



Health and Supportive Care Providers
Oversight Authority

Introduction to HSCPOA: Registration and Oversight of Personal Support Workers (PSWs) in Ontario

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Presentation Content

1. HSCPOA Overview
2. Outreach & Awareness Building
3. Pathways to Registration
4. Next Steps – HSCPOA
5. Call to Action: Educators, PSWs, & Other System Partners



HSCPOA Overview

Health and Supportive Care Providers Oversight Authority Act, 2021



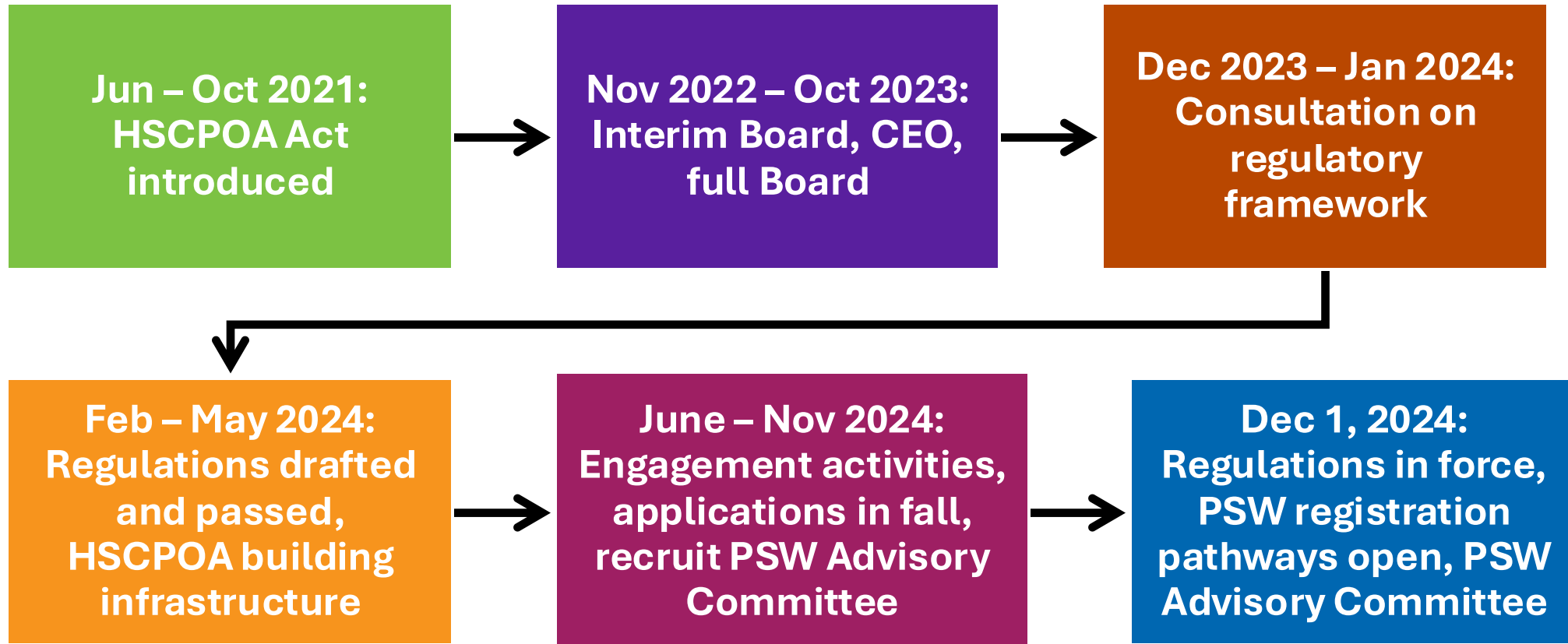
- Government established the Health and Supportive Care Providers Oversight Authority (HSCPOA)
- Beginning with Personal Support Workers (PSWs)
- Future classes may be added

Overarching Mandate: **Public Protection**



Health and Supportive Care Providers
Oversight Authority

HSCPOA Timeline



Regulation Approvals

- Regulations passed by government in late May 2024
- Ontario government announcement on June 4th
- Came into force **December 1, 2024**
- Applications accepted as of November 8, 2024
- HSCPOA began registering PSWs on **December 1, 2024**



HSCPOA Act Regulations

Health and Supportive Care Providers Oversight Authority Act, 2021, S.O. 2021, c. 27, Sched. 2

[Download Word](#) [Print](#)

Versions **Regulations under this Act**

Citation	Title	Sort by: <input type="text" value="Regulation Number"/>
O. Reg. 219/24	COMPLAINTS	
O. Reg. 218/24	REGISTER	
O. Reg. 217/24	REGISTRATION	
O. Reg. 216/24	VISUAL MARKS	
O. Reg. 215/24	CODE OF ETHICS	
O. Reg. 214/24	PERSONAL SUPPORT WORKER ADVISORY COMMITTEE	
O. Reg. 213/24	RULES FOR ADVISORY COMMITTEES	
O. Reg. 212/24	DISCIPLINE AND APPEALS	
O. Reg. 211/24	FUNDING FOR THERAPY AND COUNSELLING	



HSCPOA's Objects Under the Act

Administer and enforce the Act and the regulations made under the Act

Establish and maintain **educational and skills-based qualifications**

Establish and maintain the **visual mark** for use by registrants

Promote **safe, competent, ethical, high-quality care**

Establish and maintain **codes of ethics**

Educate registrants, employers and the public about the HSCPOA Act

Advise the Minister, upon request, on certain policy matters

Other duties or powers assigned to it under this Act



Regulatory Framework Components



PSW Registration Eligibility



Public Register



Code of Ethics



**Complaints, Discipline
& Appeals Processes**



**Committees (Advisory,
Discipline & Appeals)**



**HSCPOA PSW
Visual Mark**



**Funding for Therapy
& Counselling**



HSCPOA's Public Register



Registrant Information

Find the name, gender, languages spoken, and employment details of every HSCPOA PSW registrant. Personal contact details are not included.



Registration Status

Active or inactive and if registration has been suspended or revoked, or has any terms, conditions or limitations.



Conduct History

Any complaints and disciplinary actions taken by HSCPOA, and other regulatory bodies, as well as relevant charges of convictions for certain offences.





Public Register - Find a Registered Personal Support Worker (PSW)

> HSCPOA Public Register Definitions

The Public Register of Personal Support Workers (PSWs) enables anyone to confirm whether a PSW is registered with the Health and Supportive Care Providers Oversight Authority (HSCPOA) in Ontario. The Public Register of PSWs includes registration information, language of services, concurrent registration in another profession/jurisdiction, and any complaints and/or discipline history. [About the Public Register](#)

Search by first name, last name, HSCPOA registration number, employer name, or city. If you are unable to access HSCPOA's Public Register or need more information, contact: registration@hscpoa.com

While HSCPOA does validate some information provided by registrants, the information on the Public Register of PSWs is only as accurate and timely as what is reported to us.

First Name	Last Name	Registration Number
<input type="text"/>	<input type="text"/>	<input type="text"/>
City	Employer Name	Search by previous employer
<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
<input type="button" value="Search"/>		

Search: >> 0 registrant(s) found

Discipline Committee Outcomes Other Important Information

Registrant	Class	Status	Effective	Expires	Primary Employer
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Differences from Other Regulatory Bodies

PSWs first,
future
professions can
be added

Voluntary
registration, no
fees initially

HSCPOA PSW
Visual Mark

No protected
title

No defined
scope

No PSWs on
HSCPOA's
Board

PSW Advisory
Committee



Significant Difference: HSCPOA Vs. Prior PSW Registry Attempts

- Previously - Two PSW registry attempts
- Today – What’s New?
 - This time: Legislation is in place with the *HSCPOA Act, 2021*
 - HSCPOA has the regulatory framework not previously provided
 - Regulation, oversight, and accountability of PSWs in Ontario for **public protection**



Voluntary Registration

- For now, PSW registration with HSCPOA is voluntary
- PSWs can continue to work in Ontario without registration
- Time will tell if registration becomes mandatory like some other personal care provider registries in Canada – government decision
- The Ontario health care sector wants oversight of PSWs
- There is **value** in voluntary registration, [refer to FAQs](#)



Encourage Your PSW Graduates to Apply

- Registration now open
- Encourage your PSW graduates to be trailblazers!
- The best way to demonstrate the support of the regulation of PSWs in Ontario is if PSWs become registered with HSCPOA and encourage others to register
- Becoming registered shows a PSW's commitment to providing safe, quality, ethical care



What's in it for PSWs?

Benefits of HSCPOA Registration



Trust and Respect

Shows a PSW has met qualifications for registration, and they are committed to delivering safe care.



Demonstrates Accountability

Registered PSWs are accountable to provide safe, quality care like other regulated health providers.



Registered PSWs Stand Out

Differentiates a registered PSW from unregistered PSWs who are not accountable to HSCPOA.



What's in it for PSWs?

Benefits of HSCPOA Registration



Employment Opportunities

HSCPOA's Public Register helps employers and the public to find qualified and registered PSWs. Employers may prefer to hire HSCPOA registered PSWs who demonstrate accountability.



Use of HSCPOA's PSW Visual Mark

Colleagues, employers, and recipients of PSW services will immediately recognize someone as a PSW registered with HSCPOA.



It's Free and Voluntary

There is currently no cost to apply and become a registered PSW.



HSCPOA Value

Recognizes the important role of PSWs

Protecting the public through PSW oversight and accountability

Transparency through the Public Register of PSWs

Strengthens health human resources oversight

Establishes consistency of PSW education and training requirements

Safe, ethical, quality, and accountable care




Outreach Activities


- **Engagement and Awareness through Outreach to:**
 - Employers, Educators, Associations, and other Ontario Healthcare Systems Partners
- **Communication materials to promote PSW registration:**
 - Website Content
 - Information Sheets/Handouts
 - Videos
 - Webinars - Overview and Topics
 - [eNewsletter](#) - **subscribe** to receive 'HSCPOA News'
 - Speaking Engagements



Information Sheets/Handouts



Health and Supportive Care Providers Oversight Authority




About HSCPOA


Who we are and what we do

The Health and Supportive Care Providers Oversight Authority (HSCPOA) was created by the Government of Ontario to support public protection.


We do this by registering and holding Personal Support Workers (PSWs) accountable for safe, quality, ethical care provided to Ontario residents in their homes, hospitals, long-term care facilities, or other health care environments. **We do this by:**




Maintaining an online Public Register with easy-to-find information about all registered PSWs in Ontario.




Protecting the public by addressing complaints, providing dispute resolution, and overseeing disciplinary procedures.




Establishing consistency in education, training and competency requirements.



Authorizing qualified PSWs to use the Visual Mark to show they are registered with HSCPOA.




Holding registrants accountable to a Code of Ethics.



Enhancing public trust in registered PSWs and respect for the work they do.

For more information, visit: hscpoa.com

Health and Supportive Care Providers Oversight Authority
Quality care is the cornerstone of our healthcare system and PSWs play a critical role. As part of efforts to hire, support and retain the people who provide vital services, the Government of Ontario has created HSCPOA, which offers significant benefits to PSWs, their employers, and the people who count on their care.



SCAN ME!
Visit: hscpoa.com



Health and Supportive Care Providers Oversight Authority



How can I apply to register?

Personal Support Workers

There are 4 pathways to becoming a HSCPOA registrant: see which one is right for you.*

Path 1:
Ontario education

I am (or will be) a graduate of an accredited PSW program in Ontario.

I can show my PSW diploma/certificate or transcript for a PSW program completed on or after July 1, 2014*, from a school board, college or Indigenous institution.

* If you complete an Ontario PSW program before July 14, 2024, and have worked as a PSW in the last 3 years, you may be eligible to apply via path 2.

Path 2:
Ontario work experience

I have worked as a PSW in Ontario in the last 3 years. My employer has completed a **Confirmation of Employment & PSW Skills Form** for me, and confirmed that:

I have worked 600+ hours

OR

I can show my diploma/ certificate and transcript or other documentation for a PSW training program that was 600+ hours.

Path 3:
Labour mobility

I am registered and have worked as a PSW in a Canadian province or territory outside Ontario in the last 2 years.

I can provide a **Letter of Standing** from a Canadian health care aid or continuing care assistant registry or directory.

Path 4:
Competency assessment

I am not currently eligible for another registration pathway, but have completed a PSW program outside Ontario that was at least 600 hours.

I can show my diploma/ certificate and transcript or other documentation for a PSW training program that was 600+ hours.

To apply, please visit hscpoa.com and select "Applicants."



SCAN ME!
GO TO APPLY!

*See hscpoa.com/applicants for further information about each of these requirements.

TO QUALIFY, APPLICANTS MUST:

- Meet education or experience requirements
- Communicate in English or French
- Be of good character
- Show a letter of good standing from any other regulatory body (if applicable).

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Health and Supportive Care Providers Oversight Authority



How registering benefits you

Personal Support Workers

6 reasons to apply to register with the Health and Supportive Care Providers Oversight Authority (HSCPOA).



Trust, respect and recognition. Personal support workers are the largest group of unregulated health care providers. Being registered shows you've met qualifications and are committed to protecting the public by being held accountable for safe, quality, ethical care.



More employment opportunities. Being on our Public Register means employers and the public can easily find you in a list of qualified, registered PSWs. Employers may prefer to hire HSCPOA registered PSWs.



It builds the reputation of PSWs. When you are registered with HSCPOA, it shows you are accountable to provide safe, quality care like other regulated, health providers including nurses, dietitians and physiotherapists.



It's free and voluntary. There is currently no cost to become registered and be part of HSCPOA's Public Register.



It makes you stand out. Being registered differentiates you from unregistered PSWs who are not accountable to an oversight body.

To register or get more information, visit: hscpoa.com

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SCAN ME!
Visit: hscpoa.com

Information Sheets/Handouts



Health and Supportive Care Providers Oversight Authority



The HSCPOA Visual Mark Trust at a glance.

When a Personal Support Worker (PSW) wears or otherwise uses the HSCPOA Visual Mark, it means they:



Have voluntarily registered with the Health and Supportive Care Providers Oversight Authority (HSCPOA).



Are committed to providing safe, quality and ethical care.



Are a PSW in good standing with HSCPOA.



Are accountable to an oversight body in place to protect the public.



Have met the minimum requirements for education and/or experience.



Can easily be found on HSCPOA's Public Register, which will show any complaints, discipline history, and any limitations on their registration.

The Visual Mark inspires confidence
It demonstrates to recipients of PSW services and employers that the HSCPOA registered PSW cares about delivering their best every day.



The Visual Mark immediately IDs a registered PSW who is educated and experienced. It is only available to those who meet strict criteria; unauthorized use may result in penalties.

For more information on the Visual Mark, and about registering with HSCPOA, visit: hscpoa.com

Health and Supportive Care Providers Oversight Authority
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Visit: hscpoa.com



Health and Supportive Care Providers Oversight Authority



The HSCPOA Public Register

HSCPOA's online Public Register is a searchable list of Ontario's registered PSWs that anyone can access. It is more than a search tool: **the Register protects the public by making the following information available:**



Registrant information

Find the name, gender, languages spoken, and business details of every HSCPOA registrant.



Registration status

Find out if a registered PSW is in good standing with HSCPOA, or if their registration has been suspended or revoked, or has any terms, conditions or limitations on their registration.



Conduct history

View any complaints and disciplinary actions taken by HSCPOA, and other regulatory bodies, as well as relevant charges or convictions for certain offences.

Our HSCPOA Public Register is a helpful resource for:

CARE RECIPIENTS

Find a registered PSW in your area; Find a registered PSW and make informed decisions about your care or the care of someone close to you.

EMPLOYERS

A great hiring resource: easily identify registered PSWs who have met education/experience requirements and are accountable to HSCPOA.

PSWs

Elevated recognition: demonstrates to employers, care recipients, and the public that you are committed to safe, quality, ethical care.

For more information, visit: hscpoa.com

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Visit: hscpoa.com



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HSCPOA Code of Ethics Ensuring safe, quality care

All PSWs registered with HSCPOA are held accountable to the Code of Ethics that covers the following categories:



Honesty & integrity

Communicate openly and honestly, showing courtesy and compassion in every interaction.



Privacy & confidentiality

Be respectful of recipients' privacy and comply with privacy laws and employer policies.



Professionalism & accountability

Provide competent, dignified care, maintain appropriate boundaries, collaborate, and behave professionally at all times.



Record keeping & reporting

Clearly and accurately document care services provided.



Recipient autonomy

Provide information to ensure informed consent and respect personal beliefs.



Ethical business practices

Charge reasonable fees, perform services regardless of fee, and issue receipts, as applicable.



Clear qualifications

Provide accurate name, role and display the PSW Visual Mark, if requested.



Tolerance & acceptance

Respect care recipients' cultural and religious beliefs and do not discriminate against others.

The Code of Ethics is the foundation for HSCPOA's complaints and discipline process.

You can find the full HSCPOA Code of Ethics on hscpoa.com and select Registrants, Code Of Ethics.

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Visit: hscpoa.com/registrants/code-of-ethics

Information Sheets/Handouts

Health and Supportive Care Providers Oversight Authority



Employers

Why encourage PSWs to apply

Being registered with HSCPOA benefits PSWs, their employers, and protects the public.

- It highlights your commitment to quality care.** By encouraging PSWs to register and employing registered PSWs, you show your commitment to providing safe, quality, ethical care.
- You know registered PSWs are committed to quality care.** Being registered is voluntary and shows PSWs genuinely care about protecting the public by adhering to HSCPOA's Code of Ethics.
- It makes hiring easier.** HSCPOA's online Public Register lists Ontario PSWs who have met registration requirements, and includes any complaints or discipline history, which provides tremendous peace of mind.
- It's good for PSWs' reputation.** It shows PSWs have met education or experience requirements, are of good character, and builds public trust.
- It makes PSWs accountable.** Being registered means PSWs are accountable to HSCPOA for the supportive care services they provide.
- Registered PSWs can use the HSCPOA Visual Mark.** This immediately identifies PSWs who have met HSCPOA's registration requirements.

For more information on registering with HSCPOA, visit: hscpoa.com

Health and Supportive Care Providers Oversight Authority
Quality care is the cornerstone of our healthcare system, and PSWs play a vital role. The Government of Ontario has established a framework to validate PSW credentials, training and education, provide accountability and transparency, and support the delivery of safe, quality, ethical care.



Visit: hscpoa.com

Health and Supportive Care Providers Oversight Authority



Educators

Why PSW graduates should apply

Being registered and part of HSCPOA's online Public Register benefits graduates, educators and the public.

- It helps registered PSWs stand out.** Registered PSWs may use HSCPOA's Visual Mark to display their commitment to safe, quality, and ethical care. Being registered differentiates graduates from unregistered PSWs who are not accountable to an oversight body. Employers can easily see if a PSW is registered.
- It's good for a registered PSW's overall reputation.** Being accountable to HSCPOA builds public trust. It shows registered PSWs have met qualifications and genuinely care about the supportive care services they provide.
- It's free and voluntary.** There is currently no cost to become registered and be part of HSCPOA's Public Register.

How can PSWs apply?

Graduates can apply to become registered with HSCPOA through the online application portal at: hscpoa.com

Health and Supportive Care Providers Oversight Authority
Quality care is the cornerstone of our healthcare system, and PSWs play a vital role. The Government of Ontario has established a framework to validate PSW credentials, training and education, provide accountability and transparency, and support the delivery of safe, quality, ethical care.



Visit: hscpoa.com

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Ontario's Healthcare System Partners

Together we're stronger

Together we can work towards making Ontario's healthcare system better, stronger and safer for everyone. Be a part of improved care for Ontario's residents in their homes, hospitals, long-term care facilities, or other healthcare environments.

The Government of Ontario has established the Health and Supportive Care Providers Oversight Authority (HSCPOA) to register and oversee Personal Support Workers (PSWs) to protect the public. As a new oversight body, HSCPOA is asking for help from system partners to spread the word and communicate the value of registration. Bringing accountability and oversight of PSWs enables employers and the public to easily find care providers in good standing with HSCPOA.

6 reasons for PSWs to apply to register with HSCPOA

- It increases public recognition.** Being on HSCPOA's Public Register means employers and the public can easily find qualified, registered PSWs. Employers may prefer to hire HSCPOA registered PSWs.
- More employment opportunities.** Being on HSCPOA's Public Register means employers and the public can easily find qualified, registered PSWs. Employers may prefer to hire HSCPOA registered PSWs.
- It builds the reputation of PSWs.** When PSWs are registered with HSCPOA it shows they are accountable to provide safe, quality, ethical care.
- It shows their commitment to quality care.** Being registered is voluntary and shows PSWs genuinely care about protecting the public and adhering to HSCPOA's Code of Ethics.
- It helps registered PSWs stand out.** Registrants can use the PSW Visual Mark to display they are registered with HSCPOA.
- It's free and voluntary.** There is currently no cost to become registered and be part of HSCPOA's Public Register.

TO QUALIFY, APPLICANTS MUST:

- Meet education or experience requirements
- Communicate in English or French
- Be of good character
- Show a letter of good standing from any other regulatory body (if applicable)



Visit: hscpoa.com

Health and Supportive Care Providers Oversight Authority
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Health and Supportive Care Providers Oversight Authority



Oversight Body vs. Association

What's the difference?

An oversight body, such as the Health and Supportive Care Providers Oversight Authority (HSCPOA) is focused on public protection, while an association such as the Ontario Personal Support Worker Association, (OPSWA) is focused on the interests of its members. The two act as system partners to deliver effective health care in Ontario.

	OVERSIGHT BODY (HSCPOA)	PROFESSIONAL ASSOCIATION (OPSWA)
Mandate	Acts in the public interest.	Advocates for and acts in the interest of its members.
Accountability	Accountable to the public through the provincial government.	Accountable to its members.
Activities	Establishes educational and experience requirements for registration. Establishes a legislated Code of Ethics, holding registrants accountable for safe, quality, ethical care. The Code of Ethics provides the foundation for HSCPOA's complaints and discipline process. Must maintain a required Public Register of all current and past registrants with employment location, registration history and any conduct concerns.	May publish best practice resources and may offer continuing education opportunities. May publish an online database of its members and employers. Creates member networking opportunities
Registration vs. membership	Registers those qualified based on legislated criteria. Currently, registration with HSCPOA is voluntary.	Accepts members based on criteria determined by the association and may remove members at its discretion. Membership is voluntary.
Quality Assurance	Is legally required to promote the ongoing maintenance and enhancement of qualifications and skills to ensure registrants provide safe, quality, and ethical care.	May provide members with opportunities for continuing education.
Complaints and reports	Has a legislated complaints and discipline process.	May provide support to members by helping them respond to complaints/reports about their conduct/behaviour, and by offering professional liability insurance.
Advocacy	Works with government, registrants and the public to ensure safe, quality ethical care in the public interest, but does not do any overt advocacy work.	Advocates for professional recognition to affect changes to service delivery, wages, working conditions, and public awareness of services.

To learn more about HSCPOA, visit: hscpoa.com

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Visit: hscpoa.com



Health and Supportive Care Providers
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Find a Registered Personal Support Worker (PSW)

Français

Accessibility



PSW Login

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We're building a foundation of trust

Protecting the public through registered PSW oversight and accountability.

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Four Pathways to Registration

Path 1:

Ontario PSW Education
Completed Ontario PSW program that meets the Ontario Ministry of Colleges and Universities PSW Standards
On or after July 1, 2014

Path 2:

Employed as a PSW in Ontario (legacy pathway)
PSW Work Experience in Ontario
Open until December 1, 2027

Path 3:

Labour Mobility
On a PSW equivalent registry/directory in Canada

Path 4:

Competency Assessment
Domestic or internationally trained



All Pathways - Registration Requirements

Completed Recognized PSW training

OR

PSW experience via employer verification

Language proficiency

Good character

- Criminal record check
- Attestations and declarations
- Letter of good standing, as applicable

**No licensing
exam or
authorization
to work in
Canada
requirement**



Path 1:

Completed Ontario PSW Education

[Application Form](#)

- Graduates from Ontario PSW programs
- PSW education completed on/after July 1, 2014*, from:
 - Indigenous Institutions
 - District School Boards
 - Colleges of Applied Arts and Technology
 - Private Career Colleges

*Applicants who completed Ontario PSW education before July 1, 2014, may be eligible to apply through Path 2: Employed as a PSW in Ontario.



- Employed in last three years as a PSW (or equivalent) in Ontario
- [Employer form](#) and must be a 'prescribed employer'
- Two options within Path 2:
 - A. Worked at least 600 hours (includes on the job trained)
 - B. Worked under 600 hours and completed education that was at least 600 hours in duration

*Path 2 will be open until December 1, 2027



Employer Support

- HSCPOA is committed to assisting employers:
 - Completing the [Employer Confirmation and Verification of Skills as a PSW form](#)
 - Ensuring all those eligible become registered
 - Employer Directory
 - [HSCPOA PSW Visual Mark Usage Guide](#)



Educated AND Employed as a PSW in Ontario

Applicants who are:

- Graduates from Ontario PSW programs on or after July 1, 2014, **AND**
- Employed as a PSW in Ontario in last three years



Apply through **Path 1:** Completed Ontario PSW Education



Currently registered with:

- British Columbia Care Aide & Community Health Worker Registry
 - Alberta Health Care Aide Directory, OR
 - Nova Scotia Continuing Care Assistant Registry
-
- Provided PSW care within three years before application



- Completed PSW education outside Ontario - at least 600 hours
- No Ontario PSW work experience within last three years
- Includes:
 - Internationally educated, **OR**
 - Canadian trained outside Ontario - not eligible for Labour Mobility pathway
- Determines equivalence to graduates of recognized Ontario PSW programs
- Recognition of Nurses Policy in place



Recognizes nurses as eligible for PSW registration with HSCPOA if they are:

- an internationally educated nurse (IEN),
- a current nurse registered with a regulatory body in Canada,
- a former nurse who was previously registered with a regulatory body in Canada,
- a recent graduate of a nursing program in Canada, **OR**
- a nursing student who completed at least one year of nursing education in Canada



Documentation – All Applicants

- ✓ Language Proficiency, as per policy
- ✓ Government-issued photo ID
- ✓ Headshot photo, confirms ID
- ✓ Criminal Record & Judicial Matters Check (CRJM), as per policy
- ✓ Name Change documentation, if applicable
- ✓ Letter of Standing, from another regulatory body, if applicable



Documentation – Pathway Dependent

Path 1



Certificate/diploma demonstrating completion of PSW program

Path 2
Option B



Transcript from PSW education program

Path 4

Path 2
Option A, B



Confirmation of Employment and PSW Skills Form

Path 3



Confirmation of active registration with another Canadian health care aide/continuing care assistant directory/registry

Recognition
of Nurses



Confirmation of nursing education as per policy



Instructional Videos

- Instructional videos for each pathway available
- Applicants > [How to become a Registrant](#)

Path 1

Path 2

Path 3

Path 4

Recognition
of Nurses



More Registration Information



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Français

Accessibility



PSW Login

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Protecting the public through registered PSW
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Benefits to Registration

How to become a
Registrant >

Policies and Forms

FAQs

Applicants

Home/Accueil » Applicants



Next Steps - HSCPOA

- **Continued** outreach and engagement activities
- **Register** eligible PSWs
- **Explore** ways to validate education credentials
- **Work** with HSCPOA's PSW Advisory Committee
- **Continue** to learn, evolve, and implement continuous quality improvement in HSCPOA's work



Call to Action: PSW Educators & Other System Partners



- Encourage PSW graduates to apply now
- Inspire others by raising awareness – convey the benefits
- Share HSCPOA's resources widely - hscpoa.com/promotion
 - Videos via YouTube: How to Register with HSCPOA, the Benefits, Application form demos
 - Info sheets/handouts
 - Answers to FAQs, guides
- Include a link on your website: hscpoa.com
- Contact HSCPOA for newsletter content
- Ask HSCPOA your questions



Thank You!

Connect with HSCPOA:

General Inquiries: info@hscpoa.com

How To Apply to Register: registration@hscpoa.com

Access Promotional Content: hscpoa.com/promotion

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Questions

