

Financial Incentive Program FAQs

Frequently Asked/Answered Questions

Important Updates!

Effective March 2023:

- The bursary opportunity is open to applicants who are employed on a full-time, part-time or casual employment basis.
- If you are planning to work for an agency that is a First Nation and/or Métis settlement Continuing Care facility or Home Care Agency, please email ABhcbursaries@NorQuest.ca as soon as possible for further instructions.

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 an 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.

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, within one-year of commencing employment; **and**
 - work as an HCA within two months of receiving the HCA certificate.
- If eligible and approved, funds will be transferred into your account by NorQuest College, the Grant Administrator.

4. How much funding will I receive?

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

Amount (\$)	Continuing Care 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 an HCA with an identified continuing care operator
- 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 pro-rated and will depend on the number of hours you worked.
- NorQuest College will expect repayment of the pro-rated bursary amount within 30 days of the initial repayment notification.

6a) "I worked some of the required 1,000 hours in one calendar year with one of the approved continuing care 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 the grant administrator, NorQuest College. The 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 continuing care operator?

- If you are unable to obtain employment with an identified continuing care operator, you must re-pay the funding you received to NorQuest College.
- NorQuest College expects repayment of the pro-rated bursary amount within 30 days of the initial repayment 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 continuing care operator.
- If the new employer is also an identified continuing care 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.