

Financial Incentive Program FAQs

Frequently Asked/Answered Questions

1. What is the purpose of the FIP?

- Alberta needs to increase the number of HCAs working for continuing care operators.
- The goal of this funding is to incentivize recent HCA graduates to work at continuing care operators with identified staffing needs.

2. Who is eligible to access the FIP?

- Students who are/were:
 - Enrolled in an Alberta licensed HCA program for any amount of time between January 1, 2022 and June 30, 2022, **and**
 - Have received a HCA Program Certificate either during this time or afterwards
 - **Note:** students do not have to receive HCA certification before June 30, 2022 to apply for the FIP incentive.
- Individuals who graduated prior to January 1, 2022 are **not** eligible for any of the HCA bursary funding available.
- **Note:** The bursary opportunity is open to Canadian permanent residents and citizens, only.

2a) “I graduated from an Alberta licensed HCA program before or on December 31, 2021; am I eligible for the FIP or HCATBP Bursary programs?”

Answer: No, individuals who graduated prior to January 1, 2022 are not eligible for any of the HCA Bursary funding available.

3. How can I access the funding?

- Funding is provided on a first come, first serve basis as long as the you meet the eligibility criteria and submit the required documents to complete your bursary application.
- You must submit a Student FIP Application Form through the [Alberta HCA Bursaries website](#) and:
 - sign a return of service agreement to work 1,000 hours with an identified continuing care operator (community or facility), within one-year of commencing employment; **and**
 - work as a HCA within two months of receiving the HCA certificate.
- You will receive the funding from NorQuest College, if eligible.

4. How much funding will I receive?

- It depends on the location of the CC operator where you find employment (the list is available on the [Alberta HCA Bursaries website](#))
- If you are employed at an identified CC operator, the table below outlines the bursary amount by site location:

Amount (\$)	CC Operator Location
A) \$2,000 (includes funding for community home care operators only)	Calgary
	Edmonton
	Red Deer
	Within 50 km Calgary, Edmonton, or Red Deer city limits
B) \$3,000	Between 51 km to 100 km from Calgary, Edmonton, or Red Deer city limits
	Fort McMurray
	Lethbridge
	Medicine Hat
	Within 50 km of Fort McMurray, Lethbridge, or Medicine Hat
C) \$4,000	Grand Prairie or any other location in Alberta not listed in A and B

5. Are there any other conditions I must meet?

- You must show proof of employment as a HCA with an identified continuing care operator(s) for 1,000 hours within one-year of commencing employment, **and**
- You must sign a return of service agreement with NorQuest College.

6. What happens if I don't work the minimum of 1,000 hours within one year of commencing employment?

- If you are unable to work the minimum number of hours, you will be required to repay the funding to NorQuest College. NorQuest College will provide more information on repayment, once your application has been approved.
- The repayment amount is prorated and will depend on the number of hours you worked.
- NorQuest College expects repayment of the prorated bursary amount within 30 days of the notification.

6a) "I worked some of the required 1,000 hours in one calendar year with one of the approved CC operators in one zone (Grand Prairie - \$4,000), then I worked the rest of my hours in another approved CC site, but in a different zone and lower bursary amount (Within 50 km of Edmonton, Calgary, Red Deer - \$2,000). Do I have to repay the difference FIP bursary to Alberta Health? "

Answer: Yes, you will have to repay the FIP bursary amount to Alberta Health by making a repayment to your grant administrator, NorQuest College. The NorQuest College HCA bursaries coordinator will contact you with more details on how to do this.

7. What happens if I can't find employment with an identified CC operator?

- If you are unable to obtain employment with an identified CC operator, you must repay the funding received to NorQuest College.
- NorQuest College expects repayment of the prorated bursary amount within 30 days of the notification.

8. What happens if I want to change employers?

- You are able to change employers before completing your 1,000 hours, as long as the new employer is also an identified CC operator.
- If the new employer is also an identified CC operator, you do not have to repay your funding amount as long as the conditions for the return of service agreement are fulfilled.
- You must notify NorQuest College of any changes in employers.