

**Prior Learning Assessment &
Recognition (PLAR)
for Continuing Care Assistants –
A Tool for Recruitment & Retention**

Canadian Association for
Prior Learning Assessment
Recognizing Learning: Recognizing Skills

October 15-18, 2006
Fredericton, New Brunswick

Prior Learning Assessment & Recognition: CCA Program *The Pilot Project*

Presented by:

Shawna Elliott

Nova Scotia Department of Health



Overview

- Project Description
- PLAR Pilot
- Evaluation
- Learnings and Recommendations



Project Description



- Project Goal
 - To address the credential gap and potential resulting limited employment mobility of individuals working as personal care workers and home support workers through the development of a sector-supported PLAR model for continuing care

Project Description (Continued)

- Objectives
 - To assess and recognize the credentials of the current continuing care workforce using a recognized PLAR process
 - To improve employment mobility of workforce through labour force access to CCA certification
 - To improve recognition of prior learning and life experiences, thereby increasing the number of qualified workers



Project Description (Continued)



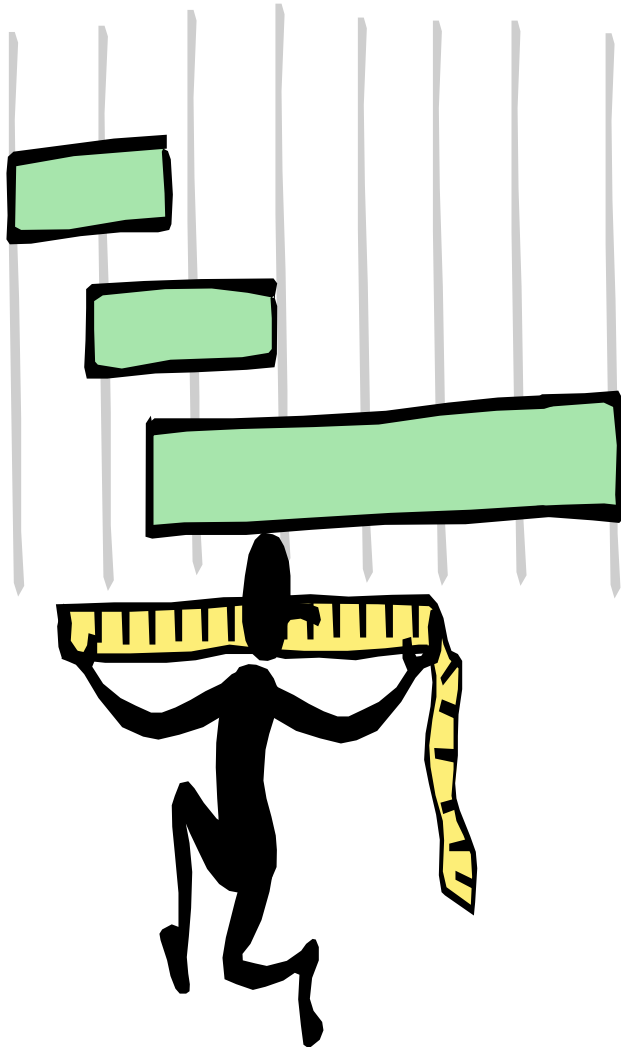
- Project Partners

- HCHRSC
- Department of Education
- CCA Program Advisory Committee
- Department of Health
- NSAHO

- Project Resources

- PLA Centre
- HSNSA
- CCANS
- NSCC
- Department of Community Services

The Pilot Project



- Research and develop PLAR process
- Train assessors
- Select pilot sites
- Pilot and evaluate process
- Develop recommendations

PLAR Pilot

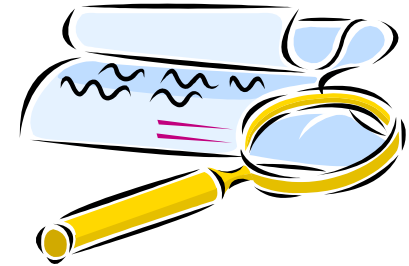
- Participants
 - Rural, nursing home (Alderwood Rest Home)
 - Start: 7; End: 5
 - Urban, home support (RJF Health Services, Northwood Home Care Ltd.)
 - Start: 10; End: 6
- Duration
 - November '04 – January '05



“PLAR helped me realize just how much I already knew and gave me more confidence in the care I provide to my clients”.

(PLAR Pilot Participant, 2005)

Evaluation



- Key conclusions included:
 - Model of collaboration and partnership very successful
 - Access to supports and resources significant challenge
 - Issues related to role definitions and expectations of stakeholders
 - Challenges with recognizing informal learning
 - 75% cap for both theoretical and clinical components concern for participants

Evaluation (Continued)

- Key conclusions included:
 - Timing most challenging factor
 - Applicants were motivated to take advantage of opportunity despite workload
 - Stakeholders universally recognized that the PLAR process will help current workforce move towards standardized CCA certification
 - Stakeholders now have a clear understanding of the impact of the PLAR process



Learnings & Recommendations



- Orientation
- Assessors
- Self-Assessment
- In-take Assessment
- PLAR Process
- Implementation

Prior Learning Assessment & Recognition: CCA Program *The Implementation Project*

Presented by:

DARLENE PORTER

PLA CENTRE

OCTOBER 18, 2006

CAPLA, FREDERICTON, NB





Tending the Field:

**Prior Learning Assessment &
Recognition (PLAR)**

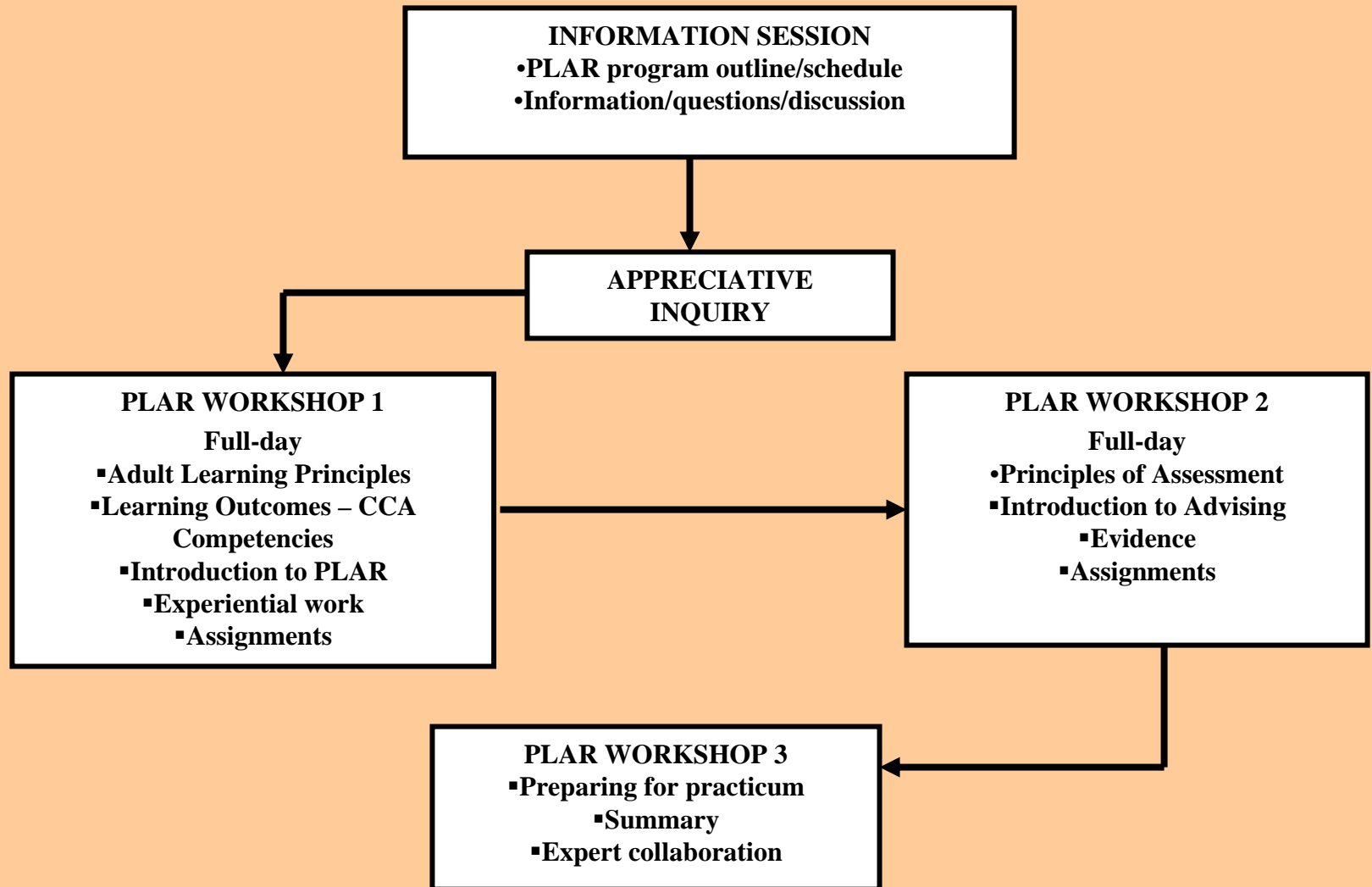
in the

Continuing Care Sector

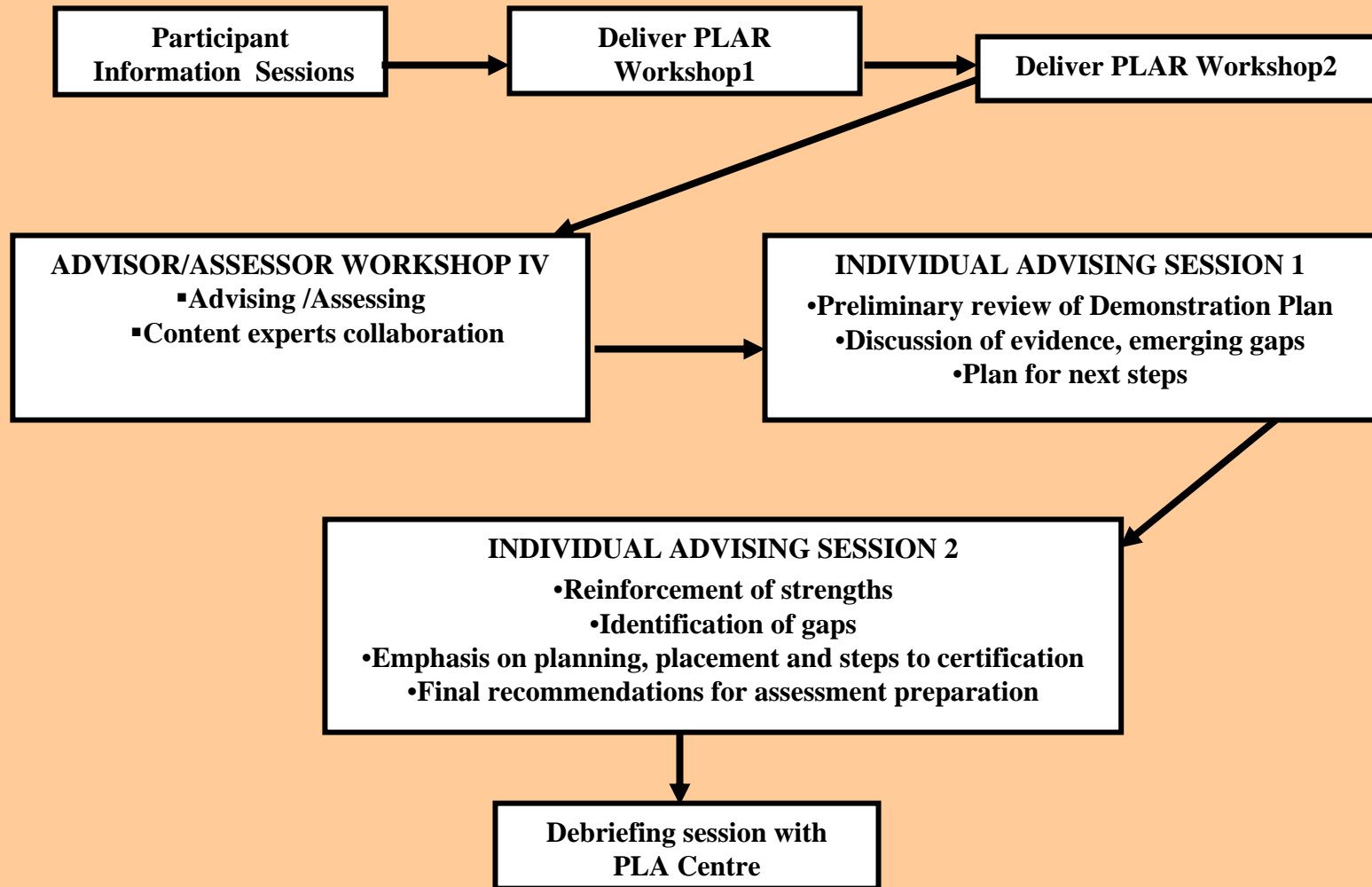
PLAR Advisor/Assessors

- Registered nurse
- Minimum 5 years experience in continuing care
- Knowledge of CCA program
- Knowledge of adult learning principles
- Understanding of PLAR concept

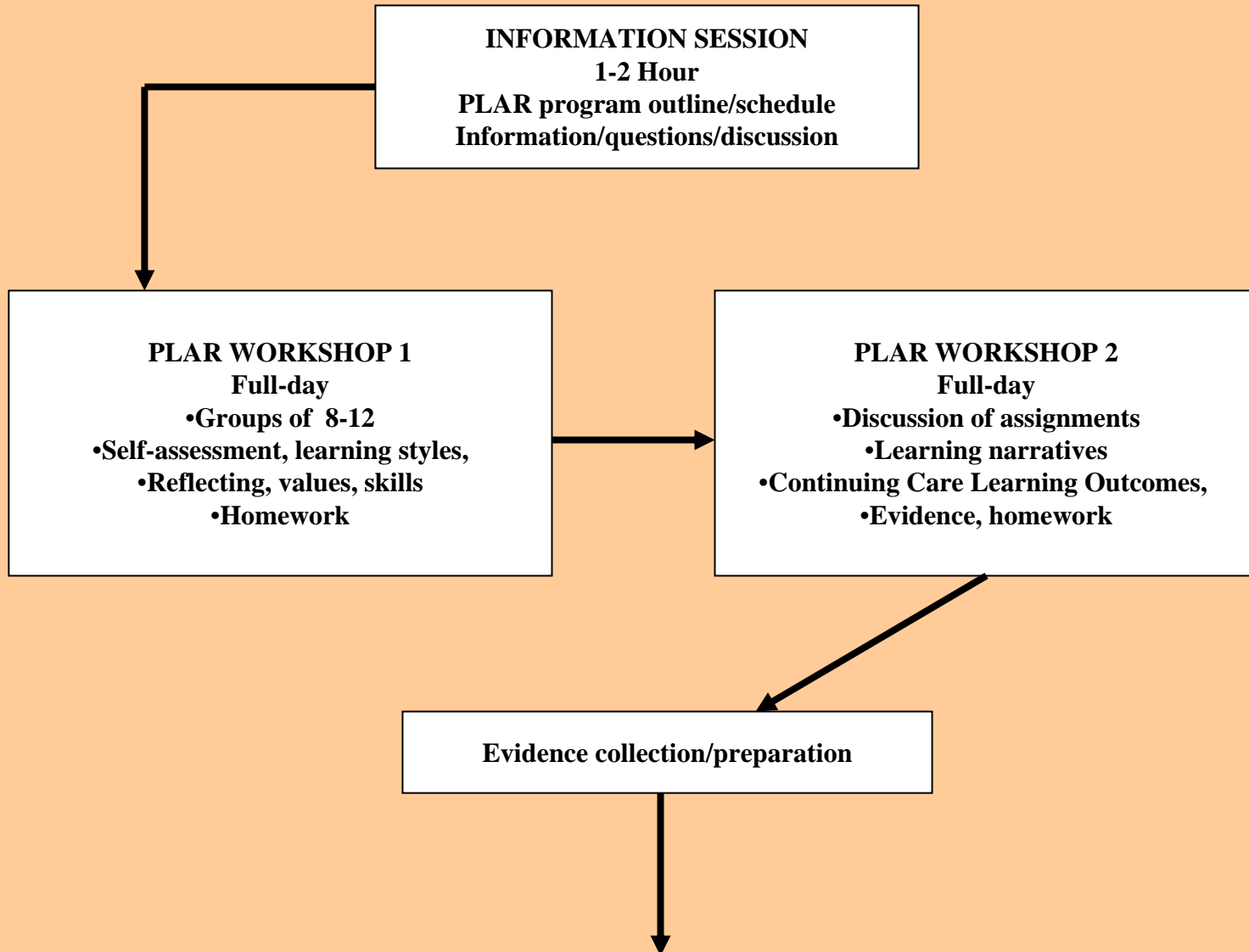
Advisor/Assessor Training



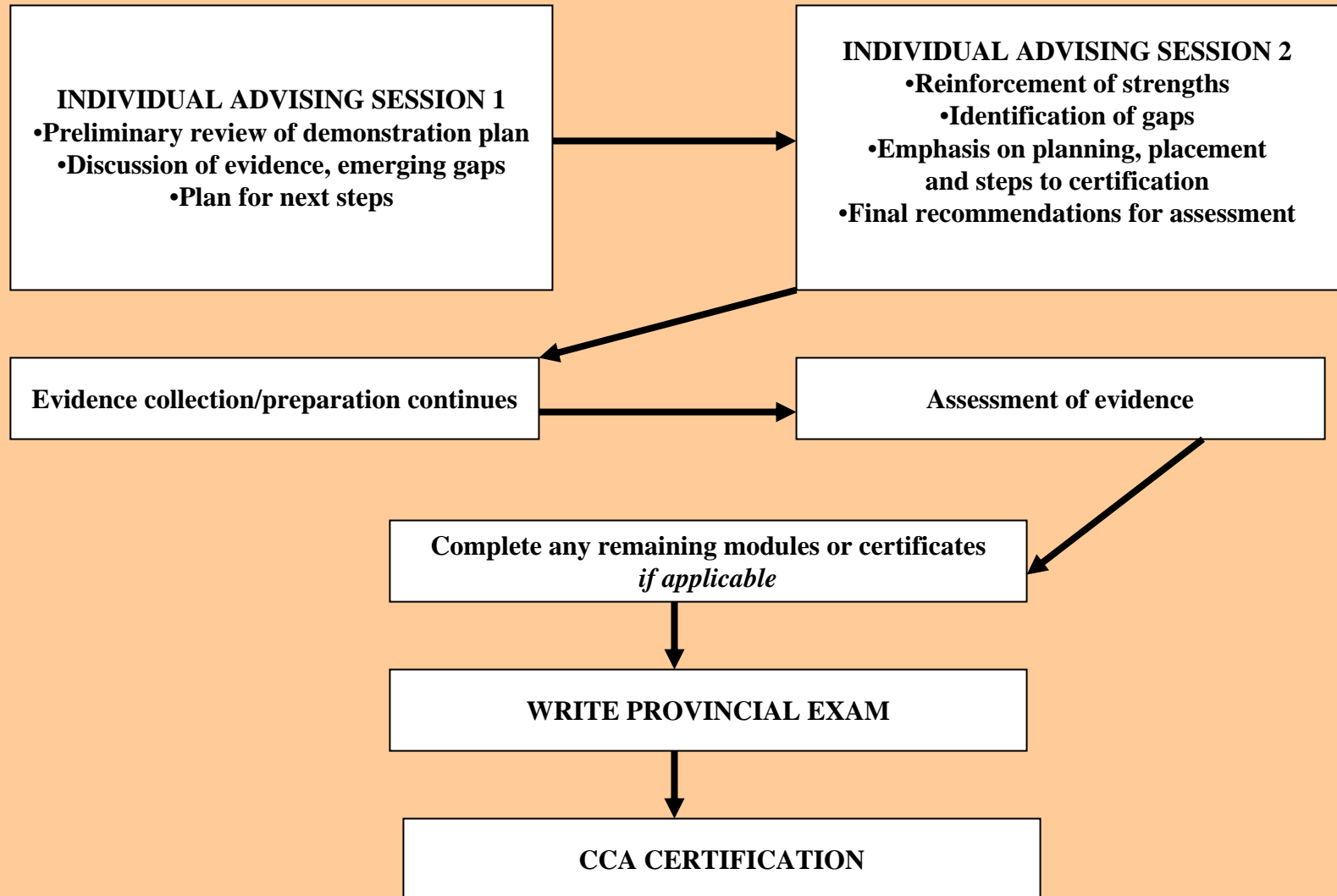
Practicum



Participant PLAR Process



Participant PLAR Process



Standards

- **Assessment only by content experts trained in PLAR**
- **Results will be documented objectively**
- **Results will be measured in relation to the CCA learning outcomes**
- **Applicants are entitled to appeal decisions related to the assessment**

Manual/Workshop overview

Part I

Surveying the Landscape

Getting Acquainted and Beginning the Process of Self-Discovery

Part II

Knowing the Market

Understanding the Continuing Care Learning Outcomes

Part III

Harvest Time

A Closer Look at Learning

Part IV

Preparing for Market

Identifying, Collecting and Analyzing Evidence

Post-Workshop

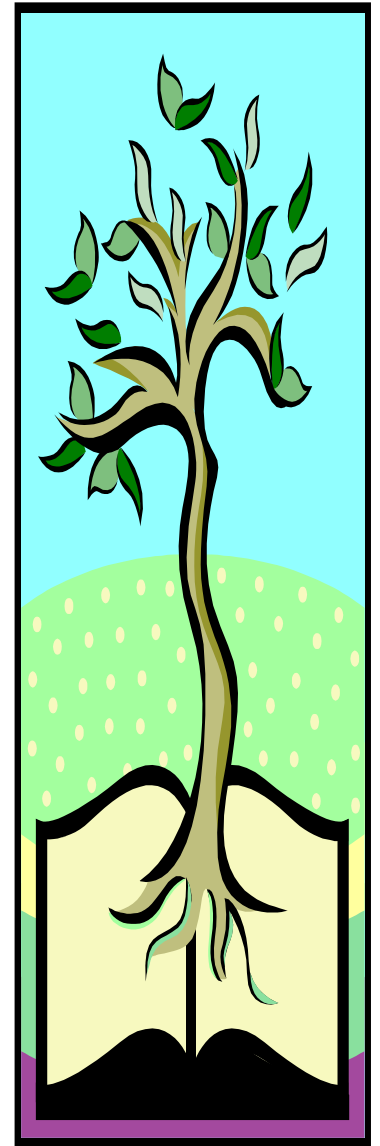
Packaging the Goods

Presentation of Evidence

Participation Numbers

- Delivered 5 Information Sessions across NS to recruit participants
- Anticipated approx. 70-80 registrants, but received 189 registrations, plus an additional 50+ since cut-off date
- By the end of this Implementation, 16 groups of participants will have gone through the process across Nova Scotia

Prior Learning Assessment &
Recognition: CCA Program
Panel Discussion



Panel Participants

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