



ECOL

English Community
Organization of Lanaudière



**OPEN THE DOOR
TO YOUR FUTURE**

Choose a career in health care



**MAKE A DIFFERENCE HELPING OTHERS.
ENJOY GREAT EMPLOYMENT OPPORTUNITIES,
JOB SECURITY AND A GOOD SALARY.**

**Bursary programs offered to bilingual graduates
returning to work in Lanaudière**



McGill



Santé
Canada

Health
Canada

A CAREER IN HEALTH CARE IN LANAUDIÈRE

The English Community of Lanaudière, **ECOL**, in partnership with **McGill University**, **Health Canada**, and our regional partner – The Integrated Center for Health and Social Services of Lanaudière, (CISSSL) are working together to improve and promote the availability of healthcare services to its English speaking population, through the ‘Training and Retention of Health Professionals Project.’

If you are interested in pursuing a career in health care, this booklet provides a brief description of those that are most in demand, along with education requirements, years of study and salary range*.

The region of Lanaudière offers a wide range of establishments, both public and private, in which you can choose to complete your internship and start your new career. The public sector includes 1 agency, 9 health establishments, 80 installations and more than 10,000 employees divided into 23 municipalities.

Only an hour away from Montreal, Lanaudière, known for its natural beauty, offers a quality of life where the proximity to work, family, friends and outdoor activities, plus affordable housing, can provide a great environment to realize your future.

The Lanaudière health and social services network offers you many career opportunities, whether you are already working in the field, are a recent graduate or a student.

But how do you decide which career path to follow?

- Explore our list of web resources to find the health and social services careers that interest you.
- Talk to your POP (Personal Orientation Program) teacher or a guidance counsellor at your school to help you find more information, to do aptitude tests or to connect you with people working in the field. They may even be able to make suggestions about which career would be best for you.
- Check with your local health care facility about doing volunteer work or taking a summer job in the field you are interested in.

* **Pay scale can vary from one establishment to the other and salary range is based on 2016 statistics.**

In order to promote the recruitment of bilingual health professionals to this region, ECOL would like to provide support for:

Transportation and accompaniment to Open Houses, Student For-a-Day outings, career fairs, job shadowing, student mentoring and help in transitioning to the next step. Potential bursaries are also being offered to qualifying students, who agree to return or to stay in the Lanaudière region to practice their profession.

To learn more about the exciting possibilities of this program, please visit our website at: **ecol-lanaudiere.org** or contact us at: **ecollanaudiere@hotmail.com**.

WEB RESOURCES

- www.lavienousrapproche.com
- www.avenirensante.gouv.qc.ca
- www5.hrsdc.gc.ca/NOC
- www30.hrsdc.gc.ca/NOC/English/CH/2001/TableOfContents.aspx
- www.imt.emploiquebec.gouv.qc.ca
- www.toutpouurreussir.com
- www.headingforsuccess.com
- www.emploisprofessionnelsensante.com/fr/page/13/carrieres
- www.reisa.ca/wp-content/uploads/2016/03/McGill-Retention-Project-43-Careers-Most-in-Demand.pdf
- www.tresor.gouv.qc.ca/ressources-humaines/conditions-de-travail-et-remuneration/echelles-de-traitement



ECOL
English Community
Organization of Lanaudière

CAREERS REQUIRING LESS THAN 1 YEAR OF TRAINING

Dental Assistant 2
 Homecare Assistant 3
 Medical Secretary 4
 Nurses' Aide, Orderly, and Patient Service Associate 5
 Orthopedic Technologists 6
 Sterilization Attendant 7

CAREERS REQUIRING 1 TO 2 YEARS OF TRAINING

Nursing Assistant 8
 Pharmacy Technical Assistant 9

CAREERS REQUIRING 3 YEARS OF TRAINING

Ambulance Attendant 10
 Biomedical Engineering Technician 11
 Dental Hygienist 12
 Dental Therapist 13
 Dietary Technician 14
 Gerontology Technician 15
 Medical Laboratory Technician 16
 Medical Laboratory Technologist 17
 Medical Records Technician 18
 Orthotists, Prosthetists 19, 20
 Physical Rehabilitation Technician 21
 Physiotherapy and Occupational Therapy Assistants 22
 Radiation Oncology 23, 24
 Recreation Technician 25
 Registered Nurse 26, 27
 Respiratory Therapist 28
 Social Work Technician 29
 Special Education Technician 30

CAREERS REQUIRING 5 YEARS OF TRAINING

Nutritionist, Dietician 31
 Physiotherapist 32
 Social Worker 33
 Specialized Nurse Practitioner 34, 35

Cont'd...

CAREERS REQUIRING MORE THAN 5 YEARS OF TRAINING

Audiologist 36

Biomedical Engineer 37

Clinical Biochemist 38

Community Organizer 39

Dentist 40

Family & Marriage Counsellor 41

General Practitioner 42

Kinesiologist 43

Medical Physicist 44

Medical Specialist 45, 46

Midwife 47

Occupational Therapist 48

Optometrist 49

Pharmacist - Community & Hospital, Industrial 50, 51

Psycho-Educator 52

Psychologist 53

Speech Language Pathologist 54

Spiritual Case Worker 55

AEC : Attestation d'études collégiales	ACS: Attestation of Collegial Studies
AEP : Attestation d'études professionnelles	AVS: Attestation of Vocational Specialization
ASP : Attestation de spécialisation professionnelle	APS: Attestation of Professional Specialization
CNP : Classification nationale des Professions	NOC: National Occupational Classification
DEC : Diplôme d'études collégiales	DCS: Diploma of Collegial Studies
DEP : Diplôme d'études professionnelles	DVS: Diploma of Vocational Studies
DES : Diplôme d'études secondaire	DSS: Diploma of Secondary Studies
FPT : Formation professionnelle et technique	VTT: Vocational and Technical Training
IMT : Information sur le marché du travail	LMI: Labour Market Information
RAC : Reconnaissance des acquis et des compétences	RPLC: Recognition of Prior Learning & Competencies

DENTAL ASSISTANT

SALARY RANGE

\$15.30 – \$24.00/hr



NATURE OF WORK

Dental assistants assist dentists, during the examination and treatment of patients and perform clerical functions. They work in dentists' offices, community health centres, clinics and educational institutions.

MAIN DUTIES

- Prepare patients and assist the dentist during the dental examination.
- Sterilize and maintain instruments and equipment; prepare filling materials; take and develop x-rays.
- Polish teeth and clinical crowns and apply fluoride and sealant.
- Take preliminary impressions for diagnostic casts; fabricate and place temporary crowns and restorations.
- May perform intra-oral duties such as removing sutures, taking and recording vital signs, applying desensitizing agents, topical anaesthetic, anti-carcinogenic agents and applying and removing rubber dams.*

EMPLOYMENT REQUIREMENTS

Completion of an eight-month to one-year college or other program in dental assistance or completion of secondary school with on-the-job training is required. Licensing is required to perform intra-oral duties in all provinces.

*Note: In Quebec, intra-oral duties are not performed by dental assistants.

HOME CARE ASSISTANT HOME SUPPORT WORKER

SALARY RANGE

\$19.18 – \$21.06/hr



NATURE OF WORK

Home care assistance workers provide basic care and services to persons of all ages who are sick or who have physical or mental disabilities, while respecting a care plan. They help clients carry out their everyday activities and help organize their living environment, ensuring clients' safety and intervene in crisis or emergency situations, while taking into account any family or social problems. They help clients integrate and socialize in community activities, helping them to compensate for their disabilities in order to maintain their autonomy.

Home support workers provide personal care and companionship for seniors, persons with disabilities and convalescent clients. Care is provided in the client's residence where the home support worker may also reside. They are employed by home care and support agencies, private households, or they may be self-employed.

MAIN DUTIES

- Provide care and companionship for individuals and families during periods of incapacitation, convalescence or family disruption.
- Administer personal care to clients such as aid in ambulation, bathing, personal hygiene, dressing and undressing.
- Plan and prepare meals, special diets and provide assistance in feeding clients.

EMPLOYMENT REQUIREMENTS

Some secondary school education is usually required. Home management experience, college or other courses in home support and first aid certification may be required. Completion of a training program in care of the elderly, care of persons with disabilities, convalescent care, or a related field may be required. The program length is approximately 1 year.

MEDICAL SECRETARY MEDICAL TRANSCRIBER

SALARY RANGE

\$18.75 – \$22.57/hr



NATURE OF WORK

Medical secretaries perform a variety of secretarial and administrative duties in doctor's offices, hospitals, medical clinics and other medical settings. They produce and transcribe medical documents, prepare and update files, communicate effectively and greet clients.

Medical transcriptionists require understanding of the language of medicine, anatomy and physiology, diagnostic procedures, and treatment, in order to accurately transcribe reports. They are employed by hospitals, medical clinics and doctors' offices, or they may be self-employed.

MAIN DUTIES

Medical secretaries schedule and confirm medical appointments and communicate messages; prepare and proofread medical records, reports, articles, case histories and correspondence from machine dictation, shorthand and handwritten notes using computers. They also interview patients in order to complete forms, documents and case histories including completing insurance and other claim forms and preparing financial statements and billing procedures.

Medical transcriptionists record, translate and edit recorded dictation by physicians and other health care providers regarding patient assessment and treatment, including surgical proceedings, health-related reports and other medical documentation.

EMPLOYMENT REQUIREMENTS

- Completion of a one or two-year college program or other specified courses for medical secretaries is required.
- Completion of secondary school and a recognized medical transcription program is required. They may also require the Certified Medical Transcriptionist (CMT) certificate, (career diploma training offered online).

NURSES' AIDE, ORDERLY & PATIENT SERVICE ASSOCIATE

SALARY RANGE

\$19.14 – \$21.00/hr



AMONG
THE OCCUPATIONS
CURRENTLY IN
HIGHEST DEMAND
IN ALL OF
QUEBEC

NATURE OF WORK

This unit group assists nurses, hospital staff and physicians in the basic care of patients. They are employed in hospitals, nursing homes, and assisted care facilities for the elderly and other health care establishments.

MAIN DUTIES

- Answer call signals.
- Bathe, dress, groom, feed, weigh, lift, turn and position patients.
- Supervise exercise routines; set up and provide leisure activities and accompany them on outside recreational activities.
- Take patients' blood pressure, temperature and pulse; report or record fluid intake and output.
- Observe or monitor patients' status and document patients' care on charts. This includes administering first aid in emergency situations; collecting specimens such as urine, faeces or sputum; administering suppositories, colonic irrigations, enemas and other procedures as directed by nursing and hospital staff.

EMPLOYMENT REQUIREMENTS

Some secondary school education and on-the-job training; or a nursing aide or health care aide college or private institutional program; or a college nursing orderly program and supervised practical training are required. Some health care facilities may require specialized courses such as CPR (cardiopulmonary resuscitation), first aid and food handling/sterile processing. An appropriate class of driver's licence may be required for medical attendants.

**ORTHOPEDIC TECHNOLOGIST
REHABILITATION ASSISTANT**

SALARY RANGE

\$23.17 – \$31.72/hr



NATURE OF WORK

This unit group includes workers who provide services and assistance to health care professionals and other health care staff. They are employed in hospitals, nursing homes, medical clinics, and offices of health care professionals.

MAIN DUTIES

Orthopedic technologists assist orthopedic surgeons in the treatment of orthopedic diseases and injuries, by applying and adjusting casts, splints, bandages and other orthopedic devices; assist in the application, maintenance and adjustment of traction equipment; clean and dress wounds; remove casts, sutures, staples and pins; instructing patients, their families and other health care professionals on orthopedic matters.

Rehabilitation assistants prepare and maintain equipment and supplies; assist in activities for the rehabilitation of patients as directed by health care professionals and may perform routine office functions.

EMPLOYMENT REQUIREMENTS

Orthopedic technologists usually require completion of secondary school and several months of on-the-job training or a college orthopedic technologist program. Registration with the Canadian Society of Orthopaedic Technologists is available and may be required by employers.

Short-term college programs related to the work of medical therapy assistants, such as recreational therapy programs, are available and may be required by employers.

**STERILIZATION ATTENDANT
STERILE PROCESSING TECHNICIAN**

SALARY RANGE

\$12.00 – \$23.00/hr



NATURE OF WORK

Sterilization attendants or sterile processing technicians prepare and sterilize linens, water, material and necessary equipment for the proper care of the hospital department, clinic or other related services. They respect the norms and guidelines for the manipulation and sterilization of machines and equipment.

MAIN DUTIES

- Operate and maintain sterilization equipment such as instrument washers, sonic sinks, cart washers and steam autoclaves to clean and disinfect trays, carts, linens, supplies, instrumentation and equipment for re-use according to standardized safety practices.
- Reassemble equipment and assemble packs of sterile supplies and instruments for delivery to hospital departments.
- May also act as clerk and order materials and supplies.

EMPLOYMENT REQUIREMENTS

Sterile processing technicians/attendants require completion of secondary school and a six-to-nine month sterile processing college program.

NURSING ASSISTANT LICENSED PRACTICAL NURSE

SALARY RANGE

\$20.79 – \$27.30/hr



NATURE OF WORK

Nursing assistants and licensed practical nurses provide nursing services and care, usually under the direction of medical practitioners, registered nurses or other health team members. They are employed in hospitals, nursing homes, extended care facilities, rehabilitation centres, doctors' offices, clinics, companies, private homes and community health centres. Operating room technicians are included in this unit group.

MAIN DUTIES

- Plan procedures; take vital signs; apply aseptic techniques including sterile dressing and ensure infection control.
- Monitor nutritional intake and conduct specimen collection.
- Administer medication, observe and document therapeutic effects and provide pre-operative and post-operative care.
- Monitor established respiratory therapy and intravenous therapy; monitor patients' progress and consult with appropriate members of the healthcare team.
- Provide safety and health education to individuals and their families.

EMPLOYMENT REQUIREMENTS

Completion of a vocational, college or other approved program for nursing assistants/licensed practical nurses is required. Registration with a regulatory body is required in most provinces and territories.

PHARMACY TECHNICAL ASSISTANT

SALARY RANGE

\$18.45 – \$20.26/hr



NATURE OF WORK

Pharmacy technical assistants work in a health establishment as well as in a community pharmacy. They work under the supervision of a pharmacist and assist in filling prescriptions, manage patient files and perform work-related technical tasks related to preparing medications.

MAIN DUTIES

- Perform pharmaceutical calculations, observe laws, regulations and standards governing the practice of the occupation.
- Identify non-parenteral drugs and their characteristics.
- Take occupational health and safety precautions and manage inventory.
- Use pharmaceutical applications software for community pharmacies or for health care institutions.
- Make sterile preparations, fill prescriptions and perform work-related tasks.

EMPLOYMENT REQUIREMENTS

Completion of a program in Pharmacy Technical Assistance/ Diploma of Vocational Studies, which includes general and specific competencies related to the occupation and work-related competencies; also requires an internship in the workplace.

AMBULANCE ATTENDANT PARAMEDICAL OCCUPATIONS

SALARY RANGE

\$20.32 – \$32.75/hr



NATURE OF WORK

This unit group includes workers who administer pre-hospital emergency medical care to patients with injuries or medical illnesses and transport them to hospitals or other medical facilities for further medical care. They are employed by private ambulance services, hospitals, fire departments, government departments and agencies as well as manufacturing firms, mining companies and other private sector establishments.

MAIN DUTIES

- Assess the extent of injuries or medical illnesses of trauma victims; patients with respiratory disease and stress; overdose and poisoning victims; industrial accident victims and other ill or injured individuals to determine emergency medical treatment.
- Administer pre-hospital emergency care such as oxygen therapy, cardio pulmonary resuscitation (CPR), spinal immobilization, bandaging and splinting.
- Establish and maintain intravenous treatment (IV); apply adjunctive equipment for ventilation and circulation complications; collaborate with ambulance dispatch centres, hospital staff, police, firefighters and family members to ensure relevant information is collected and proper treatment is administered.
- Document and record the nature of injuries and illnesses and the treatment provided.

EMPLOYMENT REQUIREMENTS

Completion of a one to three year college, hospital-based or other recognized paramedical or emergency medical technology program is required. Licensing by a regulatory body is required in all provinces. Those operating emergency vehicles require an appropriate class of licence.

BIOMEDICAL ENGINEERING TECHNICIAN

SALARY RANGE

\$19.68 – \$27.54/hr



NATURE OF WORK

Biomedical engineering technicians may work independently or provide technical support and services in the design, development and testing of biomedical electronic equipment and systems; ensures the installation, calibration and proper operation of biomedical electronic equipment, including adjustment and evaluation.

MAIN DUTIES

- Assemble, maintain and repair various medical equipment, including testing the functionality of equipment and take accuracy, sensitivity and selectivity measurements.
- Assist medical staff in operation of equipment and must be familiar with standard concepts, practices, and procedures within a particular field.

EMPLOYMENT REQUIREMENTS

Completion of a two to three year college program in electrical or electronics technology or electronics engineering technology. In Quebec membership in a regulatory body for professional technologists is required.

DENTAL HYGIENIST

SALARY RANGE

\$27.00 – \$35.00/hr



NATURE OF WORK

Dental hygienists provide dental hygiene treatment and information related to the prevention of diseases and disorders of the teeth and mouth. They are employed in dentists' offices, hospitals, clinics, educational institutions, government agencies and private industry.

MAIN DUTIES

- Conduct initial dental assessments and consult with dentists on patient care.
- Take dental impressions.
- Take and develop x-rays.
- Remove stains and deposits from teeth to prevent tooth and root decay.
- Apply fluoride treatment.
- Instruct patients regarding oral hygiene procedures.
- Clean and stimulate the gums to prevent gum disease.
- May perform restorative and orthodontic procedures under the direction of a dentist.
- May supervise dental assistants in their health care functions.

EMPLOYMENT REQUIREMENTS

Dental hygienists are required to complete a college program ranging from one to three years, or an approved program in dental hygiene recognized by the governing board in the province or territory of residence. Licensing by the appropriate provincial or territorial regulatory body is required for dental hygienists.

DENTAL THERAPIST

SALARY RANGE

\$27.00 – \$35.00/hr



NATURE OF WORK

Dental therapists carry out limited dental services related to the prevention and treatment of diseases and disorders of the teeth and mouth. They are employed by the federal and provincial governments to provide services in rural and remote communities.

MAIN DUTIES

- Conduct dental assessments and consult with dentist on patient care.
- Take dental impressions.
- Take and develop x-rays.
- Remove stains and deposits from teeth to prevent tooth and root decay.
- Apply fluoride treatment.
- Instruct patients regarding oral hygiene procedures.
- Supervise dental assistants in their health care functions.
- May drill and fill cavities, extract teeth and replace portions of tooth crown.

EMPLOYMENT REQUIREMENTS

Dental therapists are required to complete a two to three year college diploma or equivalent credentials from an approved dental institution.

DIETARY TECHNICIAN

SALARY RANGE

\$21.07 – \$28.82/hr



NATURE OF WORK

Dietary technicians are employed in health care and commercial establishments such as hospitals, extended care facilities, nursing homes, schools, cafeterias and fast food outlets. They assist dietitians or nutritionists to plan and supervise food service operations, plan menus and diets for individuals or groups and assist in the supervision of personnel who prepare and serve food. They help patients select menu items, assist dietitians with research in food, nutrition and food service systems.

MAIN DUTIES

- Perform various tasks to improve the quality of nutrition and promote health; may work in the management of food services, the food and agriculture industry, client services, inspection and communication.
- Coordinate the production and distribution of food within the guidelines of hygiene and salubrity as well as within the norms of health and security in the workplace.
- Keep abreast of new discoveries in nutrition, food engineering, computers and specialized equipment within their work organization.
- Identify the effects of new government regulations, the ever-increasing demands of the consumer and new discoveries in nutrition.

EMPLOYMENT REQUIREMENTS

Completion of a two to three year college program in dietary technology and supervised practical training is required.

GERONTOLOGY TECHNICIAN

SALARY RANGE

\$20.40 – \$28.55/hr



NATURE OF WORK

Gerontology technicians work with and on behalf of the elderly, in collaboration with colleagues within their specific work environment; would intervene at this level to ensure the well-being, security and autonomy of the client; emphasize an optimal quality of life while always taking into consideration the physical and mental capabilities of the client within the specific environment; encourage group participation and organize, animate and participate in leisure and recreational activities; collaborate with other team members to maintain and improve services for the client and encourage a quality lifestyle.

MAIN DUTIES

Program leaders in gerontology:

- Support both physical and emotional health while promoting and ensuring other related lifestyle needs.
- Help people overcome various situations such as solitude, death in the family, handicaps, sickness, conflicts, etc.
- Elaborate on and apply plans for social intervention or psychosocial intervention with the collaboration of a multidisciplinary group such as social workers, psychologists, doctors, nurses, ergonomists, etc.
- Inform clients of resources available to them to help them overcome various difficulties.
- Keep logs, maintain records and prepare activity reports.

EMPLOYMENT REQUIREMENTS

Completion of Collegial Studies with a specialization in gerontology, in an institution recognized by the Minister of Education, Sports and Recreation is required.

MEDICAL LABORATORY TECHNICIAN/ASSISTANT

SALARY RANGE

\$21.67 – \$31.72/hr



NATURE OF WORK

Medical laboratory technicians/assistants conduct medical laboratory tests, experiments and analyses to assist in the diagnosis, treatment and prevention of disease. They are employed in medical laboratories, hospitals, blood banks, community and private clinics, research facilities and post-secondary educational institutions.

MAIN DUTIES

- Set up, operate and maintain laboratory equipment.
- Conduct chemical analyses of blood, urine, cerebrospinal or other body fluids; study blood cells and other tissues to determine their relation to various physiological and pathological conditions.
- Prepare tissue sections for microscopic examinations using techniques to demonstrate special cellular tissue elements or other characteristics.
- Perform blood group, type and compatibility tests for transfusion purposes and establish procedures for the analysis of specimens and for medical laboratory experiments.
- May specialize in clinical chemistry, clinical microbiology, hematology, histotechnology, immunohematology, cytotechnology and cytogenetics.

EMPLOYMENT REQUIREMENTS

A two or three year college program in medical laboratory technology is required and a period of supervised practical training may be required. Registration with a regulatory body is required in Quebec and most provinces. Certification by the Canadian Society for Medical Laboratory Science is usually required by employers.

MEDICAL LABORATORY TECHNOLOGIST

SALARY RANGE

\$21.67 – \$31.72/hr



NATURE OF WORK

Medical laboratory technologists conduct medical laboratory tests, experiments and analyses to assist in the diagnosis, treatment and prevention of disease. They are employed in medical laboratories, hospitals, blood banks, community and private clinics, research facilities and post-secondary educational institutions.

MAIN DUTIES

- Collect blood, tissue and other samples from patients.
- Log patient samples and prepare them for testing.
- Set up medical laboratory equipment.

EMPLOYMENT REQUIREMENTS

Completion of a two or three year college certificate program in medical laboratory science plus a period of supervised practical training may be required, for medical laboratory technicians and assistants. Combined laboratory and x-ray technicians require completion of a combined laboratory x-ray technology program. Pathologists' assistants require some post-secondary courses or a university degree in life sciences and specialized on-the-job training. Certification by the Canadian Society for Medical Laboratory Science is usually required by employers.

MEDICAL RECORDS TECHNICIAN

SALARY RANGE

\$20.30 – \$30.22/hr



NATURE OF WORK

Health information management technicians and related workers collect, code, record, review and manage health information. They are employed by hospitals, clinics, workplace health and safety boards, health record consulting firms and other health care establishments.

MAIN DUTIES

- Classify and code diseases according to an established classification system.
- Collect, code, cross-reference and store health records and related information.
- Abstract, assemble and analyze clinical data and related demographic information from health records according to established policies and procedures.
- Operate information systems to maintain indexes for classification systems and to manage and retrieve health records information.
- Prepare medical, social and administrative statistics.
- Are responsible for the administration of files, quantitative and qualitative analysis of files and for the application of privacy of information.
- Research, collect, analyze and interpret statistical information.

EMPLOYMENT REQUIREMENTS

Completion of a DEC in Medical Records Management; membership in the Quebec Association of Medical Archivists (AQAM) entitles the bearer to use the designation of Registered Medical Archivist, which is often required and always an asset. The medical records technician must hold a diploma of collegial studies in medical archive techniques recognized by the Minister of Education, Sports and Recreation or a diploma recognized by the Quebec Association of Medical Archivists or that of the Canadian equivalent.

ORTHOTISTS, PROSTHETISTS ORTHOTIC & PROSTHETIC TECHNICIAN

SALARY RANGE

\$21.67 – \$31.72/hr



NATURE OF WORK

Orthotists, prosthetists and orthotic & prosthetic technicians are employed in hospitals, clinics, prosthetics and orthotics laboratories and prosthetic device manufacturing companies. Prosthetics and orthotics may also be self-employed.

MAIN DUTIES

AUDIO PROSTHETISTS

- Perform technical therapy and assessment functions to assist audiologists.
- Examine patients and determine the appropriate type of hearing aid required.
- Analyze data to fit and adjust hearing aids.
- Ensure comfort and fit of hearing aids during follow-up examinations and readjustments.
- Operate equipment to take ear impressions for use in the manufacture of audio prostheses.
- May test patients' hearing.

ORTHOTISTS AND PROSTHETISTS

- Design, fabricate and fit prosthetic and orthotic appliances such as artificial limbs, braces or supports.
- Interpret physicians' specifications and examine and measure patients to develop working sketches of appliances.
- Make and modify plaster casts of areas to receive prostheses or orthoses.
- Fit, adjust and repair appliances and advise patients in the use and care of prostheses and orthoses.

cont'd ...

ORTHOTISTS, PROSTHETISTS ORTHOTIC & PROSTHETIC TECHNICIAN

SALARY RANGE

\$21.67 – \$31.72/hr



MAIN DUTIES

ORTHOTIC AND PROSTHETIC TECHNICIANS

- Assemble or build prosthetic and orthotic appliances according to drawings, measurements and plaster casts using a variety of materials
- Repair, rebuild and modify prosthetic and orthotic appliances or orthopedic footwear.
- May take the body or limb measurements of patients.

EMPLOYMENT REQUIREMENTS

Audio prosthetists require completion of a two or three-year college program in audio prosthetics, including a period of supervised training. Licensure with a regulatory body is required for audio prosthetists in Quebec and some provinces.

Orthotists and prosthetists require a two-year college program in prosthetics and orthotics technology and three years of supervised practical training. Certification by the Canadian Board of Certification of Prosthetists and Orthotists (CBCPO) may be required.

Prosthetic and orthotic technicians usually require a two-three year college program in prosthetics and orthotics and one-two years of supervised practical training, or completion of secondary school and up to four years of supervised practical training under a certified prosthetist or orthotist. Registration with the Canadian Association of Prosthetists and Orthotists (CAPO) may be required.

PHYSICAL REHABILITATION THERAPIST/TECHNICIAN

SALARY RANGE

\$23.17 – \$31.72/hr



NATURE OF WORK

Physical rehabilitation therapists/technicians apply various medically prescribed physiotherapy techniques to assist in the functional rehabilitation of patients. They apply treatments using equipment where necessary. They inform patients to help them become autonomous in their treatment, and record observations and treatments offered. They also participate in clinical training.

MAIN DUTIES

- Provide basic and emergency care.
- Intervene in cases involving pain and circulation problems, loss of mobility or loss of muscle function.
- Provide electrotherapy treatments and rehabilitate clients who have orthopedic and rheumatological problems.
- Adapt a clinical approach to the specific characteristics of a handicap.
- Rehabilitate clients with vascular and respiratory problems.
- Provide rehabilitation to the elderly.

EMPLOYMENT REQUIREMENTS

Physical rehabilitation therapists/technicians require completion of a three-year college program in physical rehabilitation therapy and supervised practical training.

PHYSIOTHERAPY ASSISTANT & OCCUPATIONAL THERAPY ASSISTANT

SALARY RANGE

\$23.17 – \$31.72/hr



NATURE OF WORK

Physiotherapy assistants and occupational therapy assistants carry out treatment programs such as thermotherapy, traction, hydrotherapy and electrotherapeutic techniques under the direction of physiotherapists and/or occupational therapists. Rehabilitate patients who have various injuries or disabilities and maximize their ability to independently manage daily activities.

MAIN DUTIES

- Assist in the implementation of rehabilitation treatment plans and programs and promote overall well-being.
- Focus on restoring and maximizing physical function and occupational performance in order to enable clients to effectively utilize their abilities in musculoskeletal movement.
- Work with people who are physically, developmentally and/or emotionally challenged.

EMPLOYMENT REQUIREMENTS

Physiotherapy assistants: completion of a two to three year college program in physical rehabilitation therapy or a two-year physical therapy assistant (PTA) program and supervised practical training.

Occupational therapy assistants: completion of a two-year occupational therapy assistant (OTA) college program.

In most provinces physiotherapy assistants (PTA) and occupational therapy assistants (OTA) receive training through a single OTA/PTA program in community colleges.

Currently, the qualifications of physical rehabilitation technicians are recognized only in the province of Quebec.

RADIATION ONCOLOGY

SALARY RANGE

\$21.67 – \$31.72/hr



NATURE OF WORK

This unit group includes technologists who operate radiographic and radiation therapy equipment to administer radiation treatment and produce images of body structures for the diagnosis and treatment of injury and disease. They are employed in hospitals, cancer treatment centres, clinics, radiological laboratories, colleges and universities.

MAIN DUTIES

RADIOLOGICAL TECHNOLOGISTS

- Operate x-ray, radiographic and fluoroscopic equipment, computerized tomography (CT) scanners, mammography units and magnetic resonance imaging (MRI) scanners to produce radiographs or anatomic images of the human body.
- Record and process patient data.
- Perform basic verification and quality control checks on radiographic and film processing equipment; explain procedures, position patient and equipment and apply radiation protection measures.

NUCLEAR MEDICINE TECHNOLOGISTS

- Prepare radiopharmaceuticals, and administer them to patients or to biological samples.
- Operate radiation detection equipment to acquire data for use by nuclear medicine physicians in the diagnosis of disease.
- Perform diagnostic procedures using radioactive materials on biological specimens, such as blood, urine and faeces.
- Record and process the results of procedures; check equipment to ensure proper operation; apply radiation protection measures.

cont'd ...

RADIATION ONCOLOGY

SALARY RANGE

\$21.67 – \$31.72/hr



MAIN DUTIES

RADIATION THERAPISTS

- Operate x-ray and other radiation therapy equipment to administer radiation treatment prescribed by radiation oncologists.
- Check radiation therapy equipment to ensure proper operation.
- Assist radiation oncologists and clinical physicists with preparation of radiation treatment plan.
- Assist in the preparation of sealed radioactive materials and in the construction of devices such as plaster casts and acrylic moulds used for administration of radiation treatment.
- Provide appropriate care and monitoring of the patient's physical and psychological well-being during the entire course of treatment; explain procedures and side effects of radiation.

EMPLOYMENT REQUIREMENTS

Completion of a two to three year college, hospital or other approved program in:

- Diagnostic radiography or magnetic resonance imaging for radiological technologists and magnetic resonance technologists.
- Nuclear medicine technology for nuclear medicine technologists.
- Radiation therapy for radiation therapists OR...

A bachelor of health sciences in radiography, nuclear medicine or radiation therapy and a period of supervised practical training are required. Licensure with a regulatory body is required in all provinces. Certification by the Canadian Association of Medical Radiation Technologists is required in all provinces except Quebec.

RECREATION TECHNICIAN

SALARY RANGE

\$20.40 – \$28.55/hr



NATURE OF WORK

Recreation technicians plan, manage and promote social, cultural and sports activities for recreation departments or retirement homes. They have proven creativity and originality to adapt activities to people's needs in order to engage the participation of as many of them as possible.

MAIN DUTIES

Program leaders and instructors in recreation, sport and fitness:

- Plan and carry out recreational, athletic, fitness and sports activities.
- Demonstrate and instruct athletic, fitness or sports activities and techniques and lead in recreational or leisure programs. Attend to clients with special needs.
- Conduct therapeutic recreational or athletic activities and monitor various activities to ensure safety and provide emergency or first aid assistance when required.
- Enforce safety rules and regulations and assist with co-ordination of special events.
- Keep logs, maintain records and prepare reports.

EMPLOYMENT REQUIREMENTS

Completion of a college program in recreation or physical education or extensive experience and demonstrated ability in a specific recreational or sports program activity is usually required. Certification in that discipline and in first aid or emergency care is also usually required.

REGISTERED NURSE

SALARY RANGE

\$23.85 – \$42.51/hr



REGISTERED NURSE

SALARY RANGE

\$23.85 – \$42.51/hr



NATURE OF WORK

Registered nurses, registered psychiatric nurses and graduates of a nursing program awaiting registration (graduate nurses) provide direct nursing care to patients, deliver health education programs and provide consultative services. They are employed in a variety of settings including hospitals, nursing homes, extended care facilities, rehabilitation centres, doctors' offices, clinics, community agencies, companies and private homes, or they may be self-employed.

MAIN DUTIES

- Registered nurses may specialize in areas such as surgery, obstetrics care, psychiatric care, critical care, pediatrics, geriatrics, community health, occupational health, emergency care, rehabilitation or oncology.
- General duty registered nurses assess patients and identify appropriate nursing interventions. Collaborate with members of an interdisciplinary health team to plan, implement, coordinate and evaluate patient care in consultation with patients and their families; administer medications and treatments as prescribed by a physician or according to established policies and protocols; monitor, assess, address, document and report symptoms and changes in patients' condition; operate or monitor medical apparatus or equipment; assist in surgery and other medical procedures.
- Occupational health nurses develop and implement employee health education programs and provide registered nursing care in private businesses and industry.
- Community health nurses provide health education and registered nursing care in public health units and through home visits; manage complex home care cases; participate in community needs assessment and program development; conduct disease screening and deliver immunization programs.

cont'd ...

MAIN DUTIES

- Nursing consultants provide consultative services to institutes, associations and health care organizations regarding issues and concerns relevant to the nursing profession and nursing practice.
- Nursing researchers engaged in research activities related to nursing are self-employed or are employed by hospitals, public and private organizations and governments.
- Clinical nurses provide leadership, advice and counsel on the provision of research-based care for specific patient groups.
- Psychiatric nurses provide nursing care, supportive counselling and life skills programming to patients in psychiatric hospitals, mental health clinics, long-term care facilities and community-based settings.

EMPLOYMENT REQUIREMENTS

Registered nurses: Completion of a university, college or other approved registered nursing program is required. Additional academic training or experience is required to specialize in a specific area of nursing.

Clinical nurse specialists, clinical nurses, nursing consultants and nursing researchers: Master's or doctoral degree in nursing is usually required. Registration with a regulatory body is required in all provinces and territories.

Registered psychiatric nurses: Completion of a university or college registered psychiatric nursing program is required. Registration with a regulatory body is required in most provinces.

Registered nurses and registered psychiatric nurses may progress to supervisory and managerial positions with experience.

RESPIRATORY THERAPIST

SALARY RANGE

\$22.73 – \$33.24/hr



NATURE OF WORK

Respiratory therapists assist physicians in the diagnosis, treatment and care of patients who have respiratory and cardiopulmonary disorders. Respiratory therapists are employed in hospitals, extended care facilities, public health centres and respiratory home care companies.

MAIN DUTIES

- Perform diagnostic tests, such as arterial blood gas analysis and cardiopulmonary functions tests.
- Use respiratory equipment to administer treatments such as oxygen, oxygen-air mixtures, humidified air or medications.
- Operate, monitor, maintain and test a variety of diagnostic and therapeutic equipment.
- Assess patients and perform or assist with airway maintenance, line insertions, inductions and intubations.
- Perform artificial respiration and external cardiac massage.
- Participate in home care programs for chronic respiratory patients.
- May specialize in areas such as anaesthesia, critical care, pediatrics, cardiopulmonary diagnostics and respiratory home care.

EMPLOYMENT REQUIREMENTS

Completion of a three-year college, hospital or university degree program in respiratory therapy, including clinical training is required. Licensing is required for respiratory therapists in Quebec and most provinces.

SOCIAL WORK TECHNICIAN

SALARY RANGE

\$22.64 – \$31.72/hr



NATURE OF WORK

Social and community service workers implement a variety of social assistance programs and community services and assist clients to deal with personal and social problems. They are employed by social service and government agencies, mental health agencies, group homes, shelters, substance abuse centres, school boards, correctional facilities and other establishments.

MAIN DUTIES

- Interview clients to obtain case history and prepare intake reports.
- Assist clients in finding housing, employment and transportation as well as locating and utilizing legal, medical and financial assistance, etc.
- Implement life skills workshops, substance abuse treatment programs, behaviour management programs, youth services programs and other community and social service programs under the supervision of social services or health care professionals.
- Provide crisis intervention and emergency shelter services.
- Maintain contact with other social service agencies and health care providers involved with clients.

EMPLOYMENT REQUIREMENTS

Completion of a college or university program in social work, child and youth care, psychology or other social science or health-related discipline is usually required. Previous work experience in a social service environment as a volunteer or in a support capacity may replace formal education requirements for some occupations in this unit group. Social service workers may be required to be a member of a provincial regulatory body in some provinces.

SPECIAL EDUCATION TECHNICIAN

SALARY RANGE

\$22.64 – \$31.72/hr



NATURE OF WORK

Special education technicians work with people experiencing adjustment difficulties, such as those with a physical, mental or developmental disability and intellectual, emotional and behavioural issues. In order to enable their social integration, they use a variety of techniques to facilitate communication, rehabilitation, social skills and increased independence. They are employed in rehabilitation centres, specialized educational institutes and throughout the school system.

MAIN DUTIES

- Observe their clients' attitude and behaviour, assess their needs, develop and implement an intervention plan that encourages their adaptation; organize individual or group activities and conduct periodic follow-up evaluations.
- Collaborate with specialists, such as rehabilitation counsellors, speech-language pathologists and occupational therapists, to develop programs for clients' special needs.

EMPLOYMENT REQUIREMENTS

Completion of a college program in special education, rehabilitation, orientation and mobility, visual impairment, hearing impairment or intellectual disability is required.

A bachelor's degree in special education or a related field such as social work or psychology may be required, depending on the type of clientele you are working with.

NUTRITIONIST DIETITIAN

SALARY RANGE

\$22.35 – \$41.16/hr



NATURE OF WORK

Nutritionists and dietitians plan, implement and oversee nutrition and food service programs. They are employed in a variety of settings including hospitals, home health-care agencies and extended care facilities, community health centres, the food and beverage industry, the pharmaceutical industry, educational institutions and government and sports organizations. They may also work as private consultants.

MAIN DUTIES

- Develop, administer and supervise nutrition and food preparation as well as service programs in hospitals, nursing homes, schools, company cafeterias or similar settings.
- Evaluate nutritional status of individuals and provide nutrition guidance to health professionals, individuals, dietetic interns as well as community groups, government and the media.
- Practice on an individual basis or as a member of an interdisciplinary team to determine nutritional needs of patients.
- Plan, implement and evaluate normal and therapeutic menus to maintain and enhance general health.
- Work within industry in the development, testing, evaluation and marketing of food and nutrition products.
- Dietitians and nutritionists may specialize in areas such as administrative dietetics, clinical dietetics, community dietetics, public health nutrition or research dietetics.

EMPLOYMENT REQUIREMENTS

Dietitians require a bachelor's or master's degree in dietetics, nutrition or a related field such as food and nutritional science or biochemistry and a period of supervised practical training. Registration with a regulatory body is required in all provinces. Membership in the national association, Dietitians of Canada, may be required for dietitians to practice.

Nutritionists usually require similar education and training as dietitians. Registration with a regulatory body is required for nutritionists in Quebec and some provinces. Membership with the national association, Dietitians of Canada, and/or a provincial regulatory body is possible for nutritionists who have the same education and practical training as Dietitians.

PHYSIOTHERAPIST

SALARY RANGE

\$25.05 – \$44.64/hr



NATURE OF WORK

Physiotherapists assess patients, plan and carry out individually designed treatment programs to maintain, improve or restore physical functioning, alleviate pain and prevent physical dysfunction in patients. They are employed in hospitals, clinics, industry, sports organizations, rehabilitation centres and extended care facilities, or they may work in private practice.

MAIN DUTIES

- Assess patients' physical abilities through evaluative procedures such as functional ability tests.
- Plan and implement programs including therapeutic exercise, manipulations, massage, education, the use of electro-therapeutic and other mechanical equipment and hydrotherapy.
- Evaluate effectiveness of treatment plans and communicate with referring physician and other healthcare professionals regarding patients' problems, needs and progress.
- Maintain clinical and statistical records and confer with other health care professionals.
- Treat patients with cardiovascular and cardiopulmonary disorders, burns or sports injuries.
- Focus in particular clinical areas such as neurology, oncology, obstetrics, rheumatology, orthopedics, pediatrics and geriatrics.

EMPLOYMENT REQUIREMENTS

A university degree in physiotherapy and a period of supervised practical training are required. A licence or registration with a regulatory body is required to practise physiotherapy. Completion of the Physiotherapy National Exam, administered by the Alliance of Physiotherapy Regulatory Boards, may be required.

SOCIAL WORKER

SALARY RANGE

\$23.09 – \$42.51/hr



NATURE OF WORK

Social workers help individuals, couples, families, groups, communities and organizations develop the skills and resources they need to enhance social functioning. They provide counselling, therapy and referral to other supportive social services. They respond to social needs and issues such as unemployment and poverty. They are employed by hospitals, school boards, social service agencies, child welfare organizations, correctional facilities, community agencies and Aboriginal band councils. They may also work in employee assistance programs, specialize in geriatrics or addictions as well as work in private practice.

MAIN DUTIES

- Interview clients individually, in families, or in groups, to assess their problems and determine the types of services required.
- Provide counsel and therapy to help the client develop skills in dealing with and resolving social and personal problems.
- Plan programs of assistance, including referral to agencies for financial assistance, legal aid, housing, medical treatment, etc.
- Investigate cases of child abuse or neglect and take authorized protective action when necessary.
- Serve as members on interdisciplinary teams of professionals working with client groups.

EMPLOYMENT REQUIREMENTS

A bachelor's degree in social work is required in Quebec. Supervised practical experience is usually required. Successful completion of provincial written and oral examinations may be required. Registration with a provincial governing body is mandatory to practice as a social worker in Quebec. Membership in a provincial association of social workers is usually required.

SPECIALIZED NURSE PRACTITIONER

SALARY RANGE

\$28.91 – \$51.45/hr



NATURE OF WORK

Specialized nurse practitioners (SNPs) have training and advanced experience in nursing. They are responsible for all aspects of a person's health:

- Physical and mental health needs
- Gathering a family's health history
- Assessing how an illness affects the daily life of a patient and his or her family
- Giving advice on healthy living and ways to manage chronic illness

MAIN DUTIES

- SNPs work with the attending physician to identify health problems and establish care and treatment priorities. In close collaboration, they assist in the follow-up of diagnosed patients.
- Provide clinical support to nurses and other healthcare professionals; act as educators and researchers that other members of the care team can consult; help design, apply and evaluate programs related to their specialty; contribute to the development and implementation of educational programs for patients, as well as for groups of people.
- Contribute to the establishment and evaluation of medical- and nursing-care regulations and the development of training programs for nursing staff.
- Conduct and collaborate in, nursing-care research and medical clinical research.

cont'd...

SPECIALIZED NURSE PRACTITIONER

SALARY RANGE

\$28.91 – \$51.45/hr



MAIN DUTIES

In addition to their profession-specific responsibilities, SNPs may exercise 5 additional activities usually reserved for physicians:

- Prescription of drugs and other substances.
- Prescription of diagnostic tests.
- Prescription of medical treatments.
- Use of diagnostic techniques that are invasive or present a risk of injury.
- Use of medical techniques or treatments or applications that are invasive or present a risk of injury.

SNPs generally work in one of the following specialties:

- Nephrology
- Cardiology
- Primary care
- Neonatology

EMPLOYMENT REQUIREMENTS

SNPs must hold a graduate degree in their elected specialty. The *Ministère de la Santé et des Services Sociaux* offers scholarships as part of its Incentive program for specialized nurse practitioners specializing in cardiology, neonatology, nephrology and primary care.

For more information, see *Bourses en soins infirmiers pour les infirmières praticiennes spécialisées* page (in French only). In order to practice, SNPs must also pass the "Ordre des infirmières et infirmiers du Québec", (OIIQ) exam.

AUDIOLOGIST

SALARY RANGE

\$23.09 – \$42.51/hr



NATURE OF WORK

Audiologists diagnose, evaluate and treat individuals with peripheral and central hearing loss, tinnitus and balance problems.

MAIN DUTIES

- Develop and administer audiometric tests and examinations, to diagnose and evaluate the degree and type of the patients' hearing impairment.
- Plan and implement rehabilitation programs for patients, including selection, fitting and adjustment of amplification devices, such as hearing aids, and teach speech (lip) reading.
- Provide information regarding the nature, extent, impact and implications of hearing loss and treatment.
- Establish care plans working as a member of an interdisciplinary team.
- Conduct research.

EMPLOYMENT REQUIREMENTS

Audiologists require a master's degree in audiology. In some jurisdictions, audiologists may be required to obtain a separate licence to dispense hearing aids.

Registration with a regulatory body is required for audiologists in Quebec and most provinces. Membership in the national association, Canadian Association of Speech-Language Pathologists and Audiologists, is usually required.

BIOMEDICAL ENGINEER

SALARY RANGE

\$22.36 – \$42.40/hr



NATURE OF WORK

Biochemical engineers design and develop medical diagnostic and clinical instrumentation, equipment and procedures. They develop devices to assist persons with disabilities and advise hospital administrators on planning, acquisition and use of medical equipment. They modify and install or supervise installation of equipment.

MAIN DUTIES

- Furnish scientific and technical support to those who use these technologies and to administrators of organizations who supply health care services.
- Ensure that all medical equipment in the establishment functions properly.
- In addition they act as consultants regarding questions of security and utilization of medical gas, or on the use of non-ionising radiation, such as lasers.

EMPLOYMENT REQUIREMENTS

A bachelor's degree in an appropriate engineering discipline is required. Students can then go on to complete graduate studies to obtain their master's degree or doctorate. Licensing by a provincial or territorial association of professional engineers is required. Engineers are eligible for registration following graduation from an accredited educational program and after three years of supervised work in engineering and passing a professional practice examination.

CLINICAL BIOCHEMIST

SALARY RANGE

\$38.62 – \$50.08/hr



NATURE OF WORK

Clinical biochemists are responsible for diagnostic services offered by biochemical laboratories. They offer specialized activities of consultation, examination, development, research and information in the discipline of biochemistry, one of 4 disciplines of medical biology (biochemistry, hematology, microbiology and pathology). Their work aids in determining a diagnosis and following the evolution of an illness, as well as the efficiency of a particular treatment. They may work in teams with other scientists or take direction from biotech companies.

MAIN DUTIES

- Commonly work in research capacities, studying biological systems, organisms, living tissue, molecules and genetic patterns.
- In labs they conduct experiments and perform tests, analyze samples, evaluate data, analyze results and write reports.
- May include development and design of protocols, experiments and regulations.

EMPLOYMENT REQUIREMENTS

A bachelor's degree in chemistry, biochemistry or in a related discipline is required. A master's or doctoral degree is usually required for employment as a research chemist. Licensing by a provincial association of chemists is compulsory in Quebec.

COMMUNITY ORGANIZER

SALARY RANGE

\$22.88 – \$40.49/hr



NATURE OF WORK

Community organizers plan, coordinate, direct and evaluate the programs and activities of social service and community agencies, correctional institutions, counselling departments, labour organizations, professional associations, political parties and non-governmental organizations.

MAIN DUTIES

- Plan, organize and control social and community service programs and establish administrative procedures.
- Prepare reports and briefs for management and working groups.
- Represent the organization for the purposes of government liaison and community and media relations.
- Coordinate information to direct, control, and evaluate programs such as income maintenance, children's aid and emergency housing services.
- Administer programs of non-governmental organizations involved with social issues such as health care, human rights, consumer protection, international development and environmental protection.

EMPLOYMENT REQUIREMENTS

Community organizers in social, community and correctional services usually require a master's degree in a social science or administrative discipline as well as several years of experience in a related occupation; as a social worker, health policy researcher, consultant or program officer, probation or parole officer.

DENTIST

SALARY RANGE

\$43.40 – \$82.41/hr



NATURE OF WORK

Dentists diagnose, treat, prevent and control disorders of the teeth and mouth. They work in private practice or may be employed in hospitals, clinics, public health facilities or universities.

Dentists may specialize in such areas as oral and maxillofacial surgery, orthodontics, pediatric dentistry, periodontics, endodontics, prosthodontics, oral pathology, oral radiology or public health dentistry.

MAIN DUTIES

- Examine patients' teeth, gums and tissue, to diagnose disease, injury, decay and plan appropriate treatment.
- Restore, extract and replace diseased and decayed teeth.
- Perform oral surgery, periodontal surgery and other treatments.
- Design bridgework, fit dentures and provide appliances to correct abnormal positioning of the teeth and jaws; write fabrication instructions or prescriptions for use by denturists and dental technicians.

EMPLOYMENT REQUIREMENTS

One to four years of pre-dentistry university studies or, in Quebec, completion of a college program in sciences and a university degree from a recognized dental program are required. Licensing by a provincial or territorial regulatory body is required. Dentists in general practice can move into a specialized practice through advanced training. Licensing for specializations is required.

FAMILY & MARRIAGE COUNSELLORS

SALARY RANGE

\$23.09 – \$42.51/hr



NATURE OF WORK

Family, marriage and other related counsellors assist individuals and groups to identify, understand and overcome personal problems as well as achieve objectives. They are employed by counselling centres, social service agencies, group homes, government agencies, family therapy centres, health care and rehabilitation facilities, or in private practice.

MAIN DUTIES

Family, marriage and other related counsellors:

- Interview clients, prepare case histories and assess problems.
- Conduct vocational testing and psychometric assessment.
- Develop and implement counselling and intervention programs to assist clients in determining their goals and means of attaining them.
- Counsel, provide therapy and mediation services and facilitate group sessions.
- Consult with community agencies to identify additional or alternative services and provide referrals.
- Evaluate the effectiveness of counselling programs and interventions, as well as clients' progress in resolving identified problems.

They often specialize in dealing with a specific client group such as injured workers, or clients with specific problems, such as drug and alcohol addiction, marital difficulties or behavioural disorders.

EMPLOYMENT REQUIREMENTS

A master's degree in the field of counselling, mental health or a related social service discipline is usually required.

An undergraduate degree or college diploma in a social science is required for certain areas of counselling.

In Quebec, membership in the professional association is mandatory for counsellors. Registered marriage and family therapists and registered clinical counsellors must meet strict criteria involving post-graduate education and a period of supervised clinical work with clients.

GENERAL PRACTITIONER

SALARY

\$95.12/hr



NATURE OF WORK

General practitioners and family physicians diagnose and treat diseases, physiological disorders and injuries. They provide primary contact and continuous care toward the management of patients' health. They usually work in private practice, including group or team practices, hospitals and clinics. Residents in training to be general practitioners and family physicians are included in this unit group.

MAIN DUTIES

- Examine patients; take their histories, order laboratory tests, x-rays and other diagnostic procedures.
- Consult with other medical practitioners to evaluate patients' physical and mental health.
- Prescribe and administer medications and treatments.
- Provide emergency care and acute care management.
- Vaccinate patients to prevent and treat diseases.
- Deliver babies and provide pre-natal and post-natal care.
- Advise patients on health care, including health promotion, disease, illness and accident prevention.
- Report births, deaths and contagious and other diseases to governmental authorities.

EMPLOYMENT REQUIREMENTS

A bachelor's degree or in Quebec, completion of a college program and one year of pre-medicine university studies is usually required. Graduation from an approved medical school and two to three years of family medicine residency training are required. Completion of the qualifying examinations of the Medical Council of Canada and licensing by a provincial or territorial licensing authority is required.

KINESIOLOGIST

+ other professional occupations in therapy and assessment

SALARY RANGE

\$21.99 – \$40.49/hr



NATURE OF WORK

This unit group includes specialized therapists not elsewhere classified who use techniques such as athletic movement, art or recreational therapy to aid in the treatment of mental and physical disabilities or injuries. They are employed by establishments such as hospitals, rehabilitation centres, extended health care facilities, clinics, recreational centres, nursing homes, industry, educational institutions and sports organizations, or they may work in private practice.

MAIN DUTIES

- Therapists and other professionals in this unit group assess patients and review reports from physicians, physiotherapists, psychiatrists, etc. to determine patients' current and potential functioning level.
- Prepare individualized and group treatment plans based on health concerns and on recommendations from physicians or other health professionals.
- Design and implement specialized therapy programs to maintain, rehabilitate or enhance movement, musculoskeletal functioning and performance in sports, work and recreation.
- Observe and analyze patients during treatment sessions, write reports on patient outcomes and consult with other health professionals to evaluate treatment plans.

EMPLOYMENT REQUIREMENTS

A bachelor's degree in kinesiology allows direct access to a wide variety of positions in the job market. Further studies lead to a master's or doctorate degree and positions including research and teaching at the university level.

Kinesiologists usually require a master's degree in kinesiology or human kinetics. Certification for kinesiologists is available through the Canadian Kinesiology Alliance.

MEDICAL PHYSICIST

SALARY RANGE

\$34.34 – \$48.94/hr



NATURE OF WORK

Medical physicists are health care professionals with specialized training in the medical applications of physics. Their work involves the safe use of x-rays, radioactive materials, ultrasound, magnetic and electric fields, radiofrequency waves, infrared and ultraviolet light, heat and lasers in medical diagnosis and treatment of human disease. Most medical physicists in Canada work in cancer treatment facilities, hospital diagnostic imaging departments, or hospital-based research establishments. Others work in universities, government and industry.

MAIN DUTIES

- For the purpose of providing clinical professional services, a Qualified Medical Physicist (QMP) is an individual who is competent to independently provide clinical professional services in one or more of the subfields of medical physics. The subfields of medical physics are:
 - Radiation Oncology Physics
 - Nuclear Medicine Physics
 - Diagnostic Radiological Physics
 - Magnetic Resonance Imaging

EMPLOYMENT REQUIREMENTS

A bachelor's degree in physics or engineering physics, and graduate and postgraduate studies in medical physics provide basic knowledge of anatomy, physiology, genetics and biochemistry, which are required to become a medical physicist.

A Qualified Medical Physicist meets each of the following credentials:

- Has earned a master's and/or doctoral degree in physics, medical physics, biophysics, radiological physics, medical health physics, or equivalent disciplines from an accredited college or university; and...
- Has been granted certification in the specific subfield(s) of medical physics by an appropriate national certifying body and abides by the certifying body's requirements for continuing education.

Scholarships in medical physics are offered to students under the scholarship program of the *Ministère de la Santé et des Services sociaux*. For more information, see *Bourses en physique médicale* page (in French only).

MEDICAL SPECIALIST

SALARY

\$123.00/hr



NATURE OF WORK

This unit group includes specialist physicians in clinical medicine, laboratory medicine and in surgery. Specialists in clinical medicine diagnose and treat diseases, physiological or psychiatric disorders and act as consultants to other physicians. Specialists in laboratory medicine study the nature, cause and development of diseases in humans. Specialists in surgery perform and supervise surgical procedures.

Specialists in clinical medicine usually work in private practice or in a hospital while those in laboratory medicine and in surgery usually work in hospitals. Residents in training to become specialist physicians are included in this unit group.

MAIN DUTIES

Specialists in clinical medicine:

- Diagnose and treat diseases and physiological or psychiatric disorders.
- Order laboratory tests, x-rays and other diagnostic procedures.
- Prescribe medication and treatment and refer patients for surgery.
- Act as consultants to other physicians.
- May conduct medical research.

Specialists in laboratory medicine:

- Study the nature, cause and development of diseases in humans and the structural and functional changes caused by diseases.
- Conduct microscopic and chemical analyses of laboratory samples and specimens. Supervise laboratory activities.
- Act as consultants to other physicians.

cont'd...

MEDICAL SPECIALIST

SALARY

\$123.00/hr



MAIN DUTIES

Specialists in surgery:

- Assess patients' diseases or disorders to determine appropriate surgical procedures.
- Perform and supervise surgical procedures to correct physical abnormalities and deficiencies and repair injuries.
- Act as consultants to other physicians.

EMPLOYMENT REQUIREMENTS

Specialist physicians: Bachelor of Science degree or in Quebec, completion of a college program and one year of pre-medicine university studies is usually required. Graduation from an approved medical school and specific specialty training are required. Completion of the certifying examinations of the Royal College of Physicians and Surgeons of Canada and licensing by the provincial or territorial licensing authority are required.

Specialists in clinical medicine: Four to five years of specialty residency training. Two years of subspecialty training may also be required.

Specialists in laboratory medicine: Four to five years of specialty residency training are required.

Specialists in surgery: Five to six years of specialty residency training are required. Two years of subspecialty training may also be required.

MIDWIFE

SALARY RANGE

\$29.71 – \$50.41/hr



NATURE OF WORK

Midwives provide full-course care to women and their babies during the pre- and post-natal period. They are employed in community health centres, hospitals, clinics and rehabilitation centres.

MAIN DUTIES

- Monitor the health of mother and baby.
- Manage labour and spontaneous normal deliveries.
- Care for, assess and monitor the health of newborns, and refer infants to appropriate medical services, as required.
- Provide advice and guidance regarding care for newborns and young infants.

EMPLOYMENT REQUIREMENTS

Completion of an undergraduate university degree program in midwifery or its equivalent and a period of supervised practical training. Registration with a regulatory body is required for midwives in Quebec and most provinces.

OCCUPATIONAL THERAPIST

SALARY RANGE

\$25.06 – \$44.64/hr



NATURE OF WORK

Occupational therapists develop individual and group programs for people affected by illness, injury, developmental disorders, emotional or psychological problems and aging. They help to maintain, restore or increase the patient's ability to care for themselves and to engage in work, school or leisure. They also develop and implement health promotion programs with individuals, community groups and employers. They are employed in health care facilities, in schools and by private and social services agencies or are self-employed.

MAIN DUTIES

- Analyse clients' capabilities and expectations related to life activities through observation, interviews and formal assessments.
- Develop intervention programs to address clients' needs related to self-care, work and leisure activities.
- Establish personalized care plans working as a member of an interdisciplinary team.
- Consult and advise on health promotion programs to prevent disabilities and maximize independent function in all activities of life.
- May specialize in working with children or adults or persons with distinct problems such as dementia, traumatic brain injury and chronic pain.

EMPLOYMENT REQUIREMENTS

A university degree in occupational therapy including supervised fieldwork is required. Graduation from an occupational therapy program approved by the *World Federation of Occupational Therapists* (WFOT) is accepted in some provinces. Occupational therapists may obtain expertise in a particular area through additional training or experience. To practice in Québec, as an ergothérapeute, you must be a member of the “*Ordre professionnel des ergothérapeutes du Québec*.”

OPTOMETRIST

SALARY RANGE

\$20.23 – \$28.92/hr



NATURE OF WORK

Optometrists examine eyes and diagnose ocular diseases and disorders. They prescribe and fit eyeglasses and contact lenses. They recommend treatments such as exercises to correct vision problems or ocular disorders. They work in private practice, clinics and community health centres.

MAIN DUTIES

- Examine patients' eyes.
- Conduct tests and use ophthalmoscopes, bio microscopes and other specialized instruments to determine ocular health and visual efficiency.
- Prescribe treatment (excluding surgery) to maintain, improve and correct vision and manage other ocular disorders.
- Prescribe and fit eyeglasses and contact lenses.
- Advise patients on contact lens use and care, ocular hygiene and preventive care.
- Refer patients to ophthalmologists or other physicians for cataracts, glaucoma and macular degeneration.

Optometrists may specialize in fitting visual aids for people who are partially blind, fitting contact lenses or correcting special vision problems.

EMPLOYMENT REQUIREMENTS

Three years of university undergraduate studies in mathematics and sciences **AND** a four-year university program in optometry are required. Licensing by the provincial or territorial regulatory governing body is required.

PHARMACIST

Community and hospital

SALARY RANGE

\$40.52 – \$51.17/hr



NATURE OF WORK

Community pharmacists and hospital pharmacists compound and dispense prescribed pharmaceuticals and provide consultative services to both clients and health care providers. They are employed in retail and hospital pharmacies, or they may be self-employed.

MAIN DUTIES

Community pharmacists and hospital pharmacists:

- Check prescriptions for proper dosage.
- Compound prescribed pharmaceutical products by calculating, measuring and mixing the quantities of drugs and other ingredients required.
- Dispense prescribed pharmaceuticals and advise on indications, contra-indications, adverse effects, drug interactions and dosage.
- Maintain medication profiles of customers including registry of poisons and narcotic and controlled drugs.
- Ensure proper preparation, packaging, distribution and storage of vaccines, serums, biologicals and other drugs and pharmaceuticals.
- Advise customers on selection and use of non-prescription medication.

EMPLOYMENT REQUIREMENTS

A Bachelor of Science degree in pharmacy is required. Pharmacists also require practical training under the supervision of a pharmacist. Licensure is required in all provinces and territories for community and hospital pharmacists.

PHARMACIST

Industrial

SALARY RANGE

\$40.52 – \$51.17/hr



NATURE OF WORK

Industrial pharmacists participate in the research, development, promotion and manufacture of pharmaceutical products. They are employed in pharmaceutical companies, government departments and agencies.

MAIN DUTIES

Industrial pharmacists:

- Participate in research for the development of new drugs.
- Formulate new drug products developed by medical researchers.
- Co-ordinate clinical investigations, test new drug products for stability and to determine absorption and elimination patterns.
- Control the quality of drug products during production to ensure that they meet standards of potency, purity, uniformity, stability and safety.
- Develop information materials concerning the uses, properties and risks of particular drugs.
- Evaluate labelling, packaging and advertising of drug products.
- Promote pharmaceutical products to health professionals.

EMPLOYMENT REQUIREMENTS

A Bachelor of Science degree in pharmacy is required. Pharmacists also require practical training under the supervision of a pharmacist. Licensure is required in all provinces and territories for community and hospital pharmacists.

PSYCHO-EDUCATOR

SALARY RANGE

\$23.09 – \$42.51/hr



NATURE OF WORK

Psycho-educators offer services in evaluation, consultation, preventive intervention and re-education to people who have difficulties with psychosocial adaptation. They aim to help them improve their autonomy and resolve or prevent conflicts.

MAIN DUTIES

Psycho-educators:

- Provide psychoeducation services to groups and individuals experiencing or likely to experience adjustment difficulties.
- Evaluate psychosocial adjustment and adjustment skills.
- Intervene for the purpose of helping persons restore equilibrium in their environment by focusing on prevention or re-education
- Organize and animate activities.

EMPLOYMENT REQUIREMENTS

A master's degree in the field of counselling, mental health or a related social service discipline is usually required. In Quebec, a master's degree in psychoeducation is required to practice as a psycho-educator.

An undergraduate degree or college diploma in a social science is required for certain areas of counselling.

In Quebec, membership in the professional association is mandatory for counsellors and psycho-educators. Registered clinical counsellors must meet strict criteria involving post-graduate education and a period of supervised clinical work with clients.

PSYCHOLOGIST

SALARY RANGE

\$24.71 – \$46.85/hr



NATURE OF WORK

Psychologists assess and diagnose behavioural, emotional and cognitive disorders; counsel clients; provide therapy; conduct research and apply theory relating to behaviour and mental processes. They help clients work toward the maintenance and enhancement of psychological, physical, intellectual, emotional, social and interpersonal functioning.

Psychologists work in private practice or in clinics, correctional facilities, hospitals, mental health facilities, rehabilitation centres, community service organizations, businesses, schools and universities and in government and private research agencies.

MAIN DUTIES

- Examine, assess, diagnose behavioural, emotional and cognitive disorders and provide therapy.
- Help clients manage physical illness and disorders.
- Provide counsel for more effective personal, social and vocational development.
- Use standard psychological tests for assessment.
- Plan intervention programs and conduct program evaluation.
- Develop treatment programs to modify behaviour and improve mental processes such as learning, language development, memory and perception. Conduct studies, publish research papers, educational texts and articles.
- Provide consultation services to government and other organizations.
- Psychologists may specialize in applied psychology or experimental research. Some sub-specialties include behavioural psychology, child psychology, cognitive psychology, developmental psychology, educational psychology, etc.

EMPLOYMENT REQUIREMENTS

A doctoral degree in psychology is required in order to use the designation "Psychologist" in Quebec and some provinces. A period of supervised practical experience is required in most jurisdictions.

Successful completion of the written "*Examination for Professional Practice in Psychology*" (EPPP), is required in most provinces and may include oral examinations and board interviews. Membership in the provincial professional association for psychologists is mandatory in all provinces and territories. Psychologists can become specialized in a particular area through training and experience.

SPEECH LANGUAGE PATHOLOGIST

SALARY RANGE

\$23.09 – \$42.51/hr



NATURE OF WORK

Speech-language pathologists diagnose, assess and treat human communication disorders including speech, fluency, language, voice and swallowing disorders. Speech-language pathologists are employed in hospitals, community and public health centres, extended care facilities, day clinics, rehabilitation centres and educational institutions, or may work in private practice.

MAIN DUTIES

- Administer tests and examinations and observe patients to diagnose and evaluate speech, voice, resonance, language, cognitive-linguistic and swallowing disorders.
- Develop, plan and implement remedial programs for correction of various disorders.
- Establish care plans working as a member of an interdisciplinary team.
- Conduct research, develop and design procedures and devices.

EMPLOYMENT REQUIREMENTS

Speech-language pathologists require a master's degree in speech-language pathology.

Registration with a regulatory body is required for speech-language pathologists in Quebec and most provinces.

Membership in the national association, Canadian Association of Speech-Language Pathologists and Audiologists, is usually required.

SPIRITUAL CASE WORKER

SALARY RANGE

\$21.99 – \$40.49/hr



NATURE OF WORK

Spiritual case workers seek to improve the quality of life of people experiencing spiritual and moral distress related to changes in their health, their abilities and life circumstances. A holistic, relational approach including aspects of religion, spirituality and social sciences is used to assess the nature and extent of the person's concerns. They develop a plan of care, provide counselling and therapeutic interventions to promote, maintain, and restore health and/or palliate illness and injury, while taking into account ethical standards, human diversity and human traditions.

Spiritual case workers may work in health care, military or correctional facilities as well as in education, multi-faith and secular communities. They provide services in hospitals or re-adaptation centers, in long term health care centers, (CHSLD) and in local community service centers, (CLSC) in Quebec.

MAIN DUTIES

- Visit patients and their families and give support and companionship
- Offer them guidance in the spiritual and religious aspect of their lives.
- Plan, organize and evaluate activities of a spiritual and religious nature.
- Participate in interdisciplinary groups and in consultations related to theological, spiritual or ethical matters.
- Assume a support role outside of regular working hours to respond to all types of emergencies, whenever necessary.

EMPLOYMENT REQUIREMENTS

A Bachelor of Theology, Bachelor of Science in religion or an equivalent discipline is required. Moreover, a training period through AISSQ, (*Association des intervenants et intervenantes en soins spirituels du Québec*) would be required by most employers.



Lanaudière

REALIZE YOUR FUTURE

Disclaimer: This booklet is meant as general information only. It is in summary form and some of the content may change or become out of date. Students should consult with their Guidance Counselor for more information. ECOL assumes no responsibility for how this material is used.

This initiative was funded by McGill University through a financial contribution from Health Canada.

Several McGill bursaries are awarded to bilingual candidates engaged in full-time studies in health and social services.

These student bursaries are awarded through McGill University's Training and Retention of Health Professionals Project.



The government-recognized educational institution attended may be located inside or outside the Lanaudière region.

**ECOL**English Community
Organization of Lanaudière

3590, rue Metcalfe
Rawdon (Québec) J0K 1S0
Tel. 450-421-5379

ecollanaudiere@hotmail.com

Visit our website at:

www.ecol-lanaudiere.org



March 2017