

Health care job profiles

Learn about the job, work, work life, employers, education & training, salary, number of local jobs & recent job postings, local employment outlook & career progression for most of the following jobs:

Audiologists & speech-language pathologists	Nurse Practitioners (NP)
Cardiology Technologists	Occupational Therapists (OT)
Chiropodists	Opticians
Chiropractors	Optometrists
Case Manager (nursing + mental health)	Paramedics
Dental Assistants	Patient Services Associates
Dental Hygienists	Personal Support Worker (PSW)
Dental Technologists & Technicians	Pharmacists
Dentists	Pharmacy Assistants
Denturists	Pharmacy Technicians
Dieticians & Nutritionists	Physician Assistants
General Physicians (GP) & Family Physicians	Physiotherapists
Massage Therapists	Practitioners of Natural Health
Medical Lab Technicians	Registered Nurses (RN)
Medical Lab Technologists (MLT)	Registered Practical Nurses (RPN)
Medical Radiation Technologists	Rehabilitation Assistants in Physiotherapy
Medical Sonographers	Respiratory Therapists
Midwives	Specialist Physicians

The majority of health care employers are dependent on public funding from the province. Future employment outlook for many health care jobs are subject to restraint in public funding.

SLWDB thanks the health care leaders who met with us to discuss human resource issues. Their input helped add the local context to the job profiles.



This project is funded in part by the Government of Canada and the Government of Ontario.



Audiologists & speech-language pathologists

The job:

Diagnose, evaluate & treat communication disorders.

The work:

Audiologists:

- do tests to diagnose & evaluate a patient's hearing impairment
- plan & implement patient's rehabilitation program (i.e., fit hearing aid, teach lip reading)
- establish personalized care plans (with other health care professionals)
- conduct research

Speech-language pathologists:

- do tests & observe to diagnose & evaluate a patient's speech, voice, resonance, language, cognitive-linguistic & swallowing disorders
- plan & implement remedial programs to correct disorders
- establish group & personalized care plans (with other health care professionals)
- conduct research

The employers:

- private practices, clinics
- hospitals
- schools
- child development & rehabilitation centres
- self-employed

The education & training needed:

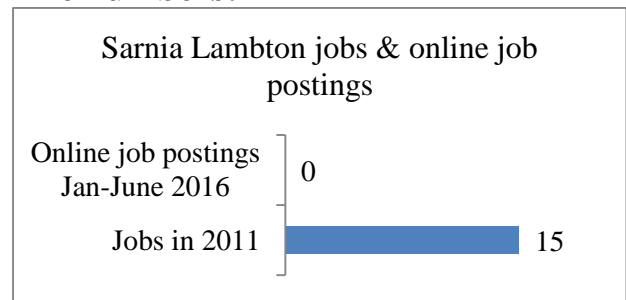
- Master's degree in audiology
- OR
- Master's degree in speech-language pathology

- Registration with the College of Audiologists & Speech-language Pathologists of Ontario
 - required mentorship
 - practicum experience

The salary:

- \$23-47 per hour in Ontario
- average \$40 per hour in Ontario

The numbers:



Sources: Statistics Canada. 2011 NHS. Vicinity Jobs

The Ontario employment outlook:

- good ★★☆☆
 - employment growth expected
 - the growing older population will be a key driver for demand
 - moderate # of expected retirees

The career progression:

- self-employed
- supervisory
- instructor

National Occupational Classification:

NOC 3141 Audiologists & speech-language pathologists

Cardiology Technologists

The job:

Operate electrocardiogram & other electronic equipment to record cardiac activity of patients.

The work:

- perform cardiovascular procedures & tests
- record & assess cardiac activity
- care for patients during tests
- prepare reports for cardiologists
- reprogram pacemakers
- perform routine maintenance of cardiology equipment

The work life:

- some jobs may be part-time

The employers:

- hospitals
- medical laboratories

The education & training needed:


- college certificate program in cardiology technology
- supervised practical training
 - registration with the Canadian Society of Cardiology Technologists
 - pass certification exam
- some employers may also require:
 - Basic Cardiac Life Support certification
 - Advanced Cardiovascular Life Support certification

* Need to keep up with technological advances in the field.

The salary:

- \$16 to \$33 per hour in Ontario
- average \$27 per hour in Ontario

The Ontario employment outlook:

- fair 
 - growing older population may increase demand

The career progression:

- supervisory role

National Occupational Classification:

NOC 3217 Cardiology technologists & electrophysiological diagnostic technologists

Case Managers

(nursing or social work + mental health training)

The job:

Develop, implement & evaluate individualized plans of care with clients. Clients have a serious mental illness.

The work:

Will vary depending on where you work & the type of clients. Examples include:

- identify needs of a client
- develop treatment & service plans
- support clients by empowering them & identifying their goals & strengths
- implement client-centred plan of care that focuses on clients' strengths & capacities
- provide short-term support to clients experiencing a psychiatric crisis
- screen for serious mental illnesses & assess appropriateness of services
- make referrals for clients to other community programs & services
- work with professionals from other organizations to facilitate addiction treatment
- coach life skills to support independent living
- provide supportive counselling
- communicate with family & significant others of the clients
- prepare group resources & materials
- create & maintain clients' records
- assess client programs & determine how to improve quality of services

The work life:

- may be part-time work
- may need to be flexible by sometimes working early mornings, evenings & nights
- will need to travel within the County of Lambton and possibly Chatham-Kent to visit clients

The employers:

- social service agencies

The education & training needed:

- Social Work degree
- Registered with the Ontario College of Social Workers & Social Service Workers

OR

- Bachelor of Science Nursing degree
- Certificate of Competence from the College of Nurses of Ontario
 - pass the NCLEX-RN exam
 - pass jurisprudence exam (knowledge of relevant laws & code of ethics)
- Canadian Certification in Psychiatric/Mental Health Nursing may be preferred

ALSO:

- CPR training
- extensive knowledge of serious mental illnesses
- extensive knowledge of the Mental Health Act & relevant legislation

The salary:

- Registered Nurses & Social Workers earn between \$20 to \$45 per hour in Windsor-Sarnia
- Registered Nurses & Social Workers on average earn \$34 per hour in Windsor-Sarnia

The career progression:

- supervisory positions

National Occupational Code:

NOC 4152 Social Workers

Chiropodists

The job/work:

Diagnose & treat diseases, deformities & injuries of the human foot.

Chiropodists may specialize in diabetic care, sport injuries, pediatrics, geriatrics, rheumatology, biomechanical & gait analysis, podiatric soft tissue surgery & wound care.

The employers:

- private practices
- family health teams
- clinics
- hospitals
- long-term health facilities

The education & training needed:

- Chiropody diploma program (DCh)
- Licence
- Register with College of Chiropodists on Ontario
 - pass registration exam

The National employment outlook:

- good ★★★★★
 - employment growth expected
 - moderate # people expected to retire

The career progression:

- supervisory & management positions

National Occupational Code:

NOC 3125 Other professional occupations in health diagnosing & treating

Chiropractors

The job:

Diagnose, treat & prevent patients' neuromuscular-skeletal disorders.

The work:

- conduct exams & tests to diagnose patients' conditions
- provide treatment through adjustments or articular manipulations & complementary treatments (i.e., electrotherapy, acupuncture)
- advise patients on exercises, posture, lifestyle & nutrition

The work life:

- majority are self-employed
- if self-employed, can set own hours

The employers:

- private practices
- clinics
- self-employed


The education & training needed:

- University degree
- Post-undergraduate Chiropractic program
- Register with the College of Chiropractors of Ontario
 - pass exams of the Canadian Chiropractic Examining Board
 - knowledge-based
 - clinical competency

The salary:

- \$23,104 to \$91,901 per year in Windsor-Sarnia
- average \$49,886 per year in Windsor-Sarnia

The Ontario employment outlook:

- good 
 - growing older population may increase demand
 - demand is dependent on willingness of people to spend money on alternative health care services not covered by the Ontario provincial health care plan

The career progression:

- self-employed
- supervisory

National Occupational Classification:

NOC 3122 Chiropractors

Dental Assistants

The job:

Assist dentists, dental hygienists during the examination & treatment of patients.

The work:

- prepare patients for dental examination
- sterilize instruments & equipment
- take & develop X-rays
- prepare materials needed for procedures
- educate patients on oral hygiene
- schedule patient appointments
- order dental & office supplies

The work life:

- some jobs may be for part-time work

The employers:

- dental offices & clinics

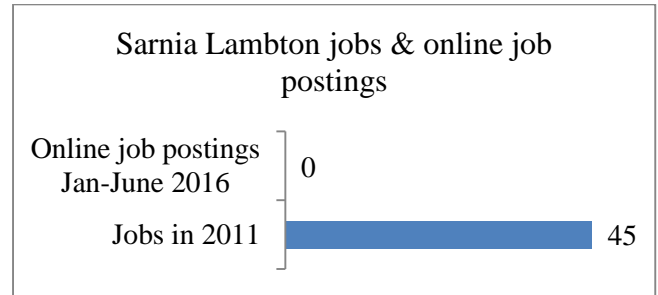
The education & training needed:

- 1 year college program in dental assistance

The salary:

- \$15 to \$23 per hour in Windsor-Sarnia
- average \$22 per hour in Windsor-Sarnia

The numbers:



Sources: Statistics Canada. 2011 NHS. Vicinity Jobs.

The local employment outlook:

- fair ★★☆☆
 - employment growth expected
 - small # of expected retirees

The career progression:

- dental technician with further education & training

National occupational Classification:

NOC 3411 Dental assistants

Dental Hygienists

The job:

Provide dental hygiene treatment to patients.

The work:

- assess teeth & gums
- clean teeth
- take dental impressions
- take & develop X-rays
- provide info on maintaining healthy teeth & gums

The work life:

- first job may be temporary/casual
- 43% of dental hygienists in Ontario work part-time
- some jobs may be part-time

The employers:

- dental offices & clinics
- public health

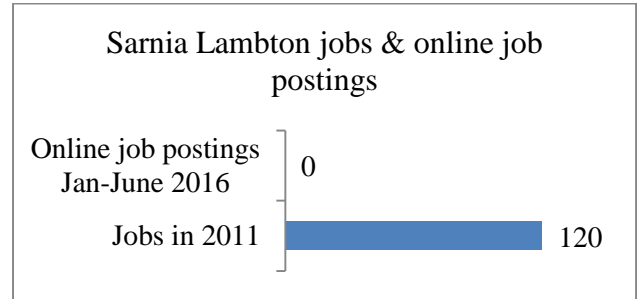
The education & training needed:

- dental hygiene college program
- College of Dental Hygienists of Ontario Certificate
 - passing an exam from the College of Dental Hygienists of Ontario

The salary:

- \$24 to \$45 per hour in Windsor-Sarnia
- average \$34 per hour in Windsor-Sarnia

The numbers:



Sources: Statistics Canada. 2011 NHS. Vicinity Jobs

The local employment outlook:

- fair ★★☆☆
 - employment growth expected
 - small # of expected retirees
 - cover maternity leaves

The career progression:

- related position in education

National Occupational Classification:

NOC 3222 Dental hygienists & dental therapists

Dental Technologists & Technicians

The job:

Design, prepare & make dentures & dental devices.

The work:

- prepare patients for dental examination
- sterilize instruments & equipment
- take & develop X-rays
- prepare materials needed for procedures
- educate patients on oral hygiene
- schedule patient appointments
- order dental & office supplies

The employers:

- dental laboratories

The work-life:

- some jobs may be part-time

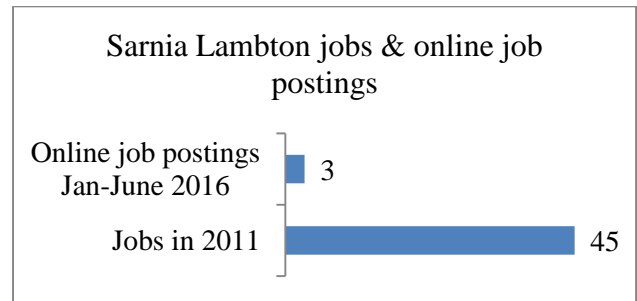
The education & training needed:

- college program in dental technology
- registration with College of Dental Technologists of Ontario
 - supervised practical training
 - qualification of assessment
 - registration exam
 - written
 - practical

The salary:

- \$15 to \$29 per hour in Ontario
- average \$23 per hour in Ontario

The numbers:



Sources: Statistics Canada. 2011 NHS. Vicinity Jobs

The local employment outlook:

- fair ★★☆☆
 - employment growth expected
 - small # of expected retirees
- growing older population is expected to increase the demand in dental prosthetics

The career progression:

- supervisory role

National Occupational Category:

NOC 3223 Dental technologist & technician

Dentists

The job:

Diagnose, treat, prevent & control disorders of the teeth & mouth.

The work:

- examine patients' teeth, gums & tissue
- restore & replace teeth
- perform oral surgery
- clean teeth
- design bridgework, fit dentures & provide appliances to correct positioning of the teeth & jaws
- write instructions for denturists
- supervise dental hygienists, dental assistants & other staff

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

The work-life:

- most dentists are self-employed (91% in Ontario versus 15% for all occupations)

The employers:

- dental offices & clinics
- self-employed
- hospitals
- public health facilities
- universities


The education & training needed:

- university degree in sciences
- completion of dental program
- register with the Royal College of Dental Surgeons of Ontario
 - pass certification exam by the National Dental Examining Board of Canada

The salary:

- \$45,415 to \$261,709 a year in Ontario
- average \$121,251 a year in Ontario

The Ontario employment outlook:

- fair 
 - moderate # of expected retirees but these professionals tend to work beyond retirement age
 - growing older population is expected to increase the demand in complex dental work
- some rural areas may have shortages

The career progression:

- supervisory role
- self-employed

National Occupational Category:

NOC 3113 Dentists

Denturists

The job:

Examine patients & design, construct & repair removable dentures.

The work:

- measure patients' jaws to determine size & shape of dentures required
- make impressions of patients' teeth, gums & jaws
- design & construct dentures
- insert, fit & modify new dentures
- repair dentures
- make mouth protectors, anti-snoring prostheses

The work-life:

- some jobs may be part-time

The employers:

- private practices


The education & training needed:

- denturism/denturology program
- certificate of registration with College of Denturists of Ontario
 - certificate of professional conduct
 - pass qualifying exam

The salary:

- \$25,990 to \$120,008 annual salary in Ontario
- average \$43,151 annual salary in Ontario

The Ontario employment outlook:

- fair 
 - a growing older population may increase demand
 - a significant portion of Ontario population does not have dental insurance
 - in competition with dentists

The career progression:

- supervisory & management positions

National Occupational Code:

NOC 3221 Denturist

Dieticians & Nutritionists

The job:

Plan, implement & oversee nutrition & food service programs.

The work:

- evaluate nutritional status of individuals
- provide nutrition guidance to individuals
- help prevent or treat poor nutrition
- plan, evaluate & conduct education programs for various audiences
- provide consultation to other groups
- analyze current scientific nutritional studies, conduct research & evaluate program effectiveness

The work life:

- first job may be part-time
- if work for a long-term care employer, may be responsible for three facilities

The employers:

- hospitals
- home health care agencies
- community health centres
- retirement homes
- long-term care centres
- government
- family health teams

The education & training needed:

- Bachelor of Sciences, specialization in Nutrition & Dietetics
- Supervised Post Degree Internship (apply through Dieticians of Canada)
OR
Masters Practicum (with a university)
- Register with the College of Dieticians of Ontario
 - pass the Canadian Dietetic Registration Examination

Special notes:

-If complete the “integrated” nutritional sciences program at the University of Ottawa, the internship/masters practicum is not required.

Ontario Universities with a Dietician program:

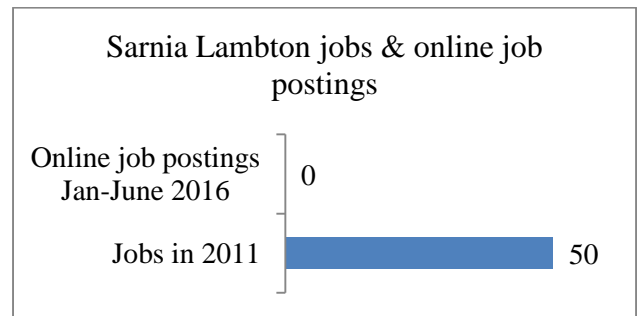
Brescia University College
University of Guelph
Ryerson University

Dieticians are a regulated profession.
Nutritionists are not a regulated profession.

The salary:

- \$18 to \$41 per hour in Ontario
- average \$31 per hour in Ontario

The numbers:



Sources: Statistics Canada. 2011 NHS. Vicinity Jobs.

The Ontario employment outlook:

- good ★★☆☆
- a key driver for demand is an increasing emphasis on disease prevention through improved dietary habits

Career progression:

- supervisory role
- self-employed

National Occupational Classification:

NOC 3132 Dieticians & Nutritionists

General Physicians (GP) & Family Physicians

The job:

Diagnose & treat physiological disorders, diseases & injuries of patients.

The work:

- examine patients (newborn to elderly)
- order laboratory tests, X-rays & other diagnostic tests
- consult & refer to specialists
- prescribe medications & treatments
- vaccinate patients
- act as patient advocate
- co-ordinate & manage patient care
- supervise home care services
- do minor surgeries
- assist surgeons for all surgeries

The work life:

- long & sometimes irregular hours

The employers:

- hospitals
- private or group practices
- clinics

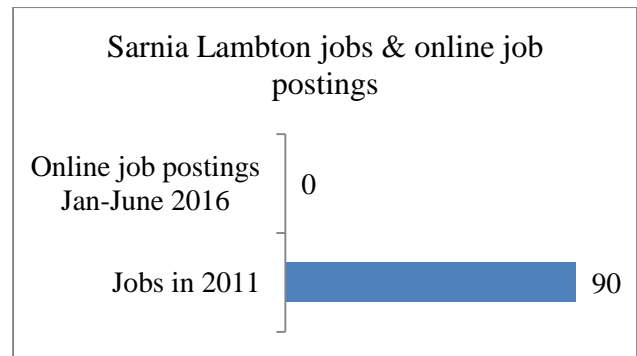
The education & training needed:

- Bachelor of Science degree
- Graduation from approved medical school
- 2-3 years of family medicine residency
- Completion of qualifying exams from the Medical Council of Canada
- Certification by the Ontario College of Family Physicians
- Licensing by Ontario Government

The salary:

- \$47,650 to \$319,930 per year in Ontario
- average \$129,700 per year in Ontario

The numbers:



Sources: Statistics Canada. 2011 NHS. Vicinity Jobs

The Ontario employment outlook:

- good ★★★★★
 - some rural areas may have shortages
 - job openings expected from retirements
 - increased demand for services expected because of a growing older population

There is an ongoing recruitment of family physicians for the Sarnia Lambton community. According to the Physician Recruitment Taskforce of Sarnia Lambton, it often takes a minimum of four years to recruit a single family physician.

National Occupational Classification:

NOC 3112 General practitioners & family physicians

Registered Massage Therapists (RMT)

The job:

Massage therapists assess soft tissues & joints of the body for treatment & prevention of dysfunction, injury, pain & physical disorders.

The work:

- provide assessments of joint function, muscle strength & range of motion
- administer massage techniques, treating soft tissues & joints of body
- provide home care instructions

The work life:

- some jobs may be for part-time work

The employers:

- self-employed
- hospitals
- rehabilitation centres
- clinics
- spas

The education & training needed:

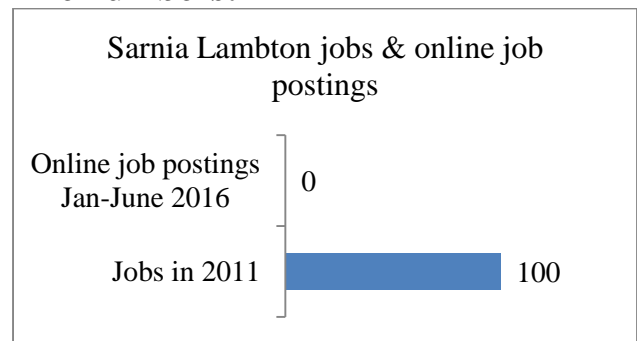
- massage therapy certificate (2 year college program)
- College of Massage Therapists of Ontario Certificate (requires passing an examination from the College of Massage Therapists of Ontario Certificate)

Local massage therapy program at Lambton College: <https://www.lambton.on.ca/mstc/>

The salary:

- \$30-50 per hour in Windsor-Sarnia
- average \$35 per hour in Windsor-Sarnia

The numbers:



Sources: Statistics Canada, 2011 NHS. Vicinity Jobs

The Ontario employment outlook:

- fair ★★☆☆
 - a key driver for increased demand will be from the demands of a growing older population
 - some rural areas may have shortages

The career progression:

- self-employed

National Occupational Classification:

NOC 3236 Massage therapists

Medical Laboratory Technicians

The job:

Conduct routine medical lab tests. Set up, clean & maintain lab equipment.

The work:

- collect blood or other samples from patients
- receive tissue samples from patients
- log patient samples
- prepare samples for testing
- set up & clean medical lab equipment

The work life:

- some jobs may be part-time

The employers:

- hospitals
- clinics
- research facilities
- universities/colleges

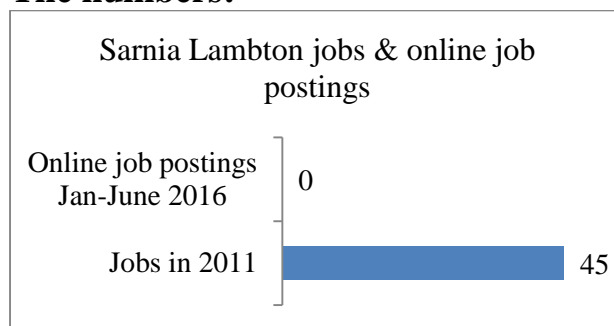
The education & training needed:

- college certificate program in medical laboratory science
- combined lab & X-ray technicians require completion of a combined lab X-ray technology program

The salary:

- \$13 to \$39 per hour in Windsor-Sarnia
- average \$22 per hour in Windsor-Sarnia

The numbers:



Sources: Statistics Canada. 2011 NHS. Vicinity Jobs

The Ontario employment outlook:

- fair ★★☆☆
 - some rural areas may have shortages
 - demand for services may be offset from automation of routine tasks
 - key driver for increased demand may be from:
 - a growing older population
 - a health conscious society

The career progression:

- medical laboratory technologist with additional education

National Occupational Classification:

NOC 3212 Medical laboratory technicians

Medical laboratory technologists (MLT)

The job:

Conduct experiments to assist in the diagnosis, treatment & prevention of disease.

The work:

- set up, operate & maintain lab equipment
- conduct analyses of blood, urine & other body fluids
- prepare tissue sections for microscopic examinations
- perform blood compatibility tests for transfusion purposes

MLTs can specialize in biochemistry (clinical chemistry), clinical genetics, cytology, hematology, histology, microbiology, phlebotomy & transfusion science.

The work-life:

- some jobs may be part-time

The employers:

- medical labs
- hospitals
- blood banks
- clinics
- research facilities

The education & training needed:

- college program in medical laboratory technology
 - clinical genetics
 - cytology
 - medical laboratory science
- period of supervised practical training
- registration with College of Medical Laboratory Technologists of Ontario

in Ontario:

- Cambrian College of Applied Arts & Technology, Sudbury

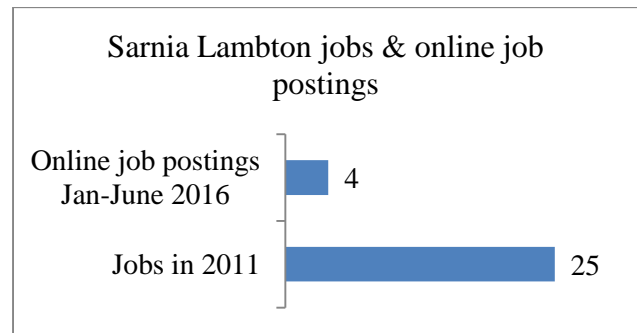
- St. Clair College of Applied Arts & Technology, Windsor
- St. Lawrence College, Kingston
- The Michener Institute for Applied Health Sciences, Toronto
- University of Ontario Institute of Technology, Oshawa

Total years of schooling and practicum: 6 years.

The salary:

- \$21 to \$41 per hour in Windsor-Sarnia
- average \$37 per hour in Windsor-Sarnia

The numbers:



Sources: Statistics Canada. 2011 NHS. Vicinity Jobs

The national employment outlook:

- fair ★★☆☆
 - high # of expected retirees
 - some rural areas may have shortages

The career progression:

- specialize
- supervisory

National Occupational Classification:

NOC 3211 Medical laboratory technologists

Medical Radiation Technologists

The job:

Operate medical radiographic equipment to produce images of the body for the diagnosis & treatment of injury & disease.

The work:

- produce & process images
- record & process patient data
- provide patient care during tests
- perform quality control checks on radiographic & film processing equipment

The work-life:

- some jobs may be part-time

The employers:

- hospitals
- cancer treatment centres
- radiological labs
- clinics

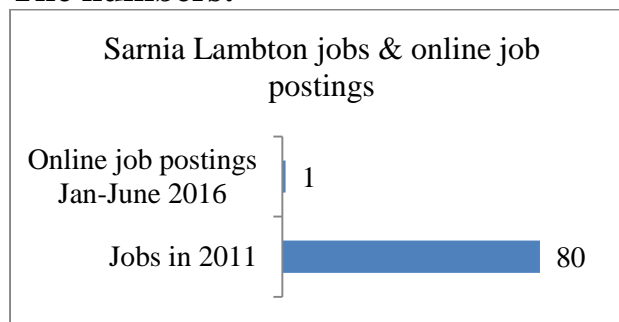
The education & training needed:

- 2-3 year college program in diagnostic radiography or magnetic resonance imaging (MRI) or radiation therapy
- OR a Bachelor of Health Sciences in radiography or radiation therapy
- A period of supervised practical training
 - Certification by the Canadian Association of Medical Radiation Technologists (pass an exam)
 - Certificate of registration with the College of Medical Radiation Technologists of Ontario

The salary:

- \$26 to \$43 per hour in Windsor-Sarnia
- average \$38 per hour in Windsor-Sarnia

The numbers:



Sources: Statistics Canada, 2011 NHS, Vicinity Jobs

The Ontario employment outlook:

- good ★★★★★
 - some rural areas may have shortages
 - increased demand expected from a growing older population

The career progression:

- supervisory positions

National Occupational Classification:

NOC 3215 Medical radiation technologists

Example titles:

- X-ray technician
- MRI technologist
- mammography technician

Medical Sonographers

The job:

Operate ultrasound equipment to produce & record images of various parts of the body.

The work:

- record, store & process scanned images
- evaluate quality & consistency of diagnostic images
- observe & care for patients through exams to ensure patient safety & comfort
- prepare examination reports for physicians
- perform quality control checks on ultrasound equipment

The work life:

- some jobs may be part-time

The employers:

- hospitals
- clinics

The education & training needed:

- diagnostic medical sonography program
- registration with the Canadian Association of Registered Diagnostic Medical Sonographers
 - pass Core Sonographic Exam
 - pass Generalist Sonographer Exam
 - may need to pass Cardiac & Vascular Sonographer Exams if specialize

The salary:

- \$24 to \$45 per hour in Windsor-Sarnia
- average \$32 per hour in Windsor-Sarnia

The Ontario employment outlook:

- good ★★★★★
- key driver for increased demand may be from:
 - a growing older population
 - shift toward outpatient care
- some rural areas may have shortages

The career progression:

- specialize as a Cardiac & Vascular Sonographer

National Occupational Classification:

NOC 3216 Medical Sonographers

Midwives

The job:

Provide care to women & their babies during pregnancy, labour, birth & the post-natal period.

The work:

- manage labour & spontaneous normal deliveries
- care for, assess & monitor the health of newborns & refer infants to appropriate medical services as required
- provide advice & guidance regarding care for newborns & young infants

The work life:

- may need to work some early mornings, evenings, nights & weekends

The employers:

- community health centres
- nurse practitioner-led clinics
- family health teams
- home health care agencies
- hospitals
- long-term care facilities
- rehabilitation facilities

The education & training needed:

- midwifery university program
- Register with the College of Midwives of Ontario
 - pass the Canadian midwifery registration exam

The Canada employment outlook:

- good ★★☆☆
- employment growth expected
- moderate # people expected to retire

The career progression:

- supervisory & management positions

National Occupational Code:

NOC 3124 Allied primary health practitioners

Nurse Practitioners (NP)

The job:

NPs are registered nurses with additional education & experience who are able to order & interpret tests, talk about diagnoses & prescribe pharmaceuticals.

NPs are also referred to as registered nurses in the extended class.

The work:

Will vary depending on where you work & type of clients. Examples include:

- diagnose illness & injuries
- examine patients
- order & interpret diagnostic tests
- prescribe medication
- provide treatment
- manage chronic diseases (i.e., diabetes)
- provide counselling & education
- refer clients to other health care professionals & specialists

There are four NP specialty certificates: Primary Health Care, Pediatrics, & Adult & Anesthesia.

The work life:

- in Ontario, 63% of NP jobs are full-time, 21% are part-time & 17% are casual

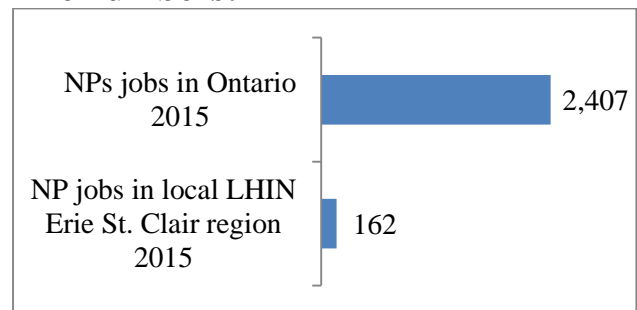
The employers:

- community health centres
- nurse practitioner-led clinics
- family health teams
- home health care agencies
- hospitals
- long-term care facilities
- rehabilitation facilities

The education & training needed:

- Master's degree in nursing
- Certificate of Competence from the College of Nurses of Ontario
 - pass the NP exam (depends on specialty)
 - pass jurisprudence exam (knowledge of relevant laws & code of ethics)

The numbers:



Sources: College of Nurses of Ontario.

The Ontario employment outlook:

- good ★★☆☆
 - strong employment growth expected
 - moderate # people expected to retire
 - 35% of NPs in Ontario are 50 years or older

The career progression:

- supervisory & management positions

National Occupational Code:

NOC 3124 Allied primary health practitioners

Occupational Therapists (OT)

The job:

Help increase clients' ability to care for themselves & engage in work, school or leisure.

The work:

- assess clients' capabilities to care for themselves or participate in work, school or leisure
- develop intervention program to address clients' needs
- maintain clients' records
- establish personalized care plans
- work with other health care professionals

Occupational therapists may specialize in working with specific populations (i.e., children, adults, persons with dementia, & people in return-to-work programs).

The work life:

- travel required (access to vehicle & possess valid Ontario driver's license)

The employers:

- private practitioners
- hospitals
- private homes
- rehabilitation clinics

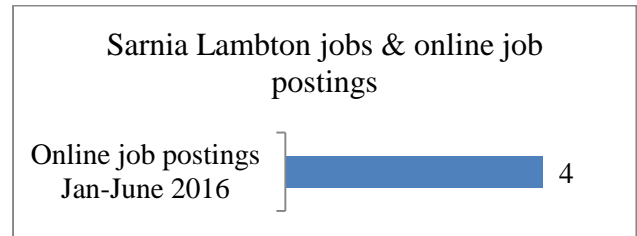
The education & training needed:

- university degree
- Master of Science Degree in Occupational Therapy
- register with the College of Occupational Therapists of Ontario
 - pass the National Occupational Therapy Certification Exam

The salary:

- \$21 to \$43 per hour in Ontario
- average \$37 per hour in Ontario

The numbers:



Sources: Statistics Canada. 2011 NHS. Vicinity Jobs.

In 2011, there were fewer than 20 local OT jobs

The Ontario employment outlook:

- good ★★☆☆
- key drivers for demand will be:
 - a growing older population
 - higher survival rates from injuries & accidents
 - higher occurrence of mental health problems
 - change in health care delivery that focuses on community-based services & keeping seniors active in their homes

The career progression:

- supervisory role

National Occupational Classification:

NOC 3143 Occupational therapists

Opticians

The job:

Assist clients with eyeglasses or contact lenses.

The work:

- fit clients with prescription eyeglasses or contact lenses
- assist clients with the selection of eyeglasses frames
- advise clients on use & care of eyeglasses or contact lenses
- arrange for the production of eyeglasses or contact lenses

The work life:

- first job may be temporary/casual
- some jobs may be part-time

The employers:

- private practices, clinics
- optical retail stores


The education & training needed:

- opticianry college program
- Register with the College of Opticians of Ontario
 - Pass National Contact Lens Exam
 - Pass National Eyeglass Exam

The salary:

- \$15.75-32 per hour in Ontario
- average \$22.60 per hour in Ontario

The Ontario employment outlook:

- fair 
 - expected increase demand from a growing older population with age-related vision problems
 - moderate # of expected retirees

The career progression:

- supervisory
- optometrist with additional education

National Occupational Classification:

NOC 3231 Opticians

Optometrists

The job:

Examine eyes & diagnose eye-related diseases & disorders.

The work:

- use specialized instruments to determine patients' eyes & visual efficiency
- prescribe treatment to maintain, improve & correct vision
- prescribe & fit eye glasses & contact lenses
- educate & advise patients
- refer patients to ophthalmologists or other physicians & surgeons
- may conduct research

The employers:

- according to the Canadian Association of Optometrists, most new graduates become associates in a practice before becoming partners or starting up a new practice
- private practices, clinics
- self-employed

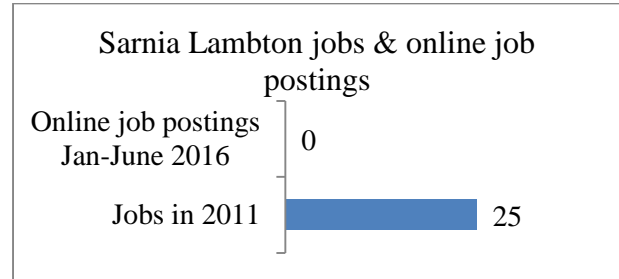
The education & training needed:

- Bachelor of Sciences
- Doctor of Optometry program
- Register with the College of Optometrists of Ontario
 - pass jurisprudence exam (test knowledge of relevant laws & code of ethics)
 - pass assessment of competence in optometry
 - Certificate of Independent Practice

The salary:

- \$41,510-\$190,992 per year in Ontario
- Average \$104,185 per year

The numbers:



Sources: Statistics Canada. 2011 NHS. Vicinity Jobs

The Ontario employment outlook:

- good ★★★★★
 - expected increase demand from a growing older population due to age-related vision problems
 - moderate # of expected retirees

The career progression:

- self-employed
- supervisory

National Occupational Classification:

NOC 3121 Optometrists

Paramedics

The job:

Provide pre-hospital emergency medical care to patients. Transport patients to hospitals or other medical facilities for further care.

The work:

- assess extent of injuries or illnesses
- determine emergency medical treatment
- provide emergency medical treatment (i.e., CPR, bandaging, splinting)
- establish & maintain intravenous (IV) treatment
- document patients' injuries & treatment provided
- assist hospital personnel, if necessary
- maintain ambulances & emergency care equipment & supplies

The work life:

- high stress
- irregular hours
- physically demanding tasks

The employers:

- hospitals
- private ambulance services
- government (local, regional, etc.)

The education & training needed:

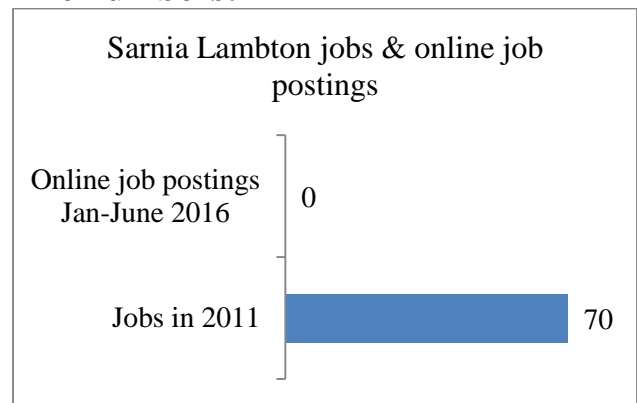
- 2 year Primary Care Paramedic college program
- Certification with Ontario's Emergency Health Services Branch
 - pass an exam for an Advanced Emergency Medical Care Assistant Certificate

Local paramedic program at Lambton College:
<https://www.lambtoncollege.ca/PARA/>

The salary:

- \$22 to \$43 per hour in Windsor-Sarnia
- average \$36 per hour in Windsor-Sarnia

The numbers:



Sources: Statistics Canada, 2011 NHS. Vicinity Jobs

The Ontario employment outlook:

- fair ★★☆☆
 - some rural areas may have shortages
 - an increased need for emergency services is expected because of a growing older population
 - staff turnover

The career progression:

- Advanced Care Paramedic with additional training
- Critical Care Paramedic with additional training

National Occupational Classification:

NOC 3234 Ambulance attendants & other paramedical occupations

Patient Service Associates, Aides, Unit Helpers

The job:

Assist patients with basic personal care needs.

The work:

- bathe & clothe clients
- empty bed pans
- serve meal trays
- feed or assist in feeding patients
- make beds
- maintain inventory of supplies
- transport patients by wheelchair

The work life:

- some jobs may be for part-time work
- may need to work early mornings & evenings on a regular basis

The employers:

- long-term care centres
- retirement homes
- hospitals

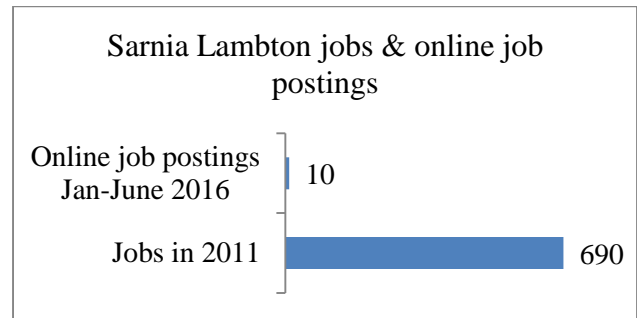
The education & training needed:

- high school diploma
- sometimes a college education preferred

The salary:

- \$14-29 per hour in Windsor-Sarnia
- average \$20 per hour in Windsor-Sarnia

The numbers:



Sources: Statistics Canada. 2011 NHS. Vicinity Jobs

The local employment outlook:

- good ★★★
 - employment growth expected
 - moderate # people expected to retire

The career progression:

- supervisory role
- other role in health care with additional education or training

National Occupational Classification:

NOC 3413 Nurse aides, orderlies & patient service associates

Personal Support Workers (PSW)

The job:

Assist clients with daily living needs:

- personal care
- meals
- household management

The work:

- bathe & clothe clients
- help with other personal hygiene tasks
- plan & prepare meals
- feed or assist in feeding clients
- remind clients to take medications
- may wash dishes, make beds, do laundry

The work life:

- many jobs are for part-time work
- may need to work early mornings and evenings, as well as weekends on a regular basis
- will need to travel if work for home care agency because visiting clients in their homes

The employers:

- long-term care facilities
- retirement homes
- home care agencies
- self-employed

The education & training needed:

- personal support worker certificate (1 year college program)
- first aid certificate

Local PSW program at Lambton College:

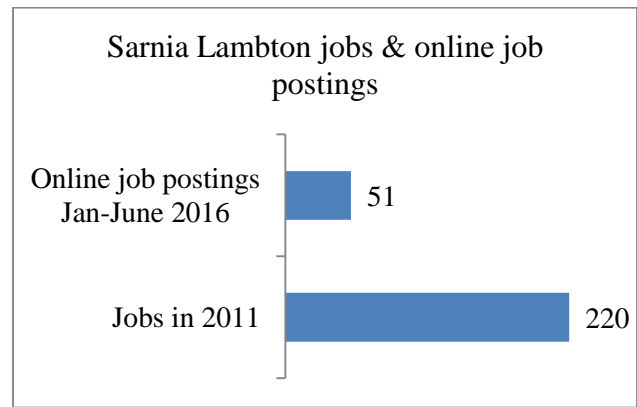
<https://www.lambton.on.ca/PSWK/>

The salary:

- \$13 to \$21 per hour in Windsor-Sarnia
- average \$18 per hour in Windsor-Sarnia

(salary info is for the entire National Occupational Classification – see end of document)

The numbers:



Sources: Statistics Canada. 2011 NHS. Vicinity Jobs

The local employment outlook:

- good ★★★★★
 - employment growth expected
 - moderate # people expected to retire
 - increased demand expected for home care as aging at home is encouraged
 - according to some local employers, PSWs are a hard-to-fill job

The career progression:

- supervisory role
- self-employed
- other health care roles (i.e., nursing) with additional education or training

National Occupational Classification:

NOC 4412 Home support workers, housekeepers and related occupations

Pharmacists

The job:

Prepare & dispense prescribed pharmaceuticals. Provide consultative services to clients & health care providers.

Industrial pharmacists research & develop the making of pharmaceutical products.

The work:

- prepare pharmaceuticals by calculating, measuring & mixing quantities of drugs & other ingredients required
- provide advice about dosage, side effects
- maintain medication profiles of customers
- ensure proper preparation, packaging, & storage of vaccines, serums, and other drugs/pharmaceuticals
- order & maintain supplies

Industrial pharmacists:

- develop, investigate & test new drugs
- create info materials about new drugs
- ensure proper labelling of drug products
- promote products to health professionals

The work life:

- may have to work weekends regularly

The employers:

- independent or retail pharmacies
- hospitals
- pharmaceutical companies
- self-employed

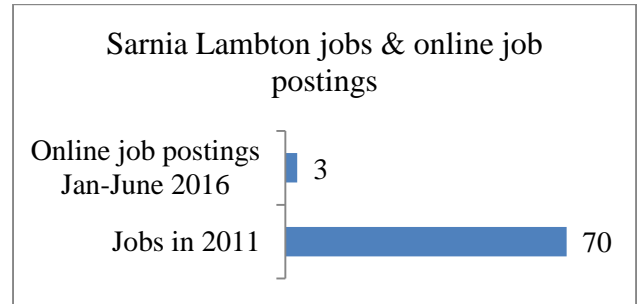
The salary:

- \$47,650 to \$319,930 per year in Ontario
- average \$129,700 per year in Ontario

The education & training needed:

- Bachelor of Science in Pharmacology OR Doctor of Pharmacy (PharmD program)
- Registered with the Ontario College of Pharmacists, which requires passing:
 - jurisprudence exam (test knowledge of relevant laws & code of ethics)
 - structured practical training
 - not required if graduated from PharmD program
 - the Pharmacy Qualifying Examination with the Pharmacy Examining Board of Canada

The numbers:



Sources: Statistics Canada, 2011 NHS. Vicinity Jobs

The local employment outlook:

- fair ★★☆☆
 - employment growth expected
 - few job openings expected from retirements

Career progression:

- supervisory role
- self-employed

National Occupational Classification

NOC 3131 Pharmacists

Pharmacy Assistants

The job:

Assist pharmacists & pharmacy technicians.

The work:

Help:

- package & label pharmaceutical products
- maintain prescription records
- maintain inventories of products

The work life:

- some jobs may be for part-time work

The employers:

- pharmacies
- hospitals

The education & training needed:

- high school
- sometimes pharmacy assistant college program

Local Retail Pharmacy Assistant program at Lambton College

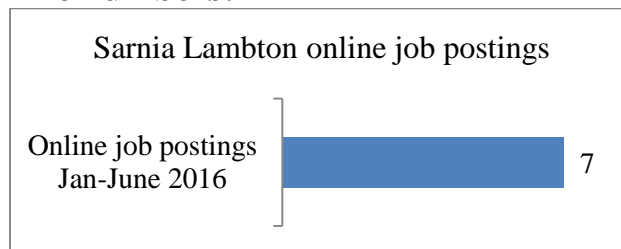
<http://lambtoncollege.ca/custom/LambtonApps/Programs/ProgramListAZ.aspx>

The salary:

- \$12 to \$27 per hour in Ontario
- average \$17 per hour in Ontario

(salary info is for the entire National Occupational Classification – see end of document)

The numbers:



Sources: Vicinity Jobs.

The local employment outlook:

- fair ★★☆☆
 - strong employment growth expected
 - moderate # of expected retirees

The career progression:

- pharmacy technician with additional education

National Occupational Classification:

NOC 3414 Other assisting jobs in support of health services

Pharmacy Technicians

The job:

Help pharmacists prepare & dispense prescribed pharmaceuticals.

The work:

- maintain inventories of medications
- ensure info on prescriptions is accurate
- enter client info in databases
- prepare medications for clients
- bill third party insurers

The work life:

- some jobs may be for part-time work

The employers:

- pharmacies
- long-term care facilities

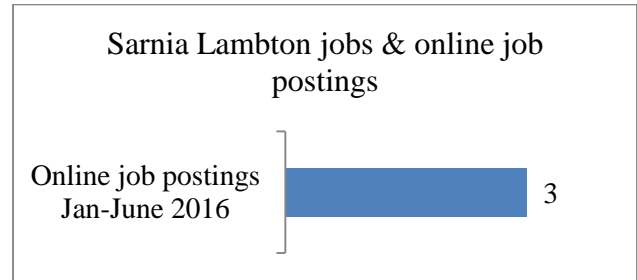
The education & training needed:

- Pharmacy technician college program
- Registered with the Ontario College of Pharmacists, which requires passing:
 - jurisprudence exam (test knowledge of relevant laws & code of ethics)
 - structured practical training
 - Pharmacy Technician Qualifying Examination with the Pharmacy Examining Board of Canada

Local Pharmacy Technician program at Lambton College:

<http://lambtoncollege.ca/custom/LambtonApps/Programs/ProgramListAZ.aspx>

The numbers:



Sources: Vicinity Jobs.

The career progression:

- supervisory role
- pharmacist with additional education

National Occupational Classification:

NOC 3219 Other medical technologists & technicians

Physician Assistants (PA)

The job:

Supervised by physicians & are working as an extension of physicians in order to help wait times & improve health care access.

This job was introduced in Ontario in 2007.

This job is known as a Military Medical Technician in the Canadian Forces.

The work:

Will vary depending on where work & type of clients. Examples include:

- conduct patient interviews
- perform physical check-ups
- order & interpret tests
- diagnose & treat illnesses
- provide counselling on preventive care
- may be involved in research

The work-life:

- some jobs may be part-time

The employers:

- family health teams
- hospitals

The education & training needed:

- Physician Assistant program (2 year Bachelor of Health)
 - applicants must have completed 2 years of university
- Register with the Canadian Association of Physician Assistants
 - pass the certification exam

The numbers:

- over 200 qualified PAs in Ontario
- 53 PA graduates expected for 2016

The Ontario employment outlook:

- currently unknown
- the Ministry of Health and Long-Term Care has not yet announced new money for PA positions

The career progression:

- supervisory & management positions

National Occupational Code:

NOC 3124 Allied primary health practitioners

Physiotherapists

The job:

Assess patients & carry out individually designed treatment programs to:

- maintain, improve or restore physical functioning
- alleviate pain
- prevent physical dysfunction

The work:

- evaluate patient's physical abilities
- determine treatment goals
- plan & implement programs of physiotherapy (i.e., therapeutic exercise, massage, education, the use of electro-therapeutic equipment, etc.)
- evaluate effectiveness of treatment plan and modify accordingly
- communicate with patient's physician about problems & progress
- maintain clinical records
- develop & implement health promotion programs
- may conduct research

Some physiotherapists specialize in areas like neurology, oncology, rheumatology, orthopedics, obstetrics, pediatrics, geriatrics, cardiovascular/cardiopulmonary disorders, burns, sports injuries or ergonomics.

The work life:

- 43% of physiotherapists in Ontario are self-employed (v. 15% of all jobs)

The employers:

- private practices, clinics
- hospitals
- sports organizations
- rehabilitation centres
- residential & assisted living facilities
- self-employed

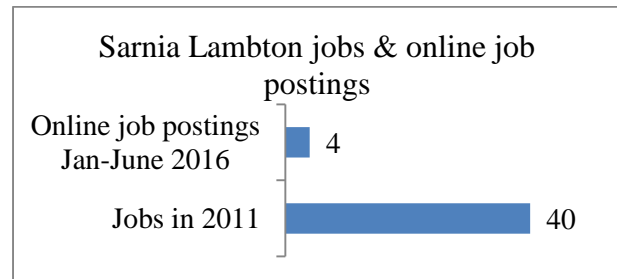
The education & training needed:

- Master's degree in Physiotherapy or Physical therapy
- Register with the College of Physiotherapists of Ontario
 - pass competency exam part 1: written component
 - pass competency exam part 2: clinical component
 - Certificate of Independent Practice

The salary:

- \$24-44 per hour in Windsor-Sarnia
- average \$36 per hour in Windsor-Sarnia

The numbers:



Sources: Statistics Canada. 2011 NHS. Vicinity Jobs

The Ontario employment outlook:

- good ★★★★★
 - expected increase demand from a growing older population
 - focus on rehabilitation & keeping seniors active
 - may be shortages in rural areas

The career progression:

- self-employed
- supervisory

National Occupational Classification:

NOC 3142 Physiotherapists

Practitioners of Natural Healing

The job:

Assess symptoms and offer treatment to promote, maintain and restore the holistic health of patients. Examples: Chinese medicine, acupuncture, herbology, homeopathy and reflexology.

The work:

- Traditional Chinese medicine practitioners treat with raw herbs, medicine, dietary supplements or acupuncture
- Acupuncturists treat with the insertion of needles or through stimulation techniques (i.e., electrical current)
- Herbalists and homeopaths treat with the use of herbs
- reflexologists treat with gentle pressure to specific spots on feet or hands

The work-life:

- some jobs may be part-time

The employers:

- private practice
- clinics
- health clubs
- spas
- self-employed

The education & training needed:

Traditional Chinese medicine practitioners:

- 3-4 year diploma program in traditional Chinese medicine from a private institution

or

- completion of a program in traditional Chinese medicine from recognized medical schools abroad

and

- registered with the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario

Acupuncturists:

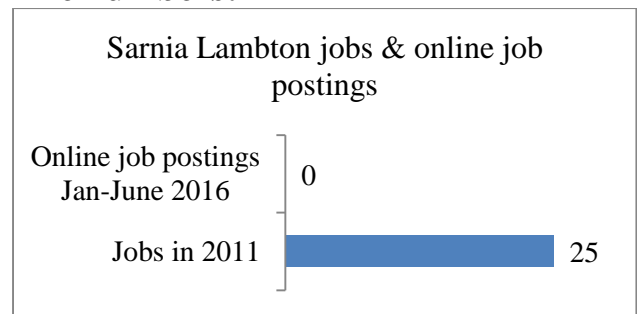
- 3 year college diploma from private institution

Others: usually require completion of training program specific to type of practice and some supervised practical training.

The salary:

- \$13 to \$45 per hour in Canada
- average \$27 per hour in Canada

The numbers:



Sources: Statistics Canada, 2011 NHS, Vicinity Jobs

The national employment outlook:

- good ★★★★★
 - high # of expected retirees
 - employment growth expected

The career progression:

- supervisory role
- self-employed

National Occupational Classification:

NOC 3232 Practitioners of Natural Healing

Registered Nurses (RN)

The job:

Provide nursing care to patients, deliver health education programs & provide consultation

The work:

Will vary depending on where work & type of clients. Examples include:

- collect information from patients
- administer medications & treatments (like bandaging wounds)
- monitor & assess patients' symptoms
- address changes in patients' conditions
- maintain records & charts
- assist in surgery and other procedures
- may educate patients on issues or care

RNs may specialize in areas, such as surgery, obstetrics care, psychiatric care, critical care, pediatrics, geriatrics, community health, occupational health, emergency care, rehabilitation or oncology.

Psychiatric nurses provide:

- nursing care
- supportive counselling
- life skills programming

The work life:

- first job may be temporary/casual
- may be part-time
- likely 12-hour shifts
- may need to work early mornings, evenings & nights, as well as weekends on a regular basis
- will need to travel if work for home care agency

The employers:

- hospitals
- rehabilitation centres
- doctors' offices, clinics
- long-term care facilities

- retirement homes
- home care agencies
- community agencies
- companies

The education & training needed:

- Bachelor of Science Nursing degree
- Certificate of Competence from the College of Nurses of Ontario
 - pass the NCLEX-RN exam
 - pass jurisprudence exam (knowledge of relevant laws & code of ethics)

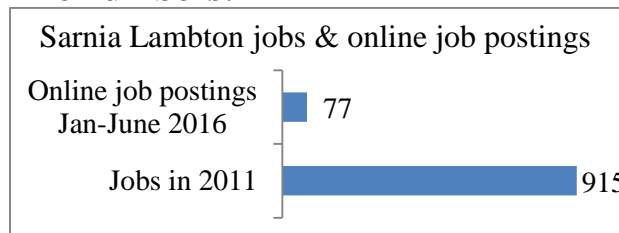
Local BSCN program at Lambton College

<http://lambtoncollege.ca/bscn/>

The salary:

- \$23 to \$44 per hour in Windsor-Sarnia
- average \$34 per hour in Windsor-Sarnia

The numbers:



Sources: Statistics Canada. 2011 NHS. Vicinity Jobs

The local employment outlook:

- good ★★☆☆
 - employment growth expected
 - moderate # people expected to retire
 - RNs with training in mental health are growing in demand

The career progression:

- supervisory & management positions
- case manager with training
- nurse practitioner with education

National Occupational Code:

NOC 3012 Registered nurses & registered psychiatric nurses

Registered Practical Nurses (RPN)

The job:

Provide patient care under direction of medical practitioners & registered nurses.

The work:

- take vital signs, apply sterile dressing, conduct specimen collection
- administer medication
- monitor treatment effects
- monitor patients' conditions
- provide pre-operative & post-operative personal & comfort care

The work life:

- first job may be temporary/casual
- may be part-time
- likely 12-hour shifts
- may need to work early mornings, evenings & nights, as well as weekends on a regular basis
- will need to travel if work for home care agency

The employers:

- doctors' offices
- health care practitioners' offices
- long-term care facilities
- retirement homes
- home care agencies
- community agencies
- hospitals

The education & training needed:

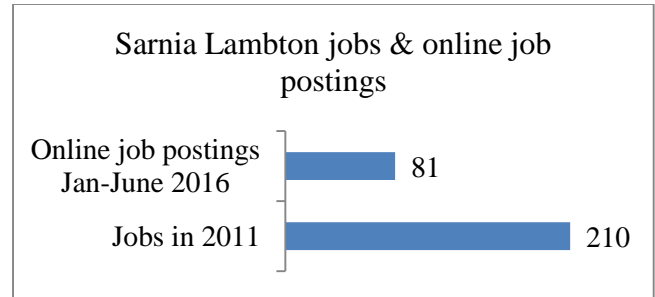
- Nursing diploma from college
- Certificate of Competence from the College of Nurses of Ontario
 - pass the Canadian Practical Nurse Registration Exam
 - pass jurisprudence exam (knowledge of relevant laws & code of ethics)
- First aid certificate

Local Practical Nursing Program at Lambton College: <https://www.lambton.on.ca/PRAC/>

The salary:


- \$20-29 per hour in Windsor-Sarnia
- average \$26 per hour in Windsor-Sarnia

The numbers:



Sources: Statistics Canada. 2011 NHS. Vicinity Jobs

The local employment outlook:

- good 
 - employment growth expected
 - moderate # people expected to retire
 - RPNs with training in mental health are growing in demand

The career progression:

- supervisory role
- RN with additional education

National Occupational Classification:

NOC 3233 Licensed practical nurses

Rehabilitation Assistants in Physiotherapy

The job:

Assist physiotherapists & physiotherapy technicians.

The work:

- prepare & maintain equipment & supplies
- assist in activities for rehabilitation of patients as directed by health care professionals
- office work

The work life:

- some jobs may be for part-time work

The employers:

- hospitals
- private practices & clinics
- rehabilitation centres

The education & training needed:

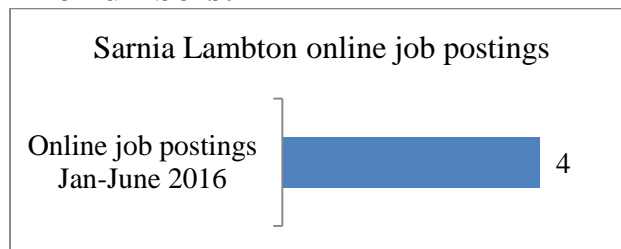
- high school

The salary:

- \$12 to \$27 per hour in Ontario
- average \$17 per hour in Ontario

(salary info is for the entire National Occupational Classification – see end of document)

The numbers:



Sources: Vicinity Jobs.

The local employment outlook:

- fair ★★☆☆
 - strong employment growth expected
 - moderate # of expected retirees

The career progression:

- physiotherapy technician with additional education

National Occupational Classification:

NOC 3414 Other assisting jobs in support of health services

Respiratory therapists, clinical perfusionists & cardiopulmonary technologists

The jobs & work:

Respiratory therapists: assist physicians in the diagnosis, treatment & care of patients with respiratory & cardiopulmonary disorders

- perform diagnostic tests
- use respiratory equipment (i.e., oxygen) to provide treatments
- assist with interventions (i.e., airway maintenance, line insertions)
- assist with transport of high-risk patients

May specialize in areas like anaesthesia, critical care, pediatrics, cardiopulmonary diagnostics & respiratory home care.

Clinical perfusionists: provide technical support to patients undergoing cardiac surgery or requiring cardio-respiratory support

- assemble, maintain & operate heart assisting devices
- administer blood products, drugs & other substances through heart-lung machines, etc.
- monitor vital signs of patient

Cardiopulmonary technologists: assist physicians in the diagnosis & treatment of cardiovascular & pulmonary disease.

- assist with diagnostics tests (i.e., asthma stress)
- determine patients' blood characteristics
- monitor patients
- administer inhaler & other treatments under supervision
- provide information & care for patients
- prepare materials needed for procedures
- educate patients on oral hygiene
- schedule patient appointments

The work life:

- some jobs may be part-time
- may need to work early mornings, evenings & nights

The employers:

- hospitals

The education & training needed:

Respiratory therapists

- 3 year program in respiratory therapy
 - Algonquin College, Ottawa
 - Canadore College, North Bay
 - Conestoga College, Kitchener
 - Fanshawe College, London
 - La Cité collégiale, Ottawa
 - St. Clair College, Windsor
 - The Michener Institute for Applied Health Sciences, Toronto
- clinical training
- Certificate of registration with the College of Respiratory Therapists of Ontario (www.crto.on.ca)
 - pass the Canadian Board for Respiratory Care exam

Clinical perfusionists

- respiratory therapy or registered nurse program
- 1 year work experience as a respiratory therapist or registered nurse
- clinical perfusionist program
- clinical training
- Certification with the Canadian Society of Clinical Perfusion

Cardiopulmonary technologists

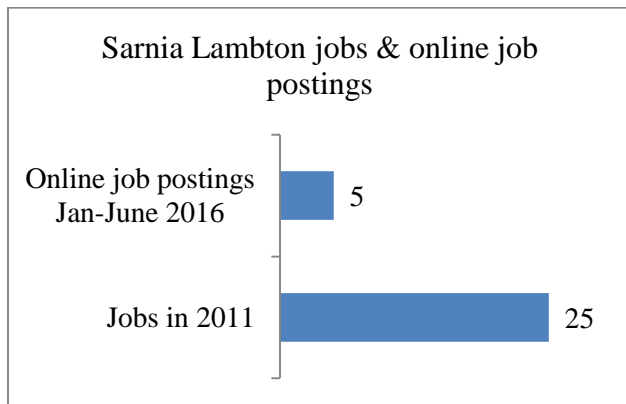
- respiratory therapy, nursing or university related science program
- college post-diploma program in cardiovascular technology
- courses on pulmonary technology

*need to keep up-to-date on the latest technical & research skills.

The salary:

- \$23 to \$40 per hour in Windsor-Sarnia
- average \$34 per hour in Windsor-Sarnia

The numbers:



Sources: Statistics Canada. 2011 NHS. Vicinity Jobs.

All online job postings were for respiratory therapists.

The Ontario employment outlook:

- good ★★★
- a growing older population
- some rural areas may have shortages

The career progression:

- supervisory positions

National Occupational Classification:

NOC 3214 Respiratory therapists, clinical perfusionists & cardiopulmonary technologists

Specialist Physicians

The job:

In clinical medicine:

- diagnose & treat diseases & physiological disorders of patients

In surgery:

- perform & supervise surgery

In laboratory medicine:

- study the nature, case & development of diseases in humans

The work:

In clinical medicine:

- order lab tests, X-rays & other diagnostic procedures
- prescribe medication & treatment
- refer patients for surgery
- act as a consultant to other physicians

In surgery:

- assess patients' diseases or disorders
- perform surgical procedures to correct physical abnormalities & deficiencies & repair injuries
- supervise surgeries
- act as a consultant to other physicians

In laboratory medicine:

- conduct microscopic & chemical analyses of lab samples & specimens
- supervise lab activities
- act as a consultant to other physicians

The work life:

- long & irregular hours

The employers:

- hospitals
- out-patient care clinics

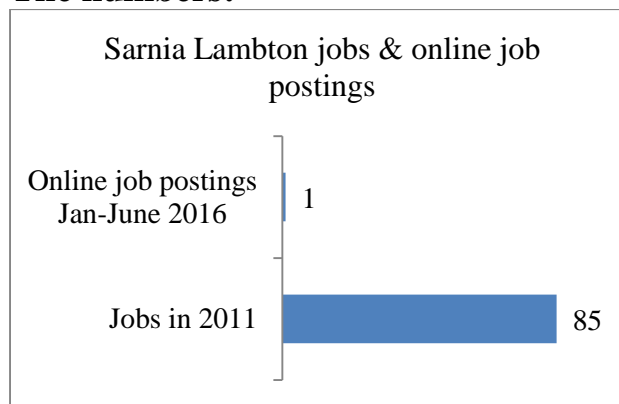
The education & training needed:

- Bachelor of science degree
- Graduation from approved medical school & specific speciality training
- 4-6 years of specialty residency training
- Completion of qualifying exams from the Medical Council of Canada
- Certification by the College of Physicians & Surgeons of Ontario
- Licensing by Ontario Government

The salary:

- \$44,840 to \$360,000 per year in Ontario
- average \$127,930 per year in Ontario

The numbers:



Sources: Statistics Canada. 2011 NHS. Vicinity Jobs.

The Ontario employment outlook:

- good ★★★★★
 - some rural areas may have shortages
 - can be difficult to recruit
 - job openings expected from retirements

National Occupational Classification:

NOC 3111 Specialist physicians