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Equivalency of Nursing Students to work as a Health Care Aide Guideline

PURPOSE:

To ensure a nursing student enrolled in a Manitoba nursing education program has the equivalencies to work as a Health Care Aide.

DEFINITIONS:

Health Care Aide: provides direct client care and environmental support within the established standards of care, policies and procedures. The Health Care Aide meets the special and changing needs of clients and assists them in reaching and maintaining optimum health and independence under the direction of the regulated health care professional.

Nursing Student: A student enrolled in a nursing education program that is approved by the regulatory body governing the nurse category (RN, RPN, LPN).

EQUIVALENCY OF PRACTICAL NURSING

Diploma of Practical Nursing - Assiniboine Community College
A nursing student who has successfully completed the following courses should be able to work as a Health Care Aide in an institutional setting with some orientation:

- Anatomy & Physiology 1 & 2
- Canadian Nursing Principles (HLTH-0183)
- Gerontological Nursing (HLTH-0012)
- Human Growth and Development (HLTH-0007)
- Interpersonal Communication (COMM-003)
- Nursing Arts and Assessment 1 (HLTH-0010)
- Nutrition (HLTH-0236)
- Practicum 1 (PRAC-0218)
- Practicum 2 (PRAC-0219)
- Psychology (PSSY-0026)
- Sociology (PSSY-0079)
- Medical Microbiology (SCIE-0073)
- Nursing Arts & Assessment 2 (HLTH-0015)
- Pharmacology 1 (HLTH-0184)
- Physical Health Assessment (HLTH-0011)
- Practicum 3 (PRAC-0220)

Note: These courses are often completed by the end of Term 3 of a 5 Term Practical Nurse Diploma Program. It will be the students' responsibility to provide perspective employers with mark statements or transcripts showing what courses they have successfully completed in their respective programs.

Diploma Practical Nursing students - Universite de Saint-Boniface
A nursing student who has successfully completed the following courses should be able to work as a Health Care Aide in an institutional setting with some orientation:

- BIOL 1415 Anatomy of the Human Body and BIOL 1417 Physiology of the Human Body
- SANT 1035 Human Growth and Development
- SINF 1018 Introduction to Nursing
- SINF 1026 Professional Communication in Healthcare
- DSI 106 Chronic Care
- SINF 1046 Health Assessment (head to toe, healthy adult; lab and theory)
- DSI 104 Practicum: Introduction to nursing practice (clinical sites)
- DSI 108 Practicum: Adult Care (clinical sites)
- DSI 101 Nursing Skills I (basic care; theory and lab)
- DSI 107 Nursing Skills II (medication administration, basic wound care; theory and lab)

Note: These courses are completed by the end of first year of the Practical Nurse Diploma Program. It will be the students' responsibility to provide perspective employers with mark statements or transcripts showing what courses they have successfully completed in their respective programs.

Diploma of Practical Nursing Students– University College of the North
A nursing student who has successfully completed the following courses should be able to work as a Health Care Aide in an institutional setting with some orientation after year one of the two year program.

- UM.BIOL.1410 Anatomy of the Human Body
- UM.BIOL.1412 Physiology of the Human Body
- NUR.1035 Human Growth and Development
- NUR.1035 Nursing Foundations I: Introduction to Nursing
- NUR.1036 Nursing Foundations II: Basic Nursing Theory
- NUR.2001 Nursing Foundations III: Medical/Surgical Nursing
- NUR.1028 Communications for Nursing
- NUR.1025 Introduction to Essential Skills
- NUR.1031 Health Assessment
- NUR.1037 Nursing Practice I

Students are certified in CPR at the Healthcare provider level, during the fall of first year and renew annually. The students have criminal record checks/adult & child abuse registry checks completed in the fall of year one. All immunizations are up to date and flu shots are strongly encouraged to be taken on an annual basis.
These courses are completed by the end of first year of the Practical Nurse Diploma Program. It will be the students' responsibility to provide perspective employers with mark statements or transcripts showing what courses they have successfully completed in their respective programs.

The program coordinator can write a letter of support verifying completion of courses making the student eligible to obtain work as an HCA.

EQUIVALENCY OF BACHELOR OF NURSING
To be equivalent to an approved "Health Care Aide Certificate from a recognized program", the student must successfully be enrolled in Year 2 of the Bachelor of Nursing Program and completed the following:

Non-Academic Admission Requirements:

- Completed immunizations, Influenza Vaccine.
- CPR at the Health Care Provider Level (C) (renewed annually).
- Criminal Record Search Certificate, including Vulnerable Sector Search, Adult and Child Abuse Registry Check.
- Clinical practice related orientation to and/or completion of required learning experiences/certifications/procedures related to: PHIA, Safe Patient Moving & Handling, Mask Fit Testing, WHMIS, & Violence prevention program.

A transcript must accompany the application and is reviewed to verify the requirements are met. It is the students' responsibility to provide perspective employers with mark statements or transcripts showing what courses they have successfully completed in their respective programs.

Four-Year Bachelor of Nursing Program, College of Nursing - Faculty of Health Sciences, University of Manitoba, Fort Garry Campus
A nursing student in this program who has successfully completed the following:

NURS 0500 Preparation for Professional Practice, Nursing Skills I (NURS 2530) and Non-Academic requirements – clinical practice related orientation to and/or completion of required learning experiences/certifications/procedures.

- NURS 2500 Health and Illness 1: Pathophysiology/Pharmacology/Assessment
- NURS 2510 Client and Context 1: Human Growth and Development
- NURS 2518 Health and Illness 2: The Older Client
- NURS 2514 Health and Illness 3: Pathophysiology/Pharmacology/Assessment
- NURS 2522 Client and Context: Human Diversity
- NURS 2520 Professional Foundations 1: Development of Professional Identity
- NURS 2530 Nursing Skills 1
- NURS 2532 Nursing Skills 2
- NURS 2540 Nursing Practice 1
- NURS 2542 Nursing Practice 2
- HNSC 2170 Nutrition for Health Professionals

It will be the students' responsibility to provide prospective employers with mark statements or transcripts showing what courses they have successfully completed in their program.

BN Program Students – Red River College (RRC)
An RRC BN program student who has successfully completed the following courses should be able to work as a Health Care Aide in an institutional setting with some orientation:

- NRSG 1001 Discipline of Professional Nursing 1
- NRSG 1002 Discipline of Professional Nursing 2
- NRSG 1201 Lifespan Human Development
- NRSG 1301 Nursing Techniques 1
- NRSG 1302 Nursing Techniques 2

- NRSG 1010 Communication Seminar 1
- NRSG 1020 Communication Seminar 2
- NRSG 1810 Clinical Nursing Practice-Foundations 1
- NRSG 1820 Clinical Nursing Practice-Foundations 2 or NRSG 2850 Long Term Care
- SAFE-1028 WHMIS

BN students who have met the course requirements listed above will also have:

- Basic Life Support for Health Care Providers with AED Certification N-95 Mask Fitting
- Immunizations as per the RHA Recommendations
- PHIA Certification
- Violence Prevention Program

It will be the students' responsibility to provide perspective employers with mark statements or transcripts showing what courses they have successfully completed in their respective programs.

BN Program Students – Brandon University

A nursing student in this program who has successfully completed all year 1 and 2 courses should be able to work as a Health Care Aide in an institutional setting, with some orientation. Below is a list of all year 2 courses:

- 71:245 Foundations for Professional Nursing Practice
- 71:253 Health Assessment
- 71:276 Foundational Nursing Skills
- 71:277 Pharmacology I
- 71:278 Nursing Care in Progressive and Chronic Illness
- 71:279 Clinical Practicum I – Care of the Stable Client
- 71:280 Intermediate Nursing Skills
- 71:281 Pathophysiology
- 71:282 Pharmacology II
- 71:283 Nursing Care in Acute Illness
- 71:284 Clinical Practicum II – Care of the Acute Care Client
- 71:285 Advanced Nursing Skills
- 71:286 Year 2 Consolidation

It will be the students' responsibility to provide perspective employers with mark statements or transcripts showing what courses they have successfully completed in their respective programs.

BN Program students - Universite de Saint-Boniface

A student from the Universite de Saint-Boniface, BN Program who has successfully completed the following courses should be able to work as a Health Care Aide in an institutional setting, with some orientation:

- BIOL 1415 anatomie du corps humain / Anatomy of the Human Body
- BIOL 1417 Physiologie du corps humain / Physiology of the Human Body
- PSYC 1217 Introduction à la psychologie II / Introduction to Experimental Psychology II
- SANT 1035 Croissance et developpement / Human Growth and Development
- SINF 1018 Introduction aux sciences infirmieres / Introduction to Nursing Science

- SINF 1046 Evaluation de la sante / Health Assessment
- SINF 1026 Professional Communication in Healthcare
- SINF 1017 Techniques et méthodes de soinsI / Nursing Skills I
- SINF 1049 Stage: Introduction a la pratique infirmiere / Practicum: Introduction to Nursing Practice

BN students who have met the course requirements listed above will also have:

- Basic Life Support for Health Care providers with AED Certification
- Immunization as per the WRHA Recommendations
- N-95 Mask Fitting
- PHIA Certification
- WHMIS Certification

It will be the students' responsibility to provide perspective employers with mark statements or transcripts showing what courses they have successfully completed in their respective programs.

UM Bachelor of Nursing Program – Collaborative University College of the North

NURS 0500 Preparation for Professional Practice, Nursing Skills I (NURS 2530) and Non-Academic requirements – clinical practice related orientation to and/or completion of required learning experiences/certifications/procedures.

- NURS 2500 Health and Illness 1: Pathophysiology/Pharmacology/Assessment
- NURS 2510 Client and Context 1: Human Growth and Development
- NURS 2518 Health and Illness 2: The Older Client
- NURS 2514 Health and Illness 3: Pathophysiology/Pharmacology/Assessment
- NURS 2522 Client and Context: Human Diversity
- NURS 2520 Professional Foundations 1: Development of Professional Identity
- NURS 2530 Nursing Skills 1
- NURS 2532 Nursing Skills 2
- NURS 2540 Nursing Practice 1
- NURS 2542 Nursing Practice 2
- HNSC 2170 Nutrition for Health Professionals

Students in the program can request a letter from the program coordinator outlining their accomplishments to share with potential employers.

Students also need to be certified in CPR at the Healthcare provider level.

It will be the students' responsibility to provide perspective employers with mark statements or transcripts showing what courses they have successfully completed in their respective programs.

EQUIVALENCY OF BACHELOR OF SCIENCE in PSYCHIATRIC NURSE TRAINING
To be equivalent to an approved "Health Care Aide Certificate from a recognized program", the student must successfully be enrolled in Year 2 of the Bachelor of Science in Psychiatric Nursing Program. A transcript must accompany an application and is reviewed to verify the requirements are met.

Bachelor of Science in Psychiatric Nursing Students – Brandon University
A student from the BScPN program who has successfully completed the following courses should be able to work as a Health Care Aide in an institutional setting with some orientation:

- 69:257 Fundamentals of Psychiatric Nursing Practice 2
- 69:251 Principles Health Assessment
- 69.252 Psychopharmacology
- 69:253 Fundamentals of Psychiatric Nursing Practice 3
- 69:255 Integrated Practice 1
- 69.261 Principles of Individual Counselling
- 69.262 Medical Nursing for Psychiatric Nurses
- 69.273 Psychopathology

It will be the students' responsibility to provide perspective employers with mark statements or transcripts showing what courses they have successfully completed in their respective programs.

EQUIVALENCY OF INTERNATIONAL EDUCATED NURSES (IENs) Applicants who provide an international nursing certificate/diploma/degree/transcript will be considered an uncertified Health Care Aide.

Applicants are encouraged to contact a recognized educational institution in Manitoba to review educational opportunities available to obtain a Health Care Aide certificate. All costs incurred to obtain a recognized Health Care Aide certificate are the responsibility of the applicant. Examples of programs that offer learning assessments are the Manitoba Start Program or Red River College.