

Inspire Performance Report

<i>Assessment Taker</i>	<i>Inspire ID</i>	<i>Nursing Role</i>	<i>Report ID</i>
Test	0011111	Health Care Assistant	HCA11111

<i>Date Report Issued</i>	<i>CBA Administration Date</i>	<i>SLA Administration Date</i>
August 28, 2024	August 28, 2024	August 28, 2024

The Inspire assessment evaluates the competencies that Canadian nursing regulators have deemed essential for entry to Canadian practice. The nursing regulator considers your assessment results, along with evidence about your education and professional experiences, to make a decision about your registration and/or required learning pathways.

To determine your competency-based readiness, this performance report blends your results from the computer based assessment (CBA) and simulation lab assessment (SLA). The results of your CBA and SLA are mapped to the core competency dimensions that regulators use to understand your performance. **Inspire does not report results on the basis of a pass or fail.** Rather, we report on competency gaps and strengths. Thus, performing well in one area cannot make up for not meeting expectations in another area. The Inspire assessment framework and competencies can be viewed on the Inspire website at www.inspireassessments.org.

How to read your results. Figure 1 displays your performance in each reporting dimension. The dotted lines represents the thresholds for Emergent and Consistent performance. Scores at or above “Emergent” indicate emerging but inconsistent evidence of competence in the dimension, while scores at or above “Consistent” indicates consistent evidence of competence in the dimension. Table 1 on the next page describes each dimension.

Figure 1. Your performance in each competency dimension

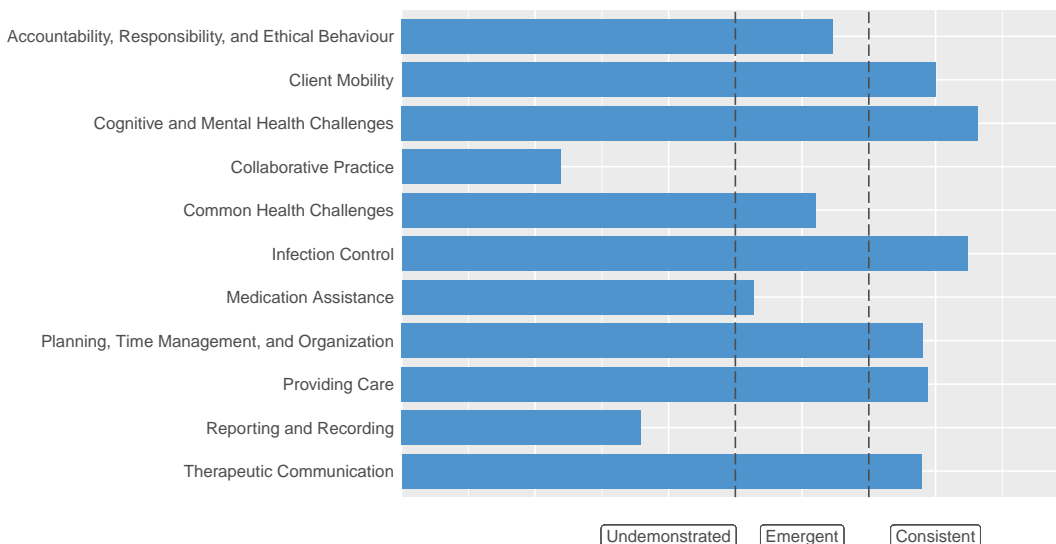


Table 1: Description of Competency Dimensions

Dimension	Description
Planning, Time Management, and Organization	Demonstrates an ability to gather current and accurate client-centred information to inform their prioritization for the entire shift. Able to be flexible and anticipate changes.
Common Health Challenges	Demonstrates knowledge of typical health conditions (acute and chronic), diseases or obstacles that have the potential to affect an individual's physical, mental or emotional well-being and the ability to apply this knowledge when providing care, be it palliative or not.
Providing Care	Performs client-centred care activities in accordance with the established plan of care focused on supporting, promoting and maintaining the health, safety, independence, comfort and well-being of clients in all care settings.
Medication Assistance	Implies knowledge of parameters of practice in relation to medication assistance and administration. Includes activities taught in the HCA curriculum that an HCA could perform if: - It is a task assigned by a regulated health professional, - It is a restricted activity delegated by a regulated health professional, and the HCA is over the age of 19 and is indicated in the client's health care plan for a client who is able to direct their own care.
Infection Control	Practices that prevent or stop the spread of infection in the setting where care is provided. These include, but are not limited to, appropriate personal protective equipment and preventive measures (i.e., hand washing, cleaning, disinfecting, sterilizing and masking, etc.)
Client Mobility	Involves the facilitation of safe client ambulation, handling, mobilizing, transferring and repositioning. It follows the point-of-risk care assessment and takes into consideration the care plan that identifies the client's abilities, use of appropriate mobility tools/devices, as well as proper use of body mechanics to prevent injury.
Therapeutic Communication	Person-centred interactions (verbal and non-verbal) that include effective communication strategies and interpersonal skills that promote and sustain the client's trust, culture, values and well-being.
Collaborative Practice	Demonstrates an ability to promptly communicate in multiple ways with all team members regarding the client's health status.
Cognitive and Mental Health Challenges	Demonstrates knowledge of medical terminology regarding mental health conditions. Demonstrates an ability to anticipate and recognize escalating behaviours and triggers in clients or throughout the care plan. Demonstrates ability to utilize de-escalation techniques in accordance with Provincial Violence Prevention Curriculum (PVPC).
Accountability, Responsibility, and Ethical Behaviour	Provides care in a reflective, responsible, and professional manner. The HCA recognizes and responds to their own actions or inactions, development, learning, and health enhancement needs. The HCA has a thorough understanding of the expectations and parameters of their job/role.
Reporting and Recording	Demonstrates an ability to provide the required documentation (electronic and written) or verbal information (telephone, and in-person communication) that describes the client's status, care and services provided to the client.

Next steps. Your report will be sent to the regulator(s), registry or employer you designated. They will consider this report, along with other documents, data and material you have submitted, to advise you on next steps in your registration or evaluation process, including on whether or not further education is required to address any competency gaps. Please contact that organization directly to determine the status of its decision.