

# EDUCATION FOR EMPLOYMENT

# L'ÉDUCATION POUR L'EMPLOI

The CARE-ing Circle:  
Endless employment for the future

Le cercle des soins :  
des emplois d'avenir illimités



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CIC-T0222

**Education For Employment**  
is published in collaboration  
with Colleges and Institutes Canada  
by MZP Inc.  
[www.mzpinc.ca](http://www.mzpinc.ca)

**Éducation pour l'emploi** a été publié en  
collaboration avec Collèges et instituts Canada  
par MZP Inc.  
[www.mzpinc.ca](http://www.mzpinc.ca)

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PUBLISHER: Donna Billey

CREATIVE DIRECTION & DESIGN: Jessica Wolfe

CONTRIBUTING WRITERS: Denise Amyot, Lindsay Taylor

ADVERTISING SALES: Donna Billey, Shirley Goray

COVER IMAGE: ©iStock/fizkes, ©iStock/interstid,  
©iStock/FatCamera

FRENCH TRANSLATION: La Boîte à mots

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[www.mzpinc.ca](http://www.mzpinc.ca)

Canadian Publications Mail Agreement  
#41622023



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**Le cercle des soins :**  
des emplois d'avenir  
illimités

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# CICan OpEd: Opportunities abound in the care economy

In two years defined by the COVID-19 pandemic, another long-anticipated crisis has emerged, adding more challenges to an already complex situation. Few sectors have seen as acute labour shortages as those that make up the care economy, which includes healthcare workers, personal support workers, and childcare workers.

Those who enter these careers are incredibly important for our own wellbeing, that of our families, and of our communities – even more so now, as we continue to face unprecedented healthcare emergencies and our population ages. The work can be challenging, but for students looking to start a fulfilling career, who care deeply about the wellbeing of others, and who want to make a positive impact in their communities, the opportunities can also be deeply rewarding.

High-quality training to meet demand in these sectors is more important than ever. The good news, however, is that we have solutions in Canada's colleges and institutes. As the country's largest post-secondary network – over 95% of Canadians and over 86% of Indigenous peoples live within 50km of a college or institute – we are the backbone of Canada's care economy.

Colleges and institutes offer more than 1,900 health or bioscience-related programs across the country and grant 80% of post-secondary credentials in health and related fields. Their programs train and prepare learners for a range of occupations including primary-care paramedics, addictions and mental health counsellors, nurses, and dental hygienists. They provide high-quality, innovative, and accessible training that continually evolve to meet labour market demands.

When the pandemic exacerbated the shortage of workers in the long-term care sector, we mobilized and worked with the federal government and sector stakeholders to create the free Supportive Care Assistant (SCA) micro-certificate program. The program increases access to a career in the sector by providing learners with online training, a paid work placement, and a \$5,000 ladder stipend to pursue further studies.

In addition to providing opportunities for workers to develop in-demand skills and discover new careers, the program is helping meet the needs of communities and employers. For example, Parkland College recently trained 11 SCA students from the Pasqua First Nation in Fort Qu'Appelle Saskatchewan. They completed online training and, during their work

Au cours des deux années marquées par la pandémie de COVID-19, une nouvelle crise prévisible de longue date est survenue et a suscité des défis additionnels à une situation déjà complexe. Peu de secteurs ont été aussi gravement affectés par des pénuries de main-d'œuvre que les secteurs en jeu dans l'économie des soins, notamment pour le personnel de santé, les employés des services d'aide à la personne et ceux des services à l'enfance.

Tous ceux et celles qui se lancent dans ces professions sont très importants pour notre bien-être personnel, celui de nos familles et de nos collectivités. Ils le sont d'autant plus que nous continuons d'être aux prises avec des urgences sanitaires sans précédent et que notre population vieillit. S'il est vrai que le travail peut être difficile, les débouchés peuvent aussi être très gratifiants pour les étudiants qui cherchent à se lancer dans une carrière épanouissante, ont à cœur le bien-être d'autrui et souhaitent avoir un impact positif dans leur collectivité.

Plus que jamais, il est important que les formations offertes pour répondre à la demande dans ces secteurs soient d'un niveau de qualité élevé. Fort heureusement, les collèges et les instituts canadiens disposent de solutions à cet effet. Grâce au réseau d'établissements postsecondaires le plus grand au pays qu'ils constituent – plus de 95 % de la population canadienne et plus de 86 % de la population autochtone vivent à moins de 50 km d'un collège ou d'un institut – ils forment l'ossature de l'économie des soins au Canada.

Dans l'ensemble du pays, les collèges et les instituts offrent plus de 1900 programmes liés à la santé ou aux sciences biologiques, et octroient 80 % des titres de compétences postsecondaires du domaine de la santé et des domaines connexes. Ils forment et préparent ainsi les apprenants à un éventail de professions, y compris aux professions paramédicales en soins primaires, à celles de conseiller en toxicomanie et santé mentale, d'infirmier et d'hygiéniste dentaire. Les formations qu'ils offrent sont d'un niveau de qualité élevé, innovantes et accessibles, et elles évoluent constamment pour répondre aux besoins du marché du travail.

Lorsque la pénurie de personnel s'est intensifiée dans le secteur des soins de longue durée du fait de la pandémie, les collèges et les instituts se sont mobilisés et ont travaillé avec le gouvernement fédéral et les parties prenantes afin de créer un programme gratuit de micro-certification pour assistants-préposés en soutien aux soins. Celui-ci facilite l'accès à un emploi dans le secteur en offrant aux intéressés une formation en ligne, un stage rémunéré et la possibilité d'obtenir une allocation de 5000 \$ pour poursuivre ses études.

En plus de leur donner la possibilité d'acquérir des compétences recherchées sur le marché du travail et de découvrir de nouvelles professions, le programme aide à répondre aux besoins des collectivités et des employeurs. Prenons l'exemple du Parkland College : il a récemment permis à 11 membres de la Première Nation Pasqua à Fort Qu'Appelle, en Saskatchewan, de devenir assistants-préposés en soutien aux soins. Ils ont suivi leur formation en ligne puis effectué un stage dans un foyer de soins, durant lequel ils



# CICan OpEd: Les débouchés abondent dans l'économie des soins

placement in a care home, provided much-needed support to residents and staff. Now, 10 of the students are studying to become Continuing Care Assistants and will play an important role in their community, especially as a new long-term care home is set to open and will require trained workers.

Education and training have also undergone major changes in the past two years and has required a new innovative approach. When in-person clinical placements were suddenly shut down due to the pandemic, we launched Virtu-WIL, a program using virtual simulations to enhance healthcare education.

Colleges and institutes came together to develop more than 130 virtual simulations in less than one year to ensure students in nursing, medical laboratory sciences, and paramedicine had access to hands-on learning experiences despite pandemic shutdowns.

These are just a few examples of our ability to adapt to meet the changing needs of learners, employers, and communities. In childcare, for example, demand for workers also continues to rise, particularly as the federal government has now reached agreements with all provinces and territories as part of its Early Learning Childcare plan, which aims to bring the cost of childcare down to 10\$ a day. Employment and Social Development Canada anticipates that between 37,000 and 47,000 early childhood educator jobs will be needed to achieve this nation-wide expansion of childcare. It is without a doubt that colleges and institutes will play a critical role in meeting this demand.

Colleges and institutes offer flexible, accessible, and innovative ways to help more people join the care economy. This is not just a great career opportunity for learners; it is also a way to make a meaningful and tangible difference in the life of so many – including some of our most vulnerable – to support Canadians and their families, and to create better, more caring, communities. 🙌

ont apporté aux résidents et au personnel un soutien des plus nécessaire. Sur ces 11 nouveaux assistants-préposés, 10 d'entre eux étudieront à présent pour devenir auxiliaires en soins continus. Ils joueront un rôle d'autant plus important dans leur collectivité que le foyer de soins de longue durée qui va s'y ouvrir prochainement aura besoin d'une main-d'œuvre qualifiée.

Ces deux dernières années de pandémie, l'éducation et la formation ont, elles aussi, connu des changements majeurs et nécessité une nouvelle approche novatrice. Comme les stages cliniques en personne ont soudain dû être interrompus, le système collégial a alors lancé l'initiative Virtu-WIL, qui fait appel aux simulations virtuelles pour améliorer l'enseignement des soins de santé.

Les collèges et les instituts ont réuni leurs efforts pour mettre au point plus de 130 simulations virtuelles en moins d'un an et ce, afin de s'assurer que les étudiants en soins infirmiers, en sciences de laboratoire médical et en paramédecine aient accès à une expérience pratique d'apprentissage en dépit des fermetures dues à la pandémie.

Ce ne sont là que quelques exemples qui illustrent la capacité de notre système collégial à s'adapter pour répondre aux besoins en évolution des apprenants, des employeurs et des collectivités. Dans le secteur de la garde d'enfants, là aussi la demande de personnel continue et va continuer d'augmenter : en effet, le gouvernement fédéral a maintenant conclu des accords avec chaque province et territoire dans le cadre du plan pancanadien d'apprentissage et de garde des jeunes enfants, qui vise notamment à ramener le prix des services de garde à 10 \$ par jour. Emploi et développement social Canada prévoit qu'il faudra pourvoir entre 37 000 et 47 000 postes d'éducatrices de jeunes enfants pour réaliser ce plan d'expansion des services de garde à l'échelle du pays. Il va de soi que les collèges et les instituts joueront un rôle crucial pour répondre à ce besoin.

Les collèges et les instituts offrent des solutions souples, accessibles et innovantes pour aider un plus grand nombre d'intéressés à œuvrer dans l'économie des soins. Il ne s'agit pas seulement d'une excellente possibilité de carrière pour les apprenants; c'est aussi une façon d'apporter des changements importants et tangibles dans la vie d'une grande partie de la population, notamment celle des plus vulnérables, d'apporter un soutien à la population et aux familles canadiennes, et de rendre nos collectivités plus humaines et plus solidaires. 🙌



**By/Par:** Denise Amyot, President and CEO, Colleges and Institutes Canada  
présidente-directrice générale de Collèges et instituts Canada

# The CARE-ing Circle: Endless Employment for the Future

## Le cercle des soins : des emplois d'avenir illimités

By/Par: Lindsay Taylor

The labour shortage in Canada's CARE sectors have been making headlines for years. These headlines, however, have been amplified by the circumstances in the spotlight due to situations stemming from managing limited resources during a pandemic.

Our health care system has seen a tremendous strain and has had a significant impact on the health care workers tasked with caring for Canadians. And as the pandemic raged on and cases were on the rise, the health care workers faced more challenges such as increased work hours, limited days off and reduced vacation time. This strain was not limited to one specific demographic or role, nor was it unique to one facility; doctors, nurses, health care aides, personal support workers





La pénurie de main-d'œuvre dans les secteurs canadiens des soins fait la manchette depuis des années. De plus, ces grands titres sont amplifiés par les problèmes de gestion des ressources en temps de pandémie, qui retiennent l'attention du public.

Notre système de santé a été mis à rude épreuve, ce qui a eu un impact considérable sur les travailleuses et les travailleurs de la santé dont la tâche consiste à prendre soin de la population canadienne. Et tandis que la pandémie faisait rage et que le nombre de cas s'élevait, le personnel de la santé a dû affronter de nouveaux problèmes tels que l'allongement des horaires de travail et la limitation des congés et des vacances. L'épuisement qui en a résulté touche bien plus qu'un groupe

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“...there will be an estimated **146,000** new childcare spots by 2026, creating the need for **tens of thousands** of qualified workers alone.”

in hospitals, personal care homes and clinics all felt the impact. And while much of the stress imposed was caused by Covid-19, it was more so compounded by the affect the pandemic had on a sector that was already suffering from a shortage of qualified workers. According to Stats Canada, vacancies in the health care sector almost doubled during the last two years.

Daycare centres across Canada also felt the impact of the pandemic. Limitations and restrictions in place to protect the country’s most vulnerable from Covid-19 brought on more obstacles for those tasked to care for children in the centres. Struggling to communicate through masks with children and concern about the transmission of germs for those not eligible for vaccines at the time made it nearly impossible to maintain a positive and cheery disposition on a daily and ongoing basis.

Not unlike those working in the health care system, many early childhood educators were tested amid the pandemic; many of which like their health care counterparts, opted to exit their positions creating an even further shortage of qualified ECE and daycare workers.

And all of this while the federal government announced a plan to implement more affordable, \$10/day childcare to families across the country.

These two sectors have opened thousands of careers positions across the country. In fact, according to the Canadian Child Care Federation, there will be an estimated 146,000 new childcare spots by 2026, creating the need for tens of thousands of qualified workers alone.

Member institutions of Colleges and Institutes Canada (CICan) are well poised to prepare individuals pursuing careers in both the healthcare and childcare sectors. Many of these programs are offered at numerous colleges across Canada and provide varying levels of training and skills.

démographique, une fonction ou un établissement; le personnel médical et infirmier, les aides en soins de santé, les services de soutien à la personne dans les hôpitaux, les foyers de soins personnels, les cliniques, tous en ont ressenti l’impact. Et si le stress subi avait pour cause majeure la COVID-19, il s’est alourdi sous l’effet qu’a eu la pandémie sur un secteur déjà affligé d’une pénurie de personnel qualifié. D’après Statistique Canada, le nombre de postes vacants dans le secteur de la santé a presque doublé en deux ans.

Les garderies de partout au Canada ont elles aussi ressenti les effets de la pandémie. Les limitations et les restrictions en place pour protéger les personnes les plus vulnérables à la COVID-19 ont multiplié les entraves au personnel chargé de veiller sur les enfants dans les garderies. Compte tenu de la difficulté de communiquer avec les enfants à travers un masque et de l’inquiétude que soulevait le risque de transmettre le virus aux personnes non admissibles à recevoir un vaccin à l’époque, le maintien d’un esprit positif et d’une bonne ambiance au quotidien et en permanence est devenu un objectif presque inaccessible.

Un peu comme pour le personnel du système de santé, la pandémie a mis à l’épreuve beaucoup d’éducatrices de la petite enfance, qui ont choisi en grand nombre de quitter leur poste, comme leurs homologues des soins de santé, ce qui a eu pour effet d’exacerber la pénurie de personnel qualifié en éducation de la petite enfance et en services de garde.

C’est dans ce contexte que le gouvernement fédéral a annoncé un plan de mise en œuvre de garderies plus abordables, à 10 \$ par jour, d’un océan à l’autre.

Ces deux secteurs ont ouvert des milliers de postes partout au Canada. En fait, la Fédération canadienne des services de garde à l’enfance estime qu’il y aura 146 000 nouvelles places en garderie d’ici 2026, une progression qui nécessitera à elle seule l’embauche de dizaines de milliers de personnes qualifiées.





« ...y aura **146 000** nouvelles places en garderie d'ici 2026, une progression qui nécessitera à elle seule l'embauche de **dizaines de milliers** de personnes qualifiées. »

PERSONAL SUPPORT WORKER

In the healthcare field for example, a one-year (2-semester) Personal Support Worker (PSW) program will enable graduates of the program with the skills necessary to provide support services to individuals and families in need of assistance. This role is best suited to individuals who demonstrate a higher level of compassion, empathy and concern for others, particularly for providing care and assistance to improve the quality of life for those needed assistance. Most of these programs will offer both a comprehensive blend of theory and clinical training, generally diversified for those enrolled to gain knowledge in both community (private homes, hospitals, etc.) and long-term care (retirement homes, assisted living facilities) settings. Tuition for this program is under \$5000 for the course for domestic students. As is the case with most of the care-directed programs, individuals will be required to consent to a criminal background check before entering the practical part of the programs. PSW graduates may use this course as a steppingstone into a Practical Nursing program (where applicable).

NURSING

Nursing is another area in which the country is suffering a severe shortage of qualified individuals. Nursing, however, does have several programs, each with different terms, different roles based on credentials and of course, varying compensation as a result.

Some colleges will offer a two-year diploma for a Practical Nursing program. In this role, the Licensed Practical Nurse (LPN) will provide basic medical and nursing care such as monitoring vital signs (blood pressure, temperature), inserting catheters, ensuring patient comfort and reporting patient status to other practitioners. The approximate tuition for the 2-year program will come in under \$20,000.00. Graduates can expect to earn an hourly rate between \$22.00 - \$30.00.

Les établissements membres de Collèges et Instituts Canada (CICan) sont en bonne position pour préparer les personnes à faire carrière dans les secteurs des soins de santé et des services de garde. Plusieurs de ces programmes sont offerts dans de nombreux collèges canadiens, qui offrent des niveaux de formation et de compétences variés.

SERVICES DE SOUTIEN À LA PERSONNE

Dans le domaine de la santé, par exemple, un programme d'un an (deux semestres) en services de soutien à la personne dotera ses finissants des compétences nécessaires pour prodiguer des services de soutien aux individus et aux familles ayant besoin d'assistance. Cette fonction convient particulièrement aux personnes qui font preuve d'un haut degré de compassion, d'empathie et de souci des autres, notamment pour offrir des soins et de l'assistance permettant d'améliorer la qualité de vie des personnes qui ont besoin d'aide. La plupart de ces programmes proposent un amalgame complet de formation théorique et clinique, généralement diversifiée de manière à permettre à leur clientèle d'acquérir des connaissances applicables au cadre communautaire (foyers privés, hôpitaux, etc.) et à celui des soins de longue durée (foyers pour personnes âgées, centres pour personnes en perte d'autonomie). Les frais de scolarité de ce programme sont inférieurs à 5 000 \$ pour les étudiants canadiens. Comme pour la plupart des programmes orientés sur les soins, il faut consentir à une vérification des antécédents judiciaires avant d'amorcer la portion pratique du programme. Pour les personnes diplômées en services de soutien à la personne, ce cours peut servir de tremplin pour accéder à un programme en soins infirmiers auxiliaires (le cas échéant).

SOINS INFIRMIERS

Les soins infirmiers sont un autre domaine où le pays vit une grave pénurie de personnes qualifiées. Ce domaine

Individuals looking for more hands-on training at a more intense level of care might consider a Bachelor's Degree Nursing Program (BScN). These degree programs are 4-years in length and are offered in collaboration with partner institutions (universities). Learning experiences take place in classroom, community and clinical environments that integrate both theory and practicum. In these positions, nurses provide most of the critical nursing care in hospitals. They will manage the tasks assigned to LPN's along with administering medications, inserting IV's, operating and monitoring medical equipment, performing diagnostic test and collaborating with physicians and other practitioners.


## EARLY CHILDHOOD EDUCATOR



In this field, individuals will have to enjoy and commit to working with young children and their families. As an early childhood

comporte pourtant plusieurs programmes de durées variées, dont les crédits ouvrent la voie à différentes fonctions et, bien entendu, à divers niveaux de rémunération.


Certains collèges proposent un programme de deux ans menant à l'obtention d'un diplôme en soins infirmiers auxiliaires. Dans cette fonction, l'infirmière ou l'infirmier auxiliaire fournit des soins médicaux et infirmiers de base tels que surveiller les signes vitaux (tension artérielle, température), insérer un cathéter, veiller au confort des patients et rendre compte de leur état aux autres praticiens. Les frais de scolarité approximatifs de ce programme de deux ans se chiffrent sous les 20 000 \$. Le diplôme ouvre la porte à des emplois dont le taux horaire s'échelonne de 22 \$ à 30 \$.

Les personnes souhaitant plutôt acquérir une formation pratique, à un niveau de soins plus intensif, pourraient envisager un programme de baccalauréat en sciences infirmières. Ces programmes d'une durée de quatre ans sont offerts en collaboration avec des établissements partenaires (universités). Les expériences d'apprentissage, qui se déroulent en classe ainsi qu'en milieu communautaire et clinique, intègrent la théorie et les stages. Les titulaires de ces postes assurent la majeure partie des soins infirmiers critiques dans les hôpitaux. Ils gèrent les tâches assignées aux auxiliaires, administrent des médicaments, mettent en place des aiguilles intraveineuses, actionnent et surveillent l'équipement médical, effectuent des tests diagnostiques et collaborent avec les médecins et les autres praticiens.

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## ÉDUCATION DE LA PETITE ENFANCE

Pour œuvrer dans ce domaine, la personne doit aimer et vouloir travailler avec de jeunes enfants et leur famille. Les éducatrices de la petite enfance soutiennent l'apprentissage des enfants, qui se fait principalement par le jeu. Leurs responsabilités comprennent l'établissement d'un programme qui invite au développement, au moyen de méthodes appropriées ayant pour fonction essentielle de favoriser l'apprentissage. Ces méthodes comprennent des expériences ludiques et créatives d'initiation à la littératie et à la linguistique, à la numératie et aux arts, tant à l'intérieur qu'en plein air. Le travail en éducation de la petite enfance se fait en collaboration avec les collègues, les familles et





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educator (ECE), workers will support children who primarily learn through play. Responsibilities include creating a curriculum to invite development using appropriate methods that are crucial to encouraging learning. The methods will include early literacy and linguistics, numeracy and creative arts and play experiences both inside and outdoors. An ECE works alongside colleagues, families and community partners. Some specific areas that one will study include (but are not limited to):

- Planning and programming for infants, toddlers and children of pre-school and school ages
- Observation and assessment
- Early childhood guidance techniques
- Children with diverse abilities
- Teaching to learn through play
- Relationship building with family and community

This program will combine classroom theory and implement practical learning in real-life settings. The practical element at times provides instruction based on feedback to help one better develop their skills, to recognize stages of development to enable an effective curriculum plan based on the child's interests and needs. Graduates will find rewarding careers with childcare centres, daycare facilities, pre-schools etc. This is a rapidly expanding area as many parents struggle with placement while understanding the need. This two-year program will see tuition costs generally around \$15,000.00; all applicants must provide a Criminal Record Check with a Vulnerable Sector Check.

There is also a high demand for individuals with an ECE Diploma. With ECE Degree, there is a variety of classes that one will need to complete, and a mandatory period of student teaching required. Along with the general education classes, one will likely need to complete added course work in various disciplines including classroom instruction, children's literature, social/emotional education and other added elements. While most fall under provincial jurisdiction and vary by province, an ECE diploma may offer some added credibility to those who wish to operate or own a licensed daycare.

Of course, there are other positions within the care sectors; many of which are in high demand and most of which will offer immediate employment in a rewarding career for the individuals that are best suited. Colleges and Institutes Canada members will provide quality education in these areas a quick path to immediate employment. 🙌

les partenaires communautaires. Les programmes d'études couvrent notamment les sujets suivants

- la planification et la programmation des activités pour les bébés, les bambins et les enfants d'âge préscolaire et scolaire;
- l'observation et l'évaluation;
- les techniques d'intervention auprès de la petite enfance;
- les enfants ayant des capacités différentes;
- l'enseignement de l'apprentissage par le jeu;
- l'établissement de relations avec la famille et la collectivité.

Ce programme combine la théorie en classe et la mise en œuvre d'apprentissages pratiques dans un cadre concret. L'élément pratique fournit par moments un enseignement fondé sur la rétroaction, afin d'aider la personne à mieux développer ses compétences ainsi qu'à reconnaître les stades de développement en vue de mettre en place un programme d'enseignement efficace fondé sur les intérêts et les besoins de l'enfant. Le diplôme donne accès à des carrières gratifiantes dans les centres de la petite enfance et les garderies, au préscolaire, etc. Ce secteur connaît une expansion rapide, car beaucoup de parents ont du mal à trouver une place tout en comprenant la nécessité de ces services. Les frais de scolarité de ce programme d'une durée de deux ans gravitent généralement autour de 15 000 \$; tous les candidats doivent se soumettre à une vérification des antécédents en vue d'un travail auprès de personnes vulnérables.

On observe aussi une forte demande pour des personnes diplômées en éducation de la petite enfance. Ce programme comporte un certain nombre de cours diversifiés, complétés par une période obligatoire d'enseignement aux élèves. En plus des cours généraux en éducation, les étudiants devront probablement suivre des cours supplémentaires dans diverses disciplines telles que l'enseignement en classe, la littérature pour enfants, l'éducation socioémotionnelle et d'autres éléments ajoutés. La plupart de ces exigences sont de compétence provinciale et varient donc d'une province à l'autre, mais un diplôme en éducation de la petite enfance peut donner une crédibilité additionnelle aux personnes qui souhaitent exploiter ou posséder une garderie agréée.

Bien entendu, il existe d'autres fonctions dans les secteurs des soins. Bon nombre d'entre elles sont très recherchées, et la plupart offrent aux étudiants les plus sérieux un emploi immédiat dans une carrière gratifiante. Les membres de Collèges et Instituts Canada prodiguent une éducation de qualité dans ces domaines, ce qui facilite et accélère l'entrée sur le marché du travail. 🙌

# • Northern Lakes College

## • From Insecure to Inspiring

Lack of self-confidence is a struggle that alumni Christina Denis knows intimately.

“I was a high school dropout,” Christina explains. “I’d moved from my home province with my parents when I was 16, and my education just sort of got lost in the mix. Without having graduated from high school, larger schools never would have accepted my application. I felt embarrassed and ashamed. I had very little confidence when I went into Northern Lakes College. At first, I was so scared. I thought I was going to be so old compared to everybody there!”

Despite her concerns about academic performance, Christina found enjoying the University Studies program at NLC. The classes were challenging and invigorating, and she formed quick friendships with other students. Explains Christina, “NLC was the best place to start. I don’t know if I would have followed through if I had started at a larger university. All my classmates were so nice and welcoming.” Christina graduated from the University Studies program in 2007, enrolling at the University of Alberta to complete her degree. Upon graduation, she found a teaching position in Sherwood Park.

When Christina and Jason decided to return to her home province, she found a job teaching at Waywayseecappo Community School. Thanks to an education that provided her with a strong understanding of childhood development and mental health, Christina flourished as a teacher, forging nurturing relationships with her students. As the head coach of a gymnastics club in a neighbouring community, Christina was thrilled to coach at-risk youth in their athletic growth and emotional development.

“I’m forever grateful for what I learned in my degree. It helped me create a fulfilling career, but also to better understand childhood trauma,” she explains. Christina is able to approach teaching with a broad, compassionate, and well-informed perspective.



# WE'RE UNIQUE



**NORTHERN LAKES  
COLLEGE**

Northern Lakes College provides a Supported Distance Learning (SDL) environment, offering a guided learning setting that supports students to succeed.

- Instructor-led, online learning environments that allow students to interact live with other students.
- Classes are recorded so students can watch them anytime that works for them!

*Apply today!*

**WE COUNT OUR SUCCESS ONE STUDENT AT A TIME.**

[www.northernlakescollege.ca](http://www.northernlakescollege.ca)

- **Lethbridge College**
- **Building connections as a health care aide**

### **Lethbridge College grads find professional rewards working in an in-demand career**

The community at Lethbridge College knows that everybody's got a job to do. And those with a caring heart and a desire to help others will find support and hands-on learning opportunities in the college's well-established Health Care Aide program.

"Health care aides play a critical role in continuing care, and they are important, respected and in demand across the province," says Becky Fitzgerald, associate Dean of the Centre for Health and Wellness. "We are thrilled the government is providing extra incentives and bursaries for new Health Care Aide students as well as recent grads to support them as they start their health care aide careers."

Lethbridge College's program delivers the Government of Alberta Health Care Aide provincial curriculum that includes theory, lab and work-integrated learning experiences. In just one year, students get the tools they need to succeed helping people by providing personal assistance with daily living activities. In the classroom, students develop an understanding of safe work practices, client support and hygiene, medication delivery and everything else they need to know to positively affect the lives of patients each day.

"Being a health care aide during this pandemic has been a challenge and, at the same time, helped me grow my skills," says Sarah Brunson, a 2018 graduate of the college's Health Care Aide program. "I now have a whole new perspective on my role. My job is more than providing day-to-day care but really about becoming part of a person's support system. My favourite part of my job is the connections you build with the people you serve. Being a health care aide brings me joy and fulfillment. I loved my experience at Lethbridge College."

To apply for the Health Care Aide program or to learn more about it, including details of the new incentives and bursaries, go to [lethbridgecollege.ca/hca](http://lethbridgecollege.ca/hca).

## ➤ **READY FOR A REWARDING CAREER?**

Enrol in Lethbridge College's one-year Health Care Aide certificate program, and you'll be ready to provide personal help and support services for the elderly, disabled and acute or chronically ill in a variety of settings. After graduation, you'll be a vital and in-demand member of the health-care team.

**THERE ARE EXTRA INCENTIVES AND BURSARIES AVAILABLE FOR NEW AND RECENT HEALTH CARE AIDE GRADS.**

Learn more at [lethbridgecollege.ca/hca](http://lethbridgecollege.ca/hca)

**BE READY.**



**Lethbridge  
College**



## • Georgian College

### • Georgian College is MORE than an education, it's an experience!

Georgian is MORE than a college – we're a community. This means we're here for you every step of the way and genuinely want you to succeed. It also means small class sizes, exceptional student services, and compassionate faculty and staff who care. Whether you're fresh out of high school, upgrading your skills or looking to retrain, you'll discover a home here.

We believe in creating healthy communities.

You can explore a wide variety of care programs – certificate, diploma, degree and graduate certificates – across one of our seven campuses located throughout Central Ontario. Our curriculum focuses on interprofessional education and patient-centred care.

We're a recognized leader in student work experience with 100% of our programs emphasizing practical, hands-on learning. Most offer a formal work-integrated opportunity, ranging from field placements to paid co-op terms and internships. Quality work placements in a variety of settings in our community and outstanding labs allow students in our care programs to gain valuable experience. Today's care employers want grads who can think critically, creatively problem solve, be resilient and adapt. You'll strengthen these skills – and others – as you gain practical work experience through your program. You might even discover a new way to improve patient care during your clinical placement or co-op.

In addition, our students have the opportunity to gain real-world experience and develop specialized skills in our Health and Wellness Clinics, located on campus in Barrie and open to the public. These clinics help meet local demand for health-care services. They're open to the public and are real-world learning environments for our students, providing them practical experience with clients under the guidance of experienced professionals including dental hygienists, registered massage therapists and others.

Our programs include theoretical and practical components through a combination of classroom, laboratory and clinical learning. You can learn close to home in our fully equipped, state-of-the-art simulation labs where you'll enjoy hands-on, practical training with equipment you'll use on the job.

Learn from passionate, experienced Georgian faculty – many of whom have PhDs – who bring expert industry knowledge to the classroom. In addition, many of our care programs are accredited by provincial and national associations or qualify as the first step to becoming licensed within your scope of practice.

Georgian has one of the highest graduate employment rates among Ontario colleges with 85.8% of our alumni finding work within six months of graduation. This is well above the provincial average – which we've exceeded for more than 20 years. We'll help you graduate job-ready with employer connections close to home. You can pursue your calling and both study and serve in your community.

We're also home to Central Ontario's first four-year nursing degree! You can build your skills and experience with local employers through exceptional clinical placements in health-care settings. This Honours Bachelor of Science – Nursing degree is offered at our Barrie and Owen Sound campuses.

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You can find out more about all our care programs by visiting [GeorgianCollege.ca](https://www.GeorgianCollege.ca).



# Care MORE.

## Creating healthy communities

Our **Health, Sciences and Wellness programs** focus on interprofessional education and patient-centred care. Students benefit from quality work placements, outstanding labs, and valuable hands-on learning in our public clinics. **Human Services programs** allow students to make a real difference in society and learn from experts and leaders in their fields, as well as in counselling labs and through partnerships with community organizations that offer real-world experience.

- Addictions: Treatment and Prevention
- Biotechnology – Health
- Child and Youth Care
- Community and Justice Services
- Dental Hygiene and Dental Assisting
- Developmental Services Worker
- Early Childhood Education
- Honours Bachelor of Counselling Psychology
- Honours Bachelor of Science – Nursing
- Massage Therapy
- Medical Laboratory Assistant
- Occupational Therapist Assistant and Physiotherapist Assistant
- Opticianry
- Paramedic
- Personal Support Worker
- Practical Nursing
- Social Service Worker
- Therapeutic Recreation
- Veterinary Assistant and Veterinary Technician

[LEARN MORE](#)

## • Northwestern Polytechnic

### • Northwestern Polytechnic Delivers Health Boost

Over the last three years, dedicated health care professionals and providers around the world have faced extraordinary challenges and unprecedented demand. Even now, as communities work to regain some equilibrium and a sense of normalcy, four of the ten fastest-growing jobs in North America are within the health care sector. Remarkably, it is projected that nursing jobs will grow by more than 50% over the next decade!

Recognizing rising demand for health care professionals in Alberta and beyond, Northwestern Polytechnic (NWP) recently received approval to expand health care offerings including its Bachelor of Science in Nursing degree, Practical Nurse diploma and Health Care Aide certificate.

“Our collaborative Bachelor of Nursing degree has been steadily growing since its inception in 1997,” says Dr. Vanessa Sheane, Provost and VP Academic. “Delivered in collaboration with the University of Alberta, this popular program enables students to complete all four years of study within the local community at NWP’s Grande Prairie campus and other dynamic health care environments.”

#### Lasting Connections

Over the last two decades the institution has produced nearly 1000 graduates who had the benefit of classroom learning and clinical placements in surrounding health care facilities. These clinical placements will now be further enhanced thanks to:

- the recent opening of the new Grande Prairie Regional Hospital,
- dedicated NWP teaching and research spaces within the state-of-the-art facility, and
- additional enrollment spaces for 40 more students annually, bringing the total to 120 first year seats.

#### More Opportunity

The local BScN degree isn’t the only program growing. In 2021, NWP successfully launched a Health Care Aide (HCA) certificate in Grande Prairie. Health Care Aides have become increasingly important across the health care continuum and NWP graduates are recognized as being highly qualified to provide basic health services, personal assistance and support for patients in a variety of settings.

Alberta’s newest polytechnic has its finger on the pulse. There are now more career pathways than ever before including a new eight-month HCA certificate in Fairview. In fact, the campus will welcome its first students in January 2023, giving 16 aspiring health care professionals the opportunity to complete an in-demand qualification right in their community.

Along with local certificate options, NWP also launched its first cohort of Practical Nurse students in Fall 2022. The two-year diploma program will soon grow from 32 to 48 seats for first year students. Applications for the January 2023 intake are currently being accepted.

“Expanded capacity for health care programming is great news for our Indigenous and non-Indigenous communities,” says, School of Health and Education Dean, Dr. Harrison Applin. “In addition to opening the door for even more students to benefit from NWP’s innovative health care training tools, this timely investment increases the chances of retaining vital skills and talent in northern Alberta.”

NWP is committed to ‘grow at home’ training initiatives and broader strategies to deliver a sustainable health care workforce. The entrepreneurial polytechnic is proud to be a health hub for international and domestic students looking to answer their calling.

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For more information about NWP’s health care career pathways, please visit [nwpolytech.ca](http://nwpolytech.ca).



# Answer your **Calling**

Northwestern Polytechnic is here to help nurture your talents as you pursue a rewarding career.

## **Health Care Aide Certificate**


8 month program  
Grande Prairie Campus  
**New Fairview Campus offering  
starts WINTER 2023**

## **Practical Nurse Diploma**

2 years of study  
Grande Prairie campus

## **Bachelor of Science in Nursing**

4 year collaborative degree  
Grande Prairie campus



Acquire skills for life with the benefit of lab-based instruction, hands-on learning opportunities and exposure to dynamic health care environments.

Learn more at [NWP.me/Health](https://www.nwp.me/Health)

**NORTHWESTERN  
POLYTECHNIC**



# • College of the North Atlantic (CNA)

## • CARE... YOUR WAY

College of the North Atlantic (CNA) is committed to training generations of healthcare professionals throughout Newfoundland and Labrador (NL).

CNA's curriculum features a wide variety of care-based programs providing students with hands-on learning opportunities that set them up for successful careers wherever their lives may take them.

Among the many programs that give future graduates a path to leading-edge careers in the healthcare sector is the Personal Care Attendant (PCA) program, which teaches students how to provide holistic, client-based care. CNA graduates are responsible for providing support to clients in all aspects of daily living through companionship, physical, spiritual and psychosocial care. This is achieved through in-class instruction, skill development laboratories and practicums. Students recognize the significance of professionalism, life-long learning, self-care, well-being, and safety in the PCA role. Working as members of the interdisciplinary team, graduates have potential employment opportunities in a variety of health care settings within NL.

The Home Care Assistant program is designed for students who have an interest in caring for others. Graduates of this program will have a positive impact on the people they care for and are crucial in providing team-based home care to individuals in their dwellings. This program is designed to provide a safe and supportive place to develop essential and workplace skills, in addition to sector-specific courses and training for employment as a Home Care Assistant. With an ever-increasing demand for home care, this program also provides the skills, professionalism, and adaptability required to succeed in this dynamic, in demand and challenging field.

Early Childhood Educators (ECEs) have a lasting and positive impact on the development of children, and provide an essential support for families, communities, and society. While studying the ECE program at CNA, students participate in indoor and outdoor physical activities, and creative experience in art, music, movement, and dramatic play. CNA's School of Academic, Applied Arts & Tourism also offers ECE (Online Asynchronous), and ECE Administrative Leadership programs for this highly sought after profession.

These are just a few areas where CNA students will acquire the knowledge and skills to support and encourage early childhood development. Students in this program also apply their learning through field placements, working with infants, toddlers and preschoolers, in the college's demonstration child care centre. The usual work environment for ECEs involves daily indoor and outdoor activity, therefore, it is recommended that students interested in this program be in good health and possess energy, patience and good physical stamina. Strong communication and interpersonal skills are also assets that will help students succeed in this profession.

CNA has many other care-based programs as part of its extensive curriculum. Each program is designed to set our students – our future graduates – up for success, while at the same time, develop strong skillsets as they learn in a real-world environment.

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For more information, and a complete list of our programs, visit us online at: [www.cna.nl.ca](http://www.cna.nl.ca).



*care...*

**YOUR  
WAY**

[cna.nl.ca](http://cna.nl.ca) | 1-888-982-2268

**cna**

College of the North Atlantic



- **Manitoba Institute of Trades & Technology (MITT)**
- Prescribing one of Manitoba's in-demand careers

### MITT filling the need for pharmacy technicians

With a high demand for pharmacy technicians in Manitoba, finding meaningful employment is not challenging. Most of the 2022 graduating class in MITT's Pharmacy Technician program either had jobs lined up before convocation or are now employed in this field.

Hospitals and community pharmacies across the province are counting on these new grads and upcoming classes of students to help fill positions in this vital area of the healthcare sector.

"My goal in choosing the Pharmacy Technician Program was to make a difference in people's lives and their families by helping them manage their medications and improving the quality of their lives," says Rose Marie Sunga, who moved to Winnipeg from the Philippines in 2021 to pursue a career in healthcare. "The education and training I receive will help me achieve this goal."

Pharmacy technicians are essential team members in hospitals and community pharmacies and are integral to achieving optimal medication therapy outcomes. Technicians help procure, compound, dispense and distribute medicines, and manage the inventory of thousands of medical products.

Students in the Pharmacy Technician diploma program at MITT receive a blend of classroom and hands-on learning with in-person labs and industry placements. Some of the skills practiced include entering prescriptions into pharmacy management software, preparing medications including nonsterile and sterile compounds, prescription and order verification, and drug distribution.

Students also experience hands-on labs involving the innovative automated dispensing system Pyxis™ MedStation™ ES, which is used in hospitals across Manitoba. This device reflects the latest technology used in institutional pharmacy practice and is unique to MITT's Pharmacy Technician program, putting it at the forefront of pharmacy technician education.

"It is important that our curriculum and simulated activities align with current industry standards," says Emelié Gillingham, instructor in MITT's Pharmacy Technician program. "Learning hands-on with the tools, equipment, and technology used in hospitals and long-term care homes across Manitoba allows our students to explore these technologies before they use them in a live environment."

To learn more about the Pharmacy Technician Diploma Program at MITT, visit [MITT.ca/pharmatech](https://www.mitt.ca/pharmatech)

**MANITOBA INSTITUTE OF TRADES & TECHNOLOGY**

**BECOME A  
PHARMACY TECHNICIAN**

**FIND THE IN-DEMAND CAREER  
THAT'S RIGHT FOR YOU.**

**VIEWBOOK.MITT.ca**

# • Conestoga College Institute of Technology and Advanced Learning

## • Careers in Care – Many Pathways to a Rewarding Experience

Established in 1967, Conestoga now serves almost 32,000 students through campuses and training centres in Kitchener, Waterloo, Cambridge, Guelph, Stratford, Ingersoll and Brantford. As the region's only provider of polytechnic education, Conestoga plays an integral role in the success of our community.

Conestoga offers a range of pathways and credentials to assist students in achieving their goal of becoming a health-care professional. From pre-health programs, through to certificates, diplomas, graduate certificates and degrees, Conestoga delivers the most up-to-date training provided by expert faculty and staff in state-of-the-art facilities.

Choose from a multitude of programs like Nursing, PSW, Biotechnology Technician, Hearing Instrument Specialist, Massage Therapy, Fitness and Health Promotion, Respiratory Therapy, Occupational Therapist Assistant and Physiotherapist Assistant, Paramedic and degrees in Applied Health Information Science, Environmental Public Health and Applied Biotechnology.

Work-integrated learning is at the core of many of Conestoga's programs. Whether through a field placement, clinical practicum, or co-operative education experience, students will have the opportunity to gain valuable work experience with an industry partner that will put their training into practice.

Conestoga has many partnerships in industry as well as the local community and beyond. We have a well-established collaborative partnership with Schlegel Villages, a leader in retirement living and long-term care. The Living Classroom model is highly acclaimed and renowned across the province for its interprofessional approach to preparing students for successful careers working with older adults.

Conestoga is also a major contributor to the development of the child care and early learning workforce, currently delivering ECE education and training programs to approximately 800 students each year.

Conestoga's career-ready graduates are well-prepared to address real-world needs in the caring fields and make a difference in our communities every day.



## HEALTHCARE CAREERS IN DEMAND

Do you want a great job when you graduate? Launch your health-care career in health informatics and health information management and help fill a skill shortage for in-demand jobs as data analysts, business intelligence specialists, privacy professionals, and clinical informatics specialists.

### **Conestoga's Bachelor of Applied Health Information Science (Honours) degree:**

- An innovative four-year, online program
- Learn to design health informatics and information management solutions while maintaining security, privacy and confidentiality.
- Offers real-life learning opportunities including paid co-op to enrich your learning experience
- Small class sizes, dedicated professors, leading-edge course design, and the flexibility to study any time or place
- Qualifies graduates to challenge the national certification examination of the Canadian Health Information Management Association (CHIMA)

### **Apply Now**

[www.conestogac.on.ca/fulltime/bachelor-of-applied-health-information-science-honours](http://www.conestogac.on.ca/fulltime/bachelor-of-applied-health-information-science-honours)



CONESTOGA

- # Aurora College
- ## Caring profession education with a Northern perspective

Educating future generations of caring professionals for northern communities has been integral to Aurora College for more than 50 years. Located on the traditional territories and homelands of the Dene, Inuvialuit and Metis peoples of the Northwest Territories (NWT), Aurora College is committed to delivering high quality post-secondary and adult education that meets the needs of students, employers and communities.

Aurora College offers a diverse range of programs through a network of three campuses – located in Yellowknife, Fort Smith and Inuvik – and 21 Community Learning Centres spread across the NWT.

While our graduates receive credentials that allow them their choice of locations to work and live, the education they receive ensures they are also prepared for the unique professional challenges encountered in small and remote communities. Our curriculum and services are infused with Northern and Indigenous perspectives.

In addition to the spectacular natural surroundings in our three Campus Communities, Aurora College offers many advantages and benefits to students, including: low tuition fees; small class sizes; individual attention from faculty; accredited programs; a wide array of practicum and practice placement opportunities; on-the-land learning opportunities; a supportive learning environment; and opportunities to participate in research activities and projects.

The Personal Support Worker Certificate (PSW) prepares graduates to work as a member of a health care team in a variety of community settings. PSWs work closely with people to promote and maintain their physical, psychological and social well-being, and provide basic care, assistance and support with activities of daily living. The curriculum is designed to be reflective of the needs of the community.

Our Bachelor of Science in Nursing (BSN) program provides a unique combination of professional excellence and northern-centred learning. Students have the opportunity to learn in state-of-the-art facilities and participate in practicum experiences that cover a diverse mixture of nursing areas of practice, including rural and remote locations. The primary purpose of the BSN is to educate nurses to work with individuals, families, groups and communities in a variety of settings guided by a health promotion perspective with an ethic of caring. The program assists students to develop sensitivity to people's experiences of health, healing, and health promotion by being cognizant of a nurse's professional roles.

The Early Learning and Child Care Diploma (ELCC) offers a competency-based learning environment designed to prepare students to become educators of young children in settings such as community early learning centres, home day cares, Head Start programs, and Junior/Senior Kindergarten. Students develop the knowledge and skills necessary to work with families, community stakeholders and other professionals to support children's learning and development. The ELCC program is designed to be flexible and accessible and can be taken full-time onsite or part-time through distance learning. The curriculum was developed to be reflective of the needs of the communities we serve.

Over the next several years, Aurora College is transforming into a modern, Northern polytechnic university. As we move towards that goal, we will be introducing a number of new programs as well as re-instating Social Work and Bachelor of Education programs.

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Stay tuned for the grand opening of our northern polytechnic university in 2025!  
Check out our current programming and plans for the future at [www.auroracollege.nt.ca](http://www.auroracollege.nt.ca).



# EDUCATING COMMUNITY CAREGIVERS SINCE 1968



## • Seneca College

### • Now is your time to consider a career in nursing

Seneca's Honours Bachelor of Science – Nursing degree program will prepare future generations of healthcare professionals

With the value of healthcare workers more apparent than ever before, a new degree at Seneca is equipping tomorrow's nurses with the skills and knowledge to be leaders in their profession.

The first cohort of students in Seneca's Honours Bachelor of Science – Nursing program, which launched this September, are acquiring a global perspective that will help them make a positive difference for our most vulnerable communities.

Students will graduate after four years with the prerequisites to become a registered nurse in Ontario.

"The pandemic has shone a light on the critical need for nurses and we all understand the important role they play in a strong health-care system," said Maria May, Dean, Faculty of Applied Arts & Health Sciences. "Seneca can now further support this need with our own degree program, featuring a state-of-the-art facility with patient care labs and simulation rooms that are second to none."

This degree is offered at Seneca's King Campus, a unique destination among Ontario colleges, which is surrounded by more than 280 hectares of protected green space and boasts custom-designed teaching and learning spaces at the newly-constructed Magna Hall.

The degree program features placements in various clinical settings and students will gain transferrable skills such as critical thinking, problem-solving, self-management and communication, which will serve them throughout their careers.

Curriculum includes newly-developed courses based on COVID-19 and other current trends in healthcare. Students will learn from experienced faculty about best practices, ethical decision-making, leadership skills and committing to achieving excellence in nursing care.

The practical portion of the program includes experience in the 20-bed Patient Care Simulation Lab at Magna Hall, where students take part in hands-on learning that reflects what they will encounter on the front lines.

"The Honours Bachelor of Science – Nursing degree program builds on more than 50 years of nursing education at Seneca," said Sharon Cassar, Chair, School of Nursing. "Our curriculum is taught by industry professionals and provides the foundation for a fulfilling career spent helping others."

Graduates will find careers waiting for them in Canada or abroad with a wide array of employers including hospitals, public health units, community nursing organizations, rehabilitation centres, long-term care facilities, private clinics and more.

"There has never been a better time to consider a career in nursing," said Ms. May, herself a former nurse. "Trained nurses are in high demand and that is expected to remain the case for a long time to come as Canada's population ages. Seneca is proud to offer our students this new pathway to becoming a registered nurse."

Applications are now open for the next intake of the Honours Bachelor of Science – Nursing program in January 2023.

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To learn more about a rewarding career in nursing and to register, visit [senecacollege.ca](https://www.senecacollege.ca).



**INTRODUCING  
SENECA'S NEW  
4-YEAR NURSING  
DEGREE**

Ervin, Graduate  
Practical Nursing

**The future of nursing education  
starts at King Campus**

**Seneca** **CHALLENGE  
ACCEPTED**

**APPLY NOW**



## ● George Brown College

### ● Providing the Right Early Childhood Building Blocks for Over 20 Years

At George Brown College's School of Early Childhood, we believe that when you invest in a child's early years, you give them the best possible start in life. We also believe in investing in our students to give them the best possible start to their careers. That's why we are committed to equipping those who are learning to care for infants as young as six weeks and children up to twelve years of age, with the tools and child development theory they need to provide the best possible experience for those children and their families.

#### Learning by Doing

We want our students to be able to adapt and succeed in real work environments that reflect the communities they're serving. To ensure this, we operate Ontario's largest network of college lab school childcare centres. These 12 lab schools are found in community settings around the GTA and represent the broad range of opportunities our students will find themselves in after graduation. In addition to different work environments, our students are exposed to the different needs of children and their families, providing a well-rounded, supervised and supported learning experience that reflects the diverse city we live in.

Our seven-week 'block' placement structure is highly regarded within the sector and with our over 150 community partners. Sandra Jackson, Supervisor at Toronto's Studio 1,2 3 Early Learning Centre is one of our valued partners who appreciates this placement approach because it provides a meaningful experience for all parties involved. Students get to see what it's like to work in a child care centre on a daily basis, children and their families benefit from the continuity of care, and the placement partners benefit from highly qualified and well-prepared students.

#### Our Programs Support Different Stages of Career Growth

Much like the children our students will be providing care for, at George Brown's School of Early Childhood, we understand that career growth doesn't end upon graduation. To remain engaged in a career requires ongoing opportunities for growth and development. That's why we've structured our programs to meet our students where they are at during different stages of their career. Whether starting with a two-year diploma, completing a degree, or looking to develop a specialization, we've got a number of programs designed to support full-time, part-time or apprenticeship education options.

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To learn more about our full-time programs, visit: [georgebrown.ca/ece/ft](https://georgebrown.ca/ece/ft)  
To learn more about our part-time programs, visit: [georgebrown.ca/ece/pt](https://georgebrown.ca/ece/pt)

# Children Deserve the Best Start in Life



George Brown College's School of Early Childhood offers a wide variety of full-time, part-time and continuing education programs designed to kickstart or take a career in Early Childhood further.

- Learn in our 12 child care lab schools across Toronto
- Curriculum informed by research and best practices
- Accelerated and fast-track options available

Full-Time Diploma Programs Options	Start	Duration	Target
Early Childhood Education (ECE) (C100)	September or January	2 years (September), 18-months (January)	High school graduates, mature students
Early Childhood Education (Accelerated) (C160)	September	16-months (continuous study)	High school graduates, mature students
Early Childhood Education (Fast-Track) (C130)	September	10-months plus 2 weeks	Students with a diploma or degree in related-field
Full-Time Degree Program Options			
Early Childhood Education (Consecutive Diploma/Degree) (C118)	September	4 years (Years 1 & 2 earn a George Brown Diploma, Years 3 & 4 complete a degree at Toronto Metropolitan University)	High school graduates, mature students
Early Childhood Education (Consecutive Diploma/George Brown Degree) (C148)	September or January	4 years (Years 1 & 2 earn a Diploma, Years 3 & 4 complete a degree)	High school graduates, mature students
Early Childhood Education (Degree Completion) (C301)	September	2 years	Students with a diploma in Early Childhood Education

## For more information

Visit [georgebrown.ca/ece/ft](http://georgebrown.ca/ece/ft)

Email: [ece@georgebrown.ca](mailto:ece@georgebrown.ca)

Call: 416- 415-5000, ext. 2310



## • Red Deer Polytechnic

### • Indigenous Initiatives at Red Deer Polytechnic – Reconciliation Through Education

Red Deer Polytechnic (RDP) continues to grow a culture of inclusion and respect through education, collaboration, policies, and a variety of initiatives.

Red Deer Polytechnic is a comprehensive post-secondary institution, offering an impressive range of growing options in apprenticeships and apprenticeship-style credentials, certificates, diplomas, degrees, micro-credentials and collaborative programs with partner post-secondary institutions. All learners at the Polytechnic, regardless of their program, have the opportunity to participate in a valuable range of Indigenous initiatives, enhancing their knowledge and cultural experiences.

The Polytechnic continues to demonstrate its commitment to the Truth and Reconciliation Commission of Canada's Calls to Action, its responsibility to the United Nations Declaration on the Rights of Indigenous Peoples, and the recognition of Treaties. In April 2019, RDP also made a formal commitment to Indigenous education, relationship building, and initiatives by signing the Colleges and Institutes Canada (CICan) Indigenous Education Protocol.

While Red Deer Polytechnic offers specific courses on Indigenous Peoples, it has also progressively integrated more Indigenous teachings into a range of programs through collaboration with curriculum developers and RDP's Indigenous Student Services. As the Polytechnic reviewed and updated its curriculum in Health and Sciences over the past few years, Indigenous education has been woven into all aspects of those programs. Red Deer Polytechnic's new Bachelor of Education and Bachelor of Business Administration degrees also contain valuable teachings about Indigenous Peoples throughout the academic journey.

The expanding education about Indigenous Peoples has also extended to the Polytechnic's staff and faculty through a variety of internal professional development opportunities. These opportunities have helped to educate RDP's employees about Indigenous history in Canada, Truth and Reconciliation, and other topics from an Indigenous perspective.

Indigenous Student Services remains very active on campus. Staff have engaged with many Polytechnic Divisions, instructors and learners on a range of presentation topics that include Indigenous health, history, and the criminal justice system.

In the past, many soup and bannock lunches have been held on campus as a way of teaching about Indigenous culture and strengthening the Polytechnic community. As the meal was shared according to Indigenous tradition, guests spoke about a range of topics, including on the Indigenous way of life in Alberta and Canada.

RDP Indigenous learners have also led meaningful initiatives. Students have planned orange shirt day activities and rock painting as methods of raising awareness and sharing the history of Indigenous Peoples in Canada.

Red Deer Polytechnic has continued to foster meaningful relationships, collaborating with local school divisions, Central Alberta Regional Consortium, and regional Alberta First Nations and Métis communities. Members of these communities have also been invited to campus to share their knowledge and expertise as impactful learning opportunities and the ability to work towards Reconciliation.

At Red Deer Polytechnic's Convocation, Indigenous students have the option to wear regalia or traditional clothing as a way of honouring their heritage. Other Indigenous graduates may select to wear a convocation stole with the Indigenous Students' Graphic on it, symbolizing their culture and connection to the Polytechnic.

Moving forward, Red Deer Polytechnic will continue to search for opportunities to expand Indigenous education, relationship building, and initiatives.

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For more information, visit [RDPolytech.ca/here](https://rdpolytech.ca/here).





**April Massie**

Indigenous Business Strategist,  
Red Deer Graduate



**Red Deer  
Polytechnic**

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## • Aurora College

### • Inclusion of Indigenous knowledge and perspectives key to reconciliation in education

Located on the traditional territories and homelands of the Dene, Inuvialuit and Metis peoples of the Northwest Territories, Aurora College has delivered quality post-secondary and adult education with a uniquely northern perspective for more than 50 years.

Our network of three campuses and 21 Community Learning Centres is spread across the Northwest Territories (NWT) to provide access to programming designed to meet the needs of learners, employers and communities.

Aurora College's mission is to demonstrate leadership in the delivery of relevant and meaningful education and research rooted in strong connections to Northern land, tradition, community and people. We respect and care for each other, the land, water, air and animals by striving to incorporate Indigenous ways of knowing, being and doing in our classrooms, our daily operations and in the values of our College. Land-based learning isn't just an outdoor education program, it's about reflecting on our connection to the land and the animals and allowing them to inform our education.

Wherever possible, we integrate land-based learning and Indigenous Traditional Knowledge into our curriculum and our student supports. Many programs feature Elders steering important lessons, others work with Elders and Knowledge Holders to include Indigenous learning and teaching into the curriculum, lessons and assignments. Land-based learning plays an important role in creating authentic opportunities for our students, and includes teachings such as the significance of local plants for traditional medicines and ceremonies, animal tracking and hunting techniques, traditional survival skills and much more.

Over the next several years, we are building on our strengths and past successes to transform into a modern polytechnic university that will offer high quality programs with a distinctly Northern influence. As a northern education institution committed to reconciliation and inclusiveness, a central theme of our ongoing transformation is to ensure Indigenous voices are integral to and incorporated into our programs and operations.

To make that a reality, the new polytechnic university have a unique tri-cameral governance structure that will be composed of a Board of Governors, an Academic Council, and an Indigenous Knowledge Holders' Council. At least five of the ten appointed members on the new Board of Governors are required to be Indigenous residents of the Northwest Territories.

The Indigenous Knowledge Holders Council's primary responsibility will be to promote policies and operational decisions that foster the success of Indigenous students and staff, and of the institution as a whole. To achieve this, the Council will make recommendations to the Board of Governors regarding: the success of Indigenous students and staff; ways to incorporate and honour the culture, traditions and histories of Indigenous peoples; the strategic direction of the College; program development and reviews; operational activities and decision-making; and reporting of information.

Throughout our transformation, we will continue to develop and add programs that meet the labour market and educational needs of our learners, communities and economies. We are currently making plans to re-introduce Social Work and Bachelor of Education programs in the near future.

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Stay tuned for the grand opening of our northern polytechnic university in 2025!  
Check out our current programming and plans for the future at [www.auroracollege.nt.ca](http://www.auroracollege.nt.ca)





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**COLLÈGE  
AURORA  
COLLEGE**



# • Collège Boréal

Les études postsecondaires exigent un investissement important en temps, en argent et en efforts. Vous avez un but à atteindre et devez choisir un établissement qui répond non seulement à vos besoins, mais aussi à vos attentes. Le Collège Boréal est fier d'offrir des services en français partout en Ontario. Nous offrons plus de 30 programmes uniques en Ontario français, ce qui veut dire que nous sommes le seul collège à offrir cette formation en français. Chez nous, vous avez l'occasion de tracer votre parcours en choisissant le type de programme ou le titre de compétence qui répond à vos aspirations professionnelles! Que ce soit pour une scolarité postsecondaire, une formation professionnelle, des services d'emplois ou en immigration, nous sommes là pour vous. Avec 37 sites dont 7 campus de Hearst à Windsor, nous sommes prêts à vous servir dans la langue de votre choix. Étudiez au Collège Boréal, c'est se joindre à une grande famille. Le Collège Boréal est plus qu'un choix logique, c'est un choix qui change tout.

Post-secondary education requires an investment of time, money and effort. When you have a goal to achieve, you must choose an establishment that can not only fulfil your needs, but your expectations too. Collège Boréal is proud to offer services in French across Ontario, including 30 programs that are unique. At Boréal, you can create your own path by choosing a program or skill set you need to achieve your professional goals!

Whether it be for a post-secondary education, professional development training, employment or immigration services, we have you covered. With 37 sites and 7 campuses from Hearst to Windsor, we are ready to assist you in the language of your choice. Studying at Collège Boréal is joining a family. Collège Boréal is more than a logical choice, it's a choice that changes everything.

## Pourquoi choisir Boréal?

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<p><b>4. Un choix pour la réussite.</b> Vous êtes entre de bonnes mains au Collège Boréal!</p>	<p><b>5. Un choix pour un sens d'appartenance.</b> Étudier au Collège Boréal, c'est se joindre à une grande famille!</p>	<p><b>6. Un choix pour l'apprentissage par l'expérience.</b> L'apprentissage commence par l'expérience!</p>
<p><b>7. Un choix pour être au premier rang.</b> Boréal occupe toujours la plus haute marche du podium!</p>	<p><b>8. Un choix pour des possibilités illimitées.</b> Tracez votre parcours en fonction de vos goûts et aspirations professionnelles!</p>	<p><b>9. Un choix pour de l'aide financière.</b> Le Collège Boréal remet plus de bourses par étudiant que tout autre collège de la province!</p>
<p><b>10. Un choix pour célébrer la diversité.</b> L'inclusion et la diversité contribuent à rendre les gens meilleurs!</p>	<div style="display: flex; align-items: center; justify-content: flex-end;"> <p><b>Pour un complément d'information :</b> <a href="http://collegeboreal.ca">collegeboreal.ca</a></p> </div>	