Health Career Access Program – Employer Expression of Interest (EOI)

Step 1: Before You Begin

If you have any questions, please contact the Health Career Access Program at: HCAPInfoQuery@gov.bc.ca

The Health Career Access Program

The Health Career Access Program (HCAP) is a paid work and training initiative for individuals seeking an entry point to employment in health. New hires will start as a Health Care Support Worker providing non-direct care at a long-term care or assisted living site and receive paid training to become a Health Care Assistant upon successful completion of the program.

HCAP has many benefits for employers who will have the opportunity to access new provincially funded staffing and training resources and play a key role in building capacity in the BC health sector and economy.

Participating employers will be provided with funding to cover education and salary costs to hire Health Care Support Workers who will provide critical non-clinical support while enrolled in a new modular Health Care Assistant training program. The HCAP will roll out as a partnership between candidates and employers to work through onboarding, orientation, employer-based training, and the HCA employer-sponsored training program.

This Employer Expression of Interest is available to operators of long-term care and/or assisted living sites with both public and privately funded beds.

Employer Expression of Interest (EOI)

Submission of an EOI does not commit employers to participation in the Health Career Access Program. Rather, the form is a first step for employers who want to be considered or are interested in knowing more about the HCAP opportunity. After the form has been submitted, operators will be contacted with more information and next steps.

Operators must complete **one Expression of Interest form for each site** that may be interested in participating in the Health Career Access Program.

Submitted forms must be received by Tuesday, November 3, 2020.

Step 2: Operator Contact Information

This section collects data on the site operator. Expressions of Interest should be made at the site level but an operator with multiple sites may submit more than one EOI which will be consolidated according to the data entered in this section.

- Registered Business Name (OrgBook Lookup)
- Operator Name
- Operator Contact for EOI Process: First and Last Name
- Operator Contact Email Address
- Operator Contact Phone Number
- Operator Address
- Operator Postal Code

Step 3: Site Information

Please complete **one Expression of Interest form for each site** that may be interested in participating in the Health Career Access Program.

- Site Name
    - Site Address
    - Health Authority
    - Site Contact: First and Last Name
    - Email Address (for contact)
    - Phone Number (for contact)
- Site Type and Size
- Site Type
    - Long-term Care
    - Assisted Living
    - Both
    - Other – please define
- Long-Term Care Beds
    - Number of Publicly Funded Beds
    - Number of Privately Funded Beds
- Assisted Living Beds
    - Number of Publicly Funded Beds
    - Number of Privately Funded Beds

Step 4: Site Workforce Baseline

Baseline workforce data is necessary to ensure equitable allocation of Health Care Support Workers (HCSW) and HCAP resources across the province.

Employee Type	Current Staff (Headcount)			Current Vacancies (Headcount)		
	Full Time	Part Time	Casual	Full Time	Part Time	Casual
Registered Nurse						
Licensed Practical Nurse						
Health Care Assistant						
Food Services Worker						
Housekeeping						
COVID-19 IPC Response						
Site Administrative Staff						

Step 5: EOI and Comments

Sites will be eligible for resources based on demonstrated need, capacity for oversight of Health Care Support Workers, and the number of public long-term care and assisted living beds at each site.

Approximately how many Health Care Support Workers (Non-Clinical/Non-Direct Care Roles) could this site support?

- Number Field

Please use this space to explain any staffing challenges you may be facing at this site and to provide any additional information relevant to your expression of interest.

- Open Comment Field