



LEARN | BELONG | BECOME

PSW: An educators and CAAT's eye view

Carol Kelsey, M.Sc., B.Sc. (P.T.)
Dean, School of Community Development & Health,
Fleming College



Fast Facts on Ontario's Colleges of Applied Arts and Technology

From Colleges Ontario 2012 Environmental Scan:

Annually, > 500,000 students and clients served

Applications are increasing (195,348 for '10-'11)

18% applicants not born in Canada

34.7% come directly from high school; 65.3% are
considered 'non direct'

More than 70,000 graduates last year

Approximately 83% of '09-'10 graduates working six
months after graduation

LEARN | BELONG | BECOME

Fast Facts on Ontario's Colleges of Applied Arts and Technology

Major reason for application? Career preparation
 7.2% of graduates are in "Nursing related" fields (not including collaborative program nursing graduates) and this is increasing annually
 Graduate satisfaction and Employer satisfaction is often highest in the Health sector
 Overall graduation rates have risen since '02-'03 to a high of 65% in '11-'12

LEARN | BELONG | BECOME

Fast Facts on Ontario's Colleges of Applied Arts and Technology

Colleges provide education for more than 40 of 50 health care professions identified by CIHI, NOC and Provincial and Territorial Ministry's of Health

From MTCU's Employment Profile: Summary of Employment Experience of '09-'10 College Graduates Six Months after Graduation:

1,279 PSW program graduates (increased to 2,178 in '11-'12)

LEARN | BELONG | BECOME

PSW Segment of Nursing Related Cluster

Program	F/T Related Employ'm't %	P/T Related Employ'm't %	Un- employed %	Not in labour force %	Mean F/T earnings
PSW	33.4	26.8	9.1	13.5	\$29,298

LEARN | BELONG | BECOME

Top Four Industries of Employment for PSW Grads

Nursing and Residential Care Facilities	49%
Ambulatory Health Care Services	16%
Social Assistance	12%
Hospitals	4%

LEARN | BELONG | BECOME

Forces that shape PSW curriculum

- National and Provincial contexts
- Discipline specific needs
- College context
- Employer needs
- Learners

LEARN | BELONG | BECOME

A few Key National Contextual Sources

- National Education Standards for Personal Care Providers
- National Initiative for Care of the Elderly

LEARN | BELONG | BECOME

A few Key Provincial Contextual Sources


Legislation: e.g. Ontario's Long Term Care Homes Act; Excellent Care for All Act
Ontario Seniors Strategy
Behaviour Supports Ontario Initiative
Centres for Learning Research and Innovation in LTC
HealthForceOntario's HHR strategy
Ontario Health Quality Council
Ontario Long Term Care Association
Ontario Association of Non-Profit Homes and Services for Seniors
Ontario Seniors' Secretariat

LEARN | BELONG | BECOME

Discipline Specific Needs

National and provincial associations
PSW Registry

LEARN | BELONG | BECOME



Fleming College

The College Context

Ministry of Training Colleges and Universities (MTCU)
Ministry of Health and Long Term Care

LEARN | BELONG | BECOME



Fleming College

MTCU

PSW Program Standards:
Vocational Learning Outcomes
Essential Employability Skills
General Education Requirements
Ontario Qualifications Framework

LEARN | BELONG | BECOME



Fleming College

The College Context, cont'd

- College Governance
- Program Advisory Committees
- Association of Canadian Community Colleges
- Colleges Ontario

LEARN | BELONG | BECOME




Fleming College

Employer Needs

- Program Advisory Committees
- Local Health Integration Networks
- 2011 PSW Employer Survey (Colleges Ontario with OLTCA and OANHSS)
- Local Workforce Development Boards
- Partners in Aging Services Sector

LEARN | BELONG | BECOME




Fleming College

Learner Needs

Best teaching and learning strategies
Learning supports

LEARN | BELONG | BECOME



Fleming College

The Way Forward?

- One standard of education
- Pathways (e.g. PSW to PN)
- Value added certifications and training (e.g. Gentle Persuasive Approaches, NVCI)
- Interprofessional courses and clinical experiences
- Increased technology use and experience (e.g. electronic documentation, e-learning, simulation)
- Partnerships (LTC/Residential, Community Care, LHINs, Cities)

LEARN | BELONG | BECOME