

*Northwest Territories  
Health & Social Services  
System*

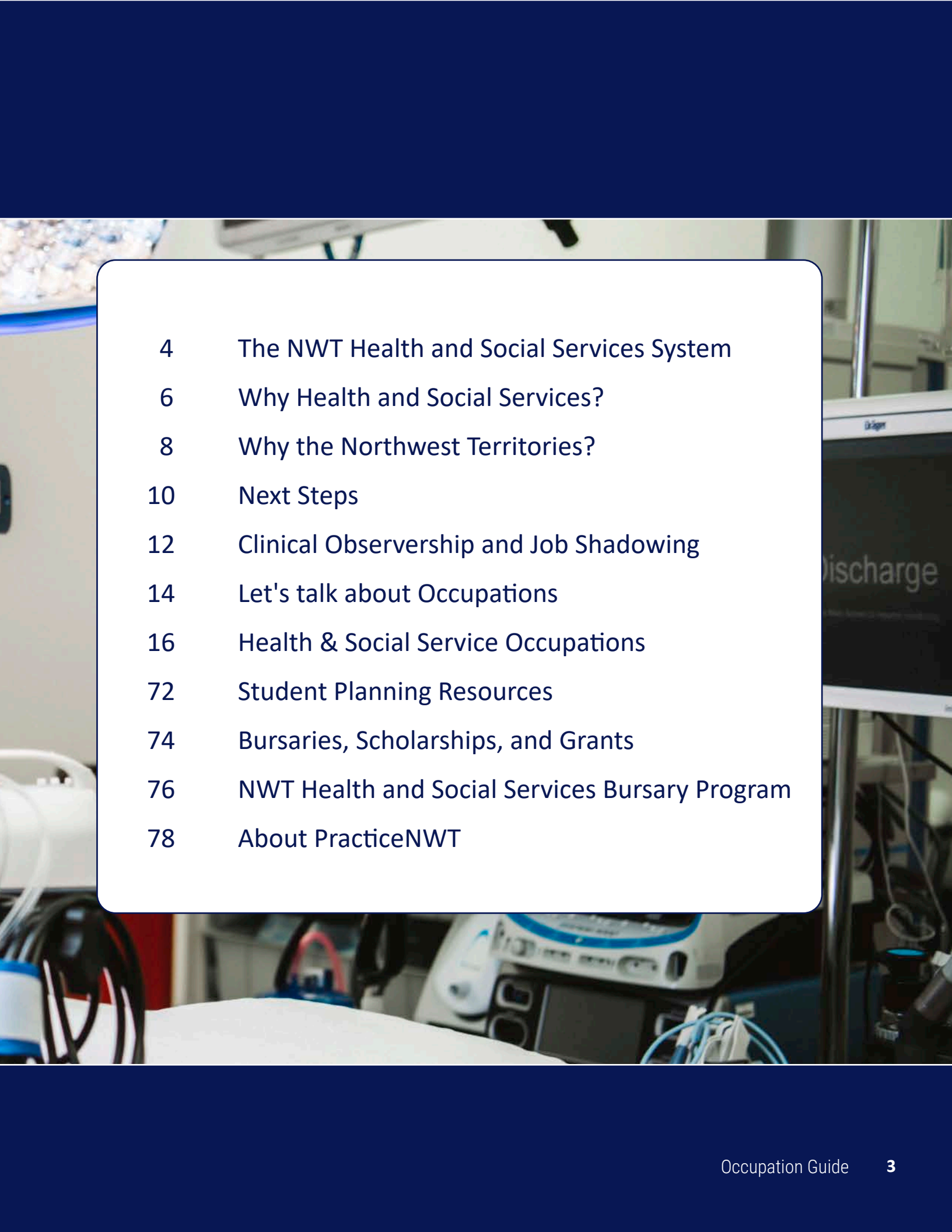
# *Occupation Guide*



# In this Guide...

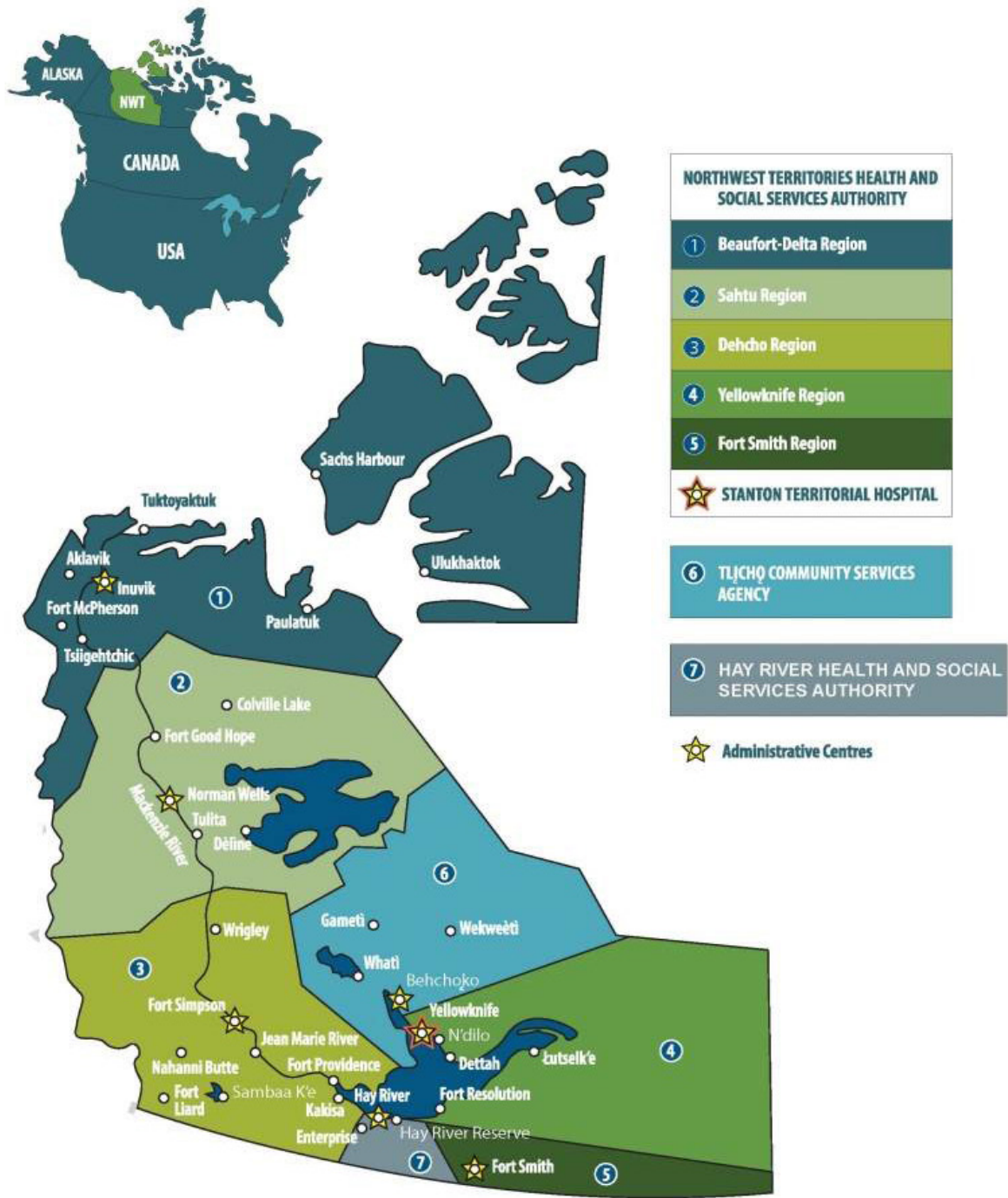


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# The Northwest Territories Health and Social Services System





The Northwest Territories Health and Social Services System is made up of four organizations:

- The Department of Health and Social Services
- The Hay River Health and Social Services Authority
- The Northwest Territories Health and Social Services Authority
- The Tłıchǫ Community Services Agency

The three authorities and the department work together in partnership to provide services and care to a population of 45,000 Northwest Territories residents in 33 communities, as well as residents in the Kitikmeot Region of Nunavut.

The entire Northwest Territories Health and Social Services System is made up of about 2,500 employees!

# Why Health and Social Services?

Health and social services professionals are essential to our communities. A career in health and social services offers endless opportunities for growth and change, while providing services that can be deeply rewarding. It is also one of the largest and fastest-growing areas of employment in Canada!

Are you curious what careers in health and social services would be a good fit for you?

## Do you enjoy helping others?

At the core of all health and social service occupations is the desire to want to help others and change their lives. Every job in the health and social services system has an impact on clients and patients, and the care they receive.

## Do you want to help make a difference?

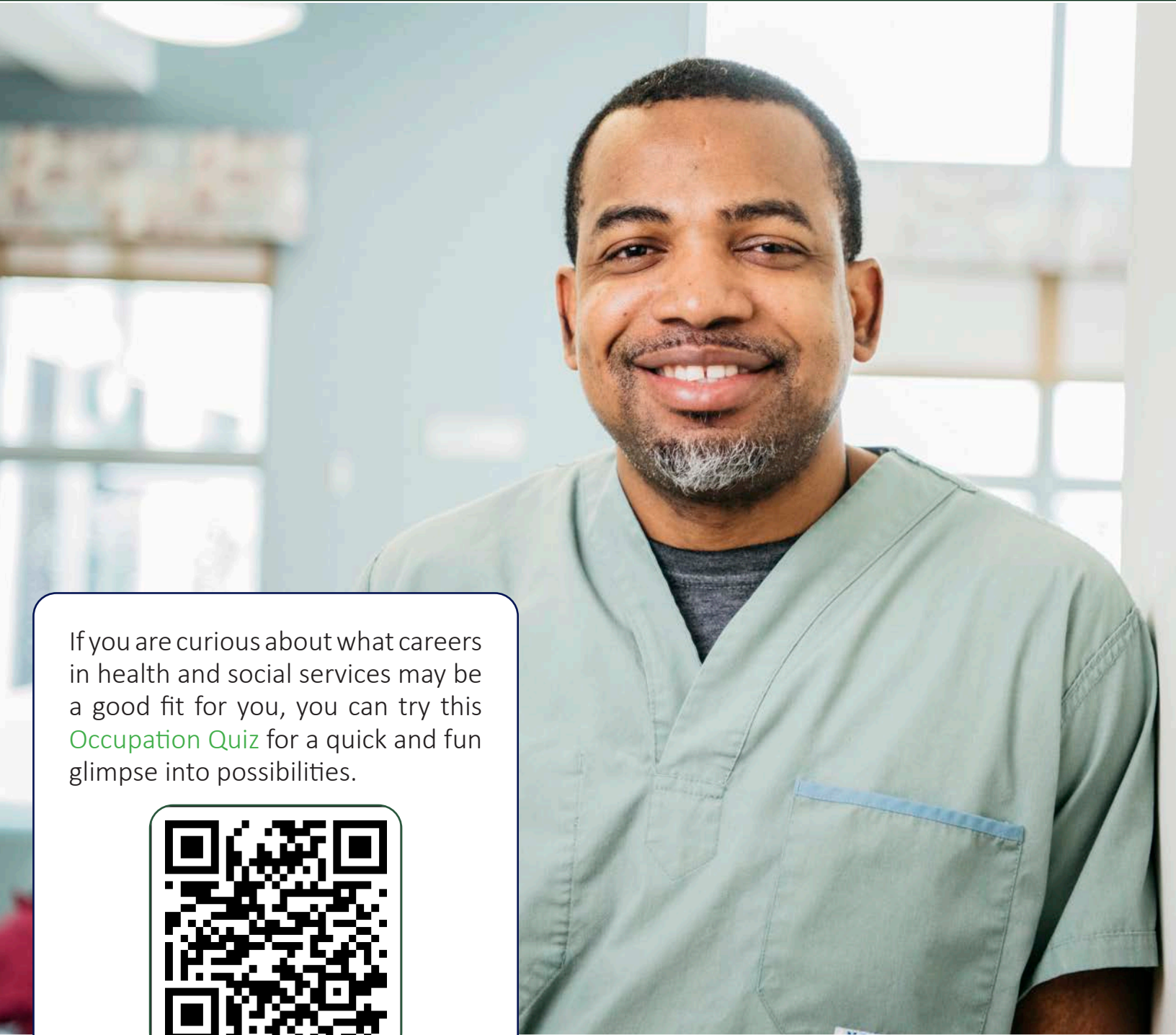
A healthy community is a strong community. Having access to high quality health and social services is important for residents. By choosing an occupation in health and social services, you will have a direct impact on the well-being of residents and communities across the NWT.

## Do you like variety?

There is a wide variety of jobs available in many fields within the Northwest Territories' Health and Social Services System. Do you love working directly with clients and patients? Do you prefer working with technology and machines? Do you prefer regular processes or different challenges every day? Depending on your interests and areas of passion, there is huge variety of jobs to choose from.

## Do you enjoy working with technology?

Some of the jobs in health and social sciences are highly technical. If you like to be on the cutting edge, these careers could be for you.



If you are curious about what careers in health and social services may be a good fit for you, you can try this [Occupation Quiz](#) for a quick and fun glimpse into possibilities.



# Why the Northwest Territories?



There are so many incredible communities and opportunities across Canada. What makes the NWT unique? Great question! There are plenty of reasons to work in the NWT, such as:

## Working close to home and helping your community.

Many NWT students return home to live closer to friends and family, and to give back to their community by providing essential care and services.

## Working in smaller, close-knit environments

Many graduating students find that once they start working down south, that facilities are too big, and they get lost in the crowd, or get “stuck” in a position with no room to grow. In the NWT, you’re a valuable member of the team and there are many opportunities to advance your skills early on with hands-on learning and professional development!

## High salary and great benefits

The Northwest Territories has some of the highest salaries for health and social services occupations in Canada, combined with great benefits including health and dental, paid leave, parental leave, and more. On top of that, for students with remissible loans from Student Financial Assistance, it’s a great way to pay off student loans faster!

## Expanded opportunities

Professionals in the NWT have the unique opportunity to use a wide range of skills in their day-to-day work, setting them apart from many of their colleagues in the south. Continued learning, collaborating in smaller teams, and working independently allows NWT employees to feel confident that they can take on whatever comes their way.

## Collaborating with teams

While there are plenty of opportunities to work independently, many health and social services positions collaborate with a team - forming close relationships with colleagues that rely on one another to provide excellent care.

## Travel

One of the many perks of working in health and social services within the NWT is the opportunity to travel between the communities or for professional development. There are many ways to use and build your skills and explore at the same time!

# Next Steps



Choosing a career path can feel overwhelming. Some things to consider...

## Ask for Input

Often the best place to start is by speaking to people with experience. Consider talking to your friends and family, school guidance counsellors or your favourite teachers, or professionals working in the field(s) that interest you.

## Explore possibilities

Researching opportunities can help you discover what matters most to you and will give you a clearer idea of what careers align with your passions. Spend time learning about:

- Opportunities in the Northwest Territories.
- Occupations you may want to pursue.
- Post secondary schools and programs that are interesting to you.

## Build your skills and experiences

While you may not have the education and training to work in occupations that interest you yet, you can begin building important skills right now! Look at the skills required for the jobs and find opportunities to learn them through:

- Selecting related high school studies and projects;
- Volunteering in the community. For ideas on where, check out the [Government of Canada Contribute to your Community](#) page;
- Working in afterschool and summer jobs that help build your skills; or
- Job shadowing! (see the next page)

## This guide...

...is here to help! Over the next sixty pages, you will find details about health and social service occupations with schools that offer relevant programs, as well as resources that can link you to supports, experts, and opportunities.

# Clinical Observership and Job Shadowing

The NWT Health and Social Service System Clinical Observership and Job Shadowing Program can provide you with first-hand, short-term opportunities to experience health and social service jobs alongside professionals in occupations that interest you!

It will help you gain exposure to an occupation, while observing Mentors in their day-to-day work!

The program is intended to:

- Provide insight into personal suitability. Through exposure to a profession and the work involved, you will gain a better understanding of whether a profession/career is a good fit for you.
- Promote networking / contact building. The program offers an opportunity to establish professional relationships with individuals actively working in an occupation of interest. This can help establish professional networks and build formal and/or informal mentor-mentee relationships.

Clinical Observerships and Job Shadows are unpaid, are not connected to any university program, and range in duration from 2–4 hours up to a maximum of five workdays.

Visit the Student and Youth section of the PracticeNWT website or email us at [PracticeNWT@gov.nt.ca](mailto:PracticeNWT@gov.nt.ca) for more information.



# Let's Talk about Occupations...



## NWT Health and Social Services Occupations

The next several pages outline many of the occupations in the NWT Health and Social Service System. For each occupation listed, you will read a brief description of the duties of the occupation, the work environment, the NWT salary, and the required skills and attributes. The Educational requirements and some schools that offer relevant programs are also listed.

## National Occupation Classification (NOC) System

Each of the positions within this guide has its national occupation classification system code listed in the top right corner.

This system identifies and categorizes jobs based on the training, education, experience, and responsibilities. On the Government of Canada National Occupation Classification website ([noc.esdc.gc.ca](http://noc.esdc.gc.ca)), you can search the NOC or the job title to learn more about duties, educational requirements or other useful information.

## 20-year Jobs In-demand Forecasts

The Department of Education, Culture and Employment has a *Jobs in Demand Handbook* that offers projections about the future of high-demand occupations in the Northwest Territories. (<https://www.ece.gov.nt.ca/en/services/labour-market-information/20-year-jobs-demand-forecasts>)

## Job Descriptions

Full Government of the Northwest Territories Job Descriptions can be found at the GNWT Position and Salary Information website: <https://www.fin.gov.nt.ca/en/services/position-and-salary-information>

# Health and Social Services Occupations

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- Otolaryngologist
- Pediatrician
- Psychiatrist
- Radiologist



# Community and Cultural Health

# Clerk Interpreter

NOC 33109

Salary in the NWT: \$68,699- \$82,037

Education: 6-month Records Management and Medical Terminology Courses

A Clerk Interpreter is the first point of contact in health care clinics. They greet clients in person and over the phone, and relay important information to other staff and physicians for their clients. Interpreters provide translation and/or explanations of care plans to the client to ensure they understand the care they are receiving.

Clerk interpreters must be excellent communicators, comfortable working independently, and be empathetic and patient.

Clerk Interpreters need to have Grade 12, be fluent in a location-appropriate Indigenous language, and have completed both a Records Management Course and a Medical Terminology Course. Schools that offer these programs include:

## Records Management Courses:

- Fleming College
- Roberston College
- Southern Alberta Institute of Technology (SAIT)
- University Fraser Valley
- University of Toronto

## Medical Terminology Courses:

- Canadian Red Cross
- Mohawk College
- Northern Alberta Institute of Technology (NAIT)
- North Island College
- Seneca College



## Dietary Aide

NOC 65201

Salary in the NWT: \$68,699- \$82,037

Education: 2-3 Year Red Seal Apprentice as a Cook

Dietary Aides prepare safe and nutritious meals, and assist in the overall operation of food service delivery to ensure a healthy and balanced diet for healthcare patients. Dietary Aides assist in food preparation, cafeteria operations, and patient meal service. They work in hospitals, nursing homes, and long-term care facilities, and need a thorough knowledge of food, food preparation and equipment, safe food handling, proper storage methods, nutrition, and portion control. Dietary Aides need to be reliable and able to work independently and with minimal supervision. They should have strong interpersonal and organizational skills, and be customer service focused.

Dietary Aides are asked to complete a Red Seal Apprentice Certificate as a Cook. Schools that offer this program include:

- Camosun College
- SAIT
- Thompson Rivers University
- College of the Rockies
- Red Deer Polytechnic

## Community Health Representative

NOC 33109

Salary in the NWT: \$76,557- \$91,436

Education: 6-month Community Health Representative Training

Community Health Representatives work with community members, health and social services professionals and other agencies to promote and provide healthy lifestyle programs. Community Health Representatives work as liaisons between the community and the health authority, and advocate for the needs of community members and their families. They also collaborate in research projects to offer disease prevention programming, school health programs, and immunization clinics.

Community Health Representatives need to have strong communication skills, demonstrate empathy, and have a passion for healthcare promotion and patient advocacy.

Community Health Representatives need to complete a Community Health Representative Training Program, offered at Aurora College.

# Personal Support Worker

NOC 33102

Salary in the NWT: \$73,905-\$88,277

Education: 1-Year Personal Support Worker Program

Personal Support Workers work with other healthcare professionals to help patients and clients lead active and fulfilling lives. They assist clients with activities of daily living, including meal prep, feeding, and personal care. Personal Support Workers understand human physiology, anatomy, mental and physical health, and patient care techniques. They work in many different facilities including hospitals, private homes, nursing homes, and long-term care facilities. Personal Support Workers are compassionate and patient, have good hand-eye coordination and strength to assist clients, strong communication and social skills, and are able to work independently.

Personal Support Workers need to complete a one year program in Personal Support Work, including a practicum. Schools that offer this program include:

- Aurora College
- Centennial College
- Manitoba Institute of Trades and Technology
- Niagara College

# Resident Care Aide

NOC 33102

Salary in the NWT: \$73,905-\$88,277

Education: 1-Year Certified Nursing Assistant or Long-Term Care Aide Program

Resident Care Aides provide personalized care for residents living in long term care facilities. Resident Care Aides ensure the safety and comfort of residents, help them maintain their hygiene, encourage them to be physically active, and promote their independence and mental well-being. They advocate for the resident and help with communication between them, their family, and other healthcare providers. Resident Care Aides are compassionate, respectful, and patient. They should have good hand-eye coordination and strength to assist clients, strong communication and social skills, and be able to work independently.

Resident Care Aides need to complete a one year program in Certified Nursing Assistant or Long-Term Care Aide Program, including a practicum in an applicable institution, group home, or homecare setting. Programs are offered at:

- Robertson College
- Saskatchewan Polytechnic
- Thompson Rivers University
- Vancouver Island University



# Emergency Medical Responder

NOC 33102

Salary in the NWT: \$82,232- \$98,202

Education: 1-2 year Emergency Responder Certificate

Emergency Medical Responders provide entry level medical and trauma care in emergent situations. They provide safe and appropriate initial assessments of patients in the field, and the safe transport of patients to the proper healthcare facility. They also provide public safety education programs and health promotion activities to residents, including programs about snow mobile safety, influenza prevention, and student-focused safe and healthy lifestyles. They also perform minor maintenance and repairs to emergency vehicles and related equipment.

Emergency Medical Responders require the completion of Emergency Responder Certificate, must have a valid class four driver's license, and their Healthcare Provider CPR. Schools that offer Emergency Responder Certificate Programs include:

- Lethbridge College
- NAIT
- Portage College
- Parkland College
- SAIT

# Oral Health Professional

NOC 32111

Salary in the NWT: \$96,876- \$115,733

Education: 2-4 year Dental Hygiene Diploma

Oral Health Professionals' work is integral to the health and social services system. They work in health and social services centres, long term care facilities, communities, and schools to provide one-on-one consultation with clients of all ages. They also conduct research and provide training and education workshops.

Oral Health Professionals are compassionate and experienced educators that offer health promotion programming, and disease prevention information. They have strong public speaking and communications skills, are organized, dedicated, and have strong critical thinking skills.

Oral Health professionals must successfully complete a dental hygiene diploma or bachelor program and have two years of experience in private practice. Schools that offer this program include:

- Algonquin College
- Dalhousie University
- Saskatchewan Polytechnic
- Camosun College
- University of Manitoba





# Health Administration

# Program Assistant

NOC 33109

Salary in the NWT: \$73,905- \$88,277

Education: 2-year Medical Office Assistant Program

Program Assistants are an essential part of the integrated team. They support the coordination and management of administrative duties to ensure patients have access to timely, professional, and sustainable health and social services.

Program Assistants have strong communication, multi-tasking, and time management skills, and are comfortable working independently and in a team.

Program Assistants need to complete a Medical Office Assistant diploma, or have experience in a medical or healthcare facility as a clinic assistant along with the successful completion of a Medical Terminology course. Schools that offer **Medical Office Assistant** programs include:

- British Columbia Institute of Technology (BCIT)
- Manitoba Institute of Trades and Technology
- NAIT

# Medical Transcriptionist

NOC 12110

Salary in the NWT: \$76,557-\$91,436

Education: 6-month- one-year Medical Transcriptionist Program

Medical Transcriptionists are responsible for the transcription of medical reports, letters, and other medical documentation for the health and social services team. Medical Transcriptionists are often employed by hospitals, medical clinics, and/or doctors' offices.

They have excellent written and oral communication skills, work efficiently and independently, and are detail-oriented.

The training required to become a Medical Transcriptionist can be obtained through certificate or diploma programs and/or distance learning in six months to one year. Schools that offer **Medical Transcriptionist programs** include:

- Algonquin College
- Seneca College
- Vancouver Community College
- Niagara College



# Social and Community Services

# Behavioural Health Worker

NOC 41300

Salary in the NWT: \$88,413- \$105,593

Education: 2-year Diploma in Human or Social Sciences

Behavioural Health Workers typically work within the Psychiatry Unit and Emergency Department at a Hospital. They support patient care by maintaining a safe and therapeutic work environment. Using de-escalation techniques, they help maintain a therapeutic setting by attending to the behavioural needs of the patient and providing physical assistance when required. Behavioural Health Workers are actively involved in the assessment, treatment, and care planning of individuals experiencing mental health symptoms. Safety is the primary focus of their work. Behavioural Health Workers should be patient and compassionate, have strong communication and social skills, be good problem-solvers, and be able to remain calm and level-headed in emergencies.

Behavioural Health Workers require a [Diploma in Human or Social Services](#), such as criminology, social work, or public administration. Schools that offer relevant programs include:

- College of the Rockies
- Red Deer Polytechnic
- LaSalle College
- Vancouver Island College

# Healthy Family Worker

NOC 41300

Salary in the NWT: \$88,413-\$105,593

Education: 2-year Early Childhood Education or Social Work Diploma

Healthy Family Workers deliver programs that offer family support, education, and community engagement for families with young children. Their goal is to build upon the strengths of families and communities, support parents, and ensure healthy child growth and development. They work in collaboration with Knowledge Holders, Elders, and other health and social services providers to ensure their clients receive well-rounded and appropriate support. They have a commitment to providing support and education, are comfortable with community outreach and relationship building, and are strong communicators. They enjoy working one-on-one with adults and children, are well-organized, empathetic, and comfortable working alone and in teams.

Healthy Family Workers need a diploma in [Early Childhood Education or Social Work](#), which typically takes 2 years. Schools that offer these programs include:

- Aurora College
- Lethbridge College
- Thompson Rivers University

# Social Worker

NOC 41300

Salary in the NWT: \$101,400- \$132,717

Education: 2-4 years. Diploma or Bachelor of Social Work

Social Workers help individuals, families, groups, and communities to build healthy lifestyle skills and assist clients to resolve problems. Social work is not only concerned with individual and personal problems, but also broader social issues like poverty and domestic abuse.

Social Workers have a strong commitment to social justice, are excellent listeners and communicators, have strong problem solving and decision-making skills, can maintain calm in high stress situations, and are comfortable working one-on-one with clients.

A diploma or bachelor program in **Social Work** is required. Schools that offer these program include:

- Red Deer Polytechnic
- University of Calgary
- Thompson Rivers University
- University of BC
- University of Manitoba

# Mental Health Counsellor

NOC 41301

Salary in the NWT: \$106,158- \$126,809

Education: 4-6 years. Bachelor or Master's, Clinical or Counselling Psychology, or Clinical Social Work

Mental Health Counsellors, and Mental Health and Addictions Counsellors (Counsellors) work with a variety of clients either individually or in groups, to help them to manage their personal and social issues. Counsellors teach coping skills, provide support, and safe spaces to speak.

Counsellors can be found in hospitals, rehabilitation clinics, correctional facilities, and private practice. They should be good listeners and have a lot of empathy. They must have the ability to remain calm in stressful situations.

Counsellors require Bachelor and Master's degree in Clinical Psychology, Counselling Psychology, or Clinical Social Work. Schools that offer these programs include:

- University of BC
- University of Regina
- University of Victoria





# Health Research and Policy

# Community Development and Wellness Planner

NOC 41404

Salary in the NWT: \$101,400- \$121,076

Education: 4-year bachelor degrees in health, social, or community development

Community Development and Wellness Planners play a key role in supporting communities in funding research, and in the development, implementation, and reporting of community-based wellness programs. The Planner needs to develop strong relationships in the community, and have excellent research and communication skills in order to provide advice on community wellness and development.

Community Development and Wellness Planners require a **bachelor's degree in Health, Social, and Community Development** areas. Schools that offer this program include:

- University of Calgary
- University of Victoria
- Wilfred Laurier University

# Environmental Health Officer

NOC 21120

Salary in the NWT: \$111,131- \$132,717

Education: 4-years. Bachelor Degree and years of experience

Environmental Health Officers are responsible for implementing environmental public health programs that control factors in the human environment that may adversely affect people's health. Environmental Health Officers work on programs that provide guidelines for drinking water, food service and supply, communicable disease investigation and control, air quality, community and environmental sanitation, tobacco control, and personal services (i.e. piercing, tattoos, hair and nail establishments).

Environmental Health Officers assess, respond to, and mitigate risks to public health and safety by conducting inspections of premises and activities, and issuing or rescinding permits. They will also review, assess, and approve relevant plans and proposals such as building system plans for food establishments, water treatment plants, or development proposals for mines.

Schools that offer **Bachelor degrees in Environmental Health** include:

- British Columbia Institute of Technology
- Coast Community College

# Epidemiologist

NOC 21210

Salary in the NWT: \$116,259- \$138,879

Education: 6-years. Bachelor Degree followed by a Master's in Epidemiology

Epidemiologists provide leadership and expertise on the analysis of population health determinants and outcomes. They design surveillance and data collection methods, investigate, and analyze information regarding diseases and health status.

Epidemiologists are knowledgeable in bio-statistical research and analysis and are comfortable presenting analytical results in reports and presentations.

Epidemiologists are focused on improving and preserving the health and wellness of the public, while improving the effectiveness and efficiency of health and social programs.

Epidemiologists need a **Master's in Epidemiology**. Schools that offer this program include:

- Lakehead University
- Queen's University
- University of Ottawa

# Health Economic Policy Advisor

NOC 41401

Salary in the NWT: \$116,259- \$138,879

Education: 4-6 Years. Bachelor's degree in Finance and CPA designation

Health Economic Policy Advisors are responsible for conducting research on issues related to financial policies that directly affect the health and social services system.

They develop guidelines that monitor and evaluate financial operations across the system to maximize effective spending. They also present their research and recommendations to others through presentations, reports, and training programs.

Health Economic Policy Advisors have very strong skills in math, enjoy working with computers and data, are excellent problem solvers, have strong research and communication skills, and are comfortable presenting and public speaking.

Health Economic Policy Advisors need a **bachelor's degree in a finance** area, which typically takes four years to complete. Schools that offer this program include:

- Athabasca University
- University of Alberta
- University of Calgary

Also required is a **Canadian Professional Accountant (CPA) Certification Program**.





## Infection Prevention and Control

NOC 31301

Salary in the NWT: \$111,131- \$138,879

Education: 2-4 Years. Diploma or Bachelors Degree in Nursing or Allied Health

Infection Prevention and Control (IPAC) Coordinators are responsible for advising, supporting, implementing maintenance, and evaluation of IPAC practices, to minimize risk of infectious disease for clients, staff and visitors. IPAC Coordinators require strong problem solving and decision-making skills, are able to work under pressure, and have a strong understanding of how community and culture impact delivery of services.

Completion of a bachelor's degree in Nursing or other Healthcare Profession and a minimum of three years of work-related experience in a health or social services discipline are required, along with the completion of an **IPAC Canada approved Infection Protection and Control course**. This program is offered online through IPAC Canada. More information on IPAC can be found at: **IPAC Canada**.

## Quality Risk Manager

NOC 41401

Salary in the NWT: - \$116, 259- \$138,879

Education: 4-years. Bachelors in Nursing or Allied Health, plus years of experience

Quality Risk Managers are responsible for preventing risk to the organization by identifying threats and putting plans in place to minimize, and/or avoid adverse situations. They train staff on risk assessment and quality assurance procedures, and work in hospitals, continuing care facilities, rehabilitation centers, nursing homes, and within finance or operations divisions. Quality Risk Managers have strong problem solving and decision-making skills, are able to work under pressure, and are skilled in math and analysis.

Quality Risk Managers need to complete a bachelor's degree in the fields of risk management, law, finance, accounting, economics, business, nursing, allied health, or healthcare administration. They also typically also need a **Master's degree in Health Care Quality and Risk Management**. Schools that offer this program include:

- Queen's University
- University of Ottawa



# Other Health Professions

# Dietician

NOC 31121

Salary in the NWT: \$106,158 - \$126,809

Education: 4-year Bachelor Degree in Foods and Nutrition

Dietitians use the science of nutrition to help clients make healthy food and lifestyle choices. They assess the nutritional status of individuals and communities, and develop solutions and programs to help their clients reach their health goals. Dietitians also manage food service systems, conduct research, and host training workshops. Dietitians generally work individually, but are a member of the healthcare team and receive referrals from physicians, nurse practitioners, and other healthcare professionals. Dietitians work one-on-one with clients, have strong skills in communication, critical thinking and organization, and have a passion for lifelong learning and research.

Dietitians need to complete a four year **bachelor's degree in foods and nutrition**. Schools that offer this program include:

- McGill University
- University of Alberta
- University of Ottawa
- University of Saskatchewan

# Respiratory Therapist

NOC 32103

Salary in the NWT: \$106,158- \$126,809

Education: 2 - 4 year Diploma or Degree in Respiratory Therapy

Respiratory Therapists assist other healthcare professionals in the diagnosis, treatment, and care of patients with both chronic and short-term respiratory or cardiopulmonary disorders. They also treat patients in emergency situations as they arise.

Respiratory Therapists have strong skills in communication, empathy, critical thinking, and problem solving, and can work well in high stress and emergency situations.

Respiratory Therapists need to complete a **Respiratory Therapy diploma or degree**, which typically takes two to four years to complete depending on the school. Schools that offer this program include:

- NAIT
- Thompson Rivers University
- University of Manitoba

# Pharmacist

NOC 31120

Salary in the NWT: \$116,259- \$138,879

Education: 4-year Bachelor Degree in Pharmacy

Pharmacists promote health and well-being, and treat disease and disorders, through drug therapy and the promotion of wellness. Pharmacists work in collaboration with other healthcare providers to determine, monitor, and manage drug therapy, and counsel patients on the safe and appropriate use of drugs and complying with drug therapy instructions. Pharmacists in the NWT work in hospitals.

Pharmacists need to have good communication skills, be precise, have strong problem-solving skills, and be committed to continuous learning. Schools that offer [Bachelor's in Pharmacology](#) include:

- University of Alberta
- University of Manitoba
- Western University
- University of British Columbia
- University of Saskatchewan

# Midwife

NOC 31303

Salary in the NWT: \$121,641- \$145,295

Education: 4-year Bachelor in Midwifery

Midwives provide care for mothers and babies throughout pregnancy, during birth, and during the period after birth. Midwives can be found working in hospitals, clinics, birthing centers, and in the homes of their patients. Midwives are patient and compassionate, have strong communications and relationship-building skills, are able to manage high stress situations, and are efficient and confident in emergencies.

Midwifery requires the completion of an approved midwifery program and the successful pass of a certification examination. Schools that offer [Bachelor in Midwifery](#) programs include:

- McMaster University
- Toronto Metropolitan University
- University of British Columbia
- Mount Royal University

For more information about Midwifery in Canada, check out the Canadian Association for Midwives website.



# Technical Occupations in Health



# Reprocessing Technician

NOC 33109

Salary in the NWT: \$82,232- \$98,202

Education: 16-week to 1-year Medical Device Reprocessing Program

Reprocessing Technicians identify, inspect, and reprocess (decontaminate and sterilize) reusable medical and patient care equipment.

In this precision-driven field, reprocessing technicians use a variety of sophisticated decontamination and sterilization equipment and manual techniques to ensure that equipment used for medical purposes is cleaned and sterilized, is 100% safe for patient use, and is in complete and effective working order.

Reprocessing Technicians require a recognized **Central Services Technical Program** and one year experience in a Reprocessing Unit. Schools that offer this program include:

- Lethbridge College
- Red Deer Polytechnic
- Saskatchewan Polytechnic
- Vancouver Island College

# Medical Laboratory Technologist

NOC 32120

Salary in the NWT: \$96,876- \$115,733

Education: 2-3 year Medical Laboratory Technology Program

Medical Laboratory Technologists study blood and tissue samples, run laboratory tests, analyze the results, and send reports to clinicians. Their work is crucial to the accurate diagnosis, treatment, and prevention of diseases.

Medical Laboratory Technologists are detail-oriented, have strong time management and procedural skills, and are confident working independently.

Medical Laboratory Technologists require Medical Laboratory Technology diploma program and a period of supervised practical training. Schools that offer this program include:

- BCIT
- Cambrian College
- NAIT
- Saskatchewan Institute of Technology

# Medical Radiation Technologist

NOC 32121

Salary in the NWT: \$96,876- \$121,076

Education: 2-4 year Medical Radiation Technology Program

Medical Radiation Technologists are an integral part of the healthcare team, performing diagnostic imaging examinations and administering radiation therapy treatments. Medical Radiation Technologists work with high-level technology to achieve high quality images.

Medical Radiation Technologists may need to lift patients, maneuver heavy equipment, stand for long periods of time, and have good visual and hearing abilities. They use x-ray equipment, mammography equipment, and computerized tomography (C.T.) scanners to capture quality images that are used by Radiologists to diagnose diseases and injuries. Technologists have extensive knowledge of human anatomy, radiation protection, and imaging. They also need to provide safe, timely, and appropriate patient care.

Medical Radiation Technologists need to complete a two to four-year program - depending on the school - and pass the Canadian Association of Medical Radiation Technologists (CAMRT) certification exam.

Canadian Association of Medical Radiation Technologists (CAMRT) is the national professional association and certifying body for radiological, nuclear medicine, magnetic resonance imaging technologists, and radiation therapists.

Schools that offer Medical Radiation Technology programs include:

- BCIT
- NAIT
- Saskatchewan Polytechnic
- Cambrian College
- Red Deer Polytechnic





## Biomedical Engineering Technologist

NOC 22310

Salary in the NWT: \$101,400- \$121,076

Education: 2-year Biomedical Technology Diploma

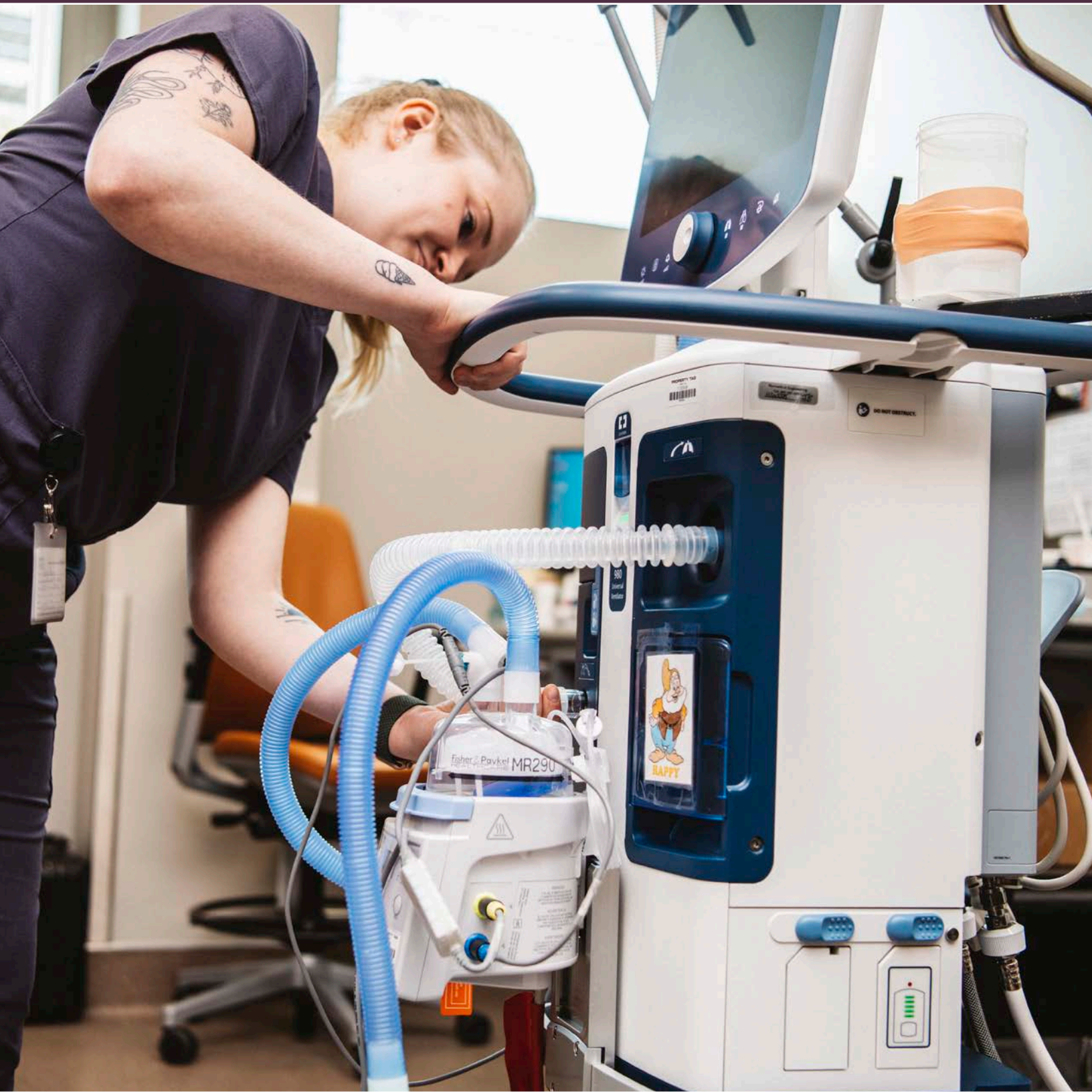
Biomedical Engineering Technologists are trained to support, maintain, and repair medical devices and systems within hospitals and health services clinics so that other healthcare professionals can use these machines in their day-to-day work.

In the NWT, Biomedical Engineering Technologists travel to communities throughout the NWT and Nunavut. They receive additional specialized training and get to work on an interesting and constantly changing range of health technology such as x-ray machines, specialized laboratory devices, dialysis machines, anaesthesia machines, ventilators, and physiological monitors.

Biomedical Engineering Technologists are skilled at working with technology, are excellent problem solvers, and strong communicators.

Biomedical Engineering Technologists need to complete a two-year Biomedical Technology Diploma Program. Schools that offer this program include:

- BCIT
- Centennial College
- College of the North Atlantic
- NAIT





# Ophthalmic Technician

NOC 32109

Salary in the NWT: \$106,158- \$126,809

Education: 2-year ophthalmic medical technologist program

Ophthalmic Technicians examine, assess, diagnose, and treat conditions affecting the eyes. Ophthalmic Technicians perform and record patients' ocular examinations to obtain necessary information and data for proper diagnoses and treatment.

Ophthalmic Technicians travel to remote communities in NWT and Nunavut to prescribe eyeglasses, screen for eye disease, and assist the Ophthalmologist in the Operating Room.

Ophthalmic Technicians need to be able to concentrate intently and have a steady hand for examinations and assisting in surgery, be committed to continued education, and enjoy travelling to small communities.

Ophthalmic Technicians must attend an accredited Ophthalmic Medical Technologist Training Program.

Program in the Northwest Territories:

The Ophthalmic Medical Technologist Training Program is a full-time, two-year program which is based at the NTHSSA - Stanton Territorial Hospital Ophthalmology Clinic in Yellowknife. The program is recognized across Canada as one of the leading programs in this field.

Other schools that offer a similar program include:

- Queen's University
- SAIT
- University of Ottawa

# Sonographer

NOC 32122

Salary in the NWT: \$106,158- \$126,809

Education: 2-4 year Diagnostic Medical Sonography or Ultrasound Technology

Sonographers, also known as ultrasound technicians, use ultrasound equipment to produce and record images of various parts of the body. Sonographers work as part of a team of health professionals in the Diagnostic Imaging Department, and have an extensive knowledge of human anatomy, excellent hand-eye coordination, and are devoted to life-long learning.

Sonographers use ultrasound images to monitor pregnancies, and to diagnose injuries and medical disorders for physicians, nurse practitioners, and other healthcare professionals. Sonographers assess the quality of the images, monitor the patient to ensure their safety and comfort, and prepare reports about their findings.

Sonographers need to complete a two to four-year program in **Diagnostic Medical Sonography or Ultrasound Technology**. Schools that offer this program include:

- BCIT
- College of New Caledonia
- SAIT

# Biomedical Engineer

NOC 30010

Salary in the NWT: \$121,641- \$145,295

Education: 6-years. Bachelors followed by a Master's in Biomedical Engineering

Biomedical Engineers combine medical knowledge and engineering skills to design new medical equipment and technology. They are responsible for performing research, training technicians and staff on how to use new equipment, and providing professional consultations and expert advice. Biomedical Engineers apply knowledge across many engineering fields and how they interact with human physiology. They are skilled at working with technology, are strong in math and science, are excellent problem solvers, strong communicators, and are comfortable offering presentations and training to others.

Biomedical Engineers need to complete a bachelor and often require a **master's degree in Biomedical Engineering**. Some schools that offer this program include:

- Simon Fraser University
- University of British Columbia
- University of Calgary
- University of Alberta
- University of Manitoba





# Nursing

## Licensed Practical Nurse

NOC 32101

Salary in the NWT: \$88,413- \$110,390

Education: 2-year Practical Nursing Diploma

Licensed Practical Nurses work in a wide range of healthcare settings, assisting in assessing and monitoring patients, administering medications, performing procedures, and providing advice on healthy lifestyle choices, management and prevention of disease, and helping patients return to optimal health.

Licensed Practical Nurses have strong skills in communications, critical thinking, problem solving, and crisis management.

Schools with **Practical Nursing Diplomas** include:

- Aurora College
- Lethbridge College
- Medicine Hat College
- Northwestern Polytechnic
- Red Deer Polytechnic
- Thompson Rivers University
- Yukon University

## Registered Nurse

NOC 31301

Salary in the NWT: \$106,158- \$126,809

Education: 4-year Bachelor's degree in Nursing

Registered Nurses work in a variety of healthcare settings including surgery, chemotherapy, paediatrics, obstetrics, and more. Registered Nurses assess patient needs, administer medications and treatments, assist in surgeries, and monitor patients in collaboration with the rest of the healthcare team. Registered Nurses can be found working in hospitals, clinics, communities, nursing homes, correctional facilities, home care agencies, education, leadership, and research.

Registered Nurses are caring and compassionate, able to deal with stress, have strong problem solving and communication skills, and are able to work independently and in collaboration with other professionals.

Schools with **Bachelor of Nursing Degrees** include:

- Aurora College
- Mount Royal University
- Thompson Rivers University
- University of Calgary
- University of Regina

## Public Health Nurse

NOC 31301

Salary in the NWT: \$106,158- \$126,809

Education: 4-year Bachelor's degree in Nursing

Public Health Nurses develop, implement, and evaluate public health programs and services to prevent and/or minimize the impact of communicable diseases, on at-risk clients, families, and communities. They also develop and carry out activities to eliminate the risk of vaccine-preventable and communicable diseases and improve the health status of clients by providing assessment, education, and immunization.

Public Health Nurses practice in diverse settings such as clinics, homes, schools, hospitals, primary care clinics, shelters, and non-governmental organizations, and in public areas, such as malls.

Schools with **Bachelor of Nursing Degrees** include:

- Aurora College
- University of Alberta
- University of Manitoba
- Queen's University
- University of BC

## Community Health Nurse

NOC 31301

Salary in the NWT: \$116,259- \$138,879

Education: 4-year Bachelor's degree in Nursing

Community Health Nurses provide community health programs including wellness clinics, pre- and post-natal clinics, school health programs, and immunization clinics. Community Health Nurses also provide direct nursing care to patients including critical care, coordinating admission and transfer of patients, and supporting patients to achieve their optimum level of health. Community Health Nurses should be compassionate, caring, remain calm in high stress and emergency situations, have strong problem solving and communication skills, and work well independently and in collaboration with other professionals.

In addition to the bachelor's degree in nursing, Community Health Nurses require two years of relevant experience. More schools with **Bachelor of Nursing Degrees** include:

- Aurora College
- Memorial University
- Vancouver Island University
- Dalhousie University
- University of Ottawa





# Nurse Practitioner

NOC 31302

Salary in the NWT: \$133,185- \$159,101

Education: 4-year Bachelors plus a 2-year Master's in Advanced Practice Nursing

Nurse Practitioners are autonomous practitioners who provide clients with advanced health assessments, diagnosis, intervention, and appropriate follow up care. Nurse Practitioners provide direction, leadership, and specialized knowledge of primary health care.

Nurse Practitioners have advanced training that qualifies them to assess, diagnose, and treat patients. They can also order and interpret tests, and prescribe medications.

Nurse Practitioners can be found working in hospitals, clinics, communities, long-term care, specialty units, emergency care, education, leadership, and research.

They have strong time management, communication, and decision-making skills, and can effectively manage stressful emergency situations.

Schools with **Master's in Advanced Practic Nursing** include:

- Athabasca University
- Queen's University
- Thompson Rivers University
- University of Alberta
- University of British Columbia
- University of Manitoba
- University of Ottawa
- University of Regina
- University of Victoria



# Therapy and Assessment

# Audiologist

NOC 31112

Salary in the NWT: \$106,158- \$126,809

Education: 6-years. Bachelor Degree followed by a Master's in Audiology

Audiologists specialize in the prevention of hearing loss and work to assess, diagnose, and treat hearing and balance disorders. They also work to educate both healthcare professionals and patients about the importance of preventing hearing loss.

Audiologists are comfortable working independently, have a passion for learning and educating others, are strong communicators, and creative problem solvers.

Audiologists need to complete a bachelor's degree followed by a master's degree in Audiology or a Doctorate in Audiology, and be registered with **Speech and Audiology Canada**. Schools with **Master's Degrees in Audiology** include:

- Dalhousie University
- University of British Columbia
- University of Ottawa
- Western University
- Université de Montréal

# Occupational Therapist

NOC 31203

Salary in the NWT: \$106,158- \$126,809

Education: 6-years. Bachelor Degree followed by a Master's in Occupational Therapy

Occupational Therapists help clients of all ages living with disabilities, injuries, and diseases. Occupational Therapists help patients to do the everyday activities that are important to the individual by adapting their home, school, and work environments to meet their needs. Occupational Therapists work closely with other health and social service professionals, as well as education professionals to help clients maintain or improve their lifestyle. Occupational Therapists are skilled at creative problem solving, are physically strong to lift and assist clients, have strong communication and relationship building skills, and are comfortable working independently.

Occupational Therapists require a bachelor's degree followed by a master's degree in occupational therapy, and a period of supervised clinical practice. Schools that offer **Master of Occupational Therapy** programs include:

- Dalhousie University
- Queen's University
- University of British Columbia
- McGill University
- University of Alberta
- University of Manitoba

# Physiotherapist

NOC 31202

Salary in the NWT: \$106,158- \$126,809

Education: 6-years. Bachelor Degree followed by a Master's in Physiotherapy

Physiotherapists work with other healthcare professionals to diagnose, treat, prevent, and rehabilitate patients using individually designed treatment plans. They work to alleviate pain, improve and restore mobility, and prevent future injuries and dysfunctions. Physiotherapists can be found working in hospitals, clinics, rehabilitation centres, long term care facilities, and with sports teams. Physiotherapists should have great communication skills, be physically fit to assist clients, and work well with a team and clients.

Physiotherapists need to complete a **Master's degree in Physiotherapy**. Schools that offer this program include:

- Dalhousie University
- University of British Columbia
- University of Ottawa
- University of Toronto

# Speech Language Pathologist

NOC 32109

Salary in the NWT: \$106,158- \$126,809

Education: 6-years. Bachelors followed by a Master's in Speech Language Pathology

Speech Language Pathologists help individuals to communicate effectively, and eat and swallow safely. They diagnose and treat language, speech, cognitive, and other communication disorders. Speech Language Pathologists may work with individual clients, but also with families, support groups, and the public. They also provide educational programs, material, and workshops in school and health and social services settings. Speech Language Pathologists need to communicate effectively in both oral and written language, enjoy working with people of all ages, and display genuine compassion and empathy.

Speech Language Pathologists need to complete a bachelor's degree followed by a **Master's degree in Speech Language Pathology**, and be registered with **Speech and Audiology Canada**. Schools that offer this program include:

- Dalhousie University
- University of Alberta
- University of British Columbia
- McGill University





# Physicians



In the Northwest Territories Health and Social Service System, physicians can be found working in hospitals, specialized clinics, and primary care clinics. They often work long hours, rotating shifts, or on-call, and may be required to travel. Physicians have strong social, communication, and problem-solving skills. There are more than 50 specialties and sub-specialties of physicians recognized in Canada. Areas of specialty found in Northwest Territories include those outlined on the next few pages.

Physicians must have a passion for learning. All Physicians require:

- An undergraduate degree (4 years),
- A medical graduate degree (4 years), and
- Post-graduate residency training (2- 5 years depending on residency).

Schools that offer medical graduate degrees include:

- Memorial University of Newfoundland
- Northern Ontario School of Medicine
- Queen's University
- University of British Columbia
- University of Alberta
- University of Saskatchewan

## Family Physician

NOC 31102

Salary in the NWT: \$245,239- \$390,512

Length of Residency: 2 years

Family physicians work with patients, from infants to senior citizens, to diagnose and treat disease, physiological and psychiatric disorders, injuries, and other health-related problems. Family Physicians can be found working in clinics, hospitals, public health, and continuing care facilities.

Family Physicians, in addition to their general practice, can apply to additional residencies (3 months to 1- year in length) to specialize in enhanced skills in anesthesia, emergency medicine, enhanced obstetrical surgical skills, enhanced surgical skill, or obstetrics.

Schools that offer a family physician residency include:

- Northern Ontario School of Medicine
- University of Alberta\*
- University of BC
- University of Calgary
- University of Ottawa

*\* Yellowknife is part of the University of Alberta Family Medicine Residency Program and trains two new medical residents each year in the Northwest Territories.*



## General Surgeon

NOC 31101

Salary in the NWT: \$427,262- \$467,948

Length of Residency: 5 years

General surgeons are doctors who specialize in surgical procedures. Surgery is any procedure that alters body tissues to diagnose or treat a medical condition. General surgeons have specialized knowledge of the entire surgical process, from the initial evaluation through preparation, procedure, and post-operative management.

A general surgeon understands all nine basic areas of surgery, which are: the digestive tract, the abdomen and its contents, the skin and soft tissue, the head and neck, the blood vessels and heart, the endocrine system (hormones and glands), surgical treatment of cancer, surgical management of traumatic injuries, and care of critically ill patients with surgical needs. General surgeons have a broad knowledge of many different diseases and conditions.

Schools that offer this residency include:

- Queens University
- University of Alberta
- University of Toronto

## Internist

NOC 31100

Salary in the NWT: \$427,262- \$467,948

Length of Residency: 5 years

Internists diagnose and manage diseases involving any of the organ systems with our bodies. They are specially trained to manage seriously ill patients suffering from advanced illness and/or diseases of more than one system. Internists provide care in hospitals, in clinics, and with visiting travel clinics to communities. They also provide critical care coverage, manage the small intensive care unit in Yellowknife, and telephone support to family physicians throughout the Northwest Territories.

Schools that offer this residency include:

- University of Alberta
- University of Calgary
- University of Toronto

## Obstetrician-Gynecologist

NOC 31101

Salary in the NWT: \$427,262 - \$467,948

Length of Residency: 5 years

An Obstetrician and Gynecologist (OB-GYN) is a physician specializing in female reproductive health, pregnancy, and childbirth. They provide routine medical care, preventive screenings, and care throughout pregnancy, labour and delivery, and after birth. OB-GYNs are trained to manage complex or high-risk pregnancies and can perform medical interventions, including caesarean sections.

Schools that offer this residency include:

- McGill University
- University of Alberta
- University of Sask.
- Queen's University
- University of BC
- University of Toronto

## Ophthalmologist

NOC 31100

Salary in the NWT: \$453,940 – \$497,165

Length of Residency: 5 years

An ophthalmologist is a doctor who specializes in eye and vision care. An ophthalmologist diagnoses and treats all eye diseases, and performs eye surgery. Many ophthalmologists are also involved in scientific research on the causes and cures for eye diseases and vision disorders.

Schools that offer this residency include:

- McGill University
- University of British Columbia
- University of Toronto
- University of Alberta

# Orthopedic Surgeon

NOC 31101

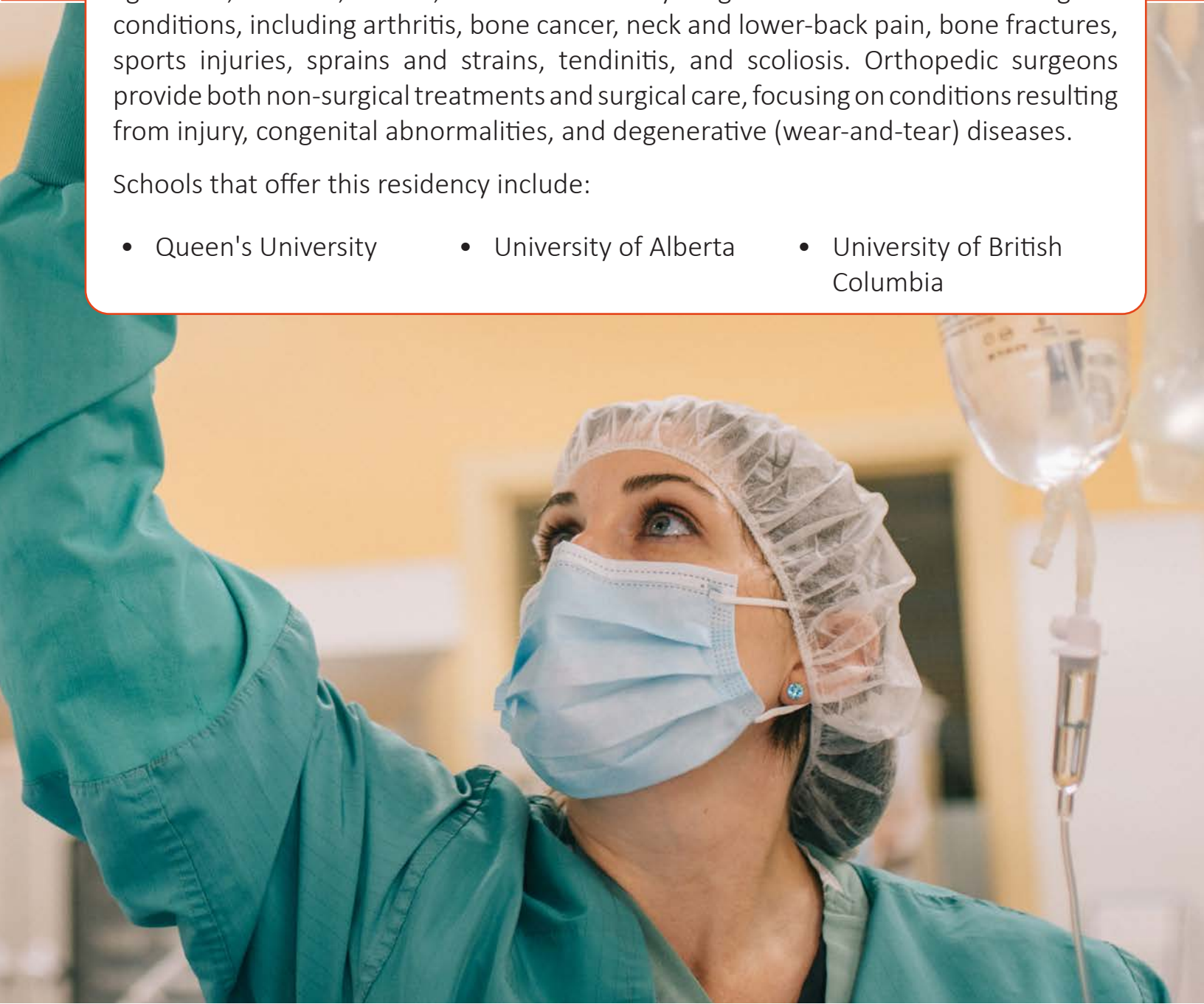
Salary in the NWT: \$453,940- \$497,165

Length of Residency: 5 years

Orthopedic surgeons are physicians who specialize in caring for bones, cartilage, joints, ligaments, muscles, nerves, and tendons. They diagnose and treat a broad range of conditions, including arthritis, bone cancer, neck and lower-back pain, bone fractures, sports injuries, sprains and strains, tendinitis, and scoliosis. Orthopedic surgeons provide both non-surgical treatments and surgical care, focusing on conditions resulting from injury, congenital abnormalities, and degenerative (wear-and-tear) diseases.

Schools that offer this residency include:

- Queen's University
- University of Alberta
- University of British Columbia





## Otolaryngologist (ENT)

NOC 31101

Salary in the NWT: \$453,940- \$497,165

Length of Residency: 5 years

Otolaryngologists, also known as an ear, nose, and throat (ENT) doctors, treat diseases and disorders of the ear, nose, throat, and head and neck. An otolaryngologist may diagnose and treat problems with hearing, balance, and speech. They also treat diseases and disorders of the nose, sinuses, salivary glands, and head and neck.

Conditions they look at range from cough and runny nose to serious conditions like head and neck cancer. Treating these conditions includes prescribing medications, performing surgery, and prescribing co-management plans. An otolaryngologist also performs minor ear, nose, and throat procedures.

A few schools that offer this residency include:

- McGill University
- University of Calgary
- University of Toronto

## Pediatrician

NOC 31100

Salary in the NWT: \$396,199- \$433,926

Length of Residency: 5 years

A pediatrician (also spelled paediatrician) is a doctor who specializes in the physical, behavioral, and mental care of children. Pediatricians care for infants, toddlers, adolescents, and young adults. They perform physical examinations and immunizations, monitor development, and diagnose and treat illnesses. Pediatricians help children stay healthy, and provide advice on issues such as injury prevention, nutrition, physical activity, and behaviour.

Schools that offer this residency include:

- University of Alberta
- University of British Columbia
- University of Toronto

## Psychiatrist

NOC 31100

Salary in the NWT: \$396,199- \$433,926

Length of Residency: 5 years

A psychiatrist is a medical doctor who specializes in preventing, diagnosing, and treating mental illness. A psychiatrist is trained to differentiate mental health problems from other underlying medical conditions that could present with psychiatric symptoms. They also monitor the effects of mental illness on other physical conditions, such as problems with the heart or high blood pressure, and the effects of medicines on the body, such as weight, blood sugar, blood pressure, sleep, and kidney or liver functioning.

Schools that offer this residency include:

- University of British Columbia
- University of Calgary
- University of Toronto

## Radiologist

NOC 31100

Salary in the NWT: \$427,262- \$467,948

Length of Residency: 5 years

Radiologists are highly specialized physicians trained to interpret medical images produced by technologists using CT and X-ray machines, perform image-guided procedures, and provide expert consultation to other physicians.

Schools that offer this residency include:

- McGill University
- University of Toronto
- Western University



# Student Planning Resources



## Government of Canada Resources

The Government of Canada has great resources for students considering future occupations and education. The Youth Digital Gateway helps young people prepare for their future. Volunteer, plan your education and explore careers. Get help with your resume, prepare for an interview, and find the right job for you. Check out the [Youth Digital Gateway](#).

## Career and Education Advisors

Career and Education Advisors are available through the Government of the Northwest Territories to help NWT students in grades 9 to 12 across the NWT to set goals, provide guidance and advice, and help answer questions.

To set up an appointment with a Career and Education Advisor, speak with your principal or guidance counsellor, or email [cea@gov.nt.ca](mailto:cea@gov.nt.ca).

# Bursaries, Scholarships, and Grants



If you are planning to attend a post-secondary program after graduation, there are ways to offset the costs. Many organizations offer scholarships, bursaries, and grants to students.

## Here are some places to get you started:

### PracticeNWT - NWT Health and Social Services Bursary

- NWT HSS System Bursary (more information on the next page!)

### Northwest Territories

- NWT Student Financial Assistance
- Aurora College Scholarships and Bursaries
- Northern News Services Scholarships
- Student Financial Assistance Scholarships and Bursaries
- Yellowknife Community Foundation Scholarships

### Government of Canada

- Education Funding
- Grants and Loans
- Managing Your Budget as a Student-Debt Resources
- Student Lines of Credit

### Canadian Students

- National Educational Association of Disabled Students (NEADS)
- EduCanada Scholarships
- Scholarships Canada
- Student Life Network
- UnivCan
- Yconic

### Indigenous Students

- Akaitcho Treaty 8 Scholarships
- APTN Scholarship Program
- First Nations Health Authority Scholarship and Bursary
- Future Generations Foundation
- Government of Canada Indigenous Bursaries Search Tool
- Indspire Bursaries and Scholarships
- RBC Future Launch Scholarship
- Scholarship Canada Guide for Indigenous Students
- Yellowknives Dene First Nation Education Programs

# The Northwest Territories Health and Social Services Bursary Program



Are you studying in a health and social services related field? Do you hope to return to the Northwest Territories after school to work for the NWT Health and Social Services System?

The **Northwest Territories Health and Social Services System Bursary Program** is available for application to Northwest Territories students pursuing an education in a health and social services-related field, including allied health, midwifery, nursing, social services, and medical professions.

**You could receive from  
\$2,500 a year for a diploma program  
up to \$10,000 a year for a medical degree  
to support your studies!**

Submit a complete application package by June 30 each year to give yourself the best chances to receive a Bursary! Applications that are received after the deadline will be considered once initial bursary funding has been allocated, should funding still be available within that fiscal year.

More Information and the application forms can be found on the Practice NWT website. To ask questions or to submit an application package:

Email **NWTHSS\_Bursary@gov.nt.ca**

or

Call (867) 767-9105 Extension 40227.

# About PracticeNWT



PracticeNWT is the attraction and recruitment banner for health and social services professionals across the Northwest Territories Health and Social Services System.

Our primary role is to attract a wide range of health and social services professionals, including allied health professionals, midwives, nurses, physicians, and social workers, to the many exceptional employment and lifestyle opportunities available in the Northwest Territories.

PracticeNWT also supports programs and initiatives designed to inspire students and youth to explore careers in health and social services. On our website, you will find this Occupation Guide, information on the NWT HSS Bursary Program, practicum placement opportunities, student and youth employment links, and more.

Check out the Student and Youth section of the PracticeNWT website for additional information.

Follow us on social media to stay on top of all that PracticeNWT is doing!



