



Formal "Certification" of Personal Support Workers

PSWs have a strong desire to see a formal process for recognition.

The purpose of a provincial PSW certification is to enhance professionalism, demonstrate commitment to high standards of practice, enhance credibility with the public and increase consumer, client and resident benefits and protection.

In the absence of regulation, a provincial wide certification/designation would define minimum standards and competencies for PSWs who have completed formal training and wish to have their skills recognized formally.

The Benefits:

- In collaboration with stakeholders, competencies will be developed, making expectations of the role and responsibilities clearer.
- Consumers, clients and residents will have clear expectations, better experience
- Increase worker satisfaction
- Easier to integrate PSW role into inter-professional care teams
- More appealing career option
- Increase quality assurance for all parties

The Process:

1. *Completion of a Provincial Theory Evaluation Exam* that evaluates critical thinking skills and competencies required for the role
2. *Skills Assessment Exam* will take place at regional testing centres and ongoing PSW training programs
3. Commitment to comply with a *Professional Code of Conduct*
4. *Vulnerable Sector Screening Clearance and First-aid and CPR certification* within 3 months of application.