



Health Care Assistant (HCA) Education Program

Minimum Instructor Qualifications

Theory, Lab and Practice Education Courses

Each of the following minimum instructor qualifications must be met:

1. Current unrestricted (i.e., no conditions on license or provisional registration) full registration as a licensed practical nurse, registered nurse or registered psychiatric nurse with the BC College of Nurses and Midwives (BCCNM).¹
2. Demonstrated ability to teach adult learners (e.g., completion of Provincial Instructor Diploma **or** equivalent education **or** previous teaching experience with satisfactory references **or** positive performance evaluations² and student course evaluations).
3. Two or more years of full-time Canadian nursing experience³ (1 year = 1400 work hours) with relevant knowledge of the Canadian health care system, the roles and responsibilities of healthcare team members and current policies and procedures within residential and community care settings. Nursing experience must include previous work:
 - with older adults living with complex health needs;
 - in home support, and
 - in multi-level/complex care.
4. Evidence of completion of course work in Indigenous cultural safety and humility (e.g., *San'yas Anti-Racism Indigenous Cultural Safety Training* or an alternative training program).⁴
5. Evidence of completion of the [Health Care Assistant Practice in BC](#) course available on the LearningHub as part of their orientation/on-boarding. This will support a current understanding of the role of the HCA within BC.

Notes: Other faculty qualifications may be considered for the Interpersonal Communications course (e.g., undergraduate degree in a Health or Human Services field).

¹ In cases of proven hardship where existing staff do not meet these minimum instructor qualifications, an educational institution may contact the Registry to request an exemption.

² It is expected that recognized programs have written policies and processes in place for onboarding, mentoring and evaluating newly hired HCA instructors. To support clinical instructors, programs are encouraged to utilize the *Preceptor and Clinical Instructor Orientation Tools* available in the [Health Care Assistant Program Supplement to the Provincial Curriculum 2023](#) or most recent edition.

³ This is the minimum requirement. It is recommended that HCA programs hire instructors with a minimum of three (3) to five (5) years of Canadian nursing practice experience. Work hours completed as part of a nursing education program (i.e., practice education hours) must not be used towards these hours.

⁴ See BCCNM Indigenous Cultural Safety, Cultural Humility, and Anti-Racism [practice standard](#) and [learning resources](#)