



RESIDENT CARE AIDE

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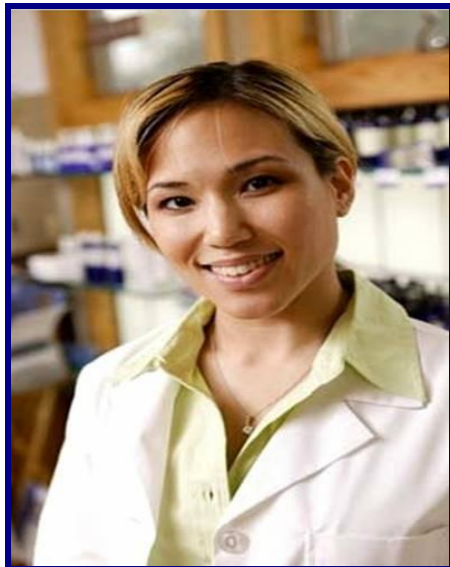


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Introduction¹

Do you want a career that involves caring for other people? Resident care attendants support clients with maintaining daily care needs and/or developing new life skills in a variety of settings. These workers usually work one-on-one with individuals who do not have the capacity to care for themselves. The objective of a resident care aide is to help the client develop essential skills to assist them with daily functioning, while overseeing their health and safety. Resident care attendants can be employed by the following:

- Adult Day Health Centre
- Assisted Living Facilities
- Complex Care Facilities
- Private Care Practice
- Dementia Care Units
- Home Health Care Agencies
- Mental Health Setting

Did You Know?²

- The provincial government, through BC Housing, will provide operating subsidies of \$6.4 million over 35 years.
- In 2005, public spending on health care totaled \$12.8 billion in BC. This includes costs of running hospitals, paying doctors fees, and related health care professionals.
- 90% of seniors visit a doctor at least once a year. 14% are hospitalized for various reasons and 15% receive home care. All of this means that the demand for health care and other support services is large and growing in BC.
- From 2001 to 2011, the population aged 80 and over is expected to have surpassed an estimated 1.3 million.
- New care facilities in Kamloops are under construction and by 2008 Interior Health projects that we will require a minimum of 235 additional care aides just to meet the need in the Thompson Cariboo and Shuswap regions.



¹ This section includes information taken from Career Cruising 2006 Internet Website, www.careercruising.com. The information taken has been slightly altered by the Kamloops Work Search Centre staff for readability accessed July 2007.

² This information was taken from the following websites: www12.statcan.ca, www.cmhc-schl.gc.ca and www.guidetobceconomy.org, accessed July 2007.

The following career planning section is intended to provide information to help get you started if you are researching a career as a resident care aide.

Employment Prospects

- Care Aides are a large occupational group, made up of about 9,550 workers in BC in 2001.
- Approximately 3,560 positions are expected to become available from 2001 to 2011. About three-quarters of these openings will be due to retirements and the remainder will come from growth in the number of new jobs.
- A high rate of worker turnover will create many additional openings. This is a reflection of the relatively low skill requirements, low pay and casual / part-time nature of the work.
- Demands for these workers are strongest on Vancouver Island, the Okanagan, Greater Vancouver and Fraser Valley because many people move to these regions to retire.
- Women make up 89% of all workers in this group. The average age care worker is 44 and up, which is older than the all-occupation average of 40 years. Relatively few workers in this occupation are under 25 and almost one-third are over 55.
- Care workers often help keep the elderly or disabled out of expensive residential care facilities, so demand for their services will continue to grow with the aging population.

Factors Affecting the Industry

There are a number of factors that may be responsible for higher growth for employment in care aides. First, as the population continues to grow and age, the demand for health and personal care services will increase.

Second, as many experts recognize the value of keeping ill or elderly people independent, the government may again decide to fund home care services to reduce health care costs.



Third, there is a growing belief that medical treatments can be more effective in a familiar setting rather than clinical surroundings. With the development of portable medical equipment for in-home treatment this has made it increasingly possible. Elderly patients often do not need the extensive services of an acute care setting, but do require support services to remain in their homes.

³ Information from <http://www.workfutures.bc.ca>, last accessed July 2007

Work Environments⁴

As an aide you can work in hospitals, clinics, palliative care, private residence or long term care facilities. You can make a difference to people who are recovering from surgery and illness, or who need help in daily living tasks. Emotional help may be required as clients adjust to changes such as using a wheel chair, or having to adapt to the aging process.

At Home Care

Home Support services assist those who cannot adequately care for themselves remain in their own homes. Home support workers provide personal assistance with daily activities such as bathing, dressing, grooming and light household tasks that help maintain a safe and supportive home. The exact role of a home care worker will depend on the client.

The daily routine of these workers may vary. Home care workers may go to the same home every day for months or several years. More commonly, they work with a number of different clients, each job lasting a few hours, days or weeks. They often visit four or five clients on the same day. Surroundings also differ from case to case. Some homes are neat and pleasant, while others are untidy or unpleasant. Some clients can be angry, depressed or otherwise difficult; others are pleasant and cooperative.

Care workers generally work on their own with reporting periodically to their supervisor. A detailed list of services, policies and procedures are explained and need to be followed during client visits.



Independent Housing with Support

This is housing where seniors, or persons with disabilities live in communal settings (typically apartment units) and receive home support services. This would include some combination of meals, housekeeping, social activities, and a 24-hour response.

Assisted Living

Assisted living residences provide housing, hospitality and personalized assistance services for adults who can live independently, but require regular assistance with daily activities. Each unit is a self-contained, wheelchair-accessible apartment where residents receive hospitality and personal care services, such as meals, housekeeping and laundry, social and recreational opportunities, assistance with medications, mobility, and other care needs, as well as a 24-hour response system. The level of personal care services provided is usually higher than independent housing with support.

⁴ Work Futures website www.workfutures.bc.ca (NOC 6471), July, 2007

Earnings

Earnings vary depending on location, type of employment and whether the work is part-time or full-time (many work casual or part-time and weekend hours are common). Many home care workers are employed by agencies that specialize in matching health care workers with clients. Since health care is publicly funded in Canada, the government pays agencies a set hourly rate to provide home care to various individuals. The agencies employ workers and then pay them part of the amount they receive from the government. Usually, the amount of pay that workers get ranges from \$12 - \$18 an hour, depending on the province.

Skills, Abilities and Qualities Employers Are Looking For

- Completed post-secondary education (certificate)
- Ability to think critically and creatively to meet varying needs
- Ability to develop self-awareness
- Empathetic, dependable and shows integrity
- Available to work various hours
- A genuine concern for the well being of others
- Ability to understand detailed instructions and able to follow through with information
- Physical stamina
- Positive attitude
- No sensitivity or allergy to latex



Education / Training⁵

The following accredited schools were researched for the contents of this binder. The list does not include all schools that may offer the same type of program.

The colleges below advertise their programs as being between 24-30 weeks long and some colleges offer two intake dates per year. School program administrators and employers suggest that if you are interested in this type of career then spending time with seniors as a volunteer or conducting an informational interview with a potential employer is beneficial to your career and education decision making. Taking simple steps by researching your school of choice and career goals ahead of time could save valuable time and money.

Certificate Programs

Capilano College

2055 Purcell Way
North Vancouver, BC V7J 3H5
Phone: (604) 986-1911
Website: www.capcollege.bc.ca

Okanagan College

1000 KLO Road
Kelowna, BC V1Y 4X8
Phone: 1-800-767-5492
Website: www.okanagan.bc.ca

College of New Caledonia

3330 22nd Avenue
Prince George, BC V2N 1P8
Phone: (250) 562-2131
Website: www.cnc.bc.ca

Sprott-Shaw Community College

301 – 340 Victoria Street
Kamloops, BC V2C 2A5
Phone: (250) 314-1122
Website: www.sprottshaw.com

Douglas College

PO Box 2503
New Westminster, BC V3L 5B2
Phone: (604) 527-5400
Website: www.douglas.bc.ca

Thompson Career College Inc.

774 Victoria Street
Kamloops, BC V2C 2B6
Phone: (250) 372-8211
Website: www.thompsoncc.ca

Northern Lights College

11401 8th Street
Dawson Creek, BC V1G 4G2
Phone: (250) 782-5251
Website: www.nlc.bc.ca

Thompson Rivers University

900 McGill Road
Kamloops, BC V2C 6N2
Phone: (250) 828-5000
Website: www.tru.ca

⁵ This section includes information taken from Career Cruising 2006 Internet Website, www.careercruising.com. The information taken has been slightly altered by the Kamloops Work Search Centre staff for readability. Last accessed July 2007

Laddering Up In Your Career Path⁶

Although advancement is limited for this type of work, there is room for mobility among the occupations in this group. With experience and training, visiting home care workers may move into such occupations as health care aides or long term care aides in nursing homes and long term care institutions. The most experienced aides may also assist patients with medical equipment, such as ventilators.

You can use the skills you learn in this job, combined with college courses, as a base for other kinds of work in health care. The following steps show you how you can look at laddering into other positions in health care.

Step 1: Resident Care Aide

- College Certificate Program
- Experience and on the job training may lead to more responsibility
- Ranges from \$11 - \$21/hour

Step 2: Nursing Assistant

- In BC a licensed practical nurse needs to hold a license, usually after a one-year course at a B.C. college (Can Practical Nurse exam)
- Increased responsibilities as supply & demand of RN's has sifted
- Approximately \$31,700/ year (full-time)

Step 3: Registered Nurse

- Two-year program at many of BC's training institutions (Licensure by the province)
- More responsibilities and higher wage then a LPN
- Approximately \$48,000/year (full-time)

⁶ Start Now! Work Futures for Entry Level Jobs July, 2007

Internet Resources

Another way to research the resident care industry is to look online and compare valuable information about potential employers or current labour market information. The following list suggests various website links to help you in your research:

http://www.hc-sc.gc.ca/hcs-sss/home-domicile/index_e.html Health Canada's, Health Care System offers links to information regarding home and community care, long-term facility-based care, family / informal caregiver and home care human resources.

www.caregiverlistings.com - Canadian Care Giver Database offers options to help find the perfect nannies, caregivers, disabled care attendants and housekeepers for loved ones.

www.caregiverbc.ca - Care Givers Association of BC. This website has information for family caregivers, group facilitators and health care professionals.

www.caregiver.on.ca - Caregiver Network is an information source designed to make life as a caregiver easier.

www.bccare.ca/indexbig.html - BC Care Providers Association is a membership-driven, non-profit society representing long term and home care providers.

www.bchealthguide.org - BC HealthGuide website is part of the self-care program to help you better understand and manage your health.

www.interiorhealth.ca Interior Health Website provides links / information on a wide range of topics including senior and adult care.

www.heabc.bc.ca - The Health Employers Association of BC coordinates the human resource and labour relations interests of healthcare employers in BC.

www.carebc.ca - Health & Home Care Society of BC is an independent BC not-for-profit organization with preventive and supportive health service that keep people healthy and in the comfort of their own homes, communities and workplaces.

www.labourmarketinformation.ca - Service Canada Labour Market Information website.

www.whatskey.org/occupations.html - What's Key Opportunities provides information on jobs of today and tomorrow.

Employer Home Support / Resident Care Aid Listings

Aberdeen Services

101 - 1450 Pearson Place
Kamloops, BC V1S 1J9
Ph: (250) 828-0739
Or: (250) 314-1898

Berwick On The Park Retirement Residence

60 Whiteshield Crescent South
Kamloops, BC V2E 2S9
Ph: (250) 377-7275
Fax: (250) 377-7276
Website: www.berwickrc.com

Care Concepts Services

1046 - 7th Street
Kamloops, BC V2B 2W8
Ph: (250) 554-3555
Fax: 554-0909

Cariboo Home Society

831 Serle Road
Kamloops, BC V2B 6L8
Ph: (250) 579-9350

Cinnamon Lodge - Hospital

3875 Tranquille Road
Kamloops, BC V2B 7W2
Ph: (250) 376-9895

Cottonwood Manor

730 Cottonwood Avenue
Kamloops, BC V2B 8M6
Ph: (250) 376-4777
Fax: (250) 376-4792

Desert Gardens Community Centre

540 Seymour Street
Kamloops, BC V2C 2G9
Ph: (250) 372-5110
Fax: (250) 372-3429

Health Care First Home Care & Medical Supplies

107 - 1295 - 12 Street
Kamloops, BC V2B 3C8
Ph: (250) 554-2763
E-mail: healthcarefirst@shaw.ca

High Country Health Care Inc.

#108A-540 Seymour Street
Kamloops, BC V2C 2G9
Ph: (250) 372-2252
Fax: (250) 372-5821

In-Home Care Inc.

#314-141 Victoria Street
Kamloops, BC V2C 1Z5
Ph: (250) 851-0078
Fax: (250) 851-0016
E-mail: inhomecare@shaw.ca

inSite Housing, Hospitality & Health Services

Suite 300 - 1080 Mainland Street
Vancouver, BC V6B 2T4
Ph: (604) 899-6040
Fax: (604) 899-6043
Toll Free within BC: 1.888.899.6040
E-mail: info@insiteseniorcare.com

Kamloops Seniors Village

1220 Hugh Allen Drive
Kamloops, BC V1S 2B3
Ph: (250) 571-1800
Website:
www.retirementconcepts.com

Home and Community Care

Contact: Home Support Supervisor
#37-450 Lansdowne Street
Kamloops, BC V2C 1Y3
Ph: (250) 851-7900
Fax: (250) 851-7910
Website: www.interiorhealth.ca

Marjorie Willoughby Memorial Hospice

72 Whiteshield Crescent South
Kamloops, BC V2E 2S9
Ph: (250) 372-1336
Fax: (250) 372-1297

Overlander Extended Care Hospital

953 Southhill Street
Kamloops, BC V2B 7Z9
Ph: (250) 554-2323
Fax: (250) 554-5557

Pine Grove Care Centre

313 McGowan Avenue
Kamloops, BC V2B 2N8
Ph: (250) 376-5701
Fax: (250) 376-5770

Parkside Estate Retirement Residence

743 Okanagan
Chase, BC V0E 1M3
Ph: (250) 679-1512
Fax: (250) 679-4496
Website: www.parksideestate.com

Ponderosa Lodge

425 Columbia Street
Kamloops, BC V2C 2T4
Ph: (250) 374-5671

Renaissance Retirement Residence

628 Tranquille Road
Kamloops, BC V2B 3H6
Ph: (250) 312-3200
Website: www.chartwellreit.ca

Retirement Concepts

1220 Hugh Allan Drive
Kamloops, BC V1S 2B3
Ph: (250) 372-2346
Fax: (250) 372-2347

The Shores Retirement Residence

870 Westminster Avenue
Kamloops, BC V2B 1N9
Ph: (250) 376-0315

The Hamlets at Westsyde

3355 Overlander Drive
Kamloops, BC V2B 0A5
Ph: (250) 579-9061
Website:
www.thehamletsatwestsyde.com

Thrupp Manor Senior Citizens' Home

591 Royal Avenue
Kamloops, BC V2B 3P8
Ph: (250) 376-6536
Fax: (250) 376-6513

Thompson Residential Community Inc.

102 - 1450 Pearson Place
Kamloops, BC V1S 1J9
Ph: (250) 828-1508

WeCare Home Health Services

651 Victoria Street
Kamloops, BC V2C 2B3
Ph: (250) 851-2911
Fax: (250) 851-2949
Website: www.wecare.ca



Featured Employer Information

The following information has been provided by Resident Care Employers

