

STANDARD LEARNING OUTCOMES

Manitoba Health Care Aide Programs

Assiniboine Community College

Université de Saint-Boniface

Red River College

University College of the North

The following standard learning outcomes for health care aide programs were originally developed (July 2000) collaboratively by representatives of Red River College, Assiniboine Community College, Keewatin Community College, Winnipeg Technical College, the College of Health and Family Studies, and practicing health care aides. These standards were presented to and discussed with representatives from various Manitoba regional health authorities and were approved by the Council on Post-Secondary Education and Manitoba Health in July 2000.

These outcomes were reviewed and revised by representatives of health care aide program faculty from Red River College, Assiniboine Community College, University College of the North, and Winnipeg Technical College (January 2005).

The outcomes were reviewed and revised by representatives of health care aide program faculty from Red River College, Assiniboine Community College, University College of the North and Collège Universitaire de Saint-Boniface (June 21, 2010).

In addition to the provincial standardized learning outcomes, the representatives also developed and endorsed a **Code of Care** (June 21, 2010). The Code of Care is attached to the end of the document.

Both the learning outcomes and the Code of Care were reviewed and accepted by program faculty from Red River College, Assiniboine Community College, University College of the North and Collège Universitaire de Saint-Boniface (September 14, 2011)

The outcomes were reviewed and revised by representatives of health care aide program faculty from Red River College, Assiniboine Community College, University College of the North and Collège Universitaire de Saint-Boniface (September 26, 2013). The outcomes were reviewed in relation to the Canadian Educational Standards for Personal Care Providers prepared by The Association of Canadian Community Colleges and its affinity group, the Canadian Association of Continuing Care Educators (June 2012).

The outcomes were reviewed and the Code of Care was revised by representatives of health care aide program faculty from Red River College, Assiniboine Community College, University College of the North and Universitaire de Saint-Boniface (September 25, 2014).

The learning outcomes were reviewed and accepted by Program Coordinators from Red River College, Assiniboine Community College, University College of the North and Collège Universitaire de Saint-Boniface (September 24, 2015).

Health Care Aide Program - Learning Outcomes

Publicly funded colleges in Manitoba recognize that the Conference Board of Canada Employability Skills 2000+ are necessary for all college graduates to enter, stay in, and progress in the world of work. These fundamental, personal management and teamwork skills are imbedded in the standard learning outcomes that follow.

Health Care Aides work in a variety of settings as an integral part of the health care team, and follow the care plan developed for each client/patient. Accordingly, in keeping with the health care plan established, health care aide graduates achieve the following learning outcomes:

1. Demonstrates an understanding of the role of the health care aide within the health care environment.
 - 1.1. Identifies basic components of the health care system (federal, provincial and local).
 - 1.2. Describes roles and responsibilities of the health care aide.
 - 1.3. Identifies the roles and responsibilities of the health care team.
 - 1.4. Demonstrates confidence, initiative, and competence in the work environment.
 - 1.5. Demonstrates the ability to identify ethical issues in health care and access resources appropriately.
2. As a member of a health care team, uses a caring problem-solving approach to promote the physical, psychological, cultural, social, and spiritual well being of the client and family.
 - 2.1. Demonstrates concepts of caring, health and wellness in response to basic human needs.
 - 2.2. Uses a problem-solving approach in delivering the plan of care.
 - 2.3. Demonstrates empathy to the needs of diverse family units.
 - 2.4. Identifies role expectations of family members.
3. Assists clients and/or families to maintain independence within their capabilities.
 - 3.1. Assists clients and families to cope with the effects of physical and emotional stress.
 - 3.2. Recognizes and responds to clients and families as unique individuals who are experiencing loss or change.
 - 3.3. Demonstrates knowledge of the stages of growth and development throughout the life cycle, as it relates to care.
 - 3.4. Demonstrates knowledge of body systems and functioning as it relates to care.
 - 3.5. Demonstrates knowledge of commonly occurring health disorders to assist in the care of clients.

- 3.6. Provides client care within the scope of practice of health care aides in a particular setting.
4. Communicates effectively with clients, families, and other health team members.
 - 4.1. Demonstrates effective, caring interpersonal approaches.
 - 4.2. Reports pertinent observations to the appropriate member of the health care team.
 - 4.3. Completes documentation as required by organization policies.
 - 4.4. Demonstrates ability to communicate with a diverse client base.
5. Performs care-giving skills safely, competently and in an organized manner, in a variety of settings.
 - 5.1. Maintains a safe environment for self, clients, families and health care team.
 - 5.2. Assists clients with activities of daily living.
 - 5.3. Performs tasks related to care within the scope of practice of health care aides in a particular setting.
 - 5.4. Applies basic knowledge of coping skills to adapt to unanticipated occurrences or stresses.
 - 5.5. Respects and maintains clients' rights to privacy, dignity, respect, confidentiality and safety.
 - 5.6. Recognizes and responds to changes in the client's physical, emotional and functional status, in a timely manner.
6. Recognizes own beliefs, values, and choices as they impact on role responsibilities and self care.
 - 6.1. Recognizes own beliefs, values and cultural norms.
 - 6.2. Recognizes and respects clients' beliefs, values and rights.
 - 6.3. Demonstrates ability to make ethical decisions related to care.
 - 6.4. Responds to situations with honesty and integrity.
 - 6.5. Assumes responsibility for own learning.
 - 6.6. Practices care of self.
7. Performs the health care aide role in a safe, responsible, and accountable manner.
 - 7.1. Follows legislated requirements and ethical guidelines.

- 7.2. Follows policies and procedures of employing agency.
- 7.3. Acts as a client advocate.
- 7.4. Participates and supports a team approach in developing and implementing the plan of care.
- 7.5. Utilizes appropriate resources.
- 7.6. Demonstrates accountability for own actions.
- 7.7. Maintains clients' confidentiality.

Acknowledgements:

Province of B.C., Ministry of Advanced Education, Training and Technology, Curriculum Guide for Home Support Attendant and Resident Care Attendant Programs, 1992.

Norquest College (previously called Alberta Vocational College), Careers and Occupations Aide Level Programs

Red River College, Applied Sciences, Nursing Department (Health Care Aide Program)

SIAST Kelsey Campus, Health and Sciences, Home Care/Special Care Aide Program

Conference Board of Canada Employability Skills 2000+

Canadian Educational Standards for Personal Care Providers prepared by The Association of Canadian Community Colleges and its affinity group, the Canadian Association of Continuing Care Educators (June 2012).

January 2005/Reviewed and Revised June 2010, Reviewed September 14, 2011,
Reviewed September 26, 2013
Reviewed September 25, 2014

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Health Care Aide Program

Code of Care

The Health Care Aide program is organized around values central to ethical practice, specifically the principles of **CARE**.

C = Conscientious

A = Accountable

R = Respectful

E = Empathetic

Specifically, the Health Care Aide shall...

- ⇒ value health and well-being and assist persons to achieve their optimum level of health
- ⇒ respect and promote the autonomy of clients and help them to express their needs and values
- ⇒ respect and advocate for the dignity and self-respect of human beings
- ⇒ promote, protect and respect the physical, mental, emotional, cultural and spiritual needs of the client and their family;
- ⇒ exhibit sensitivity to the client's individual needs, values, and choices
- ⇒ accept personal responsibility for their acts, and seek to merit the respect and confidence of all members of the health team;
- ⇒ maintain the client's rights to confidentiality
- ⇒ respect the privacy of clients when care is given
- ⇒ intervene if others fail to respect the dignity of clients
- ⇒ provide care in response to need regardless of race, ethnicity, culture, spiritual beliefs, social or marital status, gender, sexual orientation, age, health status, lifestyle or the physical attributes of the client
- ⇒ deliver care within their scope of competence

This Code of Care was developed and endorsed by representative Health Care Aide program faculty from Red River College, Assiniboine Community College, University College of the North and Universitaire de Saint-Boniface (June 21, 2010 Reviewed and Accepted September 14, 2011).

References:

[http://www Alberta Association of Registered Nurses Professional Conduct Code of Ethics.htm](http://www.alberta.ca/Alberta-Association-of-Registered-Nurses-Professional-Conduct-Code-of-Ethics.htm)

[http://www Codes of Ethics Online Project, Center for the Study of Ethics in the Professions, Illinois Institute of Technology](http://www.codesofethics.org/)

[http://www.iit.edu/libraries/csep/PublicWWW/codes/coe/Licensed Practical-Vocational Nurse.html](http://www.iit.edu/libraries/csep/PublicWWW/codes/coe/Licensed_Practical-Vocational_Nurse.html)

[http://www.cna-nurses.ca/ archive 2/ archive/code of ethics review survey.htm](http://www.cna-nurses.ca/archive/2/archive/code_of_ethics_review_survey.htm) –

<http://www.crnmb.ca/>