



July 2018

CAREER PATHWAYS: HEALTH CARE



**Bulkley-Nechako
Workforce Opportunities Table**



Sector Size and Performance

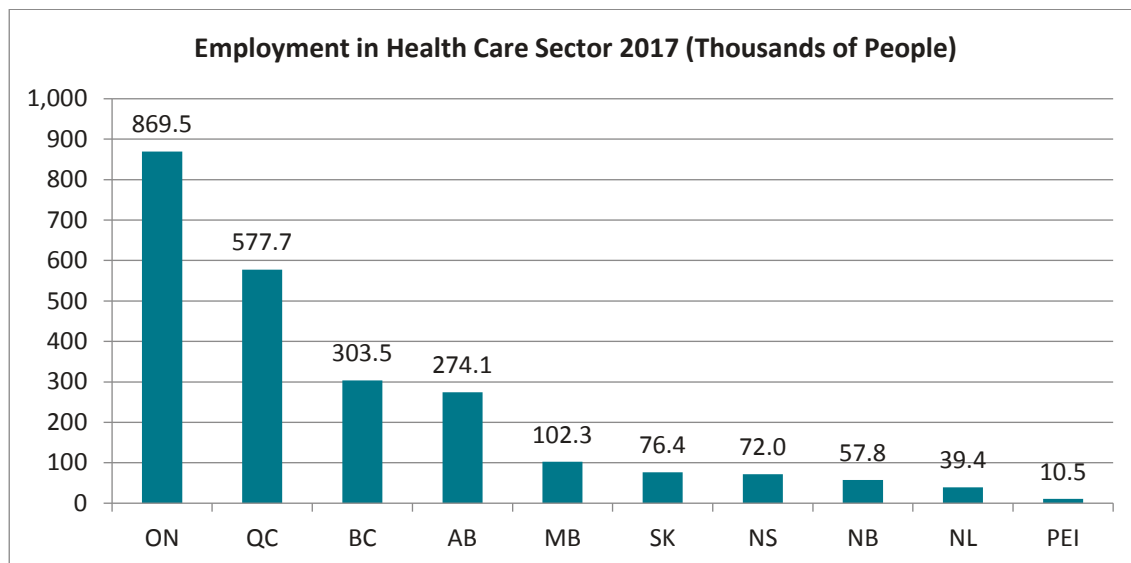
The health care sector comprises establishments primarily engaged in providing health care by diagnosis and treatment and providing residential care for medical and reasons.

Canada's health care sector contributed \$1.0 trillion to Canada's overall GDP in 2016. British Columbia is the fourth largest contributor to total health care GDP in Canada, contributing more than \$12.7 billion (or 13%) in 2016.

British Columbia's health care sector GDP grew consistently year-over-year from 2012 to 2016. Overall the sector has had a compound annual growth of 1% from 2012 to 2016¹

Approximately 303,500 people were employed in British Columbia's health care sector in 2017. The amount employed in this sector has increased year over year with an overall growth of 36,300 jobs in the last five years.

Just over 12 percent of all health care employees in Canada are employed within British Columbia; this makes British Columbia the third largest health care sector employer out of all provinces in Canada.²



Canada's health care sector is projected to have an average of 100,200 job openings each year over the next five years.³ The Government of British Columbia is forecasting 142,500 total job openings in forestry in British Columbia over the next 10 years – an average of 14,250 jobs a year.⁴

¹ Statistics Canada GDP by NAICS, CANSIM Table 379-0030, 2017

² Statistics Canada Labour Force Survey Estimates by NAICS, CANSIM Table 282-0008, 2017

³ Canadian Occupational Projection System, Job Opening Projects by Industry, 2015

⁴ British Columbia Labour Market Outlook, 2017



Careers in Health Care

There are many different careers within the health care sector to pursue, the top twelve in terms of employment in British Columbia's health care sector include:

- Assisting Occupations in Health Services;
- Dental Assistants;
- General Practitioners & Family Physicians;
- Licensed Practical Nurses;
- Massage Therapists;
- Medical Technologists & Technicians;
- Nurse Aides, Orderlies, and Patient Services;
- Pharmacists;
- Registered Nurses & Psychiatric Nurses;
- Specialist Physicians.

The median wage for positions in British Columbia's health care sector ranges from \$20.00 to \$38.50 per hour.⁵ Health care workers in British Columbia make a slightly higher median wage than Canada as a whole – approximately \$1.06 more per hour, on average.

Career Progression in Health Care Sector

LEVEL C (Some College or Industry Specific Training/ Certification, On-Job Training):

Dental Assistants (NOC 3411)

- 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.
- Registration with a regulatory body is required.
Certification by the National Dental Assisting Examination Board is required to perform intra-oral duties.

Median Wages (/Hr):

BC: \$24.00

Canada \$21.50

Nurse Aides, Orderlies and Patient Service Associates (NOC 3413)

- Some secondary school education and on-the-job training OR a nursing/ health care aide college program and supervised practical training are required.
- Completion of specialized courses such as CPR and first aid is usually required.
- An appropriate class of driver's licence may be required for medical attendants.

Median Wages (/Hr):

BC: \$21.00

Canada \$19.92

Other Assisting Occupations in Support of Health Services (NOC 3414)

- 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 may be required by employers.
- Health care courses or 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.
- Pharmacy aides require completion of secondary school and several months of on-the-job training.

⁵ Does not include specialist physicians (3111) general practitioners (3112), or pharmacists (3131).



- Sterile processing technicians require completion of secondary school and a six- to nine-month sterile processing college program.
- Completion of secondary school and several months of on-the-job training are usually required for other assisting occupations in this unit group.

Median Wages (/Hr): BC: \$22.00 Canada \$19.20

LEVEL B (*College or Apprenticeship, Some Certification, Some Experience*):

Medical Laboratory Technicians and Pathologists' Assistants (NOC 3212)

- Medical laboratory technicians/assistants require completion of a college certificate program in medical laboratory science.
- Certification by the Canadian Society for Medical Laboratory Science is usually required.
- Laboratory and X-ray technicians require completion of a 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 American Society for Clinical Pathology – Board of Certification or Pathologists' Assistant Certification Examination is usually required by employers.

Median Wages (/Hr): BC: \$24.57 Canada \$25.00

Other Medical Technologist and Technicians, Except Dental Health (NOC 3219)

- Dietary technicians require completion of a 2- to 3-year college program in dietary technology and supervised practical training.
- Pharmacy technicians usually require completion of a 2- to 3-year college program in pharmaceuticals.
- Registration with a regulatory body is required for pharmacy technicians.
- Ocularists require completion of the education program of the American Society of Ocularists and supervised practical training or a 5-year supervised practical training program under a certified ocularist.
- Certification by the National Examining Board of Ocularists is usually required.
- Prosthetists and orthotists require a 2-year college program in prosthetics and orthotics technology and 3 years of supervised practical training.
- Certification by the Canadian Board of Certification of Prosthetists and Orthotists may be required.
- Prosthetic and orthotic technicians usually require a 2- to 3- year college program in prosthetics and orthotics and 1 to 2 years of supervised practical training or completion of secondary school and up to 4 years of supervised practical training under a certified prosthetist or orthotist.
- Registration with the Canadian Association of Prosthetists and Orthotists (CAPO) may be required.

Median Wages (/Hr): BC: \$20.00 Canada \$19.00

Licensed Practical Nurses (NOC 3233)

- Completion of a vocational, college or other approved program for licensed practical nurses is required.
- Registration with a regulatory body is required in all provinces and territories.
- Completion of a registration examination is required in all provinces and territories.
- Operating room technicians require additional academic training in operating room techniques.

Median Wages (/Hr): BC: \$27.00 Canada \$25.80



Massage Therapists (NOC 3236)

- Massage therapists usually require completion of an 18- to 24-month or 18- to 36-month program in massage therapy from an accredited school and a period of supervised practical training.
- Registration with a regulatory body is required.

Median Wages (/Hr): BC: \$27.07 Canada \$21.37

LEVEL A (*Bachelor Degree or Higher, Intermediate Experience*):

Registered Nurses and Registered Psychiatric Nurses (NOC 3012)

- 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.
- A master's or doctoral degree in nursing is usually required for clinical nurse specialists, clinical nurses, nursing consultants and nursing researchers.
- Registration with a regulatory body is required.

Median Wages (/Hr): BC: \$37.00 Canada \$36.00

Specialist Physicians (NOC 3111)

- A bachelor's degree 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.
- Four to five years of specialty residency training are required.
- Two years of subspecialty training may also be required.

Median Wages (/Year): BC: \$124,209 Canada \$128,579

General Practitioners and Family Physicians (NOC 3112)

- A bachelor's degree 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 or the Collège des médecins du Québec and Licensing by the provincial or territorial licensing authority are required.

Median Wages (/Year): BC: \$104,451 Canada \$125,002

Pharmacists (NOC 3131)

- A university degree in pharmacy and a period of supervised practical training are required.
- Licensure is required in all provinces and territories for community and hospital pharmacists.

Median Wages (/Year): BC: \$95,455 Canada \$97,487



LEVEL O (*Management Positions - Combination of Education and Advanced Experience*):

Managers in Health Care (NOC 0311)

- Administrators of departments such as surgery, clinical medicine or laboratory medicine are usually required to have the education and training of a specialist physician.
- Administrators of other departments, such as nursing, dietetics or physiotherapy, are usually required to have the education and training of the medical professionals in that department.
- Several years of experience in relevant profession, including supervisory experience, are usually required.
- Certification in relevant profession is required.

Median Wages (/Hr):

BC: \$38.46

Canada \$43.75

Local Education/Training Programs

College of New Caledonia

The College of New Caledonia is a post-secondary educational institution that serves the residents of the Central Interior of British Columbia. The college has campuses in Burns Lake, Fort St. James, Mackenzie, Prince George (main), Quesnel and Vanderhoof. It offers a range of programs including: apprenticeship trade training, certificates, diplomas, associate degrees, university transfer credit, continuing education/vocational training, and individualized training sponsored to the client's needs in the college or onsite at a location of the clients choosing. College of New Caledonia also offers a variety of online and direct digital delivery courses and programs to those within the Regional District of Bulkley Nechako. To see up-to-date programming visit: www.cnc.bc.ca

Relevant Programs to Health Care (Current):

Dental Assisting, Certificate – Location: Prince George

The College of New Caledonia offers a 10 month dental assisting program that develops the skills and knowledge needed to succeed as a certified dental assistant. The College's clinic is equipped with 20 dental operatories and 4 radiography rooms. They also have computerized dental stations and digital radiography capabilities. In addition, students are actively involved in the College's dental clinic providing patient centered oral health care.

Dental Hygiene, Diploma – Location: Prince George

The College of New Caledonia offers a two year dental hygiene program, which focuses on the prevention of oral disease and the promotion of oral health. The dental hygiene curriculum also focuses on community based activities and runs programs in collaboration with community partners. The College's clinic is equipped with 20 dental operatories and 4 radiography rooms. They also have computerized dental stations and digital radiography capabilities. In addition, students are actively involved in the College's dental clinic providing patient centered oral health care.



[Fetal Alcohol Spectrum Disorder, Advanced Diploma – Location: Online Through Burns Lake](#)

This program is designed for professionals working in the area of Fetal Alcohol Spectrum Disorder (FASD), and is targeted to provide applied skills in: improving services for individuals with FASD; impacting policy development; understanding the complex challenges facing individuals, families, and communities impacted by FASD; and designing and implementing effective prevention and intervention strategies.

[Health Care Assistant, Certificate – Location: Fort St. James, Mackenzie, Prince George, Vanderhoof](#)

The College of New Caledonia offers a 35 week program that gives individuals the skills to care for disabled individuals living in long-term care facilities or private homes. To help clients meet their needs in all dimensions of health in their home or in a facility, the program prepares individuals to help with assessments, communication, and activities of daily living (such as nutrition and personal hygiene).

[Medical Lab Technology Science, Diploma – Location: Prince George](#)

This two year program prepares individuals to work as Medical Laboratory Technologists, who perform a variety of specialized tests using high-tech instrumentation that assists physicians in diagnoses, treatment and prevention of disease in patients. Individuals will collect and prepare assorted samples for analysis; perform the requested testing procedures; and interpret the testing results.

[Medical Office Assistant, Continuing Education Course](#)

The role of the Medical Office Assistant within the medical office is greatly expanding. In this course, individuals will receive a combination of classroom and computer lab time as well as hands-on clinical training in areas such as routine tests and exams. In addition, individuals will receive training on specialized software, Medical Office Information System (MOIS), used throughout the north in public and private clinics.

[Medical Radiography Technology, Diploma – Location: Prince George](#)

In partnership with the British Columbia Institute of Technology, the College of New Caledonia offers a two year medical radiology technology program that prepares individuals to work in hospital medical imaging departments; in the operating room or emergency department; or in private imaging clinics.

[Nursing, Bachelor of Science – Location: Prince George, Quesnel](#)

The Northern Collaborative Baccalaureate Nursing program is a four-year program that is offered collaboratively between the College of New Caledonia, Northwest Community College, and the University of Northern British Columbia and provides entry into the nursing profession. Years 1 and 2 are provided through CNC in Prince George or Quesnel and years 3 and 4 are provided by UNBC in Prince George and Quesnel. The integrated program of studies leads to a Bachelor of Science in Nursing awarded by UNBC. The goal of the program is to improve access to and successful completion of nursing education for residents of the North. Graduates are prepared for the changing context of health care and health care delivery and are knowledgeable in current nursing practice, with an emphasis on one of the following: acute care nursing; rural nursing; Aboriginal health; or community health.

[Nursing Unit Clerk, Certificate](#)

This 405 hour Nursing Unit Assistant program includes 255 hours of classroom instruction and up to 150 hours of practical experience. Upon successful completion participants will have the knowledge and skills to perform the duties required of a nursing unit assistant in a hospital, clinic, or community care



facility. Graduates of this program will be able to: communicate effectively with patients, visitors and other members of the health care agency; understand and be able to work within the stated policies and procedures of the health care agency; understand the health care agency, the various departments, their functions and how they interact with each other; process physician's orders and requests; perform clerical skills relating to the health care agency unit and patient chart records; and more.

Practical Nurse, Diploma Location: Burns Lake, Prince George

The College of New Caledonia offers a two year practical nurse diploma, which allows graduates to work in various health-care settings such as hospitals, nursing homes, rehabilitation centres, doctors' offices, clinics, occupational health units, community nursing services and private homes.

Coast Mountain College (formerly Northwest Community College)

Coast Mountain College is a post-secondary education institution that serves the residents of northwest British Columbia. The college has campuses in Hazelton, Kitimat, Masset, Prince Rupert, Queen Charlotte, Smithers, and Terrace (main). It offers a range of programs including: apprenticeship trade training, certificates, diplomas, associate degrees, university transfer credit, continuing education/vocational training, aboriginal education and distance and online learning. To see up-to-date programming visit: www.nwcc.bc.ca

Relevant Programs to Health Care (Current):

Access to Practical Nursing, Diploma – Location: Terrace

This 13-month program was initiated in response to the need for recognizing past education, training and work experience of applicants to the Practical Nursing diploma program who achieved previous certification as a Health Care Assistant, Resident Care Attendant or a combined Home Support/Resident Care Attendant. Upon completion, graduates will receive a Practical Nursing diploma and will be able to provide nursing care in partnership with other health care professionals. Graduates will be able to care for selected clients chosen on the basis of acuity and complexity in a variety of settings.

Community Mental Health Worker, Certificate

This 15-week program provides the basis for entry level employment in the mental health field. Through a combination of class, lab and practicum experience, learners will be prepared to meet the challenge of assisting those who face various mental health issues. The program offers opportunity for study in the following areas: principles used in recovery and psychosocial rehabilitation, knowledge and skills in assisting individuals with mental health issues to maximize their independence; skills in running group sessions on health, wellness, symptom management, and assertiveness; fundamental knowledge and skills for effective responses to clients experiencing co-existing alcohol and other drug dependency addiction and mental illness; importance of culture in working with people with addictions and mental health issues; and preparation to function collaboratively as a member of a community health team.

Health Care Assistant, Certificate – Location: Terrace



The Health Care Assistant program provides opportunities to develop knowledge, skills, and attitudes necessary to provide professional care to the elderly and those facing other health or illness challenges. This 29 week, full-time program combines theory, lab study and practice experience.

[Infant and Child Mental Health, Certificate](#) – Location: Prince Rupert, Terrace

The Infant & Child Mental Health (ICMH) program is designed to enhance the ability of front-line workers to effectively and empathically understand and support children presenting with mental health concerns. Five offered courses focus on developmental process, as well as risk factors that can impede normative development. Psychiatric presentations and their impact on children and their families are explored while prevention and intervention strategies are considered through a cultural and developmental lens.

[Nursing, Bachelor of Science](#) – Location: Terrace

The Northern Collaborative Baccalaureate Nursing program is a four-year program that is offered collaboratively between the College of New Caledonia, Northwest Community College, and the University of Northern British Columbia and provides entry into the nursing profession. Years 1 and 2 are provided at the Northwest Community College Terrace campus and years 3 and 4 are provided by UNBC Terrace campus. The integrated program of studies leads to a Bachelor of Science in Nursing awarded by UNBC. The goal of the program is to improve access to and successful completion of nursing education for residents of the North. Graduates are prepared for the changing context of health care and health care delivery and are knowledgeable in current nursing practice, with an emphasis on one of the following: acute care nursing; rural nursing; Aboriginal health; or community health.

University of Northern British Columbia

The University of Northern British Columbia is a small research-intensive university that serves the residents of Northern British Columbia. The university has campuses in Fort St. John, Prince George (main), Quesnel, and Terrace. It offers a range of programs including: certificates, diplomas, undergraduate and graduate degrees. To see up-to-date programming visit: www.unbc.ca

Relevant Programs to Health Care (Current):

[Aboriginal Child and Youth Mental Health, Graduate Certificate](#) – Location: Prince George

The Certificate is designed for students who see to practice in the area of Aboriginal child and youth mental health with a focus on working in northern and remote communities. In particular, this Certificate will provide the education and skills necessary to work with children and youth who are experiencing significant mental health issues or are at high risk.

[Disability Management, Master of Arts](#) – Location: Prince George

UNBC offers Canada's first and only graduate program in disability management providing graduates with the knowledge and skills necessary to assist labor, management, insurance providers, employers and employees with the development of successful work entry or return-to-work strategies for injured workers and/or persons with disabilities.

[Family Nurse Practitioner, Masters of Science](#) – Location: Prince George



UNBC Family Nurse Practitioner students are prepared to provide primary health care for clients across the age span, with a focus on delivery of primary health care in rural, remote, and Northern settings. Family Nurse Practitioners are health care professionals with advanced Masters level education and skills that prepare them to offer high quality health care services from a broad knowledge base. FNPs practice in a variety of health care settings; they assess health status, order diagnostic tests, diagnose disease and conditions, prescribe medications and treatments and manage diseases, disorders and conditions within a professionally regulated scope of practice. FNPs integrate preventative health care into their practices, including screening and health maintenance and population health services for individuals, families, groups and communities.

[Health Science, Bachelor of Science – Location: Prince George](#)

The Bachelor of Health Sciences undergraduate degree program has two majors depending on students interests. The Biomedical Studies Major focuses on the natural and physical sciences. This major will be of interest to students who wish to apply to professional programs, for example: dentistry, medicine, nursing, occupational therapy, pharmacy, physiotherapy, and speech pathology. The Community and Population Health Majors, while sharing some of the same core courses as the biomedical studies major, will also focus on courses for students interested in administration, health care management, information systems or public health.

[Health Science, Master of Science – Location: Prince George](#)

The Master of Science in Health Sciences is intended to prepare health professionals and others to work within the changing health care system. It provides an opportunity for nurses, doctors, physical therapists, occupational therapists, nutritionists, health educators, health and social service administrators, and those interested in the health field to pursue a program that will enhance their skills in areas related to health policy, administration, education, and research. The focus of the MSc in Community Health Science is on health issues in northern, remote, and First Nations communities.

[Health Science, PhD – Location: Prince George](#)

The PhD in Health Sciences is interdisciplinary in nature directly addressing the needs of health science researchers and professionals in BC and beyond. The program format is standard for the doctorate level where the student completes coursework and undertakes research demonstrated with a dissertation of original and innovative research in health sciences. At the doctoral level, the students, through their dissertation, will demonstrate their knowledge of developing and carrying out independent research, synthesize the work using qualitative and/or quantitative skills, make informed judgments and arguments based on fundamental theories and/or concepts.

[Northern Medical Program, Medical Degree – Location: Prince George](#)

Northern and rural areas often face a critical shortage of physicians and healthcare professionals and the Northern Medical Program (NMP) was created in response to that critical need. The NMP is part of UBC's Faculty of Medicine - providing the UBC curriculum in a northern and rural context. The Northern Medical Program delivers the University of British Columbia's (UBC) medical curriculum over a four-year period at the University of Northern British Columbia (UNBC) and the University Hospital of Northern BC (UHNBC). It incorporates the best practices of rural and remote medical education from around the world, providing outstanding classroom and early clinical exposure to rural healthcare delivery.

[Nursing, Bachelor of Science – Location: Prince George \(CNC\), Quesnel \(CNC\), Terrace \(NWCC\)](#)



The Northern Collaborative Baccalaureate Nursing program is a four-year program that is offered collaboratively between the College of New Caledonia, Northwest Community College, and the University of Northern British Columbia and provides entry into the nursing profession. Years 1 and 2 are provided at either the College of New Caledonia or Northwest Community College and years 3 and 4 are provided by UNBC. The integrated program of studies leads to a Bachelor of Science in Nursing awarded by UNBC. The goal of the program is to improve access to and successful completion of nursing education for residents of the North. Graduates are prepared for the changing context of health care and health care delivery and are knowledgeable in current nursing practice, with an emphasis on one of the following: acute care nursing; rural nursing; Aboriginal health; or community health.

[Nursing, Master of Science – Location: Prince George](#)

The Master of Science in Nursing focuses on the integration of research, theory and advanced nursing practice. This stream prepares graduates for roles in nursing education, nursing administration, advanced clinical practice and nursing research. Graduates of the program work in a variety of health care settings as clinical nurse specialists, educators, administrators and researchers.

[Rural Nursing, Certificate](#)

Built on a unique partnership between practice and academia, the Rural Nursing Certificate Program (RNCP) was developed by the Provincial Chief Nursing Officer Council (CNOs), BC's Health Authorities and UNBC. It provides Registered Nurses (RNs) with the opportunity to pursue concentrated coursework in rural nursing, through specialty education. The curriculum is practice-driven, evidence informed and reality-based, and is designed to be completed on a part-time basis through distance education, workshops and clinical placements. The program consists of seven courses (30 credit hours) aimed at preparing nurses for confident, competent and safe rural practice, including Health Assessment and RN First Call, Chronic Disease Management, Palliative Care and Wound Care, Nursing Practice with Older Persons, Perinatal Care, Foundations in Emergency and Trauma Nursing, Mental Health and Addictions, and Living and Working in a Rural Community.

opportunities.rdbn.bc.ca

Bulkley-Nechako Workforce Opportunities Table

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Canada



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