

HCA Directory Core Competency Statuses

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



Certified

Have been granted an HCA certificate in Alberta.

Substantially Equivalent

Assessed as having an educational background as substantially equivalent to the Government of Alberta HCA Provincial Curriculum.

Deemed Competent

Assessed as competent by an employer utilizing the Competency Assessment Profile (CAP) tool, which aligns with the Government of Alberta HCA Provincial Curriculum.

General Register

In-Progress HCAs

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

[Substantially Equivalent](#)

[Deemed Competent](#)

[Deemed Competent \(Workplace Program\)](#)

[Certified In-Progress \(Enrolled\)](#)

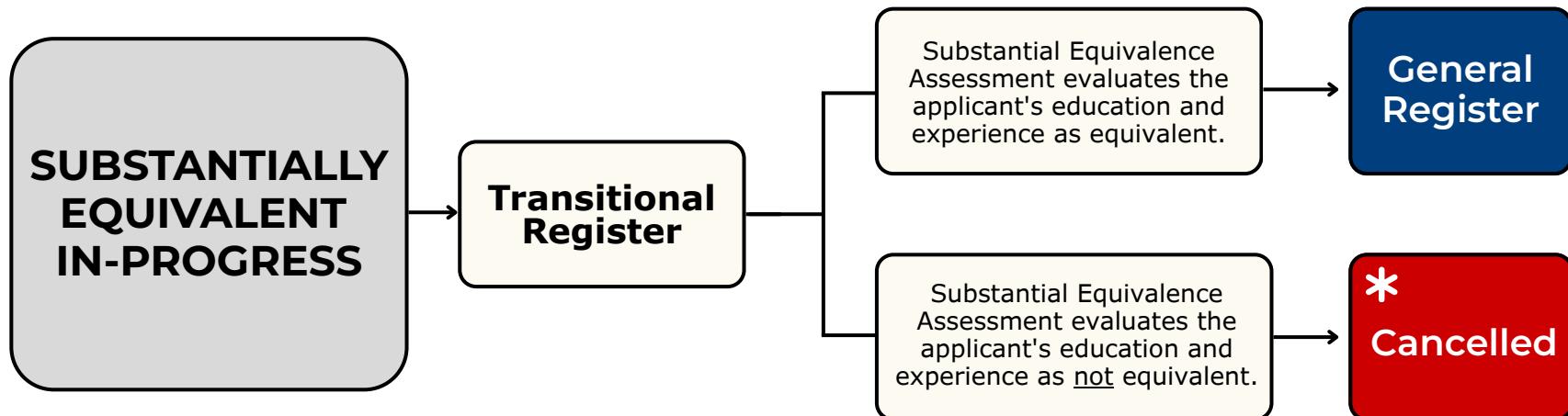
[Certified In-Progress \(Applicant\)](#)

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).



* 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.



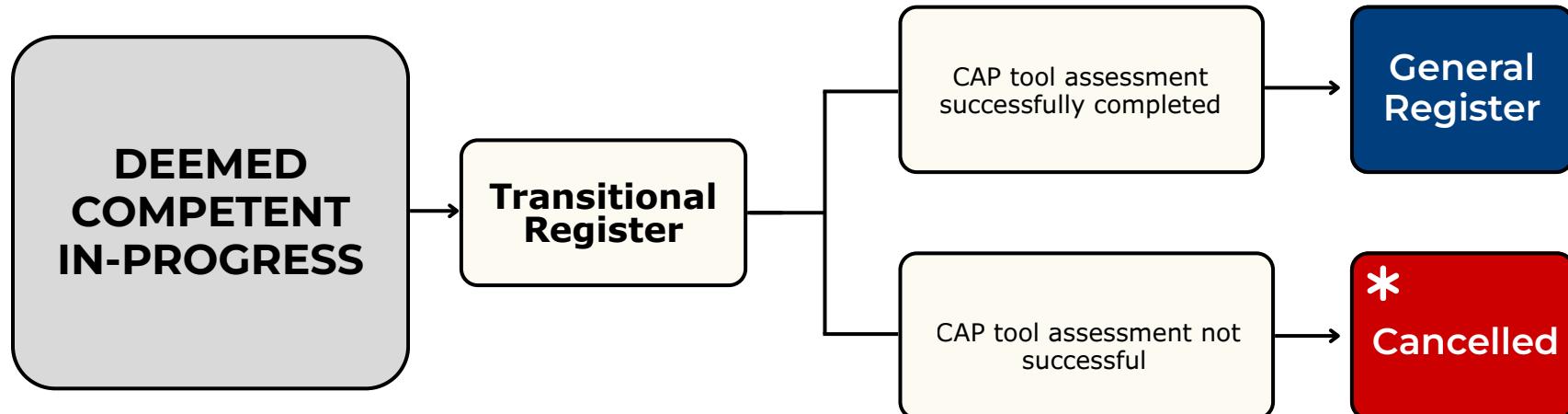
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Deemed Competent In-Progress

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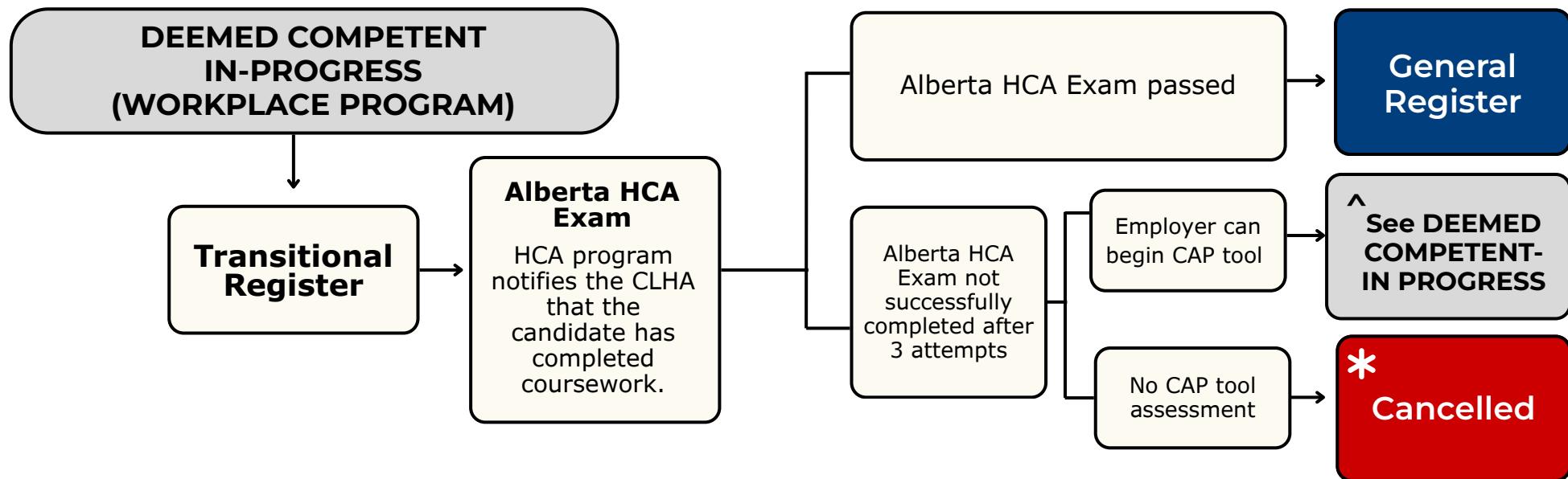
***** If an HCA's registration is cancelled due to a failure to meet requirements for the CAP tool, they must complete an HCA certificate program in order to reapply to the CLHA.

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.



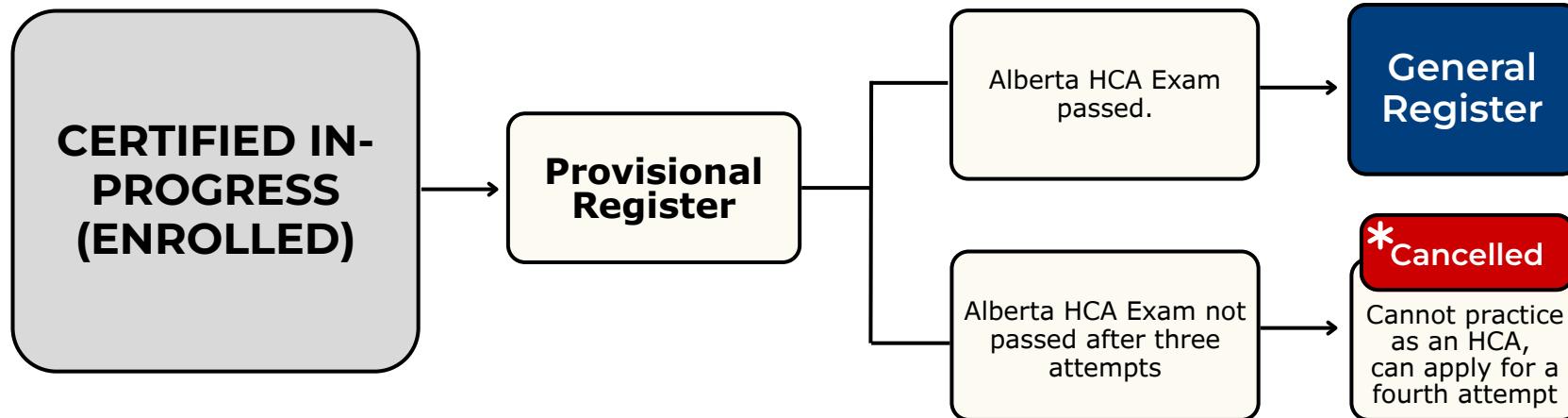
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Certified In-Progress (Enrolled)

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).



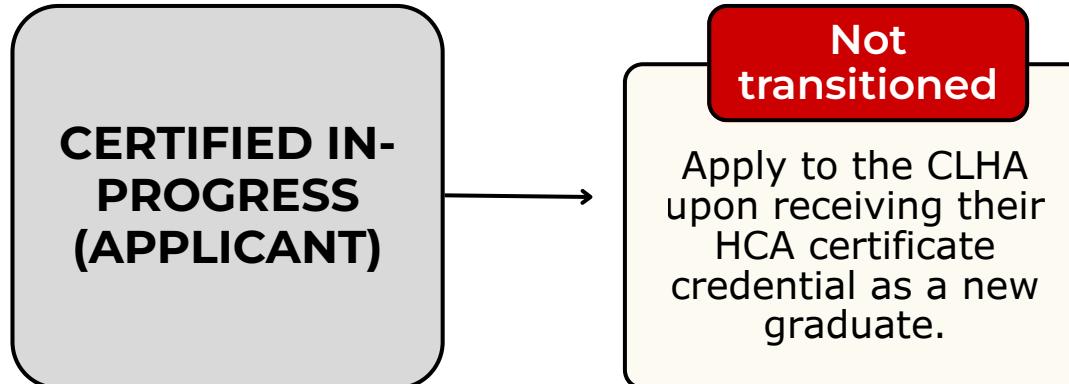
***** If an HCA's registration is cancelled due to a failure to pass the exam after four attempts, they must complete an HCA certificate program in order to reapply to the CLHA.



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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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