

Experience Matters Unlocking PSW Programs Through PLAR

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Agenda

Introduction

Rationale

Stakeholders

Project Activities

Deliverables

Project Update

Lessons Learned

Q&A

A close-up photograph showing a healthcare worker in purple floral scrubs holding the hand of an elderly patient wearing a grey and white checkered hospital gown. The worker's hands are gently clasped over the patient's hand, conveying care and support. The background is softly blurred, suggesting a clinical setting. A solid blue horizontal bar is positioned at the bottom of the image.

Introduction

Project Rationale

- Increased demands for Personal Support Workers (PSWs) based on the growing number of seniors
- Preference for aging in place
- Changing roles for PSWs
- Ontario will need an additional 50,853 PSWs by 2032 (CBC)

Stakeholders

A group of five business professionals are seated around a table in a meeting. A man in a light blue shirt is gesturing with his hands while speaking to the others. The group includes a man in a grey suit, a woman in a white shirt, a woman in a white shirt, and a man in a blue shirt. The table has papers, glasses, and a coffee cup. The background is a blurred office setting.

- Home Care Agency
- Health Human and Justice Studies
- Registrar's Office
- Vice President Academics
- Centre for Leadership Learning and Academic Excellence

Project Activities

Needs Assessment

Recognition of Prior Learning Process

Learning Plans

Deliverables

Continuous Support

Needs Assessment

- Collaborate with Home Care Agency to conduct a comprehensive review of current onboarding and training for HSWs to ensure alignment with PSW vocational learning outcomes and course learning outcomes at Loyalist College.

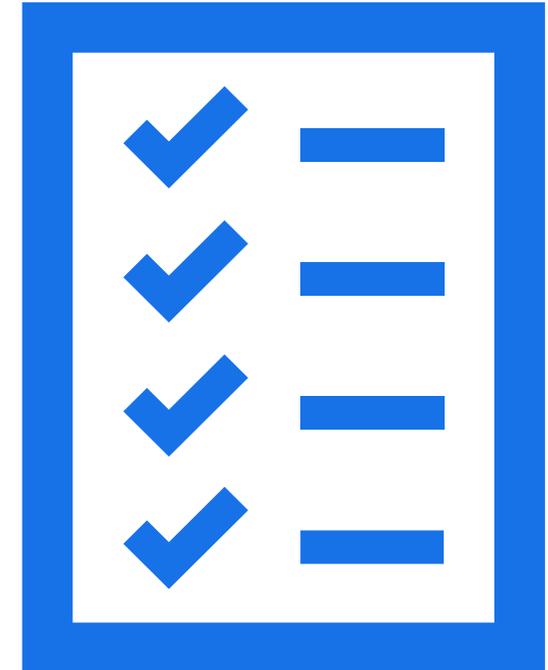


Recognition of Prior Learning Process

- Collaborate with registrar's office to establish criteria and process for recognizing the prior learning including field experience and Home Care training
- Design assessment tools and methodologies to evaluate PSW competencies (exams, interviews, portfolio)
- Streamline the credentialing process to recognize competencies gained through prior learning.

Learning Plans

- Develop a learning plan for the candidates based on the assessment results.
- Offer flexible learning formats, including online modules, and in-person sessions
- Establish clear pathways for candidates to obtain their PSW diploma



Development & Delivery

- Develop intensive and/or accelerated course offerings based on candidate's needs
- Hire instructors to develop and deliver curriculum
- Pilot the PLAR program with a select group of home support workers to refine the assessment process and curriculum delivery.



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Continuous Support





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Updates

- September 2024 – first cohort 45 students participated
- January 2025 – two sections offered with 70 students enrolled
- May 2025 – one section offered 50 students enrolled
- September 2025 – one section offered 60 students enrolled

Lessons Learned

- Student Onboarding
- Facilitator Engagement
- FAQ
- Course Design and Delivery
- Technology



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Questions



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