

Following are answers to the common questions that prospective college students ask when researching career opportunities.

Hiring practices

We hire an average 10 residential care aides each year, typically in the spring of each year.

Smaller numbers of other disciplines – LPN, RN, Activation Assistant, Support Services and Dietary staff are also hired.

Starting wages are determined by the applicable Collective Agreements.

For example a residential care aide or activation aide receives \$21.94/hour as per the HEU contract.

Do new hires start as Casual, Part-Time, or Full-Time?

All new employees begin as casual, on-call employees. Employees may then apply for internal vacancies.

Have you hired from the College I am planning to attend?

We hire from any accredited college. Students who are fortunate enough to do a practicum at Glacier View Lodge may be in a better position to be hired because we will have had a chance to get to know them. If their performance is outstanding, that will be noticed.

What other attributes would be beneficial?

- Experience with seniors, especially those with complex health issues.
- Willingness to work as part of a vibrant team.
- Physical and emotional ability to carry out the duties involved in caring for seniors with complex health issues.
- Activity Aides requires the Activation Assistant Program, Food Safe, and a Class 4 Driver's license.
- Other educational courses such as dementia care.
- Must be prepared to work all shifts (days, evenings, nights, weekends and holidays) Those expecting to work straight day shifts should direct their efforts towards Home Support.
- Casual employees must be available during peak vacation periods (summer and Christmas time).

Licensed Practical Nurses

How many did we hire last year?

In 2009, we hired 4 LPN's

How many do we anticipate hiring this year?

This year we have hired 4 LPN's. If we can retain these individuals, it is not likely that we will hire any others; otherwise perhaps two.

Starting wage: \$24.76 /hour – wages negotiated by the Union.

Do new hires start as Casual, Part-Time, Full-Time

All start as casual.

Have you hired from the College I am planning to attend?

We hire from any accredited college. Students who are fortunate enough to do a practicum at Glacier View Lodge may be in a better position to be hired because we will have had a chance to get to know them. If their performance is outstanding, that will be noticed.

How many LPN's do we have on staff?

We have 12 LPN's currently working.

How many shifts do we have for LPN's?

There are three part-time positions; 2 on days and one evening position. We require our LPN's to work to full scope, i.e. medication delivery & wound care management.

What other attributes would be beneficial?

- volunteer experience with seniors
- a background as a residential care aide
- evidence of working well on a team
- conscientiousness around safety