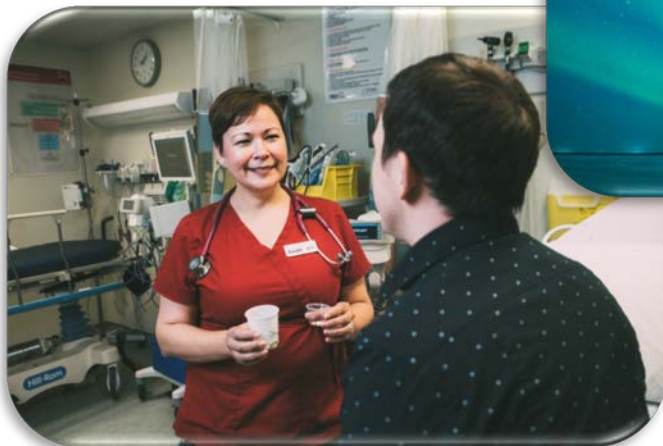




A Guidebook on Careers in the Health and Social Services Professions

April 2020



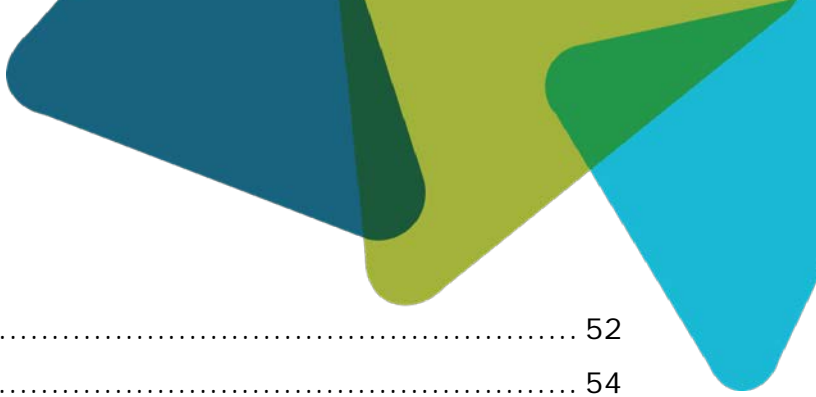


Disclaimer: Please note that this guide is for reference purposes only. Information such as the pay range, educational requirements, and other similar information may change from year to year, or by academic institution.

Students interested in pursuing a particular career path in healthcare or social services should review the specific education requirements of each academic institute they wish to apply to, to ensure they meet the most current requirements.

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Overview

The Health and Social Services System (HSS) in the Northwest Territories (NWT) needs a stable and capable workforce to achieve its priorities, which include:

- supporting the health and wellness of the population;
- offering care and services that respond to residents' needs; and
- building a strong health and social services system.

In an effort to encourage youth to seek out opportunities for careers in health and social services, the department has developed this career guidebook that compiles information about high-demand occupations over the next 15 years in the NWT.

In this guidebook, you will find:

- the duties and responsibilities of these occupations;
- the requirements you will need to apply to the college or university program for these occupations; and
- links to information that can support you in your pursuit of a career in health and social services.

This guidebook breaks down the types of available occupations into the following categories:

- **Allied Health:** diagnostic medical sonographer (ultrasound tech), dietitian, medical laboratory technologist, medical radiation technologist (x-ray), medical transcriptionist, and occupational therapist.
- **Nursing:** licensed practical nurse, registered nurse, and nurse practitioner.
- **Social Services:** mental health worker/counsellor, and social worker.
- **Physicians:** family physician/general practitioner, and specialist physician.
- **Other:** health administrator, midwife, personal support worker, pharmacist, and quality and risk manager.

Each occupation summary will contain:

- the responsibilities of the job;
- the abilities and skills needed to be successful;
- the salary range; and
- the requirements for acceptance into the appropriate college or university program.

In addition, PracticeNWT.ca and the PracticeNWT [Facebook](#) page provide links to helpful information about post-secondary institutions, funding, support with choosing a potential career, and the NWT health and social services system. You can also email us at practicenwt@gov.nt.ca with any questions.



Introduction

The health and social services career sector is one of the largest and fastest-growing areas of employment today. There are a number of reasons for this growth, including:

- the aging population, which increases the need for age-related care and the number of workers retiring; and
- advances in medical technologies, techniques and equipment, which require workers with specialized skills.

According to the [Conference Board of Canada NWT Labour Market Forecast and Needs Assessment report](#), there will not be enough job applicants to meet the demands over the next several years for the following occupations: managers in healthcare, medical technologists/technicians/sonographers, registered nurses, and social services.

Those interested in a career in health and social services are often fueled by a desire to help others. Advantages of a career in these fields include:

- job security
- schedule flexibility
- work variety
- advancement opportunities
- possibility for travel

Choosing your Career

The health and social services field needs people like you to bring new ideas and innovations to the table. Remember, not all of these careers require a lengthy education, and each one requires a different set of knowledge, skills and abilities. Important qualities to possess at the beginning of any career are:

- an aptitude for technology;
- adaptability;
- creativity;
- cultural values and awareness;
- effective communication skills
- empathy; and
- a commitment to life-long learning.

Choosing your career is an important decision that will require an investment of time, effort and money. When thinking about your chosen career path be sure to consider the following:

Identify your Skills and Interests.

What are you good at? What interests you? Compare your list to the profile and keys to success section in each of the careers and find the match that is right for you.

Think about your Career Expectations.

How much time are you willing to spend training for your career? What will your salary be once you are working? Is the return worth the investment in time, effort and money?

Explore the Careers that Interest you in Depth.

Learn as much as you can about the career you are considering for your future. Check out the various schools that offer the programs, talk with someone who is already in that career, discuss your choice with your parents, teachers and/or school counselors, and find out specifics about the various programs like admission requirements, cost of tuition, hours of study, opportunities for bursaries and/or job placement programs.



Allied Health Careers



Diagnostic Medical Sonographer / Ultrasound Technician

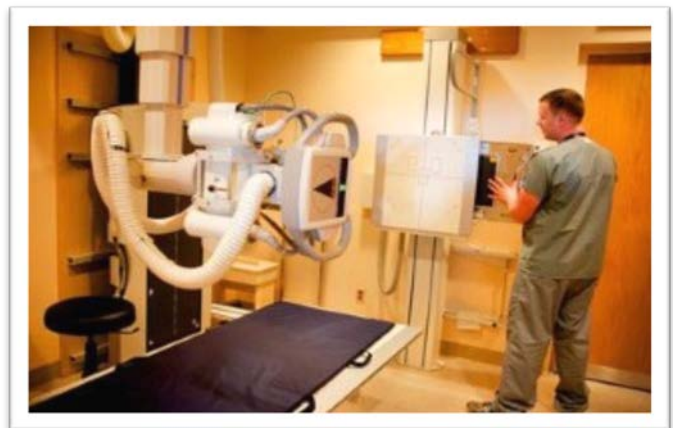
PROFILE

Do you like to collect information and use computerized machines? Are you detail orientated? As a Sonographer, you will use ultrasound equipment to produce and record images of various parts of the body. Sonographers work as part of a team of health professionals. Sonographers have extensive knowledge of the anatomy, excellent hand-eye coordination and are devoted to life-long learning. Ultrasound images are used to monitor pregnancies and to diagnose injuries and medical disorders. The ultrasound imaging equipment transmits high frequency sound pulses through the body to produce images of those areas of the body requiring examination. You will evaluate the quality of the images, monitor the patient to ensure their safety and comfort, and prepare reports for clinicians. You may work in hospitals or in clinics which may include working a variety of shifts including evenings and weekends. From time to time you may also be required to be on-call and return to the workplace with short notice.

Keys to Success

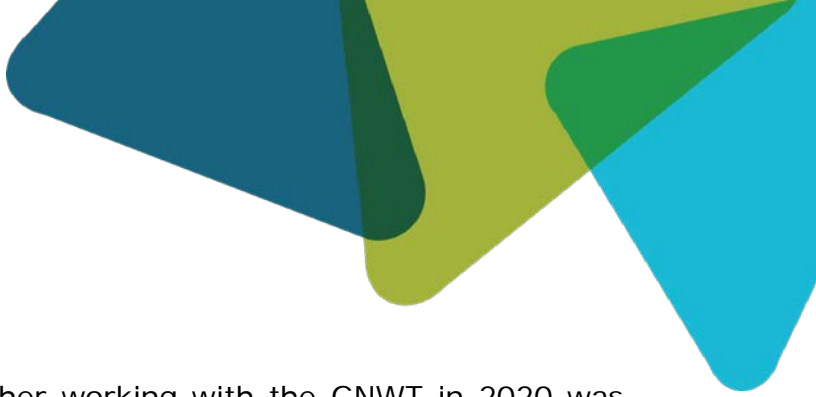
Sonographers need to have:

- critical thinking abilities
- the ability to visualize in three dimensions
- an understanding of physical anatomy
- good manual dexterity
- strong verbal and written communication skills
- compassion and patience when working with clients one on one



A Look Ahead

Stability is predicted in this field over the next several years. According to the Government of Canada, on a national level the demand will continue to be balanced by the supply until 2024. However, local data suggests that the demand will be higher than the supply in the NWT.



What You Can Expect To Earn

The salary range for a Medical Sonographer working with the GNWT in 2020 was \$92,946 to \$111,072.

Education and Training

Ultrasound technicians need to complete a three (3) to four (4) year program in Diagnostic Medical Sonography or Ultrasound Technology, followed by registration with the Canadian Association of Registered Diagnostic Medical Ultrasound Professionals.

Getting Accepted

The admission requirements for different colleges and universities will vary, so please check the individual accredited post-secondary institution you may be interested in attending for admission requirements.

As an example, the Northern Alberta Institute of Technology (NAIT) academic entrance requirements for the Diagnostic Medical Sonography program are:

75% in each of

- English 30-1 or 30-2
- Pure Math 30 or Math 30-1 or Math 30-2
- Physics 30
- Biology 30

Competitive entrance - 88.25%.

For more information contact: Sonography

Canada: www.sonographycanada.ca/apps/pages/home-csdms



Dietitian

PROFILE

Are you interested in science and good nutrition? Do you enjoy analyzing information? Dietitians use the science of nutrition to help people make healthy food choices. They assess the nutritional status of individuals and communities and develop, implement and evaluate interventions and programs. Dietitians also manage food service systems and conduct research. Dietitians can be found working in hospitals, clinics, long-term care, correctional facilities, private practice and research facilities. Dietitians generally work standard weekday/business hours but may be called upon to work delivering programs on evenings and/or weekends.

Keys to Success

Dietitians work primarily in healthcare and are required:

- to have an interest in science and foods
- to have strong communication, critical thinking and organizational skills
- to be practical and results orientated
- to have the ability to work independently and in collaboration with other professionals

A Look Ahead

There is a continued growth predicted in this field over the next several years. According to the Government of Canada this field is expected to face national shortages over the period 2015-2024.

What You Can Expect To Earn

The salary range for a Dietitian working with the GNWT in 2020 was \$92,946 to \$111,072.

Education and Training

Dietitians need to complete of a three (3) or four (4) year bachelor's degree in foods and nutrition and an internship and/or practicum.

Getting Accepted

The admission requirements for different colleges and universities will vary, so please check the individual accredited post-secondary institution you may be interested in attending for admission requirements.

As an example, the University of Alberta academic entrance requirements for the Bachelor of Science (BSc) Nutrition and Food Science (General Program) are:

- English 30-1
- Chemistry 30
- Biology 30
- Math 30-1
- One of the following subjects: Fine Arts, Humanities, Languages other than English, Options, Math/Sciences

There is no admission average information available however it is noted that admission is competitive and subject to availability of space.

Furthermore, a specialization is required to become and practice as a registered dietitian.

For more information contact: Dietitians of Canada at www.dietitians.ca/



Medical Laboratory Technologist

PROFILE

If you loved science class, a career as a Medical Laboratory Technologist may be perfect for you. Medical Laboratory technologists study blood and tissue samples, run laboratory tests, analyze the results and send reports to clinicians. The tests that they conduct are crucial to the accurate diagnosis, treatment and prevention of disease. Medical Laboratory Technologists work in many settings including: hospitals, community laboratories, health authorities, research institutions, public health laboratories, veterinary clinics, universities and private clinics. From time to time you may also be required to be on-call and return to the workplace with short notice.

Keys to Success

Medical Laboratory Technologist's should be:

- detail orientated and able to follow strict procedures
- able to work both independently and as part of a team
- a good communicator, with strong interpersonal skills
- methodical and analytical

A Look Ahead

Stability is predicted in this field over the next several years. According to the Government of Canada, on a national level the demand will continue to be balanced by the supply until 2024. However, local data suggests that the demand will be higher than the supply in the NWT.

What You Can Expect To Earn

The salary range for a Medical Laboratory Technologist working with the GNWT in 2020 was \$84,845 to \$101,361.

Education and Training

A Medical Technologists program usually takes two (2) or three (3) years of accredited medical laboratory education and a period of supervised practical training. Certification by the Canadian Society for Medical Laboratory Science (CSMLS) is usually required by employers.

Getting Accepted

The admission requirements for different colleges and universities will vary, so please check the individual accredited post-secondary institution you may be interested in attending for admission requirements.

As an example, the Northern Alberta Institute of Technology (NAIT) academic entrance requirements for the Medical Laboratory Technology program are:

65% in each of

- English 30-1 or English 30-2
- Pure Math 30 or Math 30-1
- Chemistry 30
- Biology 30

Competitive entrance – 86% overall average.

For more information contact: Canadian Society for Medical Laboratory Science at www.csmls.org

Medical Radiation Technologist

PROFILE

***Are you interested in working with sophisticated medical equipment?** As a Medical Radiation Technologist, you will be an integral part of the healthcare team, performing diagnostic imaging examinations and administering radiation therapy treatments. You will use highly sophisticated x-ray equipment, mammography equipment, or C.T. (computerized tomography) scanners to produce quality images that are used by Radiologists to diagnose disease or injury. Technologists have extensive knowledge of the anatomy, radiation protection and image acquisition to provide safe, timely and appropriate patient care. From time to time you may also be required to be on-call and return to the workplace with short notice.*

Keys to Success

Medical Radiation Technologists need to have:

- the ability to operate sophisticated equipment
- good manual dexterity
- good organizational skills
- good communication and interpersonal skills
- the ability to work independently as well as in a team environment

A Look Ahead

Stability is predicted in this field over the next several years. According to the Government of Canada, on a national level the demand will continue to be balanced by the supply until 2024. However, local data suggests that the demand will be higher than the supply in the NWT.

What You Can Expect To Earn

The salary range for a Medical Radiation Technologist working with the GNWT in 2020 was \$84,845 to \$101,361.

Education and Training

You will need to complete a two (2) to three (3) year college program and pass the Canadian Association of Medical Radiation Technologists (CAMRT) certification exam.

Getting Accepted

The admission requirements for different colleges and universities will vary, so please check the individual accredited post-secondary institution you may be interested in attending for admission requirements.

As an example, the Northern Alberta Institute of Technology (NAIT) academic entrance requirements for the Medical Radiologic Technology program are:

75% in each of

- English 30-1 or 30-2
- Pure Math 30 or Math 30-1 or Math 30-2
- Physics 30
- Biology 30

Competitive entrance – 83.5%.

For more information contact: Canadian Association of Medical Radiation Technologists at www.camrt.ca



Medical Transcriptionist

PROFILE

***Do you like working independently?** Medical Transcriptionists listen to pre-recorded oral dictation by health professionals and transcribe their words into medical reports, creating an official written record. They are often employed by hospitals, medical clinics and/or doctor's offices.*

Keys to Success

To be successful in this type of a role you will need:

- a good command of written and spoken language
- good memory skills
- knowledge of medical terminology
- ability to maintain confidentiality
- strong word processing skills

A Look Ahead

Stability is predicted in this field over the next several years. According to the Government of Canada, on a national level the demand will continue to be balanced by the supply until 2024. However, local data suggests that the demand will be higher than the supply in the NWT.

What You Can Expect To Earn

The salary range for a Medical Transcriptionist working with the GNWT in 2020 was \$64,740 to \$77,318.

Education and Training

Training can be obtained through certificate or diploma programs and/or distance learning in six (6) months to one (1) year.

The admission requirements for different colleges and universities will vary, so please check the individual accredited post-secondary institution you may be interested in attending for admission requirements.

As an example, the Vancouver Community College academic entrance requirements for the Medical Transcriptionist program in 2017 are:

- 70% in Grade 12 English

Occupational Therapist

PROFILE

Are you interested helping others to regain the skills to participate in everyday life? Do you enjoy problem solving? Occupational Therapists help clients with disabilities, injuries or disease to do the everyday activities that are important to the individual. Depending on the problem, an Occupational Therapist can help you solve it by teaching new or different ways to do an activity, suggesting activities to improve or maintain your abilities, adapting tools or materials, suggesting specialized equipment and recommending changes to your environment(s). Occupational Therapists work closely with other health, social service and education professionals to help clients maintain or improve their functioning. Occupational Therapists can be found working in hospitals, continuing care facilities, clinics, home/community settings and/or private agencies. Occupational Therapists generally work standard weekday/business hours although some positions may require them to work evenings and/or weekends.

Keys to Success

Occupational Therapists enable people who have experienced an obstacle in life to participate in the everyday activities of life, and are required:

- to have creativity and empathy
- to have good interpersonal, communication, critical thinking and problem-solving skills
- to have the strength and coordination to assist your clients
- to have the ability to work with little supervision

A Look Ahead

Stability is predicted in this field over the next several years. According to the Government of Canada, on a national level the demand will continue to be balanced by the supply until 2024. However, local data suggests that the demand will be higher than the supply in the NWT.

What You Can Expect To Earn

The salary range for Occupational Therapists working with the GNWT in 2020 was \$92,946 to \$111,072.



Education and Training

Completion of a Bachelor's degree followed by a Master's degree in occupational therapy, a period of supervised clinical practice and successful completion of an approved certification exam. These requirements usually take six (6) years to complete.

Getting Accepted

The admission requirements for different colleges and universities will vary, so please check the individual accredited post-secondary institution you may be interested in attending for admission requirements.



As an example, the University of Alberta academic entrance requirements for the Masters of Science (MSc) in Occupational Therapy are:

- Completion of a four-year undergraduate degree in any discipline from an academic institution with a GPA of 3.0 (75% or grade of B).

Competitive entrance - 3.4 GPA (80% or grade of B+).

For more information contact: Canadian Association of Occupational Therapists at www.caot.ca



Speech Language Pathologist

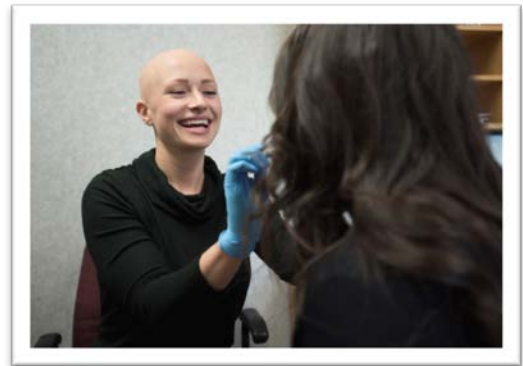
PROFILE

Would you like the opportunity to explore Canada's North by plane or ice road? Working in a team based environment in the full scope of SLP clinical practice? As a Speech Language Pathologist, you will diagnose, educate, help to prevent, and treat language, speech, cognitive, and other communication disorders. Speech Language Pathologists may work alone or as part of a team of health professionals to help individuals of a broad spectrum of cultural backgrounds and ages to communicate effectively as well as to eat and swallow safely. They may work with individual clients but also with families, support groups, and the general public. Speech Language Pathologists generally work standard weekday/business hours.

Keys to Success

Speech Language Pathologists need to:

- Communicate effectively in both oral and written language
- Demonstrate effective organizational and time management skills
- Enjoy working with people and display genuine compassion and empathy
- Evaluate their own performance independently and make changes as needed
- Collaborate with others to effectively serve all clients



A Look Ahead

The Government of Canada suggests that there will be a shortage of available employees in this field on a national level until 2026. Job openings for speech language pathologists are expected to significantly outpace the number of new job seekers available to fill them.

What You Can Expect To Earn

The salary range for a Speech Language Pathologist working with the GNWT in 2020 was \$92,946 to \$111,072.

Education and Training

Speech Language Pathologists need to complete a Bachelor's Degree followed by a Master's Degree in Speech Language Pathology, followed by registration with Speech and Audiology Canada. These requirements usually take six (6) years to complete.

Getting Accepted

The admission requirements for different colleges and universities will vary, so please check the individual accredited post-secondary institution you may be interested in attending for admission requirements.

As an example, the University of Alberta academic entrance requirements for the Master's in Speech Language Pathology program are:

- A 4-year undergraduate degree
- A minimum 3.3 GPA
- Completion of the following prerequisite courses
 - Introduction to Statistical Methods
 - Child Development or Developmental Psychology
 - Cognitive psychology
 - Neuroanatomy or Neuropsychology
 - Introductory Linguistics
 - Articulatory Phonetics
 - Child Language Development, Child Language Acquisition or First Language Acquisition
 - Indigenous Canadian History
- CASPer Test
- Graduate Records Exam
- English Language Proficiency Tests

Competitive entrance – 3.7 GPA.

For more information contact: Speech-Language and Audiology Canada <https://www.sac-oac.ca/>



Nursing Careers



Community Health Nurse (RN)

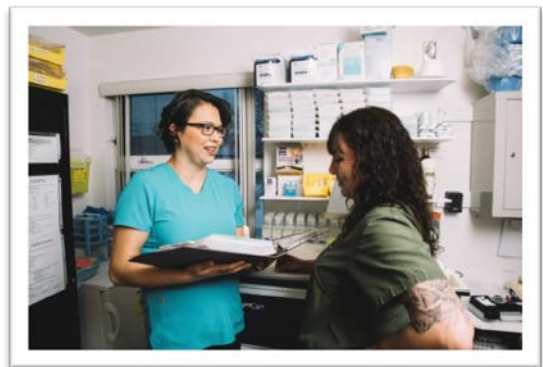
PROFILE

Do you like caring for others? Are you a multi-tasker who likes to work in a variety of environments? Community Health Nurses are a specialized type of Registered Nurse that are primarily based in community health centers, but may also provide services in community halls, schools, and the patient's home. Community Health Nurses promote a healthy way of life, provide non-emergency care, and respond to medical crisis on an individual basis or as part of a multi-disciplinary team. Community Health Nurses typically work regularly scheduled hours, but may be required to work evenings and weekends depending on their location and operational requirements.

Keys to Success

Nursing requires the individual:

- to be compassionate and caring
- to be able to deal with stress and instill confidence in an emergency situation
- to have strong problem solving and communication
- to have the ability to work independently and in collaboration with other professionals



A Look Ahead

The *NWT Jobs in Demand: 15 Year Forecast* predicts that there will be just over 700 job openings in the Registered Nurse field between 2015-2030.

What You Can Expect To Earn

The salary range for a Community Health Nurse (RN) working with the GNWT in 2020 was \$97,325 to \$121,622.

Education and Training

Community Health Nurses require the completion of a bachelor's degree in nursing as well as 2 years of recent nursing experience in an acute care setting or a northern health center. The required education, certification, and experience usually takes six (6) years to complete. Nurses must also have CPR and First Aid training and be up-to-date in their immunizations.

Getting Accepted

The admission requirements for different colleges and universities will vary, so please check the individual accredited post-secondary institution you may be interested in attending for admission requirements.

As an example, Aurora College – Yellowknife North Slave Campus entrance academic requirements for the Bachelor of Science in Nursing (BScN) are:

- 65% or higher in ELA 30-1 or ELA 30-2 or ALBE English equivalent
- 65% or higher in Math 20-1 or Math 20-2 or ALBE Math equivalent
- 65% or higher in Biology 30
- 65% or higher in One level 20 or 30 science (Physics, Biology or Chemistry) or the ALBE equivalent

For more information contact: Canadian Nurses Association (CNA) at <https://www.cna-aiic.ca/>



Licensed Practical Nurse (LPN)

PROFILE

Do you like to problem solve? Are you interested working in a variety of settings? Licensed Practical Nurses work in a wide range of health care roles such as long-term care, health clinics, hospitals, occupational health, education and leadership. Licensed Practical Nurses can be found working in hospitals, clinics, and long term care facilities. Licensed Practical Nurses may be on call 24 hours a day, 7 days a week and work shift hours, including nights and weekends.

Keys to Success

Being a Licensed Practical Nurse requires the individual:

- to have good manual dexterity and strength to assist patients
- to have critical thinking, problem solving and decision making skills
- to have strong communication and interpersonal skills
- to have the ability to work independently and in collaboration with other professionals

A Look Ahead

The *NWT Jobs in Demand: 15 Year Forecast* predicts that there will be just over 100 job openings in this field between 2015-2030.

What You Can Expect To Earn

The salary range for a Licensed Practical Nurse (LPN) working with the GNWT in 2020 was \$77,435 to \$92,489.

Education and Training

Completion of an approved practical nursing program and an approved national examination. The required education and certification usually takes two (2) years to complete.

Specialized practice requires completion of specialty education.

Getting Accepted

The admission requirements for different colleges and universities will vary, so please check the individual accredited post-secondary institution you may be interested in attending for admission requirements.

As an example, Norquest College academic entrance requirements for the Practical Nurse Diploma are:

- ELA 30-1 – 60% or ELA 30-2 – 70%
- Biology 30 – 60%
- Math 30-1 – 50% or Math 20-1 -60% or Math 20-2 – 70%



Registered Nurse (RN)

PROFILE

Do you like caring for others? Are you a multi-tasker who likes to work in a fast-paced environment? Registered Nurses evaluate patient needs, administer medications and treatments, assist in surgeries, and monitor patients in collaboration with a health care team. Registered Nurses can be found working in hospitals, clinics, communities, nursing homes, correctional facilities, home care agencies, education, leadership and research. Registered Nurses may work shift hours, including nights and weekends and/or holidays.

Keys to Success

Nursing requires the individual:

- to be compassionate and caring
- to be able to multi-task in a fast-paced environment
- to be able to deal with stress and instill confidence in an emergency situation
- to have strong problem solving and communication
- to have the ability to work independently and in collaboration with other professionals



A Look Ahead

The *NWT Jobs in Demand: 15 Year Forecast* predicts that there will be just over 700 job openings in this field between 2015-2030.

What You Can Expect To Earn

The salary range for a Registered Nurse (RN) working with the GNWT in 2020 was \$84,845 to \$121,622.

Education and Training

Registered Nurses require the completion of a bachelor's degree in nursing. The required education and certification usually takes four (4) years to complete. Nurses must also have CPR and First Aid training and be up-to-date in their immunizations.

Getting Accepted

The admission requirements for different colleges and universities will vary, so please check the individual accredited post-secondary institution you may be interested in attending for admission requirements.

As an example, Aurora College – Yellowknife North Slave Campus entrance academic requirements for the Bachelor of Science in Nursing (BScN) are:

- 65% or higher in ELA 30-1 or ELA 30-2 or ALBE English equivalent
- 65% or higher in Math 20-1 or Math 20-2 or ALBE Math equivalent
- 65% or higher in Biology 30
- 65% or higher in One level 20 or 30 science (Physics, Biology or Chemistry) or the ALBE equivalent

For more information contact: Canadian Nurses Association (CNA) at <https://www.cna-aiic.ca/>



Nurse Practitioner (NP)

PROFILE

***Do you like caring for others? Are you a problem solver who likes to work independently?** 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. Nurse Practitioners may work standard weekday/business hours or may work shift hours, including nights and weekends and/or holidays.*

Keys to Success

Nurse Practitioners are focused on comprehensive health care and this requires an individual:

- to exercise good judgment and make decisions quickly in a stressful environment
- to be able to manage their time effectively
- to be able to deal with stress and in situations with conflict
- to have strong problem solving, communication and organizational skills
- to have the ability to work independently and in collaboration with other professionals

A Look Ahead

There is a strong growth predicted in this field over the next several years. According to the Government of Canada this field is expected to face national shortages over the period 2015-2024 with 10,400 new job openings expected and only 6,400 new job seekers available to fill them.

What You Can Expect To Earn

The salary range for Nurse Practitioner's working with the GNWT in 2020 was \$111,443 to \$133,146.

Education and Training

Completion of a bachelor's degree in nursing and a master's in advanced practice nursing. The required education and training usually takes six (6) years to complete.

Getting Accepted

The admission requirements for different colleges and universities will vary, so please check the individual accredited post-secondary institution you may be interested in attending for admission requirements.

As an example, the University of Alberta admission requirements for the Masters of Nursing – entry-to-practice as a Nurse Practitioner are:

- A Bachelor's degree with a minimum GPA of 3.0/4.0 in the last two years of study (60 credits)
- Undergraduate courses in statistics, research methods, Health History, and Physical Assessment with a grade of B or higher (in the last 6 years)
- At least 1 year clinical experience (less than 1 year with an exceptional GPA)
- 4,500 hours of registered nursing practice appropriate to your program category (ie Adult, Neonate, or Family/All Ages)
- English Language Proficiency.

For more information contact: Nurse Practitioner Association of Canada at <https://npac-aiipc.org/>



Social Services Careers



Child and Youth Care Counsellor

PROFILE

Are you interested in helping children and youth in a school, office, or home setting? The Child and Youth Care Counsellor (CYCC) plays an integral role in supporting children and youth with complex mental health needs, and their families, to live successfully within their home, school, and local community. The CYCC is responsible for implementing specialized assessment and therapeutic programming within the daily life space of children and youth. A CYCC may be required to work on call and work a flexible schedule to ensure accessibility to members of the community.

Keys to Success

Child and Youth Care Counsellors need:

- to have the ability to listen non-judgmentally and with empathy
- to have strong decision making, and problem solving skills
- to have the ability to remain calm in stressful situations
- to have the ability to work independently and in collaboration with other professionals

A Look Ahead

Stability is predicted in this field over the next several years. According to the Government of Canada, on a national level the demand will continue to be balanced by the supply until 2024. However, local data suggests that the demand will be higher than the supply in the NWT.

What You Can Expect To Earn

The salary range for a Child and Youth Care Counsellor working with the GNWT in 2020 was \$92,976 to \$111,072.

Education and Training

Completion of a bachelor's degree and a master's in Child and Youth Care, Counselling, Clinical Social Work, or Education with a focus on therapeutic counselling. The required education and training usually takes six (6) years to complete.

Getting Accepted

The admission requirements for different colleges and universities will vary, so please check the individual accredited post-secondary institution you may be interested in attending for admission requirements.

As an example, the University of Alberta admission requirements for the Masters of Educational Psychology with a focus in School and Clinical Child Psychology are:

- A Bachelor's degree in psychology or education
- 24 credits of undergraduate coursework in psychology and/or educational psychology
- Practical experience in the application of school and/or clinical child psychology
- 3 letters of reference
- Statement of intent

Admission decisions are made based on a relative ranking of all applicants in the following six categories: 1) previous academic record; 2) academic background in area of interest; 3) relevant practical experience; 4) research experience; 5) match with content area; 6) letters of recommendation.

Please note categories 3-5 are extracted primarily from your statement of intent.



Mental Health Worker/Counsellor

PROFILE

Are you interested in helping others? Do you enjoy working as part of a team? Mental Health Workers/Counsellors work with a variety of clients either on an individual basis or in groups, to help them to deal with their personal and social problems by teaching them skills and providing support. Working in this field can be stressful and may include exposure to acts of aggression. They can be found working in hospitals, rehabilitation clinics, correctional facilities, and private practice. A Mental Health Worker/Counsellor may work standard weekday/business hours or work shifts that could include evenings and weekends and/or holidays.

Keys to Success

Mental Health Workers/Counsellors work primarily as part of a healthcare team and are required:

- to have the ability to listen non-judgmentally and with empathy
- to have strong decision making, and problem solving skills
- to have the ability to remain calm in stressful situations
- to have the ability to work independently and in collaboration with other professionals

A Look Ahead

Stability is predicted in this field over the next several years. According to the Government of Canada, on a national level the demand will continue to be balanced by the supply until 2024. However, local data suggests that the demand will be higher than the supply in the NWT.

What You Can Expect To Earn

The salary range for a Mental Health Worker/Counsellor working with the GNWT in 2020 was \$92,976 to \$111,072.

Education and Training

There are no standard qualifications for a Mental Health Worker/Counsellor however most have a Bachelor's Degree in a related field, such as: nursing, psychology, and social work. This type of education generally takes four (4) years to complete. See "Getting Accepted" in the Registered Nursing section on Page 26 for more info.



Social Worker

PROFILE

Do you like to help others? Are you concerned about your community's well-being? Social Workers help individuals, families, groups and communities to build their own skills and use their own resources to resolve problems, by providing services as a member of a multidisciplinary team or on a one-to-one basis with their clients. Social work is not only concerned with individual and/or personal problems but also broader social issues like poverty and/or domestic abuse. Social workers can be found working in schools, hospitals, private practice, family service agencies, correctional facilities or other facilities. Social Workers usually work standard working hours but must also be available after hours on call.

Keys to Success

Social work is an emotionally demanding field and requires the individual:

- to be empathetic and compassionate
- to be able to deal with stress
- to have strong communication skills
- to have the ability to work independently
- to have a commitment to social justice

A Look Ahead

The *NWT Jobs in Demand: 15 Year Forecast* predicts that there will be just over 150 job openings in this field between 2015-2030.

What You Can Expect To Earn

The salary range for a Social Worker working with the GNWT in 2020 was \$88,803 to \$111,072.

Education and Training

An undergraduate degree is mandatory. A Bachelor of Social Work is considered the minimum requirement with many positions requiring a Master's degree.

Getting Accepted

The admission requirements for different colleges and universities will vary, so please check the individual accredited post-secondary institution you may be interested in attending for admission requirements.

As an example, the University of Calgary academic entrance requirements for the Bachelor of Social Work (BSW) in 2020 were:

- There is no direct entry from high school into the BSW program.
- There are two routes of entry into the BSW:
 - University Transfer Route where you enroll in a Bachelors degree program, complete two years, and then transfer into the BSW program (See Getting Accepted for the Registered Nurse section on Page 26)
 - Alberta Social Work Diploma Route where you complete a Diploma in Social work and then transfer into the BSW program. For example admission requirements to Mount Royal University's Social Work Diploma are completion of English Language Arts 30-1 with a minimum grade of 65% and Social Studies 30-1 or Aboriginal Studies 30 with a minimum grade of 60%



For more information contact: Canadian Association for Social Work Education at www.caswe-acfts.ca



Physicians

(General Practitioner and Specialist)

Family Physician / General Practitioner

PROFILE

Are you interested in helping others enhance their health and well-being? Do you enjoy finding solutions to problems? Family Physicians work with patients, from babies 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 hospitals, public health, continuing care facilities, clinics and/or private practice. Family Physicians' often work very long hours, rotating shifts or on-call, including evenings and weekends.

Keys to Success

Family Physicians are typically the leader of the healthcare team, and are required:

- to have excellent interpersonal and communication skills
- to have strong analytical and problem-solving skills
- to have the stamina to work long hours
- to be committed to continuous learning

A Look Ahead

There is a strong growth predicted in this field over the next several years. According to the Government of Canada this field is expected to face national shortages over the period 2015-2024 with 28,300 new job openings expected and only 12,100 new job seekers available to fill them.

What You Can Expect To Earn

The average salary for a Family Physician / General Practitioner working with the GNWT in 2020 was \$277,058 plus bonuses and other benefits.

Education and Training

Pre-medicine studies at the university level (typically three (3) years of study), completion of a three (3) to four (4) year medical program at an accredited university and a residency/post-graduate training in family medicine (typically two (2) years in length). These requirements usually takes nine (9) years to complete.

Getting Accepted

The admission requirements for different colleges and universities will vary, so please check the individual accredited post-secondary institution you may be interested in attending for admission requirements.

As an example, University of Alberta admission requirements for the Doctor of Medicine (MD) program are:

- All applicants to the program must be registered in or have completed a degree program
- Written the MCAT (Medical College Admission TEST)
- Minimum requirement is the successful completion of at least two (2) full years of transferable post-secondary course work.

For more information contact: College of Family Physicians of Canada at www.cfpc.ca



Specialist Physician

PROFILE

Are you interested in life-long learning? Do you have a desire to help people? Specialist Physicians specialize in preventing, diagnosing and treating specific types of diseases, disorders and injuries. Some areas of specialty are: pediatrics, emergency medicine, gynecology, surgery, internal medicine and neurology. There are more than 50 specialties and sub-specialties recognized in Canada. Specialist Physicians can be found working in hospitals, specialized clinics and/or private practice. Specialist Physicians often work very long hours, rotating shifts or on-call, and may be required to travel.

Keys to Success

Specialist Physicians often consult with a patient's Family Physician, as part of the healthcare team and are required:

- to have excellent interpersonal, communication and leadership skills
- to have strong analytical and problem-solving skills
- to have the stamina to work long hours
- to be committed to continuous learning

A Look Ahead

There is a strong growth predicted in this field over the next several years. According to the Government of Canada this field is expected to face national shortages over the period 2015-2024 with 21,500 new job openings expected and only 13,100 new job seekers available to fill them.

What You Can Expect To Earn

The average salary for a Specialist Physician working with the GNWT in 2020 was \$389,326 plus bonuses and other benefits.

Education and Training

Pre-medicine studies at the university level (typically three (3) years of study), completion of a four (4) year medical doctor program at an accredited university, specialty residency/post-graduate training (typically four (4) years in length) and a sub-specialty training may be required (typically two (2) years). These requirements usually take eleven (11) years to complete.

If you are considering becoming a physician specialist, for example a specialist in emergency medicine, it will require you to take postgraduate medical education after graduating from the Doctor of Medicine program. Depending on the specialty, it can take six (6) additional years of training in a residency program.

For more information contact: Royal College of Physicians and Surgeons of Canada at www.royalcollege.ca



Other Careers in Health and Social Services



Behavioural Health Worker

PROFILE

Do you enjoy problem solving and helping to resolve tense situations?
Behavioural Health Workers (BHW) support patient care at Stanton Territorial Hospital by maintaining a safe a therapeutic work environment. Using de-escalation techniques, the BHW helps maintain a therapeutic setting by attending to the behavioural needs of the patient and providing physical assistance when required. Patient, staff, and public safety is the primary objective as the BHW is a deterrent for violent behavior within the Psychiatry Unit and Emergency Department.

Keys to Success

Behavioural Health Workers are need:

- patience and compassion
- strong communication and interpersonal skills
- problem solving and decision making skills
- to be able to deal with stress and instill confidence in an emergency situation

A Look Ahead

According to the Government of Canada the employment outlook for Behavioural Health Workers in the NWT will be fair in the short term due to a combination of retirements and the creation of new positions. The national level of supply and demand is projected to be balanced until 2024. However, local data suggests that the demand will be higher than supply in the NWT.

What You Can Expect To Earn

The salary range for a Behavioural Health Worker working with the GNWT in 2020 was \$77,435 to 92,489.

Education and Training

There are a number of avenues someone could take to becoming a Behavioural Health Worker. You could obtain a diploma in Human or Social Services, such as criminology, social work, or public administration, in addition to one year of related experience working in a mental health, group home setting, or security services. You could also have 4 years of experience working with persons with serious mental health and/or intellectual/developmental disabilities in a health care setting, group home, or other social services/justice/security setting.

Getting Accepted

If you want to take the diploma route the admission requirements for different colleges and universities will vary, so please check the individual accredited post-secondary institution you may be interested in attending for admission requirements.

As an example, Mount Royal University academic entrance requirements for the Social Work Diploma are:

- ELA 30-1, minimum grade 65%
- Social Studies 30-1 or Aboriginal Studies 30, minimum grade 60%

15% of the seats in the Mount Royal University Social Work Diploma are reserved for Indigenous applicants.



Health Administrator

PROFILE

Do you enjoy coordinating information and directing the work of others?

Health Administrators may oversee entire healthcare facilities or they may manage specific programs or services. In general, they are responsible for supervising staff, ensuring that laws and regulations are followed, managing budgets and developing and implementing plans and processes for the management of the program or service. Health administrators do not always work standard office hours, as their day is often extended to complete tasks or attend meetings.

Keys to Success

Health Administrators are leaders. To be successful in this type of a role you will need:

- good organizational skills
- strong communication and interpersonal skills
- strong public speaking skills
- leadership and team building skills

A Look Ahead

The *NWT Jobs in Demand: 15 Year Forecast* predicts that there will be just over 200 job openings in this field between 2015-2030.

What You Can Expect To Earn

The salary range for a Health Administrator working with the GNWT in 2020 was \$111,443 to \$133,146.

Education and Training

There are no standard educational requirements but most administrators hold post-secondary degrees in commerce, business administration or management. There are also many specialized programs in health administration ranging from Certificate to Master's levels.

For more information contact: Canadian College of Health Leaders at www.cchl-ccls.ca



Midwife

PROFILE

Do you enjoy patient education? Are you interested in teaching new Mothers and their families how to care for their babies? Midwives provide care for mothers and babies throughout pregnancy, birth and a period after birth. Midwives educate women and their families about pregnancy, labour and delivery and the post-partum period. Midwives can be found working in hospitals, clinics, birthing centers and/or in the homes of their patients. Midwives may be on call 24 hours a day, and work long hours.

Keys to Success

Midwifery is holistic in nature and requires the individual:

- to be compassionate and caring
- to be able to deal with stress and instill confidence in an emergency situation
- to have strong communication and organizational skills
- to have the ability to work independently and in collaboration with other professionals

A Look Ahead

There is a strong growth predicted in this field over the next several years. According to the Government of Canada this field is expected to face national shortages over the period 2015-2024 with 10,400 new job openings expected and only 6,400 new job seekers available to fill them.

What You Can Expect To Earn

The salary range for a Midwife working with the GNWT in 2020 was \$106,548 to 121,622.

Education and Training

Midwifery requires the completion of an approved midwifery program and an examination. The required education and certification usually takes four (4) years to complete.

Getting Accepted

The admission requirements for different colleges and universities will vary, so please check the individual accredited post-secondary institution you may be interested in attending for admission requirements.

As an example, Mount Royal University academic entrance requirements for the Bachelor of Midwifery are:

- ELA 30-1, minimum grade 65%
- Biology 30, minimum grade 65%
- Chemistry 30, minimum grade 65%
- Math 30-1 or Math 30-2, minimum grade 65%

Admission to the Midwifery program is competitive and meeting the minimum in the above high school subjects does not guarantee admission. Admission is competitive. According to Mount Royal University the minimum admission average is 70%.

Each year 10% of seats in the Bachelor of Midwifery program will be reserved for Indigenous applicants.

For more information contact: Canadian Association of Midwives at www.canadianmidwives.org



Personal Support Worker

PROFILE

Do you like caring for others? Do you enjoy the challenges of working with individuals of all ages and cultural backgrounds? Personal Support Workers play a vital role in the health care industry, working with other health care professionals to help patients and clients lead active and fulfilling lives. Personal Support Workers understand human physiology, anatomy and mental and physical health and use this knowledge in combination with patient care techniques in many types of facilities including hospitals, private homes, nursing homes, and long-term care facilities. They assist clients with the activities of daily living including meal prep, feeding, and personal care; understand and empathize with clients and their challenging situations; lift and transfer clients; increase clients' comfort, safety and mobility; and communicate clearly and compassionately with clients. Personal Support Workers may be on call 24 hours a day, 7 days a week and work shift hours, including nights and weekends.

Keys to Success

Personal Support Workers need to have:

- good communication and interpersonal skills
- compassion and patience when working with clients one on one
- the strength and coordination to assist your clients
- the ability to work with little supervision
- good manual dexterity and strength to assist patients

A Look Ahead

According to the Government of Canada the employment outlook for Personal Support Workers in the NWT will be fair in the short term due to a combination of retirements and the creation of new positions. The national level of supply and demand is projected to be balanced until 2024. However, local data suggests that the demand will be higher than supply in the NWT.

What You Can Expect To Earn

The salary range for a Personal Support Workers working with the GNWT in 2020 was \$64,740 to 77,318.

Education and Training

Personal Support Workers need to complete a one (1) year program in Personal Support Work including a practicum in an applicable institutional, group home, or homecare setting.

Getting Accepted

The admission requirements for different colleges and universities will vary, so please check the individual accredited post-secondary institution you may be interested in attending for admission requirements.

As an example, the Aurora College academic entrance requirements for the Personal Support Worker program are:

- You must be 18 years of age or older
- Grade 10 or ABE English 140 or undergo an Aurora College placement test
- Provide a criminal record check
- Mature students with relevant work experience will be considered on an individual basis
- Proof of current immunization status



Pharmacist

PROFILE

Do you like to complete puzzles? Do you have a desire to help people?

Pharmacists promote health and well-being and treat disease and/or disorders, through drug therapy and the promotion of wellness activities. Pharmacists work in collaboration with other health care providers to determine, monitor and manage drug therapy and counsel their patients on the safe and appropriate use of drugs and complying with drug therapy instructions. Pharmacists can be found working in hospitals, pharmacies, industrial settings, health research and private practice. Pharmacists often work rotating shifts that can include evenings, weekends and/or holidays.

Keys to Success

Pharmacists often consult with other healthcare professionals and must:

- have good communication skills
- have precise work habits and strong problem-solving skills
- have a genuine interest in providing care to people
- be committed to continuous learning

A Look Ahead

There is a moderate growth predicted in this field over the next several years. According to the Government of Canada this field is expected to face national shortages over the period 2015-2024 with 11,300 new job openings expected and 11,000 new job seekers available to fill them.

What You Can Expect To Earn

The salary range for a Pharmacist working with the GNWT in 2020 was \$101,829 to 121,622.

Education and Training

Pharmacists require completion of a Bachelor's or Doctor of Pharmacy degree, completion of a national board examination and practical experience through an apprenticeship and/or internship. The required education usually takes four (4) – five (5) years to complete.



Getting Accepted

The admission requirements for different colleges and universities will vary, so please check the individual accredited post-secondary institution you may be interested in attending for admission requirements.

As an example, the University of Alberta recommended academic path to meet the requirements for the Entry to Practice Doctor of Pharmacy program is highly competitive and prospective applicants into the Pharmacy program must take one (1) year (60 credits) of transferable university level courses. Candidates should have a minimum Grade Point Average of 3.1 to be considered for admission. Out of province students with a GPA of 3.7 or higher would be best placed for competitive admission.

For more information contact: www.pharmacists.ca



Quality and Risk Manager

PROFILE

Are you interested working with numbers? Do you enjoy problem solving and making decisions? Quality and Risk Managers are responsible for managing risk to the organization by identifying threats and putting plans in place to minimize, and/or avoid adverse situations. Quality and Risk Managers analyze situations to identify risks and conduct audits to ensure compliance to standards. Quality and Risk Managers may also be asked to train staff on risk assessment and quality assurance procedures. Quality and Risk Managers can be found working in hospitals, continuing care facilities, rehabilitation centers, nursing homes, and within the finance and/or operations departments of government organizations. Quality and Risk Managers generally work standard hours.

Keys to Success

Quality and Risk Managers are required:

- to have the ability to work under pressure
- to have problem-solving and decision-making skills
- to have the ability to influence people and strong negotiation skills
- to have strong numerical and analytical skills

A Look Ahead

Stability is predicted in this field over the next several years. According to the Government of Canada, on a national level the demand will continue to be balanced by the supply until 2024. However, local data suggests that the demand will be higher than the supply in the NWT.

What You Can Expect To Earn

The salary range for a Quality and Risk Manager working with the GNWT in 2020 was \$111,443 to \$133,146.

Education and Training

Completion of a bachelor's degree in the fields of risk management, law, finance, accounting, economics, business and/or health care administration. There are postgraduate courses available in quality and risk management. These requirements usually takes five (5) years to complete.

Resources

To obtain a high school diploma in the NWT, students must earn 100 credits from grade 10 to grade 12 in the following areas:

- English Language Arts (ELA) – or French for students enrolled in a Francophone school (15 credits)
- Social Studies (10 credits)
- Mathematics (10 credits)
- Science (10 credits)
- CALM (3 credits)
- Community Service (1 credit)
- Physical Education (3 credits)
- Northern Studies (5 credits)
- Fine Arts (3 credits)
- Career & Technology Studies (5 credits)
- Career & Program Plan (1 credit)
- Additional grade 12 credits (10 credits)
- Elective Credits (24 credits)

If you want to attend post-secondary school and pursue a health and social services related career, it is important to get support to understand which stream of Math, Science, Socials and English courses you should take. Your teacher, principal or school counselor will be able to help you plan your high school courses with your career goals in mind.

There are more than 90 universities across Canada. The criteria and competition for admission vary depending on the university, faculty and program that you choose. For the most accurate and up-to-date information, contact each university directly and/or check out their websites for admissions requirements. For an overview of what Canadian Universities have to offer, visit: www.canadian-universities.net

Aurora College in the NWT offers a number of programs, including access programs that help learners get the qualifications they need to move into certificate, diploma and degree programs; certificate, diploma, and bachelor degree programs are in partnership with southern universities. Go to www.auroracollege.nt.ca for more information and to check out the course calendar.

Some professional occupations are regulated, certified and/or licensed to ensure public protection and have additional requirements for eligibility. Be sure to research the requirements for your chosen profession.

The Department of Education, Culture and Employment (ECE) offers full-time and part-time assistance to NWT residents attending accredited postsecondary programs. For information on ***NWT Student Financial Assistance (SFA)*** visit www.nwtsfa.gov.nt.ca or www.facebook.com/nwtsfa

The GNWT's Department of Education, Culture and Employment (ECE) offer a number of services to help individuals plan their careers and/or obtain the training they need for success. To learn more about what ECE has to offer in the areas of Career Services and/or Skills Development and Training, go to: www.ece.gov.nt.ca/en

For more information on programs and/or resources available through the Department of Health and Social Services, please visit: www.practicenwt.ca, our [Facebook](#) page, or email us at practicenwt@gov.nt.ca

Resources for Mature Students

Have you already graduated from High School?

Are you considering a career in Health and Social Services but don't know where to get started?

[Check out some of these resources:](#)

Aurora College in the NWT offers a number of programs, including access programs that help learners get the qualifications they need to move into certificate, diploma and degree programs; certificate, diploma and bachelor degree programs are in partnership with southern universities. Go to www.auroracollege.nt.ca for more information and to check out the course calendar.

There are more than 90 universities across Canada. Some of these universities offer access programs to help bridge the gap for adult learners. For the most accurate and up-to-date information, contact each university directly and/or check out their websites for admissions requirements. For an overview of what Canadian Universities have to offer, visit: www.canadian-universities.net

The Department of Education, Culture and Employment (ECE) offers full-time and part-time assistance to NWT residents attending accredited postsecondary programs. For information on **NWT Student Financial Assistance (SFA)** visit www.nwtsfa.gov.nt.ca or www.facebook.com/nwtsfa

The Government of Canada offers Funding Support to First Nations and eligible Inuit students enrolled in eligible post-secondary programs. For more information visit: <https://www.sac-isc.gc.ca/eng/1100100033682/1531933580211>

The GNWT's Department of Education, Culture and Employment (ECE) offer a number of services to help individuals plan their careers and/or obtain the training they need for success. To learn more about what ECE has to offer in the areas of Career Services and/or Skills Development and Training, go to: www.ece.gov.nt.ca

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