

Practical Nurse Diploma for Internationally Educated Nurses Program

2024-25 Student Handbook



LAND ACKNOWLEDGEMENT

NorQuest College respectfully acknowledges that we are on the traditional lands, referred to as Treaty 6 Territory and the homeland of Metis District 9. This land is home to many diverse groups of Indigenous peoples including the Cree, Dene, Blackfoot, Saulteaux, Nakota Sioux, Inuit, and Métis. NorQuest College also acknowledges that the City of Edmonton and all the people here are beneficiaries of Treaty Number 6, which encompasses the traditional territories of numerous western Canadian First Nations as well as the Métis people who have called these lands home since time immemorial. NorQuest acknowledges the treaty, the land and the territories of Indigenous peoples as a reminder of:

- Our responsibility and obligations to the land and to Indigenous peoples,
- Our accountability to addressing the ongoing impacts of colonization that are distinct to Indigenous peoples and communities,
- To work together in remembering the spirit and intent of the Treaty towards right relations.



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WIL Emergency/After Hours	<i>For use only during Workplace-Integrated Learning (WIL) placements for injuries, accidents, and other emergencies. Call only, texts not monitored.</i>	780-419-4607

MESSAGE FROM THE DEAN

Jennifer Mah, RN, MN

Welcome to the Faculty of Health Studies and the Practical Nurse Diploma for Internationally Educated Nurses Program. We are delighted to be part of your educational journey and help you launch into your chosen career.



Here, you will find highly qualified faculty, a current and workforce-relevant program curriculum, and a supportive learning environment. As a graduate of NorQuest College Practical Nurse Diploma for Internationally Educated Nurses Program, you will have excellent career opportunities with a skill set that is in high demand.

The instructional team looks forward to working with you as you embark on your educational journey. We encourage you to seek our assistance and support to help you achieve your goals. This student handbook is designed to provide you with Information to guide your success in the program.

MESSAGE FROM THE CHAIR

Tiffany Brochu, RN, BN

Congratulations on your decision to pursue higher education and embark on a fulfilling career in the Nursing profession in Canada. As future Practical



Nurses, your role will be vital in meeting the growing demands of Canada's healthcare system by providing compassionate, safe, competent, ethical and professional care.

Our program offers a comprehensive curriculum that seamlessly integrates theory, lab, and clinical courses. Each component is designed to build upon each other and enhance your knowledge and critical thinking, you will learn both the art and science of nursing. Although the program may pose challenges, your diligent efforts and dedication will serve to better prepare you

to address the needs of your clients and make a positive impact on the healthcare landscape.

You are supported by an entire team of dedicated professionals who are committed to ensuring your success and providing an enriching learning experience. Embrace this opportunity with passion and determination. I wish you the utmost success in your program and I look forward to celebrating your achievements!

NORQUEST'S PURPOSE AND SKILLS OF DISTINCTION

Purpose

NorQuest's purpose inspires everyone, in all aspects of the college, to transform people's lives. It challenges us to continually ask, with everything we choose to do: How will this change people's lives for the better?

Perhaps there is nowhere in the college where this purpose is more compelling than in the programs we provide, the opportunities we open, and the outcomes we strive to achieve for each and every student who walks through our doors or connects with the college.

Skills of Distinction

NorQuest commits to a common set of outcomes we aspire to achieve with each and every student. We call these the Skills of Distinction:

- Resilience
- Inclusion
- New ways of thinking

For more information, please see: [Skills of Distinction](#).



THE STUDENT HANDBOOK

This handbook is designed to assist you in meeting your career goals and to help ensure that your learning experience at NorQuest College is a positive one.

We wish you every success in achieving your career goals!

This handbook reviews general information relevant to all students in the Faculty of Health Studies (FHS), including campus services, general information about various course policies, and strategies to support your success as a NorQuest College student. It also contains key information specific to your program and information about Work-Integrated Learning (or practicum).

Please note that students are responsible for awareness of information in this manual, and of all [policies](#) listed on the [NorQuest College website](#).



CAMPUS & COLLEGE INFORMATION



Academic Schedule	<p>The Academic Schedule provides important dates, schedules, closures, and deadline information for the college. Log into MyQuest to see precise dates for your classes.</p>
Campus Maps	<p>At the downtown campus, most campus services are housed in 2 main buildings:</p> <ul style="list-style-type: none">• Civic Employee Legacy Tower (CELT) - located at 10215-108 Street• Singhmar Centre for Learning (SCFL) - located at 10215-108 Street
Emergency Response Procedures	<p>NorQuest College is committed to providing a safe environment for students, staff, faculty, and visitors in a variety of situations such as (i.e. evacuation, lockdown, and threats of violence).</p> <p>Please note that all of our campuses are non-smoking and scent-free. No scented products are permitted in the classrooms, labs, or clinical settings.</p>

<p>Lockers</p>	<p>There are a limited number of lockers on the Edmonton campus that can be rented. Locker rentals are on a first-come/first-serve basis.</p>
<p>MyQuest</p>	<p>MyQuest is NorQuest’s online student services centre.</p> <p>Once you apply, you are issued your MyQuest username and password.</p> <ul style="list-style-type: none"> • You can access MyQuest anywhere there is internet. Regularly update the details on your MyQuest account, including your phone number and your home address. • This will ensure that we can reach you and that your official documents are sent to the correct address.
<p>MyMail</p>	<p>MyMail is the college e-mail used to communicate with you and is the official communication route for all student information. We encourage you to check MyMail daily. When communicating with the College:</p> <ul style="list-style-type: none"> • Include your name and student ID number in all your e-mails/voice messages to instructions and support team. • Send all e-mails to the College using your MyMail email address (your @norquest.ca email).
<p>Parking</p>	<p>Click Parking Services for information about parking on and near campus.</p>

ACCOMODATIONS FOR STUDENTS

NorQuest College offers a wide range of services to support students with disabilities. Support services including assistive technology, academic coaching, accommodated exams, sign language interpreters, and instructional assistants. Please visit the Accessibility Guide below for more information about the services available for accommodated students at NorQuest.

<u>Accessibility Services</u>	Students with disabilities at NorQuest can receive accommodation after registering with Accessibility Services.
<u>Duty to Accommodate Students with Disabilities Policy</u>	Students are not required to disclose their disability to instructors. However, students are responsible for providing instructors with information about their individual accommodations. This includes classroom, exam, and WIL/placement accommodations.
<u>Testing and Exam Accommodations</u>	<p>If you have exam accommodations set up by Accessibility Services, you will write your exams with Testing Services.</p> <p>Please note that accommodations may not be permitted for any skills during practical labs that are considered essential for the workplace.</p>

Academic & Student Services

<p><u>Academic Council</u></p>	<p>The Academic Council is a group of students, faculty, and administrators who come together once a month to exchange information and viewpoints on academic affairs. Elected by the Students' Association, ten students represent their peers on this council. For more information please see: <u>Academic Council</u></p>
<p><u>Alumni Association</u></p>	<p>As a graduate of NorQuest College, you are a member of the Alumni Association. Benefits to this membership include savings on different services and the opportunity to stay connected to the College.</p>
<p><u>Centre for Growth and Harmony (Health and Wellness)</u></p>	<p>NorQuest College offers social work, counselling, and general health support for students. All services are professional, confidential, and at no cost to registered students.</p>
<p><u>Continuing Your Education</u></p>	<p>Perhaps you see your credential as a stepping-stone for other educational goals. A number of NorQuest College courses have credit transfer agreements in place with other institutions. In some cases, you will be able to access block transfer agreements that give credit for the entire program of study.</p> <p>Please visit <u>Transfer Alberta</u> or consult the College Calendar for the most current transfer agreement information.</p>
<p><u>Convocation and Graduation</u></p>	<p>Once you complete all courses and other program requirements, you can apply to graduate and attend convocation.</p>

	<p>Convocation is a ceremony celebrating the success of graduates from all programs. It takes place in May each year. Our instructional team looks forward to this event each year to recognize the hard work and success of our students.</p> <p>Whether or not you attend convocation, you must apply to graduate to receive your credential.</p> <p>Please monitor your student email and the NorQuest College website for important information about applying to graduate and planning for convocation. Please see: Applying to Graduate.</p>
Financial Aid	<p>Connect with a Student Financial Advisor who specializes in helping students identify their eligibility for several different financial resources that will assist with educational and/or living costs while they are attending NorQuest College.</p>
Indigenous Student Services	<p>NorQuest College provides learners with a complete education that attempts to balance strong academic foundations with Indigenous culture.</p>
International Student Services	<p>The International Student Office offers a wide range of support programs and services committed to the unique need of our international students.</p>
Learner Centre (Library)	<p>NorQuest Library is dedicated to empowering students with strategies for finding, evaluating, and using research in their courses and in real life.</p>

<p><u>Office of the Registrar</u></p>	<p>The OR is responsible for admission, advising prospective students, updating student information, maintaining student records, posting grades on PeopleSoft, managing course fees, and managing transfer credits and requests.</p> <p>To access forms and documents, including transcripts, please see: <u>Forms and Documents</u></p>
<p><u>Open Studies</u></p>	<p>Some courses are designated as “Open Studies” (O). These courses are available to students from other programs and Open Studies students. Students might choose to take Open Studies as a pathway to a credit program, for general interest, or as a visiting student</p>
<p><u>OSJA (Office and Student Judicial Affairs)</u></p>	<p>The Office of Student Judicial Affairs coordinates the administration of Student Judicial Affairs Policy. The Office oversees student academic and non-academic conduct, student complaints, and provides a means for dispute resolution.</p>
<p><u>Prior Learning Assessment and Recognition</u></p>	<p>You can request an assessment once you are admitted or waitlisted.</p> <p>NorQuest College has a <u>PLAR Policy</u> that can help you earn college credits based on your current skills, competencies, knowledge, work, and experience if you are able to show that they relate to the learning outcomes of your courses.</p>
<p><u>Reflection Room</u></p>	<p>NorQuest College is a vibrant, inclusive and diverse community that recognizes the spiritual and religious aspects of our learners and employees. We are committed to providing a neutral room</p>

	accessible to members of all faiths in the College community.
<u>SANQC (Student's Association)</u>	All students are encouraged to get involved with your Students' Association. You can do this by running for a position on Students' Council to represent your fellow NorQuest students, getting involved in a student club or by signing up for SANQC's volunteer program to help with a variety of fun and exciting activities. SANQC provides many key services such as health insurance and campus Safewalk.
<u>Service Desk</u>	Service Desk is responsible for assisting students who are having difficulties accessing the College Website, MyMail, MyQuest, Moodle, and more.
<u>Student Advisors</u>	Advisors are your go-to people for everything from general inquiries to specific questions about your personal situation. If you need help or assistance navigating college services, policies, or processes, your advisor can point you in the right direction.
<u>Student Career and Employment Services</u>	As you prepare to enter your chosen career, remember that our Work-Integrated Learning and Career Education Centre organizes a number of job fairs each year, and this is a valuable resource in preparing you for employment. Experts will review your resume, conduct mock job interviews with you, and assist you with effective job search techniques. This service is available to you free of charge for up to six months after you graduate from your program.

<p><u>The Core (Bookstore)</u></p>	<p>You can purchase new and used books at The Core. Visit the website to learn more about the Core's buy-back program to sell back your used books.</p>
<p><u>The Intercultural Child & Family Centre</u></p>	<p>The Intercultural Child & Family Centre opened in October 2017. The child care centre offers safe and accessible services to NorQuest students, employees, and the community. 64 spaces are available for children twelve months to five years old.</p>
<p><u>Transfer Credit</u></p>	<p>You may be eligible for credit for previous coursework at other post-secondary institutions. Students must apply for transfer credit to be assessed, and follow the policies outlined by the Office of the Registrar.</p> <p>You must be admitted to your program prior to requesting transfer credit, and it is recommended that you submit your <u>Transfer Credit Form</u> Request at least one month prior to the start of term.</p>
<p><u>Tutorial and Academic Coaching Services</u></p>	<p>Tutors and Academic Coaches work with you to review course content, guide you with homework and assignments, and build academic skills, such as time management and test-taking.</p>
<p><u>University Transfer</u></p>	<p>Please note that certain courses are administered by the University Transfer department. These include but are not limited to English, Sociology, Psychology and Health Education courses.</p> <p>While taking these courses, you are subject to policies of the University Transfer department, which can be found on your course outlines for</p>

these courses. Any questions or concerns should be directed to your instructional team.

Further contact information for College Services can be found here: [College Directory](#).

OLSON CENTRE FOR HEALTH SIMULATION

As part of your learning, you may be participating in activities at the Olson Centre for Health Simulation. Read more about it here: [Olson Centre](#).





PLANNING FOR YOUR SUCCESS

The following practical tips for success will help you with your demanding, fast-paced program. The following expectations may apply to courses, labs, and other learning environments in your program. The purpose of these expectations is to foster a sense of professionalism while performing your duties as a student and prepare you for your success in the workplace.

Practical Tips

Adaptability	<ul style="list-style-type: none">• Adapt to new situations, people, procedures and ideas• Display a willingness to approach situations in different ways to achieve better outcomes
Allergies	<ul style="list-style-type: none">• Students with allergies should be aware that labs, demonstrations, field trips, and other experiential learning opportunities contain many types of materials.

	<ul style="list-style-type: none"> • Please be aware of your environment, ask for clarification as required, and inform the instructional team of any concerns.
APA Format	<ul style="list-style-type: none"> • All work is to be referenced in APA format, unless otherwise indicated by the instructor. • The Learner Centre (Library) offers regular tutorials regarding APA. • For more information, please see: APA 7th edition
Appearance & Dress Code	<ul style="list-style-type: none"> • Comply with dress code, proactively discussing any concerns with instructor • Use proper hand and personal hygiene
Communication	<ul style="list-style-type: none"> • Respect confidentiality of classmates • Convey information in a clear, respectful and organized manner Develop positive working relationships with others • Use active communication skills that respect the learning environments • Proactively communicate concerns to your instructor about your success, or if you need additional resources. Email, drop in during online office hours, or make an appointment if you need additional support • If you need assistance navigating College services, please see your Program Advisor
Course Outlines	<ul style="list-style-type: none"> • Course outlines are provided for each course and contain valuable information about the learning outcomes, assessments, and expectations for that course.

	<ul style="list-style-type: none"> • Please review the outline carefully and consult with your instructor if you have any questions. • It is recommended to save your course outlines for future use when applying for transfer credits to another post-secondary institution.
Honesty & Integrity	<ul style="list-style-type: none"> • Demonstrate honesty, integrity, and accountability • Inform instructor of any issues (equipment, academic integrity, inappropriate conduct)
Orientation	<ul style="list-style-type: none"> • Please watch your @norquest.ca email for important details about your program orientation. • Orientation provides you with an opportunity to get valuable information about your program, meet other students, and get your initial questions answered. It is critical to start your program equipped with the right information and tools for success.
Personal Growth & Continued Competence	<ul style="list-style-type: none"> • Demonstrate reflective practice in both written and verbal forms • Actively engage in all activities • Implement actions to improve performance and skills based on feedback • Respond maturely and positively to suggestions and constructive criticism • Demonstrate self-confidence in course work, assessments, and other learning opportunities

Problem Solving & Critical Thinking

- Identify problems and recognize risks to safety
- Analyze situations and carry out solution-oriented actions
- Demonstrate strong problem-solving and critical-thinking skills to work effectively in an independent capacity
- Use available resources as appropriate to solve problems

Collaboration & Teamwork

- Engage in teamwork as an active, cooperative participant
- Offer creative and appropriate ideas to further the goals of the team
- Report relevant information to others, as appropriate, in a timely manner
- Contribute equally to team learning activities
- Manage interpersonal conflict effectively
- Identify appropriate situations for collaboration
- Provide constructive feedback to classmates and instructional team
- Share College resources (supplies, equipment, etc.) fairly
- Meet other students in your courses so that you have someone to ask for assistance if you are away. Your instructional team recommends forming study groups with other students as a study and support strategy.

	<p>It is important to note that collaborating on assessments that are assigned to be done individually could lead to an academic misconduct report.</p>
<p>Attendance & Punctuality</p>	<ul style="list-style-type: none"> • Respect and follow attendance, punctuality, and absence notification requirements for courses and assessments • Please treat your classroom as a workplace; tell your instructor if you cannot attend in advance and plan to complete any missed coursework. Vacations should be planned for scheduled College breaks such as term breaks. • It is always best to arrive to class on time and stay to the end of the class period. Leaving midway impacts your learning, and that of others, in negative ways.
<p>Respectful Learning Environment</p>	<ul style="list-style-type: none"> • You will discuss many controversial subjects and you are free to disagree with views presented by your instructor and fellow students; however, you must do so respectfully. • Hands-on practice in labs and clinical settings requires students to be prepared to work with people of all cultures, religions, gender identities, sexual orientations, socio-economic status, and physical and mental disabilities. A NorQuest College education is inclusive, and our students are prepared to meet the needs of a diverse society.

<p>Stay Informed</p>	<ul style="list-style-type: none"> • Please check your NorQuest email daily, as this is the only email address that your instructional team and College employees will use to contact you. • Check the student website at norquest.ca, check your MyQuest page for more information, and frequently check your course page on Moodle. As well, you will receive regular general communications by email from the program area.
<p>Work Habits</p>	<ul style="list-style-type: none"> • Demonstrate preparedness for classes and assessments. Each instructor will outline a plan for pre-reading, assignment preparation, and other ways to maximize your time in the classroom and/or lab. • Follow all NorQuest College and program specific policies and procedures • Maintain a clean and safe working environment • Bring required materials and textbooks • Manage time effectively. Maintain an up-to-date calendar of due dates, and create a plan to study, review, and prepare for assignments. Ensure that you are balancing your studies with other aspects of your life to manage stress. It is not uncommon for post-secondary students to feel overwhelmed by workload, so seek assistance if required.

Technology Requirements for Success

NorQuest embeds technology throughout learners' experience. You will need to use technology to complete online learning activities to be successful in your studies. This includes learning about different hardware and software used to complete your courses and/or hardware and software related to your field of study. (NorQuest College offers a range of computer services to students, staff and faculty. More information can be found at [Computer Services and Technology](#))

Some courses are designated as BYOD (Bring Your Own Device) where you must bring a compatible device to class. **Please note that certain devices (e.g. Chromebooks, MACs) are not currently supported and will require additional user skills and adaptations to use.** Please refer to the technical requirements found on the [BYOD website](#) for complete information.

Basic technology skills for success during your program are:

- file management skills (managing files and folders, searching/finding documents, naming a document, downloading/uploading files, taking screen shots/snipping)
- basic keyboarding skills (i.e. type 30+ wpm – Words Per Minute). You can check your current speed at this [website \(Typing.com\)](#)
- basic Windows skills (navigation, open/close software/windows, file management)
- access and utilize email (must check daily)
- access, create and upload videos
- internet search skills and the ability to access other sites as required by your program
- find photos online for assignments
- basic understanding of word processing and presentation software
- able to print, scan and/or take pictures

Some software and hardware that may be required for your program include:

Hardware

- A device that meets the basic standards listed on our [BYOD website](#) (Bring Your Own Device page)
- Peripheral devices such as a mouse, keyboard, camera and microphone
- A stable internet connection

Software

- Moodle (learning management system) including specific activities in Moodle (e.g. Assignments, Forums, Quizzes, VoiceThread, H5P, Kaltura, upload to Dropbox, follow instructions and links on assignments, understand icons and symbols)
- MyQuest (online registration system)
- MyMail (student email)
- Google Chrome (needed for Moodle) and other plugins as required
- [MS Office 365](#) (Free for students and includes Word, Excel, PPT) and other sites online as required by your program
- Specific course or program-related software (your program area will provide the necessary information. Some software may have additional costs)
- Any additional software that may be required for students with accommodations. Please consult Accessibility Services for further information.

Additional training and resources can be found in [Online Learning Resources](#).

EXAMINATIONS

Overview

Examinations are used to assess mastery of course outcomes in many courses. Each course outline specifies the examinations you will be required to write and the passing grade you need to meet course requirements.

Booking Exams

Many courses require students to write an exam(s) to demonstrate that they have met the course outcomes.

Although not all exams are proctored (supervised), many exams must be. You must write your exam using the process determined by your instructor. In-person classes will have a predetermined date, time, and location set by your instructor and will be shared with the class. For other exams, you may need to book a date/time to write your exam.

Exam bookings are available on a first come, first served basis. You should book your exams as soon as possible to write on your preferred date/time. You are responsible for booking your exams well in advance (e.g. 1 month) of the exam due date and/or course end date. *Booking exams too close to the exam date may mean you are unable to write your exam and may also result in additional costs to you.*

If you are unable to attend the exam, please refer to the section entitled [Rescheduled Exams and Exam Deferrals](#). You should try to cancel your exam booking as far in advance as possible. *You will also need to notify the proctor to avoid additional costs.*

Please review your course outline for specific details about your exam and check with your instructor (or on Moodle) if you have any questions about how and when your learning will be assessed.

Missed Examinations

If you are going to be absent for writing a scheduled examination, you must notify the program office before the exam writing time. It is important you

make this notification to avoid receiving an exam grade of zero. Please see the section “Rescheduled Exams and Exam Deferrals” for more information.

Please do not plan vacations during exam periods. A vacation is not an acceptable reason for exam deferral.

Late Arrivals for Exams

If you will be late for an exam, please email your proctor and/or your instructor to inform them as soon as possible prior to the exam starting. It is important you make this notification to avoid receiving an exam grade of zero.

If you are late for an examination, you may not be able to write your exam if 25% of the exam time has passed. This is to ensure exam integrity. If you are allowed to start the exam, you will not be given any extra time to write.

Rescheduled Exams and Exam Deferrals

A rescheduled exam is a **planned request** due to non-emergency situations. It is the student's responsibility to review the class schedule and determine priorities accordingly. Please discuss any issues with your instructor directly. **You are encouraged to plan your vacation around designated College breaks. Vacation should not be a reason for rescheduling exams.** Academic penalties may apply if students choose not to attend exams.

An exam deferral is an **emergency or unplanned request** that causes a student to be unable to write an exam on the scheduled date. Steps for exam deferral include:

1. Notify your instructor and exam proctor (if different) by email as soon as possible if you are going to be unable to write the exam as scheduled.
2. Submit a “Request for Deferral – Examination” form online and provide documentation (e.g. medical note) if required to support your request. You can access the form in Moodle.
3. The instructor, with the Program Chair’s approval, will decide about your deferral.

4. Once a deferral is approved, you have two working days to work with your instructor to reschedule the exam. You may need to re-write the exam through Testing Services, which your instructor will help arrange. Deferred exams must be written within 5 days of the originally scheduled date. Program Chair approval is required for longer deferrals.
5. Please note that if you have already viewed the exam, it is considered an attempt at the exam and the exam has been written, as per the examination policy.

Writing Accommodated Exams

Instructions on how to book your exams and what to expect when writing exams with Testing Services can be found [here](#).

Release of Examination Marks

While each program may have specific guidelines regarding the release of examination marks, typically, your examination marks will be released within 10 business days of writing your exam.

Your instructor will advise you should there be a delay in the release of marks. Please contact your instructor about your exam results *only after* the marks have been released.

Individual exam results will be discussed with students *only after* all class exam marks are released.

Examination Review

You may request an exam review with your instructor within 5 business days of the exam marks being released. Exams may only be reviewed privately, between the instructor and the student, and outside of class time.

For exams written on paper in-class, you may request a meeting with your instructor to review the exam. The exam and all exam materials must remain with the instructor following the meeting; likewise, taking notes or pictures is

prohibited. You may ask your instructor questions about the exam during the meeting.

For exams written online, you may request an exam review from your instructor that will discuss overall performance. Exams will not be shared online, via screen-share, between instructor and students, in order to protect exam integrity. If it is possible to arrange a face-to-face meeting, online exams may be printed and reviewed as per the paper exam review procedure.

Each program may have further specific guidelines for exam review that may replace these guidelines. Please contact your program area for further information.

Exam-Writing Protocol

In addition to the following, your program may have other policies and procedures regarding exam writing. It is your responsibility to review and follow all rules and expectations. Please contact your instructor if you have questions about the rules and expectations.

Academic Honesty

- You are expected to work on your own during an examination.
- Communicating with other students or sharing answers in any way is prohibited.
- You are expected to understand the [Academic Misconduct Policy](#).

Asking Your Instructor a Question During an Exam

- Asking questions is discouraged as your proctor may not be your instructor or a subject matter expert.

Technology Use During an Exam

- Opening additional windows and/or programs is not permitted unless specified in your exam instructions.

- Calculator use is not permitted unless specified in your exam instructions.
- Cell phones are to be **turned off** and stored with the rest of your belongings.
- If you lose connectivity during the exam, log back into the exam as soon as possible and alert your proctor as soon as possible.
- Online activity during exams may be monitored.

E-Proctored Exams

- You are expected to follow the [Student Guide - ProctorU](#)
 - Note: If you are in a HyFlex courses, this is an opt-in, pay-as-you-go service. [More information is available here](#)

Washroom Breaks

- It is highly recommended that you remain in the room until you complete the examination.
- If you must leave the room to go to the washroom, you must obtain permission from the proctor. All examination materials must be left in the exam location.
- Please check with your proctor prior to writing the exam, especially if an existing medical condition exists affecting the need for washroom breaks.

Materials at Your Exam Location

- You are allowed writing materials (pen, pencil, eraser) and other materials only as specified in the exam instructions (i.e. a calculator may be permitted).
- Make sure to leave personal items in an area designated by the proctor or preferably, do not bring any items to an exam other than your ID and other items specifically specified in the exam instructions such as a calculator.

- Clear/transparent water bottles will be permitted during exams unless location-specific restrictions apply.
- Special considerations need to be discussed with your instructor prior to the exam (i.e. snack for a diabetic student).

Be sure you understand and follow examination policies and procedures to avoid severe penalties regarding your exam marks and an academic misconduct report.

ACADEMIC PROGRESS



Overview

- Students must receive a passing grade in each course to progress through the program. You must also meet all course pre-requisites.
- To remain in good academic standing, a minimum term grade point average (GPA) of 2.00 and a passing grade in all Pass/Fail courses (no WF or F) is required. The Academic Standing [Policy](#) and [Procedure](#) provide further details on the categories of academic standing, and the consequences and supports available if a student is not in good academic standing.
- A minimum cumulative grade point average (GPA) of 2.00 in the program's courses is required to qualify for graduation.

How to Calculate GPA

For information on how to calculate your GPA, and/or how to qualify for Honours distinction, please see here: [GPA](#)

Grade Appeals

Understanding the grade appeal process:

1. Student has reasonable cause to question a grade of an assignment, a test/quiz, or an examination received in a class.

2. Within 5 days of receiving the grade, the student should meet with the instructor to discuss. The student may be accompanied by an attendant for any meeting.
3. You can appeal for 3 reasons:
 - error in calculation
 - inconsistency with syllabus
 - final grade does not contain all assignments
4. If the concern is unresolved:
 - Appeal to the Program Chair. **The decision of the program chair is final.**

If the grade appeal results in a changed grade, the instructor will initiate the grade change.

You can contact your Program Advisor to help you book a meeting with the Program Chair.

The [Office of Student Judicial Affairs](#) (OSJA) can help you prepare an appeal but it is up to you to bring the concern forward to the instructor and/or program chair.

A member of the OSJA can accompany you to a meeting; however the OSJA is not able to advocate on your behalf. The OSJA has no position in a Grade Appeal. [Academic Grade Appeal Procedure](#)

Information about appeals relating to admissions, transfer credit, enrolment and finances is provided by the [Office of the Registrar](#).

Course Withdrawal

You may withdraw from any credit course any time before completion; however, academic and/or financial penalties may apply.

Please see [Changes to Enrolment](#) for additional information.

Repeating a Course

If you are unsuccessful in a course, you will be required to repeat all parts of the course. This includes all examinations, assignments, or lab assessments required for that course.

In subsequent attempts of the course, you cannot re-use assignments from previous attempts. Students are only permitted to attempt a course three (3) times as per the [Repeat Course Procedure](#). Additional attempts require program authorization.

Students who are required to repeat a course must pay the tuition for that course.

You may only enroll in other courses if you have met all the pre/co-requisites.

Academic Standing

As outlined in the [Academic Standing Policy](#), academic standing is a learner's academic status based on a calculation of Grade Point Average (GPA) at the end of each term and the completion of Pass/Fail (P/F) courses.

To remain in good academic standing in the program, a minimum term grade point average (GPA) of 2.00 and a passing grade in all Pass/Fail courses (no WF or F) is required.

For information on how to calculate your GPA, please see here: [GPA](#)

Please refer to the [Academic Standing Procedure](#) for more information, including details on:

- the 4 categories of academic standing,
- the college's response to a student's academic standing,
- the appeal processes, and
- returning to the program after withdrawal due to poor academic performance.

Academic Warning

After the term is graded, if you do not meet the requirements for Good Standing in the program, you will receive an Academic Warning (AW) status.

The Office of the Registrar communicates the AW status in writing before the add/drop deadline of the subsequent term. Students with an AW status will be given the option to co-develop an individualized Learner Success Plan.

Please see the [Academic Standing Procedure](#) for additional details.

Program Withdrawal

Program withdrawals may be initiated by the student, the program, or the College. Please see [Changes to Enrolment](#) for additional information.

If you are initiating a program withdrawal for any reason, you are advised to discuss this decision with the Program Advisor to map out a plan prior to completing the withdrawal forms. Students who withdraw from the program need to re-apply and meet the current admission requirements for the program.

Required to Withdraw from Program

Students who receive an Academic Warning (AW) status in two subsequent graded terms or repeated failure (WF or F grades) of the same Pass/Fail (P/F) course will be Required to Withdraw (RTW) due to unsatisfactory academic performance.

The Office of the Registrar communicates the RTW decision in writing before the add/drop deadline of the subsequent term and will record the RTW decision on the student transcript.

Students who meet the RTW criteria may appeal the withdrawal within five (5) business days of receiving the RTW notification from the Office of the Registrar.

Please see the [Academic Standing Procedure](#) for more details.

Re-admission Following Program Withdrawal

Students wishing to return to the program after a Required to Withdraw (RTW) decision must submit an application. If 12 months have passed since the withdrawal decision, the student is required to meet the program's current admission requirements. Please see the [Academic Standing Procedure](#) for more details.

STUDENT RIGHTS & RESPONSIBILITIES

<p>Student Rights</p>	<p>NorQuest College is committed to maintaining high standards of non-academic conduct and academic performance and integrity, in order to foster a learning environment conducive to the personal, educational, and social development of its students.</p> <ul style="list-style-type: none"> • This commitment is founded upon the principles of fairness, trustworthiness, honesty, respect, and responsibility.
<p>Student Responsibilities</p>	<p>NorQuest College expects that its students will be guided at all times by these principles in the work that they submit and the behaviour in which they engage.</p> <ul style="list-style-type: none"> • As members of this learning community, students have both fundamental rights and consequential responsibilities that NorQuest commits to protect and enforce for the benefit of the entire college community. • It is your responsibility to read and ensure you understand your program’s and the College’s rules regarding student conduct.
<p>Academic Misconduct</p>	<p>NorQuest College is committed to maintaining high standards of academic performance and integrity, in order that all students may benefit equally from the opportunity to pursue their education in a learning environment that is characterized by high levels of fairness, trustworthiness, honesty, respect, and responsibility.</p>

	<p>All members of the NorQuest community must uphold these standards by ensuring that they inform themselves and others of the fundamental importance of these standards.</p> <p>Academic misconduct occurs when an individual or group uses information dishonestly to improve their academic standing. Common examples include plagiarism and cheating.</p> <p>For more information, please see: Academic Misconduct</p>
<p>Non-Academic Misconduct</p>	<p>It is important that all members of the NorQuest community uphold high standards of non-academic misconduct.</p> <p>Non-academic misconduct may be defined broadly as any behaviour that:</p> <ul style="list-style-type: none"> • negatively affects the learning of others or the college’s educational mission • violates civil or criminal statutes • threatens the safety or well-being of members of the NorQuest community <p>For more information, please see: Non-Academic Misconduct.</p>
<p>Student Complaint Procedure</p>	<p>Occasionally, the values that sustain a healthy learning community fall out of alignment. In these instances, Students have a right to seek advice, guidance and support from the OSJA to rectify the alignment of values.</p> <ul style="list-style-type: none"> • Students may pursue the complaint process with the OSJA in relation to a college policy, an administrative process, or a community member where unfair,

	<p>biased, racist, disrespectful or discriminatory treatment is experienced.</p> <ul style="list-style-type: none">• The OSJA provides dedicated office hours for students to reach out for guidance, advice and information. Office hours are: Confidential – we won't talk to anyone without your authorization.• Designed to provide support, advice, and guidance.• <u>Book an appointment with Student Judicial Affairs.</u>
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PROGRAM EVALUATION & FEEDBACK

It is important to NorQuest College that you receive quality programs and services and are able to find a career related to your education.

To determine if the College is successful in meeting both goals, you will have a number of opportunities to provide feedback on your time at NorQuest. This will primarily be done through surveys, but other formats may also be used.

Survey information is used by the College to continually assess and improve the program. Individual faculty members do not see the individual responses to the surveys. A summary of the results is compiled and provided to the Program Chair and to the instructor being surveyed.

Evaluation information is also collected for accreditation reporting purposes. This information is compiled with student names removed to ensure confidentiality.

PROGRAM-SPECIFIC INFORMATION

Practical Nurse Diploma for Internationally Educated Nurses Program

Program Learning Outcomes

The purpose of NorQuest College's Practical Nurse Diploma for Internationally Educated Nurses (PNDIEN) Program is to graduate a practical nurse eligible for registration with CLPNA; one who is competent in providing safe, quality nursing care to clients of all ages in a variety of health care settings. The PNDIEN graduate must be able to work in collaboration with clients, families and other members of the interdisciplinary team to promote health.

This goal is evolving with the program's dedicated focus on advancing equity, diversity, inclusion, and anti-racism in nursing education. In 2022-23, the program's vision will be created with this lens, by engaging students, faculty, staff, and leaders in the creation of a vision and mission statement.

Current Program Outcomes

1. Use critical thinking, clinical judgment, and acquired knowledge and skills to provide safe, holistic, compassionate, competent nursing care.
2. Communicate appropriately, effectively, and accurately with clients, other health team members, communities, and health care organizations.
3. Demonstrate caring, advocacy and respect of client diversity and individual preferences.
4. Work in collaboration with clients and interdisciplinary health team to optimize client strengths, achieve expected health outcomes, and promote wellness.

5. Demonstrate ethical, legal, and moral responsibility and accountability for own actions.
6. Pursue further education and demonstrate commitment to lifelong learning for personal and professional growth.
7. Apply leadership concepts, skills, and decision making in provision of high-quality nursing care, healthcare team co-ordination and accountability.
8. Incorporate reliable evidence from credible sources to inform practice and make sound clinical judgements.
9. Contribute to a culture of safety as it applies to the role of the PND in the health care system.
10. Demonstrate cultural safety in the provision of nursing care.
11. Demonstrate skills in using client care technologies, information systems and communication devices that support safety and quality nursing practice.
12. Reflect on previous nursing education and experience to enhance current understanding of nursing in Canada.

Program Roles and Responsibilities

Students in the PNDIEN will work with the following instructional team members:

Instructors

Instructors are responsible for:

- Distributing course outlines, schedules, materials, assignments, and exams

- Monitoring and recording student progress
- Grading student assignments and providing feedback to the student

Academic Program Manager

The Academic Program Manager is responsible for:

- Enrolment management
- Academic policy implementation and monitoring, maintenance of an effective learning environment
- Academic appeals
- Faculty recruitment and development
- Program and curriculum quality

Chair, Associate Chair, or designate

The Chair and/or Associate Chair is responsible for:

- Working with students to outline their program plan
- Providing information if:
 - You want to change course registration
 - You have failed, withdrawn, or need to take a break from the program
 - You would like to transfer to another delivery option
- Approving final course grades

Program Advisor

The program advisor is responsible for:

- Meeting with students in-person or virtually regarding academic progression and program inquiries

- Coaching, ongoing monitoring, support, follow-up regarding academic progression
- Program student support and referrals

Administrative Support

The Business Operations team provides support to students, instructors, and Program Chairs. When other areas of the College advise you to contact with another program area, this team can assist you. You can reach them through e-mailing using the program specific inbox listed in this handbook.

Business Operation team members work closely with program areas. Some of their responsibilities include:

- Responding to student inquiries
- Booking appointments to see the Associate Chair or Program Chair
- Supporting organization of events, including orientation
- Issuing permission numbers granted by program areas
- Coordinating communication with students (sending newsletters, updates on behalf of the program, etc.)

Program Overview

NorQuest College's Practical Nurse Diploma for Internationally Educated Nurses program will prepare you to become a professional Practical Nurse who will provide high-quality care to clients in a variety of healthcare settings. Building on your previous education and experience, you will be supported in learning about Canadian healthcare while strengthening your professional communication and English language proficiency.

Program Delivery

The Practical Nurse Diploma for Internationally Educated Nurses program is four terms. This is a full-time, and blended delivery at the Edmonton downtown campus. Theory courses will take place on weekdays with labs occurring on weekdays and/or weekends. Instructor-led clinical courses will occur in the Edmonton area. Preceptor-led clinical courses will follow your preceptor's schedule and may be arranged closer to the student's community.

Orientation

PNDIEN Orientation course: Please see your [NFDN 0100: PNDIEN Orientation & Information](#) Moodle course for more specific information regarding the Practical Nurse Diploma for Internationally Educated nurse program.

Advanced Credit

All students that are accepted into the PNDIEN program receive advanced standing for ANPH 1001, ANPH 1002, and PSYC 1060.

Lab Requirements

Your instructional team will provide you with an orientation to lab requirements for your program. These may include expectations regarding dress code, required materials to bring to the lab, strategies to prepare for lab experiences, and a Code of Conduct for the labs.

Learning and following program lab requirements prepares students to succeed in labs and future practice.

Late Assignments

Assignments are due on the date/time specified by your instructor/course outline. Assignments received after the scheduled due date/time will be penalized with a **10% grade deduction** per calendar day. Late assignments will not be accepted once the assignment set is marked and returned. a

Pass/fail assignments not submitted by the scheduled due date/time will receive an automatic fail on that assignment.

Exceptions to the late assignment policy may be granted only in cases of extenuating circumstances, and appropriate documentation (e.g. medical note) may be requested.

Vacations are not considered an acceptable reason to hand in an assignment after the due date. Exams or assignments in other courses due at a similar time do not qualify as extenuating circumstances.

Accreditation

The College of Licensed Practical Nurses of Alberta exists to protect the public by regulating the profession of practical nursing. <https://www.clpna.com/applicants/student-membership/>

Please see the link below for information about the Education Standards Advisory Committee [ESAC](#)

Program Advisory Committee (PAC)

Each program in the Faculty of Health Studies has an active Program Advisory Committee, made up of students, educators, practitioners, industry leaders, and alumni.

The purpose of this committee is to provide guidance to the program area to ensure the curriculum and its delivery is current and workforce relevant.

Course of Study by Terms

Please see the link [here](#) for a detailed listing of the courses for the program

Program Completion

Students must attain a pass grade in each course to progress through the program. Students must pass all courses to qualify for graduation. A minimum grade point average (GPA) of 2.0 is required to be considered in good academic standing and graduate with a PNDIEN Diploma and to be

eligible to write the Canadian Practical Nurse Registration Examination (CPNRE).

Stay in Touch!

Your instructional team have invested in your success, and we love to hear how our graduates are doing in the workforce or in furthering their studies. Please keep in touch with the program area via the Chair or Associate Chair and let us know how you're doing. As we continually seek to ensure our programs are meeting the needs of the workforce, we may even ask you to speak about your experience in the program at a recruitment event or participate in a focus group.

WORK-INTEGRATED LEARNING (WIL)/PRACTICUM

Overview

Work-Integrated Learning (WIL) involves work experience under the supervision of an experienced registered or licensed professional or qualified preceptor/instructor in any discipline that requires practice-based work experience for professional licensure or certification or for program completion. WIL experiences are generally unpaid and the work is done in a supervised setting. WIL is also sometimes referred to as practicums or placements.

The WIL component of the program is vital to your overall learning experience. The experience allows for hands-on practice in your chosen discipline and provides opportunities for self-reflection. A successful WIL experience includes a strong partnership between the student, the College, and the WIL site.

Each student is supervised by a preceptor or instructor at the site, who will provide informal and formal feedback and a NorQuest instructor/college representative who monitors the student progress.

WIL Experience Outcomes

Upon successful completion of the WIL Experience students will be able to:

- Demonstrate the program outcomes listed above.
- Demonstrate critical thinking through innovative application of theory, reflective practice, and decision-making.
- Recognize expectations, workplace culture, and professional accountability while experiencing and participating in diverse workplaces.
- Reflect on future goals in relation to personal values, educational interests, and previous experience to develop social responsibility.

- Develop and practice competencies in professional communication, collaboration, and conflict management.
- Build confidence and workforce readiness by identifying and utilizing transferable skills.

Requirements for WIL Participation

In order to participate in a WIL experience you must successfully pass all prerequisite courses and obtain the required grade and complete all To-Do List items as listed on MyQuest. For detailed information about each program's To-Do-List, please see: [Work, practicum, and clinical requirements](#). More details are also included below about specific program requirements.

Police Information Check

This program requires you submit a clear Police Information Check (PIC) before attending WIL. All fees required to obtain a Police Information Check are your responsibility. For more information, please see: [Police Information Check](#).

After you submit your Police Information Check, you must report any changes (e.g. criminal convictions or charges) to your program area immediately. Any change to your PIC may affect your ability to attend your WIL experience. [See this webpage](#) for more information about the process to support learners with an unclear PIC.

Additional WIL Requirements for International Students

International students must have a Co-op Work Permit to participate in their WIL experience in the community. Students are responsible for ensuring that they have a valid Co-op Work Permit prior to the WIL experience start date. This permit must be valid for the duration of the WIL experience. Further information is available from [NorQuest International](#).

The Process

Potential WIL sites are contacted and coordinated by the College.

You will be provided with detailed information, including an orientation/ meetings/ workshops, as you prepare for your WIL experience.

The steps are as follows:

1. Complete the [To-Do-List items](#) and submit all required documentation by the due dates: All To Do List items are due 60 days prior to the anticipated start of your practicum. If the To Do List items are not submitted 60 days prior to the anticipated practicum start you will be removed from the practicum list. This may delay your anticipated program progression. ***Exception: It's Your Move as this is taken within a program course.**

Students must be able to produce copies or originals of these items in the event they are asked by the site to provide them.

If due to religious or medical reasons students are unable to obtain immunizations or N95 mask fit testing please be aware that under certain circumstances, students may not be allowed to attend the WIL experience, or completion of WIL experience can be delayed.

2. Complete a WIL/Practicum Information Survey (MS Forms) to indicate your preferences for placement. **Please note: there is no guarantee for specific sites or locations.** Please reach out to your instructor/program if you are not sure where to find the survey.
3. You will be notified of the WIL site that you have been assigned to once the arrangements have been finalized.
4. Read all information found in this handbook and/or the Moodle WIL/practicum course including the course outline, prior to starting the WIL experience. Review Moodle information regularly throughout as per program requirements.

5. Continue to check MyMail regularly.
6. Complete an information release form as required by the college to allow information to be released by College staff to facilitate the WIL experience. The HSPNet consent form must be completed and upload it using the self-serve Student Document Attachment tab on your MyQuest Student Homepage. [Upload Instructions here](#)
7. Attend all WIL meetings as requested.
 - In instructor led clinicals students are expected to attend and participate in biweekly meeting with the Clinical Learning Group lead.
 - In Preceptorship students are expected to meet weekly with the monitoring instructor. This may be a site visit or a telephone call.
8. Demonstrate professional expectations as outlined by the regulatory/professional body in the designated field of study.
9. Display appropriate professional behaviour during the WIL experience, including good attendance, punctuality, appropriate attire and grooming. Except where required by the preceptor/instructor, use of personal cell phones during placement hours is strictly prohibited, as is use of worksite computers or other office equipment for anything other than assigned duties (i.e. social media, internet sites, apps).
10. Immediately inform NorQuest College staff of any accidents, incidents/injuries, sudden illness, or unusual occurrence according to the requirements of the college/program. See the WIL Health and Safety section for more information.
11. Sign a confidentiality agreement as per program requirements. Complete the online [Alberta Health Services Information and Privacy Training module](#) and complete the form at the end of the course.

upload it using the self-serve Student Document Attachment tab on your MyQuest Student Homepage. [Upload instructions here](#)

12. Attend the provided WIL site; regardless of location, student is responsible for transportation and associated cost.
13. Participate in evaluative WIL surveys if requested.
14. Track hours, follow the attendance policy, and complete evaluation forms and any required assignments during your WIL experience according to stated deadlines.

Fitness to Practice

To participate in the WIL experience, students are expected to meet bona fide occupational requirements. Students who are unable to meet the occupational requirements may be removed from the WIL experience and asked to provide proof of fitness to practice or other documentation from a physician or other licensed professional.

For more information about occupational requirements please contact the program area.

WIL Hours

Hours will be assigned according to the policy for each site, in addition to College and Employment Standards. The student will work the same shifts as the preceptor/instructor, but may be supervised by another person in that role. Students may be required to work weekends, evenings, nights, holidays, or a combination of shifts. Note that statutory holidays do not need to be made up and will be factored into the hour requirements. The site may be responsible for choosing one or more WIL preceptor/instructor(s).

When calculating hours, do not deduct time for breaks or lunch. For example, working 0700-1900 would be a 12-hour shift and recorded as such. Round time to the nearest 15 minutes.

Students will complete 3 WIL experiences (practicums) with the following number of hours:

1. [Nursing Practice I: Continuing Care Practice - NPRT 1001](#) – 145 hours
2. [Preceptor-Supervised Clinical Practice-Acute Care Medicine - NPRT 2006](#) – 145 hours

WIL Assignments and Evaluations

All WIL assignments should be submitted in Moodle by the deadline indicated. Failure to do so may result in a grade of zero.

It is the **student's responsibility** to submit the final evaluation (and hour log) by the deadline indicated by the program. Students will submit the documentation as per the program instructions. See instructions on Moodle and in the course outline. Failure to submit the required documents on time may cause the student to fail the WIL experience, regardless of the final evaluation results and hour log total.

Please ensure all pages in the WIL experience Final Evaluation are filled in completely and initialled where indicated. The final page must be signed and dated by both the student and the preceptor/instructor to be valid.

The hour log must also be signed and dated by both the preceptor/instructor and the student to be valid.

Scanned copies of the documents are accepted. Multiple individual files, or pictures will not be accepted. Please ensure all pages are complete and visible in the scan.

WIL Evaluation

The WIL Evaluation provides feedback to the student regarding their performance throughout a WIL experience and helps College staff assess the student's overall competency in the course. WIL site feedback is solicited for the purpose of obtaining information that the student can use in future WIL experiences or other self-development opportunities.

When to Complete

The WIL evaluation will be completed by the midpoint and the end of the WIL experience. The purpose of the midpoint evaluation is to ensure that the applicable skills are being covered and that any areas in need of further

development are identified. A final evaluation is completed at the end of the practicum experience.

Who Completes the Evaluation

The preceptor/instructor that supervised the student for the most hours should complete the midpoint and final evaluation. All evaluators must initial and sign the evaluation where indicated. It is recommended that the evaluation is discussed and completed with the student. The student is also to complete their own self-evaluation for midpoint and final prior to the meeting with the preceptor/instructor, these self-evaluations should be used to guide discussions with preceptor/ instructors. The student is responsible for submitting the midpoint and final evaluations (self-evaluation and preceptor/instructor evaluation) to their instructor in Moodle. If a therapy assistant was the main preceptor/instructor, the lead therapist must also sign off on the evaluation.

What information should be provided

The preceptor/instructor will evaluate the student’s overall performance against specific performance objectives using the following rating scale:

<p>Meets Expectations (M)</p>	<p>The student consistently, skillfully, and with progressive independence is able to meet the course objective at a novice level.</p>
<p>Progressing (P)</p>	<p>The student is progressing to meeting required objective. Requires occasional written or verbal direction. At Final Evaluation a progressing in any objective will result in a failing grade for the course.</p>
<p>Does not meet expectations (DNM)</p>	<p>The student is not meeting the course objectives. Requires frequent cues and displays unsafe practice. A does not meet expectations in any objective at midterm will result in a performance improvement plan. At Final Evaluation a does not meet expectations in any objective will result in a failing grade for the course.</p>
<p>Not Applicable (N/A)</p>	<p>For use when the criteria being assessed is not applicable to the student/situation.</p>

Specific examples should be provided if a performance objective is rated at a performance objective is not met or requires more experience. If there are

any concerns regarding the student's skills or progress, the preceptor/instructor should notify the site supervisor and designated NorQuest staff as soon as possible.

WIL Site Visits

Designated NorQuest staff may visit sites during the WIL experience to support student success and to ensure the relationship continues to be mutually beneficial. Site visits ensure the student performance is satisfactory and can meet the program outcomes. Site visits may be conducted in person or via telephone.

Students are encouraged to report any health and safety concerns they have about their site to their NorQuest instructor or Program Chair as soon as possible. See the Program Team chart at the front of this handbook for contact information.

WIL Performance Concerns

If there are any performance concerns with a student, these should be identified by the preceptor/instructor and discussed with the student and NorQuest staff as soon as possible. Whenever possible, students should be given an opportunity to improve their performance through detailed action plans.

If needed, a site meeting may be conducted between designated NorQuest staff and the preceptor/instructor for the WIL experience to discuss any next steps, required supports, and timelines. Students may be asked to sign a learning improvement plan.

At any time, please contact designated NorQuest staff (listed in the front of the handbook) should you have any questions or concerns.

The site should contact Norquest College if the student:

- is absent without notification or is consistently late.
- disobeys or ignores site rules or policies.
- has a problem that is interfering with WIL performance.

- is not considered to be an appropriate WIL participant.

A site may request the immediate removal of a student from the WIL experience site upon notice to NorQuest College. The student is not to contact the site should this situation occur.

Attendance During WIL

All scheduled work experience days/practicum are compulsory. Student absence may jeopardize meeting WIL hour requirements and being able to demonstrate competencies. If a student does miss time at a WIL site, there may be non-academic penalties as stipulated by the program area up to and including withdrawal from the WIL experience. Students who miss time from their WIL experience may meet with the Chair or Associate Chair before continuing.

Depending on specific program requirements, students may be required to make up/reschedule the time missed. However, students cannot work more than what the site allows within Labour Standards and students cannot work without supervision.

In some circumstances students may also be required to provide medical documentation to support their absence.

Reporting an Absence during WIL

If you will be absent from a scheduled work experience day, you are required to notify your Norquest designated staff, facility and/or preceptor/instructor by phone or email (depending on the agreed upon method) at least 1 hour prior to the start of your shift. Refer to your Moodle course instructions for more details.

You must also share the following information with **BOTH the WIL site and NorQuest program**:

- Student Name
- Student ID
- Program/Course

- Facility/Unit
- Instructor/Preceptor's Name

Students will email their program to report absences to NorQuest College.

Students should use the process and the contact information provided by the WIL site to report absences to the site.

Students will email their placement instructor to report absences to the College. For preceptor-led placements, students should email both the preceptor and instructor.

WIL Health and Safety

NorQuest strives to provide safe WIL opportunities for students. Sites participating in WIL experiences must meet safety standards and have adequate supervision as well as policies related to health and safety.

Should there be an incident that requires emergency care, call 911.

During the first day of your WIL experience, students should be informed with regards to emergency procedures for the facility and what actions to take in case of a fire or other emergency.

WCB Coverage

NorQuest College is responsible under the Worker's Compensation Act for determining a students' WCB eligibility prior to the WIL experience and for informing the student if eligibility is not available.

Review the information found on NorQuest's [website](#) about Worker's Compensation Board coverage for students participating in WIL and how to report incidents or injuries.

In addition to following NorQuest's process for injury listed above, students should check with their preceptor/instructor regarding any other site requirements for injury reporting (e.g. needle stick injury or twisted ankle) and report the incident/injury to the program area as soon as possible, and/or call the emergency/after-hours phone: 780-419-4607.

Mental Health & Support

Student health and wellness is very important during practicum. Students are encouraged to contact the Centre for Growth and Harmony at wellness@norquest.ca if they require support or resources relating to mental health needs or previously defined accommodations.

Resources are also available at: [Centre for Growth and Harmony](#)

WIL Limitations and Disclaimer

Please note the following:

1. Due to circumstances beyond our control, **NorQuest College cannot guarantee students a WIL experience.**
2. Every effort is made to place students within their requested area, but **students may be placed in other areas, depending on the availability of sites. Students may be required to travel or relocate for their WIL experience up to 100km.** Students are responsible for these associated costs.
3. Students in mentorship/preceptorship will work the same hours as the supervising preceptor/instructor and this **may include day, early morning, evening, nights, weekend, split shifts and holidays. Shifts will vary in length.** Students in group placements **may work days, evenings or weekends.**
4. Students must ensure that they have adequate transportation and childcare for the duration of the WIL experience. Students are responsible for these costs.
5. Students are **not to contact** potential WIL sites, as these **must** be arranged by the College.

6. Students must complete To-Do-List items by the deadline indicated by the program. Students who do not complete the To-Do-List items by the deadline may not attend the WIL experience. Students are responsible for associated fees in obtaining To-Do-List items.
7. If students are unsuccessful in any required course twice, including the WIL experience, the student will be withdrawn from the program as per the Academic Standing [Policy](#) and [Procedure](#).
8. Students with an [unclear Police Information Check](#) are at risk of **NOT** being able proceed with the following:
 - acceptance for a WIL experience
 - completing the program
 - finding employment
 - registering with their professional regulatory body
9. International students must have a [valid Co-op Work Permit](#) to participate in a WIL experience outside of NorQuest College property.
10. Students must have permission from the program area to complete their WIL experience at their place of work.
11. In rare circumstances, students **may** receive permission from the program area to complete their WIL experience at the same location where a relative works.
12. Students under the age of 18 may not be able to be placed in a WIL experience due to the requirements and regulations and the ability to obtain a Police Information Check.
13. A WIL experience is generally unpaid.

14. College and program policies will apply throughout the WIL experience.
The student is also governed by the policies of the site during the time the student is engaged in the WIL experience.

QUESTIONS?

Please feel free to contact any of your instructors, the Chair, or other College staff listed in the Program Team chart at the beginning of this handbook for help with any question or need you have.

Have a great term!

APPENDIX 1 – Student Dress Code for Labs & Clinicals

Objective

Our appearance reflects the professional image of oneself and reflects on NorQuest as you are a NorQuest representative. Instructors will stress the importance of professional appearance and can provide guidance on appropriate attire. If appearance does not meet minimum standards, there may be actions taken (i.e. verbal or written warnings).

If you are attending a clinical practicum, you may be sent away until the dress code concern is rectified. The dress code standards of the lab setting are very similar to that of the clinical setting to help you prepare for the level of professionalism expected in clinical practice.

Individual considerations including but not limited to religious and cultural practices are to be addressed with the applicable Associate Chair.

Accommodations that provide consideration for the needs of the student and align with infection prevention and control practices while protecting the student and client from potential harm will be explored.

Lab Setting

For lab, you must wear the following:

- Clean, wrinkle-free, and in good condition uniform
 - It does not need to be a NorQuest-branded uniform.
 - Uniform pants must be full length and not drag on the floor.
 - Uniform skirts that are knee-high or longer may also be worn.
 - Long sleeve shirts may be worn under scrubs however, sleeves must be able to be rolled away from the wrist, up to the elbow when performing direct care.
 - A light sweater may be worn when not providing care.
- Shoes must have closed toes and closed backs, and be quiet, non-slip, washable, and flat.

- Socks are worn with shoes.
- Winter boots are not to be brought into the lab due to water and dirt being brought in.
- Clinical ID badge
 - [Click here](#) for information on how to obtain a clinical ID badge.
- Religious head covers are to be fastened securely and non-dangling while providing patient care. This prevents cross-contamination during procedures and limits personal safety risks when working with individuals who might pose safety concerns.

Clinical Setting

- Clean wrinkle-free NorQuest uniform with clinical ID badge
 - NorQuest uniform can be purchased from The CORE.
 - You may also purchase used NorQuest uniforms that are in good condition, correct colour, and size.
- All other attire requirements are identical to the lab dress code requirements listed above.

Accessories (Lab & Clinical)

- Necklaces should be long enough to be tucked into your shirt or removed.
- Bracelets should be removed.
- Rings - only plain and flat bands are permitted.
- A watch with a second-hand is part of the dress uniform and may be worn on the uniform, or wrist.

- If worn on the wrist, the wristwatch should be removed prior to giving direct client care.
- SMART watches are acceptable if notifications are turned off during lab time, and the second hand is visible for 60 seconds or longer.
- Small, conservative, plain earrings are acceptable. Spacers in ears must be plugged.
- Facial piercings are acceptable but should be limited to studs.

Hygiene (Lab & Clinical)

- Personal hygiene must be practiced.
- Student must be fragrance-free at all times and body odor must be controlled.
- Natural nails are required to be short, clean, and trimmed. No artificial nails. Clear or light pink nail polish is acceptable as long as polish is intact.
- Hair must be clean, well-groomed, and off the face. Long hair should be styled in a manner that will prevent it from falling into or coming into contact with persons or objects.
- Facial hair must be clean and neatly trimmed. If N95 masks are required in clinical site, facial hair must meet the N95 standards.

Related Information

- Alberta. (2021). Occupational health and safety code. <https://search-ohs-laws.alberta.ca/legislation/occupational-health-and-safety-code/>
- Alberta Human Rights Commission. (2017). Appearance and dress codes: Information sheet.

<https://albertahumanrights.ab.ca/media/hurcavzd/appearance-and-dress-codes.pdf>

- Alberta Health Services. (2023). Tips for wearing PPE with religious and cultural attire. Alberta Health Services: Infection Prevention & Control. <https://www.albertahealthservices.ca/assets/healthinfo/ipc/hi-ipc-wearing-ppe-religious-attire-z0-tips.pdf>
- Alberta Health Services. (2020). Healthcare attire: Scrubs and uniforms. Alberta Health Services: Infection Prevention & Control. <https://www.albertahealthservices.ca/assets/healthinfo/ipc/hi-ipc-hlthcare-attire-scrubs-uniforms-info-sht-z0-bpr-pt-care.pdf>
- University of Calgary. (2018). Attire for students in the practice setting (Calgary campus – Undergraduate programs. Faculty of Nursing. https://nursing.ucalgary.ca/sites/default/files/teams/6/attire_for_students_in_the_practice_setting.nsg_council.approved.apr17-18.pdf
- York University. (2021). Professional appearance and dress code. School of Nursing Undergraduate Programs. <https://www.yorku.ca/health/nursing/wp-content/uploads/sites/402/2021/10/ProfessionalAppearanceDressCodePolicy-Final-2021.pdf>
- Lakehead University. (2021). School of nursing uniform policy. Student Policies. <https://www.lakeheadu.ca/programs/departments/nursing/student-policies/school-of-nursing-uniform-policy>

Personal Protective Equipment

The lab setting reflects the current practices of the clinical healthcare setting. As such the rules and requirements regarding personal protective equipment (ie. masks, gowns, and face shields) in labs are subject to change

based on public safety considerations followed by Alberta Healthcare Services.

In the clinical setting, students are expected to follow agency policies regarding the use of PPE.

This dress code strives to be in compliance with [Alberta Human Rights Commission](#) and the Alberta [Occupational Health and Safety Code](#), and takes [Alberta Health Services](#) requirements into consideration. *If you have concerns regarding the dress code, please speak to your instructor or Applicable Associate chair.*

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