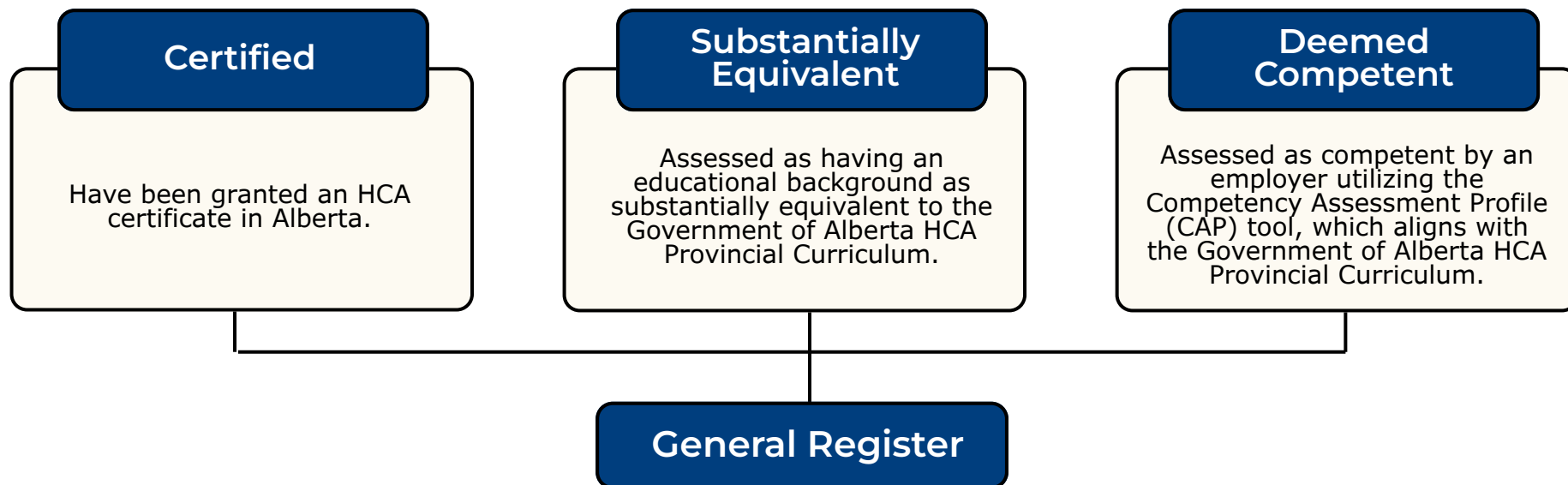


HCA Directory Core Competency Statuses

Active and enrolled Health Care Aides (HCAs) will be transitioned to the CLHA General Register on February 2, 2026.



In-Progress HCAs

Click on any of the below for information about the transition to regulation pathway.

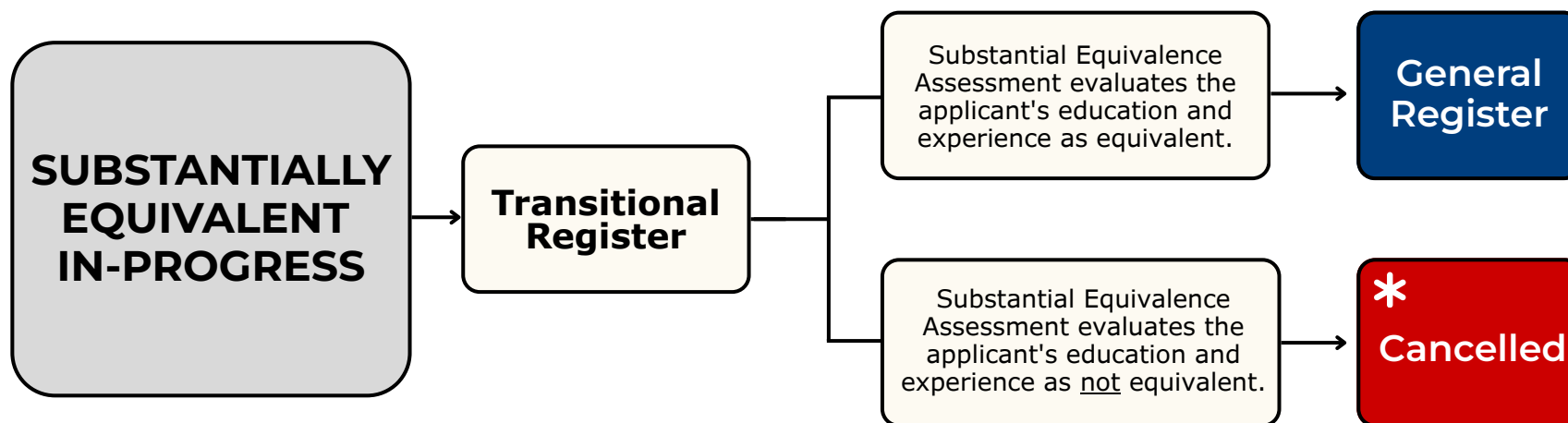


Substantially Equivalent In-Progress

Substantially Equivalent - In Progress HCAs are enrolled on the Directory and currently undergoing a Substantial Equivalence Assessment. These HCAs will move to a transitional register, with the following requirements.



- Permitted to practice only under supervision.
- Have one year to meet the requirements of a Substantial Equivalence Assessment but can apply for an extension if there are extenuating circumstances.
- Are still required to complete renewal by the relevant deadlines (see Key Dates).



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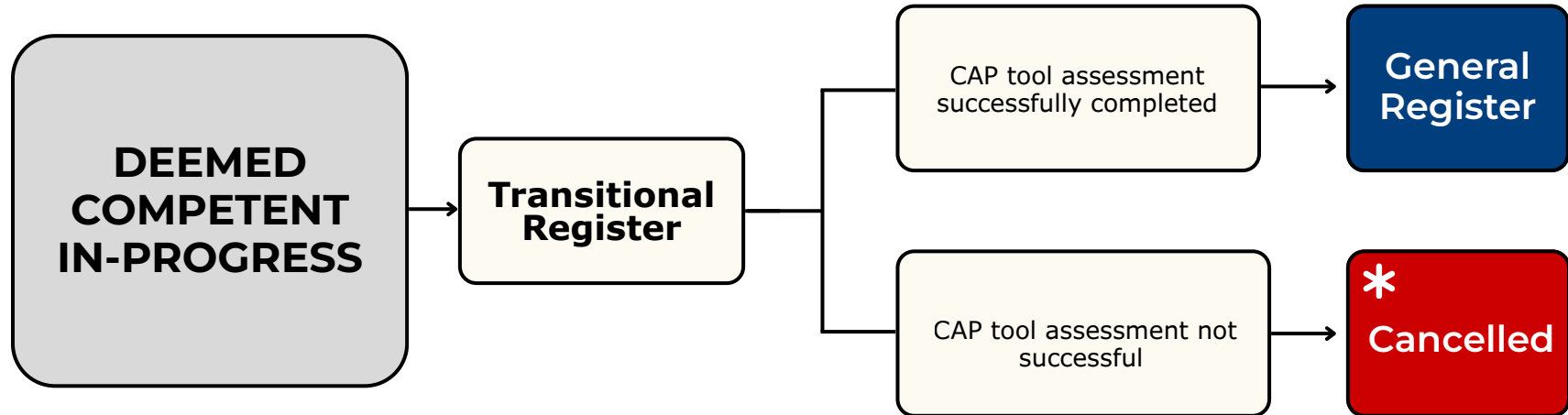
* If an HCA's registration is cancelled due to a failure to meet requirements for the Substantial Equivalence Assessment, they must complete an HCA certificate program in order to reapply to the CLHA.

Deemed Competent In-Progress

HCAs enrolled in the Directory while being assessed using the Competency Assessment Profile (CAP) tool. These HCAs will move to a transitional register, with the following requirements.



- Permitted to practice only under supervision.
- Have one year for their employer to complete the CAP tool but can apply for an extension if there are extenuating circumstances.
- Are still required to complete renewal by the relevant deadlines (see Key Dates).



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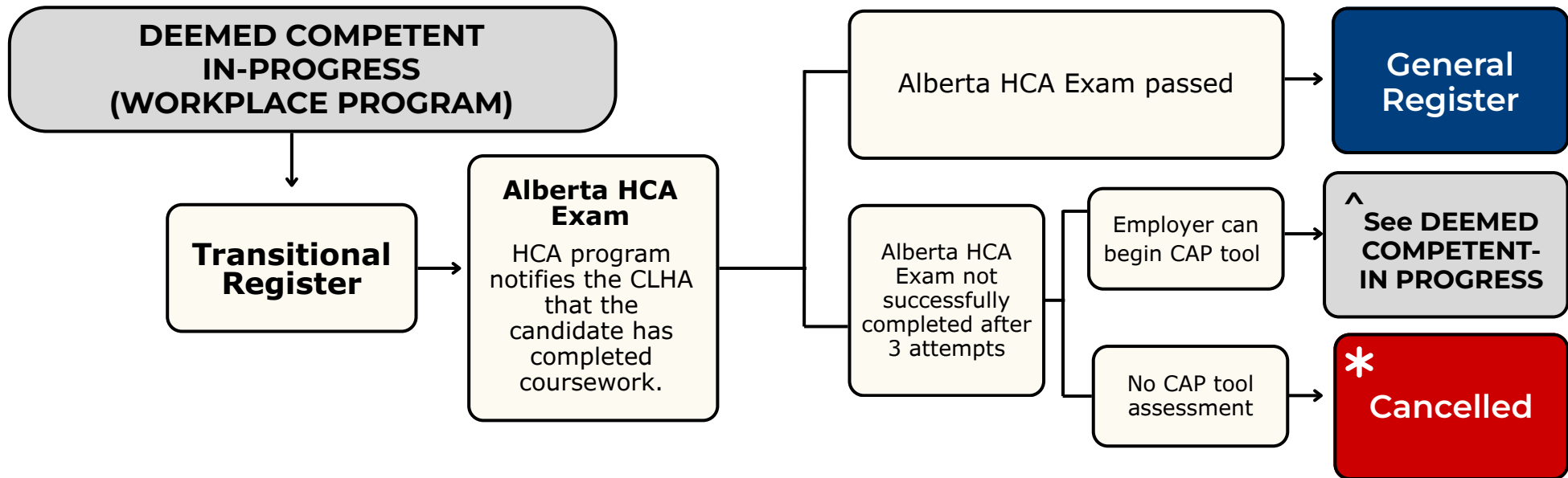
* If an HCA's registration is cancelled due to a failure to meet requirements for the CAP tool, they must complete an HCA certificate program in order to reapply to the CLHA.

Deemed Competent In-Progress (Workplace Program)



HCAs who are currently in the Workplace Program are designated as Deemed Competent (In-Progress) on the Directory. These HCAs will move to a transitional register, with the following requirements.

- Permitted to practice only under supervision.
- Have one year to meet requirements but can apply for an extension due to extenuating circumstances.
- Are still required to complete renewal by the relevant deadlines (see Key Dates).



* If an HCA's registration is cancelled due to a failure to meet requirements for the exam or CAP tool, they must complete an HCA certificate program in order to reapply to the CLHA.

^ The one-year deadline still applies if the employer initiates a CAP tool assessment.



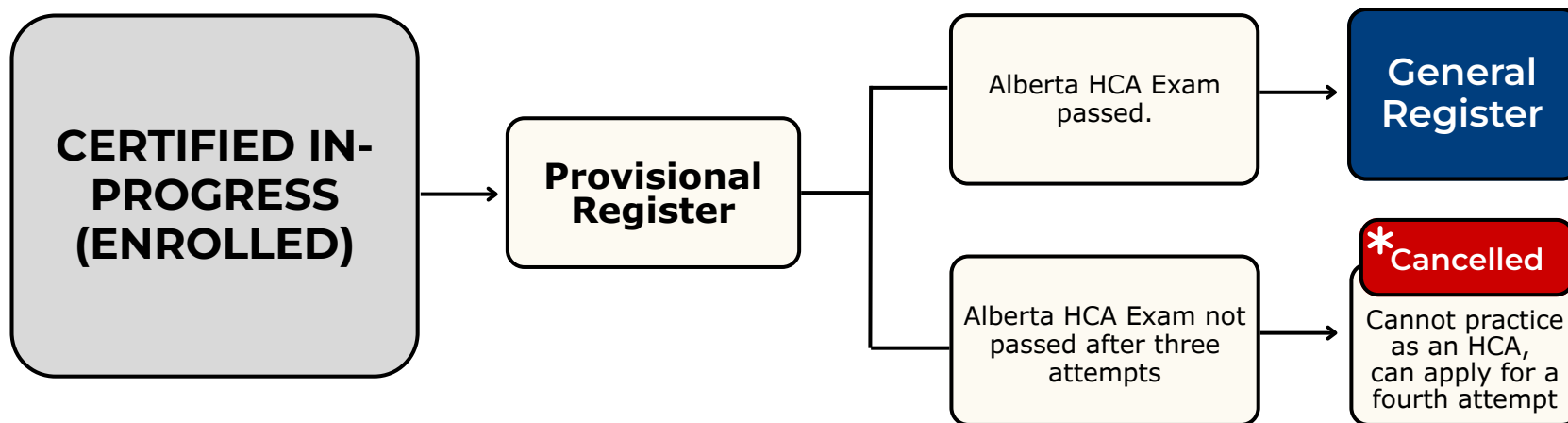
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Certified In-Progress (Enrolled)

HCA students in approved programs are Certified In-Progress (Enrolled) when they have completed their HCA coursework and are waiting to write the exam. These HCAs will move to a provisional register, with the following requirements.



- Permitted to practice only under supervision while waiting to write the exam.
- Have one year to write the exam.
- Are still required to complete renewal by the relevant deadlines (see Key Dates).

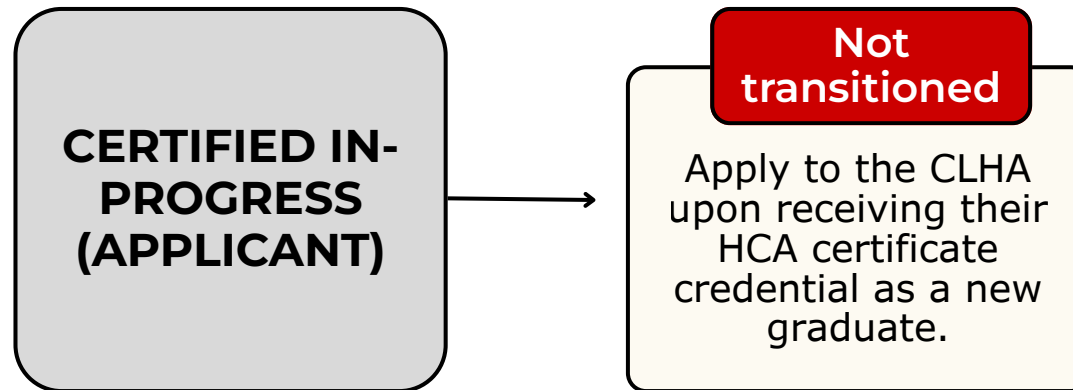


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* If an HCA's registration is cancelled due to a failure to pass the exam after four attempts, they must complete an HCA certificate program in order to reapply to the CLHA.

Certified In-Progress (Applicant)

Previously, students in licensed HCA programs were required to apply to the Alberta HCA Directory. These students were given the status of Certified In-Progress (Applicant). These students will not be transitioned, and this will no longer be a requirement as of February 2, 2026.



Key Dates for All HCAs

- **February 2, 2026:** HCA regulation comes into force. HCAs on the transitional and provisional registers will have one year from this date to meet requirements.
- **April 30, 2026:** The last date that HCAs, including those on the provisional and transitional registers, can complete the process to obtain their first permit.
- **November 30, 2026:** The last date that HCAs, including those on the provisional and transitional registers, can complete the process to renew their permit.
- **February 2, 2027:** The date that all transitional permits expire, if an extension has not been approved.
- **November 30, 2027:** The last date that HCAs, including those on the provisional register, can complete the process to renew their permit.



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