, please provide written comments to provide further clarification of their overall assessment. Provide a copy for the student to submit to the College. The student will get their mentor to sign the hour log which will need to be submitted to their NorQuest instructor.

WIL Site Visits

Designated NorQuest staff may visit sites during the WIL experience to support student success and to ensure the relationship continues to be mutually beneficial. Site visits ensure the student performance is satisfactory and sites are able to meet the program outcomes. Site visits may be conducted in person or via telephone.

Students are encouraged to report any health and safety concerns they have about their site to their NorQuest instructor or Program Chair as soon as possible. See the Program Team chart at the front of this handbook for contact information.

WIL Performance Concerns

If there are any performance concerns with a student, these should be identified by the preceptor/supervisor/instructor and discussed with the student and NorQuest staff as soon as possible. Whenever possible, students should be given an opportunity to improve their performance through detailed action plans.

If needed, a site meeting may be conducted between designated NorQuest staff and the preceptor/supervisor/instructor for the WIL experience to discuss any next steps, required supports, and timelines. Students may be asked to sign a learning improvement plan.

At any time, please contact designated NorQuest staff (listed in the front of the handbook) should you have any questions or concerns.

The site should contact Norquest College if the student:

- is absent without notification or is consistently late.
- disobeys or ignores site rules or policies.
- has a problem that is interfering with WIL performance.
- is not considered to be an appropriate WIL participant.

A site may request the immediate removal of a student from the WIL experience site upon notice to NorQuest College. The student is not to contact the site should this situation occur.

ATTENDANCE DURING WIL

All scheduled work experience days/practicum are compulsory. Student absence may jeopardize meeting WIL hour requirements and being able to demonstrate competencies. If a student does miss time at a WIL site, there may be non-academic penalties as stipulated by the program area up to and including withdrawal from the WIL experience. Students who miss time from their WIL experience may be required to meet with the Chair or Associate Chair prior to continuing.

Depending on specific program requirements, students may be required to make up/reschedule the time missed. However, students cannot work more than what the site allows within Labour Standards and students cannot work without supervision.

In some circumstances students may also be required to provide a medical documentation to support their absence.

Reporting an Absence during WIL

If you will be absent from a scheduled work experience day you must also share the following information with **BOTH the WIL site and NorQuest program**:

- Student Name
- Student ID
- Program/Course
- Facility/Unit
- Instructor/Preceptor/Supervisor's Name

Students may phone their clinical instructor or email their clinical instructor to report your absence to NorQuest College at least 1 hour prior to the start of your shift.

Students should use the process and the contact information provided by the WIL site to report absences to the site.

Successful completion of the WIL experience

In order to be successful in the WIL experience:

1. Students must consistently demonstrate the competencies and the knowledge identified in the evaluation.
2. Students must successfully complete the required assignments.
3. Students must complete the required hours.
4. Student needs to be able to care for client assignments safely and be able to incorporate knowledge to the clinical setting.

5. Students also need to ensure they have met the required amount of hours for each clinical.
6. Students need to ensure that they have a satisfactory evaluation.
7. Students need to ensure they have submitted 2 satisfactory clinical assignments before the due date.

Students will receive a Pass/Fail grade for their WIL experience. Final grades are assigned by NorQuest staff and not the site.

WIL HEALTH AND SAFETY

NorQuest strives to provide safe WIL opportunities for students. Sites participating in WIL experiences must meet safety standards and have adequate supervision as well as policies related to health and safety.

Should there be an incident that requires emergency care, call 911.

WCB Coverage (NorQuest Alberta Students)

NorQuest College is responsible under the Worker's Compensation Act for determining a students' WCB eligibility prior to the WIL experience and for informing the student if eligibility is not available.

There is no cost for sites participating in the WIL experience. NorQuest students are considered workers of the Government of Alberta and are covered through the Workers' Compensation Board-Alberta while in class and while placed with Alberta employers for a WIL experience. A student coverage fact sheet can be found [here](#) on the WCB-Alberta website.

WCB Coverage (NorQuest Out of Province Students)

NorQuest College may purchase other student accident/injury coverage for students who do not qualify for Alberta WCB student coverage. Students that are not eligible for WCB Alberta coverage may need to make alternate arrangements (added to the students' To-Do-List). **A WIL experience may not proceed until WCB eligibility is determined.**

What to do in case of an injury or other medical situation

NorQuest College is responsible under the Worker's Compensation Act for reporting a student injury/incident and must provide students with information regarding the reporting requirements if an injury/incident should occur. This applies to all students, full-time and part-time, credit and non-credit, who are registered and/or attending post-secondary studies in Alberta.

The Incident/Injury reporting process is as follows:

1. Immediately seek medical attention to get the aid you require.
2. Report the incident/injury to your preceptor/supervisor/ instructor and program area as soon as possible, and/or call the emergency/after-hours phone: 780-419-4607.
3. Student must complete the Worker's Compensation Board (WCB) – [Alberta Worker Report of Injury Form](#) and submit to program area within 24 hours. NorQuest staff will complete the Employer Report of Injury Form and submit both forms to WCB within 48 hours.

**Assistance for completing the Worker Report of Injury form is available from the Centre for Growth & Harmony at NorQuest College, by calling 780.644.6155 or contacting wellness@NorQuest.ca.*

In addition to following NorQuest process for injury list above, students should check with their preceptor/supervisor/instructor regarding any other site requirements for injury reporting (e.g. needle stick injury or twisted ankle).

What to do in the event of an emergency (Fire, etc.)

During the first day of your WIL experience, students should be informed with regards to emergency procedures for the facility and what actions to take.

Mental Health & Support

Student health and wellness is very important during practicum. Students are encouraged to contact the Centre for Growth and Harmony at wellness@norquest.ca if they require support or resources relating to mental health needs or previously defined accommodations.

Resources are also available at: [Centre for Growth and Harmony](#)

Fitness to Practice

In order to participate in the WIL experience, students are expected to meet bona fide occupational requirements. Students who are unable to meet the occupational requirements may be removed from the WIL experience and asked to provide proof of fitness to practice or other documentation from a physician or other licensed professional.

For more information about occupational requirements please contact the program area.

WIL LIMITATIONS AND DISCLAIMER

Please note the following:

1. Due to circumstances beyond our control, **NorQuest College cannot guarantee students a WIL experience.**
2. Every effort is made to place students within their requested area, but **students may be placed in other areas, depending on the availability of sites. Students may be required to travel or relocate for their WIL experience.** Students are responsible for these associated costs.
3. Students will work the same hours as the supervising preceptor/supervisor/instructor and this **may include day, early morning, evening, nights, weekend, split shifts and holidays. Shifts will vary in length.**
4. Students must ensure that they have adequate transportation and childcare for the duration of the WIL experience. Students are responsible for these costs.

5. Students are **not to contact** potential WIL sites, as these **must** be arranged by the College.
6. Students must complete To-Do-List items by the deadline indicated by the program. Students who do not complete the To-Do-List items by the deadline may not attend the WIL experience. Students are responsible for associated fees in obtaining To-Do-List items.
7. If students are unsuccessful in any course twice, including the WIL experience, the student will be withdrawn from the program and/or will face academic penalties as per academic and program policies.
8. Students with an unclear Police Information Check are at risk of **NOT** being able proceed with the following:
 - acceptance for a WIL experience
 - completing the program
 - finding employment
 - registering with their professional regulatory body
9. International students must have a valid Co-op Work Permit to participate in a WIL experience outside of NorQuest College property.
10. Students must have permission from the program area to complete their WIL experience at their place of work.
11. In rare circumstances, students **may** receive permission from the program area to complete their WIL experience at the same location where a relative works.
12. Students under the age of 18 may not be able to be placed in a WIL experience due to the requirements and regulations and the ability to obtain a Police Information Check.
13. A WIL experience is generally unpaid.
14. College and program policies will apply throughout the WIL experience. The student is also governed by the policies of the site during the time the student is engaged in the WIL experience.

QUESTIONS?

Please feel free to contact any of your instructors, the Chair, or other College staff listed in the Program Team chart at the beginning of this handbook for help with any question or need you have.

Have a great term!

Appendix I: HCA Student Professionalism Expectations Document (PED)

Professionalism Expectations for the <u>Health Care Aide Program</u>	
BEHAVIOURS	<u>EXAMPLES OF OBSERVABLE BEHAVIOURS THAT MEET EXPECTATIONS</u>
Adaptability	<ul style="list-style-type: none"> Adapt to new situations, people, procedures and ideas Display a willingness to approach situations in different ways to achieve better outcomes
Appearance & Dress Code	<ul style="list-style-type: none"> Comply with lab dress code, proactively discussing any concerns with instructor Use proper hand and personal hygiene
Communication	<ul style="list-style-type: none"> Respect confidentiality of classmates Convey information in a clear, respectful and organized manner Demonstrate respect for the feelings and opinions of others Develop positive working relationships with others Use active communication skills that respect the learning environments Proactively communicate concerns to instructor
Honesty & Integrity	<ul style="list-style-type: none"> Demonstrate honesty, integrity, and accountability Inform instructor of any issues (equipment, academic integrity, inappropriate conduct)
Personal Growth & Continued Competence	<ul style="list-style-type: none"> Demonstrate reflective practice in both written and verbal forms Actively engage in lab activities Implement actions to improve performance and skills based on feedback Respond maturely and positively to suggestions and constructive feedback Demonstrate self-confidence in labs, assessments, and other learning opportunities
Problem Solving & Critical Thinking	<ul style="list-style-type: none"> Identify problems and recognize risks to safety Analyze situations and carry out solution-oriented actions Demonstrate strong problem-solving and critical-thinking skills to work effectively in an independent capacity Use available resources as appropriate to solve problems
Collaboration & Teamwork	<ul style="list-style-type: none"> Engage in teamwork as an active, cooperative participant Offer creative and appropriate ideas to further the goals of the team Report pertinent information to others, as appropriate, in a timely manner Contribute equally to team learning activities Manage interpersonal conflict effectively Identify appropriate situations for collaboration Provide constructive feedback to classmates and instructional team Share College resources (supplies, equipment, etc.) fairly
Attendance & Punctuality	<ul style="list-style-type: none"> Adhere to attendance, punctuality, and absence notification requirements for labs, assessments

Work Habits	<ul style="list-style-type: none"> ● Demonstrate preparedness for labs, assessments ● Follow all NorQuest College and program specific policies and procedures ● Maintain a clean and safe working environment ● Plan and organize to successfully complete work for labs, assessments ● Bring required materials & textbooks ● Manage lab time effectively
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The HCA Competencies outlined in [Alberta Health’s Core Competency Profile](#) for HCAs can also be referenced.

Student Name: _____ **Student ID#:** _____

Program: Health Care Aide **Program Section:** _____

Instructor 1: _____ **Instructor 2:** _____

**Instructor refers to theory or lab instructors in the program.*

Instructions: Instructor to fill out the behavior(s) type in section A by selecting from table on pg. 1 and/or referring to an HCA competency. Then Instructor to describe the specific example that occurred where a student demonstrated unprofessionalism in column B and list an action student can take to improve on this specific behavior in section C. Student will be given a copy of this document to reflect on the behavior and fill out Section D by the final evaluation. Both student and instructor to discuss the behavior by final evaluation and if student has met the professionalism expectation. Multiple unprofessional behaviours can be stated in one Document. A PED can remain open for the entire program if required.

Grading Scale	Description
Above Expectations (AE)	Meets or exceeds standards of practicing HCA health professional
Meets Expectations (ME)	Meets standards for this level of student, consistently demonstrates behavior
Below Expectations (BE)	Does not meet standards expected for this level of student, insufficient improvement in spite of feedback
Fail (F)	Fail – poor performance, no improvement in spite of feedback, or formal misconduct report, resulting in automatic fail at course endpoint

A. Behaviour Issue Type From List on Page 1	Date Issue Noted (dd-mm-yy)	B. Instructor Comments Regarding Issue
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C. Action student to take:		

Behaviour Issue Type List on Page 1	Date Issue Noted (dd-mm-yy)	D. Student Self-reflection: please provide examples of how you demonstrate the professional behavior and/or what you need to improve.
		From

Behaviour Issue Type From List on Page 1	Date Issue Noted (dd-mm-yy)	Instructor Comments Regarding Issue
Action student to take:		

Behaviour Issue Type From List on Page 1	Date Issue Noted (dd-mm-yy)	Student Self-reflection: please provide examples of how you demonstrate the professional behavior and/or what you need to improve.

Behaviour Issue Type From List on Page 1	Date Issue Noted (dd-mm-yy)	Instructor Comments Regarding Issue

Action student to take:		

Behaviour Issue Type From List on Page 1	Date Issue Noted (dd-mm-yy)	Student Self-reflection: please provide examples of how you demonstrate the professional behavior and/or what you need to improve.

Date this form is completed: _____

Student Signature: _____

Instructor Signature: _____

Date Improvement Expected: _____

OUTCOME

- Pass** **Fail (Minimum of ME to pass)**

Appendix II: Health Care Aide Learning Improvement Plan (LIP)

Student Name: Click or tap here to enter text. Student ID: Click or tap here to enter text.

Purpose of this form: Students to be placed on an LIP for gaps in knowledge, skills and abilities related to safety concerns or not meeting [HCA competencies](#). Please place student on a Professionalism Expectations Document if it is related to a professionalism concern/issue.

<p><u>Area(s) of Concern</u> Knowledge/Skill Gaps and/or not meeting HCA competencies related to Safety concerns</p>	<ul style="list-style-type: none"> • Does not demonstrate knowledge required to complete HCA skills and this poses a safety risk • Does not follow IPC/employer policies • Lacks the ability to integrate foundational HCA skills
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Click or tap to enter a date.

Click or tap here to enter text.

Date Initiated

Instructor Name

Delivery: Choose an item. Specific information ____ Click or tap here to enter text. __

Course: Choose an item. Other: __ Click or tap here to enter text. _____

<p>Date Issue Noted: Click or tap to enter a date.</p>	<p>Expected Standard/Learning Outcome: unsafe use of Medi lift</p> <hr/> <p style="text-align: center;">—</p>
<p>Area of concern</p>	<p>Instructor Comments Regarding Issue:</p>

Professionalism	
Student Comments:	

Date this form is completed: Click or tap to enter a date.

Student Signature: Click or tap here to enter text.

Instructor Signature: Click or tap here to enter text.

Date Improvement Expected: Click or tap to enter a date.

OUTCOME

Pass (Meets Expectations/outcomes) **Fail** (Meets Expectations/outcomes)

Plan for Student Success:

Choose an item. Other ____Click or tap here to enter text._____

Possible Consequences for not meeting expected Standard/Learning Outcome:

Select one: Choose an item. Other ____Click or tap here to enter text._____

Developed by **Health Care Aide Careers**, NorQuest College. Last revised August/2023.

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