

Job Shadowing

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Job Shadow Definition and Requirements

1. What is job shadowing?

Job shadowing is a temporary, non-paid career exploration opportunity for an individual to observe an AHS employee within their role and scope of practice. Job shadowing is an observational only experience generally consisting of a one (1) day opportunity which can be extended at the discretion of the manager.

*It is up to individual managers to determine if they will allow job shadowing to proceed on their unit/in their program.

2. Who is eligible to participate in a job shadow?

Job shadowing is available to anyone who completes and submits the necessary requirements and documentation. However, there is no guarantee the request will be supported because each individual observational experience is based upon manager's approval.

3. What are the necessary requirements from prospective job shadowers?

- Once you have found a host, please fill out the External Participant Job Shadow online registration, found on the [AHS website](#), which will be sent to the unit manager for approval.
- Submit immunization records to the manager.
 - It is strongly recommended job shadowers have the following vaccinations and/or immunizations: pertussis (whooping cough), tetanus + diphtheria, measles, mumps, rubella, polio, hepatitis B, varicella (chickenpox), seasonal influenza and tuberculosis skin test
- Watch the [Information & Privacy and IT Security & Awareness video](#).
- Complete the [online learning module](#).
- Submit a signed Confidentiality and User Agreement, found on the last page of the online learning module, to the manager.
- The manager will then need to fill out the [Job Shadow Enrollment Record](#) and email it to us student.strategies@albertahealthservices.ca.

4. Is the job shadower required to submit a criminal record check?

No, the observational nature of a **typical one day** job shadow experience **does not require** a criminal record check. If the request extends beyond **5 business days (38.75 hours)**, a satisfactory criminal record check dated no more than 90 days prior to the commencement of an observational experience is required for external job shadowers.

5. What is the difference between 'Take Our Kids to Work' and 'job shadow'?

[Take Our Kids to Work](#) is a one day program in November for Grade 9 students to come and observe a parent or host in the workplace. Job shadow is available year round and participation is open to anyone interested in career exploration.

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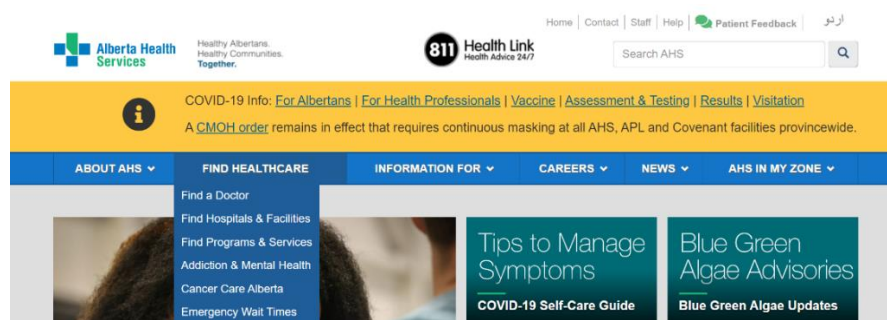
Initiating a Job Shadow Experience

6. How can a prospective job shadower initiate a job shadow experience?

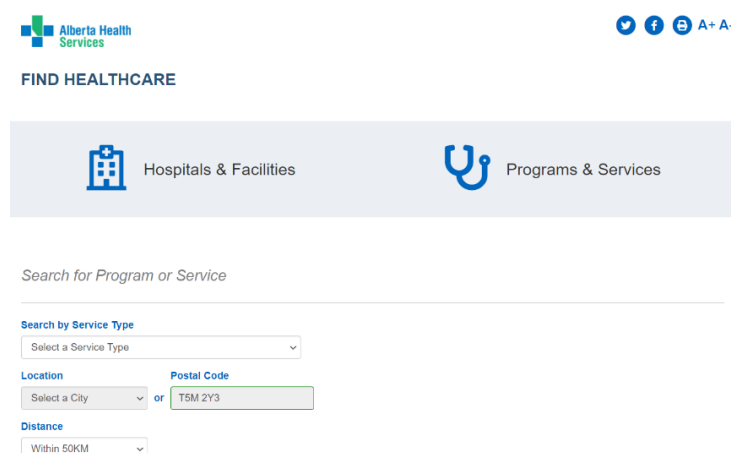
The first step is to find an AHS employee that is able to host a job shadower in their department.

7. How can a prospective job shadower find the contact information for the department that they would like to observe?

The [AHS website](#) allows for external individuals to search for an appropriate department to observe in a job shadowing experience. Please use the following steps to search for department contact information in your area: Use the 'Find Healthcare' Menu to locate facilities and services in your area



Select 'Find Programs & Services' then enter your search parameters



If the search does not yield a satisfactory response, contact student.strategies@ahs.ca for assistance.

Please note that some specialties may not be available in all locations.

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8. What is the timeframe for a job shadow?

Job shadows are typically one (1) day in duration but it is up to the manager to decide on the length of time that the observational experience will take place in their department.

If the request is for an extended length of time, please contact student.strategies@ahs.ca to confirm the request fits within the description of a job shadow.

9. Does Student Engagement approve or deny job shadow requests?

No, job shadow requests are not reviewed by Student Engagement. The decision to approve or deny the request is up to the applicable manager.

Documentation and Submission Requirements

10. What documentation is the manager required to submit to Student Engagement?

Since moving to an online registration, there are no further documents that need to be submitted to Student Strategies. The manager will sign the online registration that is sent to their email and confirm that immunization records have been reviewed, and that confidentiality training has been completed.

The manager should not retain or submit the immunization record. The immunization record should be reviewed to ensure it meets the requirements and then be returned to the job shadower.

11. Does the manager need to keep a copy of the Job Shadow Enrollment Record and AHS Confidentiality & User Agreement?

Since moving to the online registration, there are no further documents that the manager needs to save. Once the job shadower has completed the Confidentiality & User Agreement, the manager will send the forms to Human Resources at hrdataadmin.ahs@ahs.ca.

12. Can managers increase the minimum immunization requirements based on the client/patient population in their unit/department or program?

Absolutely. There is potential for risk associated with an external person coming into AHS facilities. Managers have the ability to increase the minimum immunization requirements in their unit/department to mitigate risk and ensure a safe and healthy environment for our patients.

13. Who verifies that the immunization record meets AHS requirements? If a manager requires assistance interpreting the immunization record, who can they contact?

The manager is responsible for verifying the job shadower's immunization record. If the manager requires assistance in verifying required immunizations, it is recommended they contact their local Workplace Health & Safety Advisor or Occupational Health Nurse.

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14. Can someone who is not an AHS employee access the AHS Information & Privacy and IT Security & Awareness course and video?

Yes, the [Information & Privacy and IT Security & Awareness video](#) and [online learning module](#) are available on the external AHS website.

15. How does a manager ensure that the job shadower has completed the online learning module?

Upon completion of the Information & Privacy and IT Security & Awareness training, the job shadower will be prompted to the AHS Confidentiality & User Agreement. The job shadower will be required to complete this and submit it to the applicable manager. Once the manager receives this form, they will know that this requirement has been fulfilled.

16. What is the AHS photo identification process?

It is required for the job shadower to have an identifying nametag on them at all times while in an AHS facility. If your site cannot accommodate the [request](#) for a valid AHS photo identification, please create a generic nametag stating the job shadower's name and status as a job shadower.

Job Shadow Liability

17. Who is responsible for supervising the job shadower?

The manager and employee (host) must ensure that the job shadower is aware of and complies with the policies, directives and practices, such as confidentiality and safety. The job shadower must never be left unattended.

18. Are job shadowers covered under Worker's Compensation Board - Alberta?

No, the coverage does not extend to job shadowers.

19. Are job shadowers covered under AHS Liability Insurance?

No, the job shadower would not qualify under the definition of "insured" in the liability policy wording. There would be no applicable coverage for job shadower's negligence.

20. Who is liable for the job shadower?

The manager and employee take responsibility for the job shadower and their actions while they are observing within an AHS site.

21. Is the job shadower able to provide any direct services to clients or patients?

No. Job shadowing is strictly observational and there shall be no client/patient contact.

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22. What does 'no client/patient contact' mean?

No client/patient contact means that a job shadower may not have any hands-on contact with clients or patients. This type of experience is strictly observational.

23. Can the job shadower be granted an AHS username for computer access?

No, this type of access would fall outside the definition of job shadowing and would no longer be an observational experience.

Important Considerations and Contact Information

24. Who should be notified when a job shadow is taking place in a department/unit?

The manager and employee (host) must notify all employees and patients within the department/unit of the upcoming job shadowing experience.

25. If I need assistance, who can I contact?

If you have questions in regard to job shadowing at Alberta Health Services, please contact Student Engagement at student.strategies@ahs.ca.