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CESBA Personal Support Worker Program Outline

2026



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CESBA (the Ontario Association of Continuing Education School Board Administrators) supports and oversees personal support worker (PSW) training that is delivered through Ontario school boards and one Indigenous Education Authority (IEA).

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The following document provides an overview of the requirements and course curriculum details and is aligned to the Ontario Ministry of Colleges, Universities, Research, Excellence and Security (MCURES) Personal Support Worker Program Standard (2022). This document offers a synopsis of the Program Standard only. For a detailed overview of all VLO's, associated Elements of Performance and Performance Objectives, please reference the [College program standard: Personal Support Worker](#)

PROGRAM PHILOSOPHY

The Personal Support Worker program is founded on the belief that all individuals have the right to receive safe, compassionate, ethical, person-centred care that promotes dignity, autonomy, inclusion and quality of life.

The program recognizes that PSWs play a vital role within Ontario's health-care system and are essential members of interdisciplinary care teams. PSWs provide support across the lifespan in a variety of care environments, including long-term care, home and community care, retirement living, supportive housing, developmental services, hospice care and acute care settings.

The curriculum is designed to prepare graduates to provide supportive care that is responsive to the physical, emotional, social, cultural, cognitive, spiritual and environmental needs of clients and families.

Students are expected to actively participate in the learning process and demonstrate progressive development of knowledge, skills, judgment and professional behaviours throughout classroom, simulation, additional certifications, laboratory and clinical experiences

PROGRAM DELIVERY REQUIREMENTS

To ensure consistency, quality and alignment with the Ontario MCURES Personal Support Worker Program Standard (2022), as well as Ministry of Education guidelines, CESBA member programs are expected to provide a minimum of **660 hours of instruction and experiential learning**. This includes a minimum of **330 hours of theory-based instruction**, of which at least **30% must be dedicated to laboratory and simulated practice experiences** to support the development and assessment of essential clinical skills.

In addition, programs must include a minimum of **110 hours of supervised clinical placement** in an approved LTC setting with a clinical instructor/supervisor, providing students with opportunities to apply foundational knowledge and skills under direct supervision. Students must also complete an additional minimum of **220 hours of consolidation experience** lead by a preceptor, designed to promote the integration of theory, skills and professional practice within authentic care environments. To support exposure to community-based service delivery models, a minimum of **110 consolidation hours must be completed in a community setting**, such as home and community care, retirement living, supportive housing, adult day programs or other approved community-based health-care environments.

To demonstrate achievement of program learning outcomes and vocational learning outcomes, students must meet established performance standards throughout the program. The minimum passing grade for all theory-based evaluations is **70%**. Due to the competency-based nature of PSW education, students are required to achieve a minimum performance level of **70–80% on laboratory, simulation and clinical competency assessments**, depending on the complexity, risk level and critical nature of the skill being evaluated. Programs are expected to establish clear assessment criteria and competency benchmarks that reflect safe and effective practice.

As a requirement for successful program completion, all students must successfully complete the **CESBA Provincial Personal Support Worker Final Examination** and achieve a minimum score of **70%**. Successful completion of the provincial examination, in combination with all academic, laboratory, clinical placement and consolidation requirements, provides evidence that the student has met the expectations for entry-to-practice as a PSW within Ontario's health-care system.

Collectively, these learning experiences and assessment requirements ensure that graduates have demonstrated the knowledge, skills, judgement and professional behaviours necessary to provide safe, competent, ethical, and person-centred care across a variety of health-care settings.

To support consistent program delivery and adherence to CESBA Quality Assurance standards, institutions are encouraged to consult the [CESBA Quality Assurance Handbook](#) for detailed requirements, policies, procedures and program expectations.

MODULE PROFILES

School board PSW programs are organized into a series of integrated curriculum modules. Collectively, these modules address all of the Provincial Program Standard Vocational Learning Outcomes (VLOs), ensuring students develop the knowledge, skills and professional behaviours required for entry-to-practice as a PSW. The curriculum is delivered through the following modules:

- Role of the Worker
- Optimal Support and Care Planning
- Individuality and Person-Centred Care
- Therapeutic and Interpersonal Communication Skills
- Safety (Worker, Client, Others, and Infection Prevention and Control [IPAC])
- Managing Ongoing Conditions
- Assisting with Medications
- Household Management and Instrumental Activities of Daily Living (IADLs) (*may also include Nutrition and selected laboratory skills*)
- Supporting and Assisting the Family
- Responding to Abuse
- Palliative and End-of-Life Care
- Cognitive Impairment and Mental Health
- Assisting with Personal Hygiene (*Laboratory*)
- Assisting with Mobility (*Laboratory*)
- Anatomy and Physiology

MODULE 1: ROLE OF THE WORKER

Module Overview

This module introduces students to the PSW profession and the responsibilities associated with providing safe, ethical and person-centred support. Students examine the scope of practice, professional accountability, workplace expectations, legislation, client rights and the role of the PSW within a variety of care settings. The impact of culture, family dynamics, illness, disability and diversity on care delivery is explored, along with the importance of professional communication, collaboration, adaptability and reflective practice. Foundational employability skills and professional behaviours essential to success in health-care environments are emphasized throughout the module.

Associated MCURES VLOs

Primary:

- VLO 1
 - The graduate has reliably demonstrated the ability to:
 - work within the PSW role in various **care settings** in accordance with all applicable legislation, standards, employer job description, policies, procedures and guidelines.
- VLO 2
 - The graduate has reliably demonstrated the ability to:
 - practice professionally and be accountable for one's own actions by applying problem-solving, self-awareness, time management and critical thinking to the provision of care as a PSW, whether working independently or as a member of a team.

Secondary:

- VLO 4
- VLO 5

Associated Elements of Performance

Students will:

- Practice within the PSW role and scope of practice.
- Adhere to relevant legislation, employer policies and organizational procedures.
- Promote client rights and informed choice.
- Maintain confidentiality and privacy.
- Demonstrate ethical decision making.
- Establish and maintain professional boundaries.
- Contribute effectively to collaborative care environments.
- Demonstrate accountability for personal actions and decisions.

Learning Outcomes

Upon successful completion, students will be able to:

1. Describe the role of the PSW.

2. Explain applicable legislation governing PSW practice.
3. Identify ethical principles that guide care.
4. Differentiate professional and personal boundaries.
5. Apply client rights principles in care situations.
6. Demonstrate accountability and professionalism.
7. Recognize the impact of culture, diversity and family dynamics on care delivery.
8. Describe the role of the interprofessional care team.

Essential Employability Skills

- Professionalism
- Accountability
- Integrity
- Respect
- Reliability
- Adaptability
- Teamwork
- Reflective Practice

MODULE 2: OPTIMAL SUPPORT AND CARE PLANNING

Module Overview

This module introduces students to the principles of person-centred support and the role of the PSW within the care planning process. Students examine concepts related to health promotion, disease prevention, restorative care, rehabilitation and maintenance support. Emphasis is placed on promoting client independence, supporting individual goals, contributing to collaborative care planning, and understanding the importance of observation, documentation and reporting in supporting quality care outcomes.

Associated MCURES VLOs

Primary:

- VLO 3
 - The graduate has reliably demonstrated the ability to:
 - practice as an engaged member of the **interprofessional team** to maintain collaborative working relationships for the provision of supportive, safe, responsive and competent **client-centred care** within **care settings**.

Secondary:

- VLO 6
- VLO 8

Associated Elements of Performance

Students will:

- Support client-directed care.

- Contribute to care planning processes.
- Recognize the importance of client goals and preferences.
- Observe, document and report changes.
- Participate as members of the care team.

Learning Outcomes

Upon successful completion, students will be able to:

1. Define person-centred care.
2. Explain the purpose of care plans.
3. Describe the role of the PSW within care planning.
4. Apply restorative care principles.
5. Recognize client strengths and abilities.
6. Document observations accurately.
7. Support client independence and choice.

Essential Employability Skills

- Collaboration
- Advocacy
- Accountability
- Critical Thinking
- Observation
- Problem Solving
- Respect
- Professional Communication

MODULE 3: INDIVIDUALITY/PERSON-CENTRED CARE

Module Overview

This module explores the uniqueness of every individual and the importance of providing care that respects personal values, beliefs, cultures, identities, experiences and life circumstances. Students examine concepts related to dignity, autonomy, self-determination, inclusion and quality of life. Through self-reflection and critical examination of personal beliefs and assumptions, students develop the knowledge and skills required to provide culturally responsive, equitable and person-centred support.

Associated MCURES VLOs

Primary:

- VLO 4
 - The graduate has reliably demonstrated the ability to:
 - provide **person-centred care**, based on **ethical** principles, sensitive to diverse personal and family values, beliefs, cultural practices and other needs, which follows the **plan of care**.

Secondary:

- VLO 8

Associated Elements of Performance

Students will:

- Respect individuality and autonomy.
- Promote dignity and self-determination.
- Recognize personal biases.
- Deliver culturally responsive care.
- Support inclusion and belonging.

Learning Outcomes

Upon successful completion, students will be able to:

1. Explain the concept of personhood.
2. Recognize the influence of culture and identity on care.
3. Promote client dignity and autonomy.
4. Support self-determination and independence.
5. Reflect on personal values and biases.
6. Apply inclusive care practices.

Essential Employability Skills

- Cultural Humility
- Respect
- Empathy
- Self-Awareness
- Inclusivity
- Advocacy

MODULE 4: THERAPEUTIC/INTERPERSONAL COMMUNICATION SKILLS

Module Overview

Effective communication is fundamental to the provision of safe and responsive care. This module focuses on the development of therapeutic communication skills required to establish and maintain positive relationships with clients, families, caregivers and members of the health-care team. Students examine communication processes, barriers to effective communication, conflict resolution strategies and approaches for supporting individuals with sensory, cognitive, developmental or language-related communication challenges. Documentation, reporting, active listening and professional communication practices are integrated throughout the learning experience.

Associated MCURES VLOs

Primary:

- VLO 5
 - The graduate has reliably demonstrated the ability to:
 - establish and maintain **therapeutic relationships** with **clients** and their **families** using effective communication skills to build a genuine, trusting and respectful partnership in accordance with **professional** boundaries, employer policies, confidentiality and privacy legislation.
- VLO 6
 - The graduate has reliably demonstrated the ability to:
 - identify relevant **client** information within the roles and responsibilities of the PSW using observation, critical thinking and effective communication skills to report and document findings.

Associated Elements of Performance

Students will:

- Use therapeutic communication techniques.
- Adapt communication approaches to individual client needs.
- Demonstrate active listening and empathy.
- Recognize barriers to communication.
- Document and report observations accurately.
- Maintain confidentiality and privacy.
- Participate in conflict resolution and problem-solving.
- Communicate effectively with interdisciplinary team members.

Learning Outcomes

Upon successful completion, students will be able to:

1. Explain the communication process.
2. Demonstrate therapeutic communication techniques.
3. Adapt communication strategies for individuals with sensory, cognitive, developmental or language barriers.
4. Apply conflict resolution techniques.
5. Accurately document and report client information.
6. Demonstrate effective team communication.
7. Maintain professional boundaries while building helping relationships.

Essential Employability Skills

- Communication
- Empathy
- Respect
- Professionalism
- Teamwork
- Emotional Intelligence
- Active Listening
- Cultural Sensitivity

MODULE 5: SAFETY (WORKER, CLIENT, IPAC, OTHERS)

Module Overview

This module focuses on the creation and maintenance of safe environments for clients, families, caregivers and health-care providers. Students examine principles of infection prevention and control, risk reduction, workplace safety, emergency preparedness and environmental hazard identification. Emphasis is placed on the application of evidence-informed practices, including hand hygiene, personal protective equipment, routine practices and workplace safety procedures to support the delivery of safe and effective care.

Associated MCURES VLOs

Primary:

- VLO 7
 - The graduate has reliably demonstrated the ability to:
 - create, promote and maintain a safe and comfortable environment for clients, their families, self and others by implementing current infection prevention and control measures, emergency and first aid procedures, and best practices in pandemic planning that are in keeping with the plan of care, all applicable legislation, and employer policies and procedures.

Associated Elements of Performance

Students will:

- Apply infection prevention and control principles.
- Use personal protective equipment appropriately.
- Identify safety hazards and risks.
- Follow emergency procedures.
- Promote safe environments.
- Reduce risk of injury and infection.

Learning Outcomes

Upon successful completion, students will be able to:

1. Explain principles of infection prevention and control.
2. Demonstrate proper hand hygiene techniques.
3. Apply PPE appropriately.
4. Identify environmental safety hazards.
5. Explain WHMIS and workplace safety requirements.
6. Respond appropriately to emergency situations.
7. Promote safe care environments for clients and workers.

Essential Employability Skills

- Responsibility
- Vigilance

- Accountability
- Attention to Detail
- Professional Judgment
- Risk Awareness
- Reliability

MODULE 6: MANAGING ONGOING CONDITIONS

Module Overview

This module examines common chronic illnesses, disabilities and ongoing health conditions that may affect an individual's ability to perform activities of daily living. Students develop an understanding of the physical, cognitive, emotional and social impact of ongoing conditions and the role of the PSW in supporting health, independence, comfort and quality of life. Emphasis is placed on restorative care, maintenance care, observation, reporting and the implementation of person-centred support strategies that maximize client function and participation.

Associated MCURES VLOs

Primary:

- VLO 8
 - The graduate has reliably demonstrated the ability to:
 - assist **clients** across the lifespan with **activities of daily living** by applying fundamental knowledge of growth and development, psychological concepts, common alterations in functioning, health promotion, disease prevention, rehabilitation and **restorative care**, and **holistic health care**.

Secondary:

- VLO 4

Associated Elements of Performance

Students will:

- Recognize the impact of chronic illness.
- Support restorative and maintenance care.
- Promote independence and participation.
- Observe and report changes in condition.
- Support care plans and therapeutic interventions.

Learning Outcomes

Upon successful completion, students will be able to:

1. Describe common chronic illnesses and disabilities.
2. Explain the impact of disease on daily living.
3. Promote independence and quality of life.

4. Support restorative care initiatives.
5. Recognize changes requiring reporting.
6. Apply person-centred approaches to ongoing care.

Essential Employability Skills

- Patience
- Observation
- Accountability
- Critical Thinking
- Compassion
- Adaptability
- Professional Judgment

MODULE 7: ASSISTING WITH MEDICATION

Module Overview

This module introduces students to the role of the PSW in supporting clients with medication-related activities within established organizational policies and professional boundaries. Students develop foundational knowledge of commonly prescribed medications, medication safety principles, documentation requirements, and the observation of therapeutic and adverse effects. Emphasis is placed on promoting client independence, maintaining safety, recognizing role limitations, and supporting medication-related care in accordance with established care plans.

Associated MCURES VLOs

Primary:

- VLO 9
 - The graduate has reliably demonstrated the ability to:
 - assist the client with medication following the client's plan of care, and if a delegated act, under the supervision of a regulated health professional or done by exception under the most accountable person and in accordance with all applicable legislation and employer policies.

Associated Elements of Performance

Students will:

- Follow medication policies and procedures.
- Assist with medications safely.
- Observe and report effects of medications.
- Maintain accurate documentation.
- Recognize role limitations and seek assistance appropriately.

Learning Outcomes

Upon successful completion, students will be able to:

1. Explain the PSW role in medication assistance.
2. Identify common medication classifications.
3. Demonstrate safe medication assistance techniques.
4. Interpret medication labels accurately.
5. Recognize adverse reactions requiring reporting.
6. Document medication assistance activities appropriately.

Essential Employability Skills

- Accuracy
- Accountability
- Attention to Detail
- Responsibility
- Professionalism
- Safety Awareness

MODULE 8: HOUSEHOLD MANAGEMENT AND IADLS (INCL. NUTRITION)

Module Overview

This module prepares students to support clients with household management activities and nutritional needs in accordance with individual preferences and care plans. Students explore principles of food safety, meal planning, nutrition across the lifespan, feeding assistance, environmental safety and infection prevention. Particular attention is given to supporting individuals with specialized dietary needs and promoting independence, health and well-being within home and community environments.

Associated MCURES VLOs

Primary:

- VLO 10
 - The graduate has reliably demonstrated the ability to:
 - assist with **household management services** and **instrumental activities of daily living** in accordance with the **plan of care** and considering the preferences, comfort, safety and autonomy of **clients, families** and significant others.

Secondary:

- VLO 8

Associated Elements of Performance

Students will:

- Support nutritional well-being.
- Assist with meal planning and preparation.
- Apply food safety principles.
- Assist individuals experiencing feeding challenges.
- Promote safe home environments.

Learning Outcomes

Upon successful completion, students will be able to:

1. Explain principles of nutrition.
2. Plan balanced meals.
3. Demonstrate safe food handling practices.
4. Support clients with feeding needs.
5. Apply dysphagia management strategies.
6. Maintain safe home environments.
7. Document nutritional intake accurately.

Essential Employability Skills

- Organization
- Dependability
- Safety Awareness
- Compassion
- Observation
- Accountability

MODULE 9: SUPPORTING AND ASSISTING THE FAMILY

Module Overview

This module examines human growth and development across the lifespan and explores the role of the PSW in supporting individuals and families at various stages of life. Students develop an understanding of the physical, cognitive, emotional and social changes associated with growth, development and aging. Emphasis is placed on supporting children, families, older adults and caregivers through safe, respectful and person-centred approaches.

Associated MCURES VLOs

Primary:

- VLO 11
 - The graduate has reliably demonstrated the ability to:
 - assist and support **clients** who are caregivers, considering individual and **family** choices, **professional** boundaries and the direction of the **plan of care**.

Secondary:

- VLO 8

Associated Elements of Performance

Students will:

- Students will:
- Recognize developmental milestones.
- Support family-centred care.
- Adapt care according to developmental needs.
- Promote independence and well-being.

Learning Outcomes

Upon successful completion, students will be able to:

1. Describe stages of human growth and development.
2. Recognize developmental needs across the lifespan.
3. Support children and families safely.
4. Identify age-related changes in older adults.
5. Promote social, emotional, and physical well-being.
6. Apply family-centred care principles.

Essential Employability Skills

- Empathy
- Patience
- Respect
- Adaptability
- Compassion
- Communication

MODULE 10: RESPONDING TO ABUSE

Module Overview

This module examines the impact of abuse, neglect, family violence and exploitation on individuals, families and communities. Students develop the knowledge and skills required to recognize indicators of abuse, understand reporting responsibilities and respond appropriately to situations involving vulnerable individuals. Emphasis is placed on promoting safety, protecting client rights, supporting dignity and contributing to environments that foster respect and well-being.

Associated MCURES VLOs

Primary:

- VLO 12
 - The graduate has reliably demonstrated the ability to:
 - identify, respond to and report potential, alleged, suspected or witnessed situations of **abuse** or **neglect** as required by all

applicable legislation, including the *Retirement Homes Act, 2010* and the *Long-Term Care Homes Act, 2007*, and as required within the employers' job description for the PSW.

Associated Elements of Performance

Students will:

- Recognize indicators of abuse.
- Follow reporting requirements.
- Promote client safety and dignity.
- Respond appropriately to suspected abuse.
- Support vulnerable individuals.

Learning Outcomes

Upon successful completion, students will be able to:

1. Define abuse and neglect.
2. Identify indicators of abuse.
3. Explain reporting responsibilities.
4. Differentiate mandatory and organizational reporting requirements.
5. Support individuals experiencing abuse.
6. Promote safe care environments.

Essential Employability Skills

- Integrity
- Courage
- Advocacy
- Professional Judgment
- Accountability
- Ethical Practice

MODULE 11: PALLIATIVE/END-OF-LIFE CARE

Module Overview

This module introduces students to the principles and practices of end-of-life and hospice palliative care. Students explore the physical, emotional, psychosocial, cultural and spiritual dimensions of dying, death, grief and bereavement, as well as the impact of life-limiting illness on individuals and families. Emphasis is placed on promoting comfort, preserving dignity, supporting client choice and enhancing quality of life through compassionate, person-centred care. Students develop strategies for effective communication and collaboration with families and health-care teams, learn to recognize changes in condition, and reflect on personal attitudes and beliefs related to death and dying while providing supportive care throughout the palliative journey.

Associated MCURES VLOs

Primary:

- VLO 13
 - The graduate has reliably demonstrated the ability to:
 - assist with the provision of **holistic health care** and advocacy for **culturally safe** and spiritually sensitive **palliative** and **end-of-life care** to **clients** and to their **families** and significant others from diagnosis through to death and bereavement and in accordance with **clients'** choices and the **plan of care**.

Associated Elements of Performance

Students will:

- Provide compassionate end-of-life support.
- Promote comfort and dignity.
- Support individuals and families experiencing grief.
- Recognize physical and emotional changes associated with dying.
- Communicate effectively with clients and families.
- Report changes appropriately.

Learning Outcomes

Upon successful completion, students will be able to:

1. Explain the philosophy of palliative care.
2. Describe common stages and experiences of dying.
3. Recognize signs of approaching death.
4. Promote dignity and comfort at end of life.
5. Support grieving individuals and families.
6. Communicate effectively regarding end-of-life issues.
7. Reflect on personal beliefs related to death and dying.

Essential Employability Skills

- Compassion
- Empathy
- Sensitivity
- Respect
- Professionalism
- Emotional Resilience
- Active Listening

MODULE 12: COGNITIVE IMPAIRMENT AND MENTAL HEALTH

Module Overview

This module explores the relationship between mental health, cognitive functioning, emotional well-being and quality of life. Students examine common mental health conditions, cognitive impairments, dementia, developmental disabilities and responsive behaviours that may affect individuals across the lifespan. Emphasis is placed on person-centred approaches, therapeutic communication, behavioural support strategies, and the importance of recognizing, documenting and reporting changes in cognition, mood and behaviour.

Associated MCURES VLOs

Primary:

- VLO 14
 - The graduate has reliably demonstrated the ability to:
 - provide **client-centred and client-directed care** to individuals experiencing various mental health illness and challenges, cognitive and intellectual impairments, or responsive behaviours by using supportive approaches and evidence-based practices to promote positive and safe behaviours in **clients**.

Associated Elements of Performance

Students will:

- Recognize factors affecting mental health and well-being.
- Identify common mental health conditions.
- Recognize signs and symptoms of cognitive impairment.
- Support individuals experiencing responsive behaviours.
- Apply person-centred approaches to care.
- Observe, document, and report behavioural changes.
- Promote dignity, inclusion, and quality of life.

Learning Outcomes

Upon successful completion, students will be able to:

1. Describe the relationship between mental health and overall well-being.
2. Identify common mental health conditions and their impact on daily living.
3. Explain the effects of dementia and cognitive impairment.
4. Recognize common responsive behaviours and contributing factors.
5. Apply person-centred approaches to behavioural support.
6. Identify strategies that promote emotional well-being.
7. Describe the role of families and caregivers.
8. Accurately document and report observations.

Essential Employability Skills

- Empathy
- Patience
- Compassion
- Emotional Intelligence
- Observation
- Critical Thinking
- Adaptability
- Respect

MODULE 13: ASSISTING WITH PERSONAL HYGIENE

Module Overview

This module prepares students to provide personal care and hygiene support while promoting dignity, privacy, comfort and independence. Students develop knowledge and skills related to bathing, grooming, oral care, skin care, continence support, elimination, ostomy care and the prevention of skin breakdown. Emphasis is placed on person-centred approaches that encourage client participation, respect individual preferences, and support overall health and well-being.

Associated MCURES VLOs

Primary:

- VLO 8
 - The graduate has reliably demonstrated the ability to:
 - assist **clients** across the lifespan with **activities of daily living** by applying fundamental knowledge of growth and development, psychological concepts, common alterations in functioning, health promotion, disease prevention, rehabilitation and **restorative care**, and **holistic health care**.

Secondary:

- Encompasses all VLO's

Associated Elements of Performance

Students will:

- Assist with personal hygiene activities.
- Promote dignity, privacy and independence.
- Apply infection prevention principles.
- Observe skin integrity and overall condition.
- Recognize changes requiring reporting.
- Support elimination needs safely.

Learning Outcomes

Upon successful completion, students will be able to:

1. Demonstrate personal care procedures safely.
2. Apply principles of dignity and privacy.
3. Assist with bathing, grooming and oral care.
4. Support continence and elimination needs.
5. Identify factors affecting skin integrity.
6. Implement strategies to prevent skin breakdown.
7. Observe and report changes in client condition.

Essential Employability Skills

- Compassion
- Respect
- Empathy
- Professionalism
- Patience
- Observation
- Accountability
- Cultural Sensitivity

MODULE 14: ASSISTING WITH MOBILITY

Module Overview

This module prepares students to safely support individuals with mobility, positioning, transfers, ambulation and range of motion activities. Students apply principles of body mechanics, musculoskeletal function and injury prevention to promote client safety, comfort and independence. Emphasis is placed on the appropriate use of mobility aids and transfer equipment, the prevention of injury to both clients and caregivers, and the importance of mobility in maintaining health, function and quality of life.

Associated MCURES VLOs

Primary:

- VLO 8
 - The graduate has reliably demonstrated the ability to:
 - assist **clients** across the lifespan with **activities of daily living** by applying fundamental knowledge of growth and development, psychological concepts, common alterations in functioning, health promotion, disease prevention, rehabilitation and **restorative care**, and **holistic health care**.

Secondary:

- Encompasses all VLO's

Associated Elements of Performance

Students will:

- Apply principles of body mechanics.
- Assist with transfers and positioning safely.
- Support mobility and ambulation.
- Utilize mobility equipment appropriately.
- Promote independence and participation.
- Recognize mobility changes requiring reporting.

Learning Outcomes

Upon successful completion, students will be able to:

1. Explain the importance of mobility for health and well-being.
2. Demonstrate safe body mechanics.
3. Assist with transfers using appropriate techniques.
4. Utilize mobility aids safely.
5. Assist clients with range of motion activities.
6. Promote client independence and dignity.
7. Recognize and report changes in mobility status.

Essential Employability Skills

- Safety Awareness
- Accountability
- Observation
- Professional Judgment
- Patience
- Confidence
- Communication
- Teamwork

MODULE 15: ANATOMY AND PHYSIOLOGY

Module Overview

This module provides foundational knowledge of human anatomy and physiology to support safe and effective care delivery. Students examine the structure and function of major body systems and develop an understanding of how illness, injury, disability and aging may affect normal body functioning. The module introduces vital signs, health assessment observations, and the role of the PSW in recognizing, documenting and reporting changes in a client's condition.

Associated MCURES VLOs

Primary:

- Encompasses all VLO's

Associated Elements of Performance

Students will:

- Identify normal body structures and functions.
- Recognize common changes associated with illness and aging.
- Measure and record vital signs.
- Report abnormal findings appropriately.

Learning Outcomes

Upon successful completion, students will be able to:

1. Describe major body systems.
2. Explain normal body function.
3. Recognize common health alterations.
4. Measure and record vital signs accurately.
5. Relate anatomy and physiology concepts to care delivery.
6. Identify observations requiring reporting.

Essential Employability Skills

- Attention to Detail
- Responsibility
- Critical Thinking
- Observation Skills
- Professional Judgment
- Accuracy

MODULE 16: INTEGRATED CLINICAL SKILLS LABORATORY

Module Overview

This module provides students with opportunities to integrate and apply theoretical knowledge, technical skills and professional behaviours in a simulated care environment. Through hands-on practice, case-based learning and competency evaluations, students demonstrate proficiency in core PSW skills, including mobility assistance, personal care, communication, infection prevention, documentation and safety practices. Emphasis is placed on critical thinking, clinical judgement and readiness for placement experiences.

Associated MCURES VLOs

Primary:

- All 14 Vocational Learning Outcomes

Associated Elements of Performance

Students will:

- Integrate classroom and laboratory learning.
- Demonstrate competency in core PSW skills.
- Apply critical thinking and clinical judgment.

- Communicate effectively with clients and team members.
- Follow safety and infection prevention practices.
- Demonstrate professionalism and accountability.

Learning Outcomes

Upon successful completion, students will be able to:

1. Demonstrate safe client care practices.
2. Apply person-centred care principles.
3. Perform mobility and transfer techniques safely.
4. Demonstrate personal care competencies.
5. Utilize effective communication strategies.
6. Apply infection prevention and safety measures.
7. Integrate care planning principles into practice.
8. Demonstrate readiness for placement experiences.

Essential Employability Skills

- Professionalism
- Accountability
- Time Management and Organization
- Professional Engagement and Initiative
- Reflective Practice and Lifelong Learning
- Professional Communication
- Communication and Interpersonal Relationships
- Teamwork and Collaboration
- Client Centred Care
- Cultural Humility and Inclusive Practice
- Critical Thinking and Problem Solving
- Safety and Risk Reduction
- Emotional Stability and Self-Confidence
- Adaptability and Resilience

MODULE 17: SUPERVISED CLINICAL PLACEMENT

Module Overview

This supervised clinical experience provides students with opportunities to apply classroom and laboratory learning within a long-term care or institutional setting under the supervision of clinical instructors/faculty. Students work collaboratively with health-care teams to provide person-centred support to clients while developing confidence, competence and professional accountability. Emphasis is placed on the application of safe care practices, communication skills, professional behaviours and the integration of PSW competencies in a structured practice environment.

Associated MCURES VLOs

Primary:

- All 14 Vocational Learning Outcomes

Associated Elements of Performance

Students will:

- Demonstrate safe client care.
- Apply person-centred approaches.
- Communicate effectively with clients and health-care teams.
- Follow organizational policies and procedures.
- Demonstrate professional accountability.
- Observe, document, and report appropriately.
- Maintain safety and infection prevention practices.

Learning Outcomes

Upon successful completion, students will be able to:

1. Apply PSW knowledge in a clinical environment.
2. Demonstrate competence in activities of daily living support.
3. Communicate effectively with clients and team members.
4. Follow care plans appropriately.
5. Demonstrate professional behaviour consistently.
6. Apply safety and infection prevention principles.
7. Reflect on clinical experiences to improve practice.

Essential Employability Skills

- Professionalism
- Accountability
- Time Management and Organization
- Professional Engagement and Initiative
- Reflective Practice and Lifelong Learning
- Professional Communication
- Communication and Interpersonal Relationships
- Teamwork and Collaboration
- Client-Centred Care
- Cultural Humility and Inclusive Practice
- Critical Thinking and Problem Solving
- Safety and Risk Reduction
- Emotional Stability and Self-Confidence
- Adaptability and Resilience

MODULE 18: COMMUNITY (PRECEPTOR LEAD PLACEMENT)

Module Overview

This clinical experience provides students with opportunities to apply PSW competencies within community-based care environments. Students work with increasing independence while supporting individuals in settings such as home care, retirement living, supportive housing, community programs and other health-care environments. Emphasis is placed on adaptability, professional judgement, client-centred care, collaboration with families and caregivers, and the integration of knowledge, skills and professional behaviours required for entry-to-practice.

Associated MCURES VLOs

Primary:

- All 14 Vocational Learning Outcomes

Associated Elements of Performance

Students will:

- Demonstrate competency in community-based practice.
- Promote independence and self-determination.
- Adapt care to diverse environments.
- Collaborate with clients, families and community partners.
- Demonstrate professional responsibility and accountability.
- Integrate all program competencies into practice.

Learning Outcomes

Upon successful completion, students will be able to:

1. Apply PSW competencies within community settings.
2. Demonstrate independence in client support activities.
3. Adapt care approaches to individual client needs.
4. Collaborate effectively with clients, families, and caregivers.
5. Apply safety and risk management principles.
6. Demonstrate professional and ethical decision-making.
7. Evaluate personal performance and establish ongoing learning goals.

Essential Employability Skills

- Professionalism
- Accountability
- Time Management and Organization
- Professional Engagement and Initiative
- Reflective Practice and Lifelong Learning
- Professional Communication
- Communication and Interpersonal Relationships

- Teamwork and Collaboration
- Client Centred Care
- Cultural Humility and Inclusive Practice
- Critical Thinking and Problem Solving
- Safety and Risk Reduction
- Emotional Stability and Self-Confidence
- Adaptability and Resilience

MODULE 19: CONSOLIDATION (PRECEPTOR LEAD PLACEMENT)

Module Overview

This supervised clinical experience provides students with opportunities to apply classroom and laboratory learning within a long-term care or institutional setting working with a preceptor(s). Students work collaboratively with health-care teams to provide person-centred support to clients while developing confidence, competence and professional accountability. Emphasis is placed on the application of safe care practices, communication skills, professional behaviours and the integration of PSW competencies in a structured practice environment.

Associated MCURES VLOs

Primary:

- All 14 Vocational Learning Outcomes

Associated Elements of Performance

Students will:

- Demonstrate safe client care.
- Apply person-centred approaches.
- Communicate effectively with clients and health-care teams.
- Follow organizational policies and procedures.
- Demonstrate professional accountability.
- Observe, document and report appropriately.
- Maintain safety and infection prevention practices.

Learning Outcomes

Upon successful completion, students will be able to:

1. Apply PSW knowledge in a clinical environment.
2. Demonstrate competence in activities of daily living support.
3. Communicate effectively with clients and team members.
4. Follow care plans appropriately.
5. Demonstrate professional behaviour consistently.
6. Apply safety and infection prevention principles.
7. Reflect on clinical experiences to improve practice.

Essential Employability Skills

- Professionalism
- Accountability
- Time Management and Organization
- Professional Engagement and Initiative
- Reflective Practice and Lifelong Learning
- Professional Communication
- Communication and Interpersonal Relationships
- Teamwork and Collaboration
- Client-Centred Care
- Cultural Humility and Inclusive Practice
- Critical Thinking and Problem Solving
- Safety and Risk Reduction
- Emotional Stability and Self-Confidence
- Adaptability and Resilience

EVIDENCE OF LEARNING

Knowledge Evidence:

- Quizzes
- Unit tests
- Assignments
- Case studies

Performance Evidence:

- Role play activities
- Scenario analysis
- Group discussions

Professional Behaviour Evidence:

- Attendance
- Participation
- Professional conduct

Clinical Application Evidence:

- Demonstration of professional behaviour, skill competency and client safety during labs and placement

CURRICULUM VALIDATION STATEMENT

The curriculum has been intentionally designed to ensure that all 14 Vocational Learning Outcomes and the associated Elements of Performance and Essential Employability Skills contained within the Ontario MCURES Personal Support Worker Program Standard (2022) are introduced, reinforced, practiced and assessed throughout classroom instruction, laboratory experiences, certification programs and supervised clinical and preceptor consolidation placements.

Students are provided with multiple opportunities to demonstrate achievement of each Vocational Learning Outcome through theoretical learning, simulation activities, competency-based skills assessments, reflective practice and direct client care experiences.

Successful completion of all modules, laboratory competencies, certifications and clinical placements, as well as CESBA's provincial exam, provides evidence that graduates have achieved the competencies required for entry-to-practice as a Personal Support Worker within Ontario's health-care system.



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