



Journey to Care

EXPLORING CAREERS WITH FRASER HEALTH

Éy Swáyel,

Thank you for your curiosity and interest in exploring a career in health care. By opening this guide, you've taken the first steps on a path that is rooted in service, purpose, and the well-being of others.

We are the Indigenous Recruitment and Retention Team at Fraser Health, and we are honoured to and we're here to support you as you explore your path forward. Whether you are just beginning to explore your options, returning to the workforce, or looking to grow your skills, know that your journey matters—and that you belong here.

Fraser Health offers diverse opportunities for meaningful careers that reflect both your values and your potential. We hope this guide inspires and informs you as you explore all that's possible.

If you have any questions along the way, we welcome you to reach out to us at indigenousrecruitment@fraserhealth.ca. We're here to help.

With respect and gratitude,
The Indigenous Recruitment and Retention Team at Fraser Health

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Start Here

Careers you can begin immediately or with less than 6 months of training.

Positions in this section:

- Housekeeping Aide
- Patient Porter
- Food Service Worker
- Peer Support Worker
- Renal Technician

Housekeeping Aide

Salary \$24.32/hour+*

Where do they work? Hospitals, retirement homes, offices, etc.

What do they do?

As a housekeeper, you'll be delivering outstanding service to help maintain a clean, safe, and hygienic environment at Fraser Health. This role performs a variety of housekeeping and laundry functions such as sweeping, spot washing, disinfecting, mopping, vacuuming, shampooing, and polishing.

Why it matters?

You'll help keep Fraser Health hospitals clean and safe — protecting patients and supporting their recovery. Your work stops the spread of illness, creates a calm and respectful environment, and shows care for everyone who enters the hospital. You're a vital part of the health care team, making a real difference for both patients and staff every day.

Who makes a successful Housekeeping Aide?

If you're someone who shows up with a smile, a positive attitude, and a real appreciation for how important housekeeping is to keeping Fraser Health safe and welcoming—you're already on the right track. You'll be moving a lot, lifting heavy bags, and getting into low spaces to clean, and it helps if you're open to working daytime, evening, and weekend shifts, especially at the beginning.

What do I need to become a Housekeeping Aide?

If you've completed Grade 10 or gained similar knowledge through other kinds of education, training, or life experience, you may already have what's needed to get started. What matters most is your willingness to grow and the strengths you bring with you.

What does it mean to be a “Casual Employee”?

As a Housekeeping Aide, everyone starts the position as a casual employee. As a casual staff member, you're not guaranteed set hours, and depending on your role and location, shifts could be frequent or sporadic. You're free to accept or decline shifts, which gives you flexibility to fit work around your schedule.

Casual work can be an ideal starting point if you're looking to enter health care, gain experience, or juggle multiple responsibilities. Many people begin this way, build seniority, and transition into more stable roles over time. Even in a casual position, you're considered an internal candidate for job postings. That gives you priority access over external applicants when applying for permanent or part-time roles.

*As a Housekeeping Aide, you'll receive something called “Shift Premiums”. Shift premiums mean you get paid more depending on the shift that you work the shift premiums are: \$1.90 Evening, \$3.20 Night, \$2.15 Weekend.

Patient Porter

Salary \$27.10/hour+

Where do they work? Hospitals.

What do they do?

As a Patient Porter, you'll play a key role in keeping things moving—literally. You'll transport patients with care and compassion, help them in and out of beds, wheelchairs, or stretchers, and make sure they feel safe and supported every step of the way. You'll also help move medical supplies, lab materials, and equipment around the hospital, and you'll contribute to keeping the environment clean and organized. Every task you take on helps support the flow of care and makes a real difference in someone's day.

Why it matters?

When you're a Patient Porter, you bring more than just movement—you bring connection, compassion, and calm to people at important moments in their health journey. Your reliable presence supports patients and helps the care team stay focused and coordinated. By showing up with kindness and dedication, you play a key role in delivering the respectful, person-focused care that every patient deserves.

Who makes a successful Patient Porter?

If you're calm under pressure, patient and compassionate with others, and a reliable teammate to nurses, doctors, and staff, you've got what it takes to make a great Patient Porter. The role can be physically demanding—you'll be on your feet, helping move patients and equipment, and handling urgent situations with care and confidence—so being ready to stay active and focused throughout your shift really makes a difference.

What do I need to become a Patient Porter?

To be ready for a Patient Porter role, you'll need to have completed Grade 10 and have about a year of experience. If you've worked in customer service, hospitality, or manual labour, that experience can really help you shine here. You'll also need your First Aide Level C Certificate. (or known as CPR Level 1)

What does it mean to be a “Casual Employee”?

As a Patient Porter, everyone starts the position as a casual employee. As a casual staff member, you're not guaranteed set hours, and depending on your role and location, shifts could be frequent or sporadic. You're free to accept or decline shifts, which gives you flexibility to fit work around your schedule.

Casual work can be an ideal starting point if you're looking to enter health care, gain experience, or juggle multiple responsibilities. Many people begin this way, build seniority, and transition into more stable roles over time. Even in a casual position, you're considered an internal candidate for job postings. That gives you priority access over external applicants when applying for permanent or part-time roles.

How to get my Standard First Aid with CPR Level C?

Step by Step:

1. **Choose a certified training provider** Select an organization approved by WorkSafeBC and national certifiers like the Canadian Red Cross or the Lifesaving Society.
2. **Register for a Standard First Aid with CPR Level C course** Courses typically span 14 to 16 hours over two days.
3. **Attend and complete the training.**
4. **Receive your certification** Once you've successfully completed the training, you'll receive a digital certificate valid for three years.

Indigenous training institutions to explore:

These institutions may help fund your Standard First Aid and Food Safe Training.

Institution	Geographic Coverage	Phone Number
<u>SASET</u>	Chilliwack to Langley	(604) 858-3691
<u>ACCESS</u>	Vancouver to Surrey	(604) 251-7955

Other training institutions to explore:

Training Provider	City
<u>TRAUMA TECH</u>	Burnaby
<u>MAINLAND SAFETY TRAINING</u>	Surrey
<u>FOUNDATIONS SAFETY AND FIRST AID TRAINING</u>	New Westminster
<u>VIDA FIRST AID TRAINING & CERTIFICATION</u>	Burnaby

Food Service Worker

Salary \$24.37/hour+

Where would you work? Stores, Cafeterias and Kitchens.

What do they do?

If you're working in the retail side of Food Services, you'll help prepare and serve food and drinks, handle cash, restock shelves, and keep everything clean and sanitized so guests and staff feel cared for and welcomed.

In patient food services, you'll assemble and deliver meal trays, check food temperatures, greet patients as you bring meals to their rooms, and help keep the kitchen clean by washing surfaces and handling any spills.

Why it matters?

When you're a part of the Food Services team at Fraser Health, you play an essential role in making sure patients, staff, and visitors are well cared for through safe, high-quality meals. The work you do helps keep everything running smoothly—from food prep to service—while bringing comfort and care to others. Your attention to detail and commitment to cleanliness and satisfaction make a big difference in someone's day.

Who makes a successful Food Service Worker?

If you're someone who thrives in a busy, fast-paced environment, stays upbeat and focused on the job, and enjoys working closely with others, you'll fit right in as a Food Service Worker. You'll be on your feet most of your shift, carrying trays, operating equipment, and supporting both patients and staff—so being physically active and capable is key. If you're known for being personable, detail-oriented, and a strong communicator, your presence will make a real difference to the team and to those you serve.

What do I need to become a Food Service Worker?

To step into a Food Service Worker role, you'll need to have completed Grade 10 or gained similar experience through other training, education, or work—and you'll also need your Food Safe Level 1 certification to help ensure safe food handling.

What does it mean to be a “Casual Employee”?

As a Food Service Worker, everyone starts the position as a casual employee. As a casual staff member, you're not guaranteed set hours, and depending on your role and location, shifts could be frequent or sporadic. You're free to accept or decline shifts, which gives you flexibility to fit work around your schedule.

Casual work can be an ideal starting point if you're looking to enter health care, gain experience, or juggle multiple responsibilities. Many people begin this way, build seniority, and transition into more stable roles over time. Even in a casual position, you're considered an internal candidate for job postings. That gives you priority access over external applicants when applying for permanent or part-time roles.

How to get my Food Safe Level 1?

Indigenous training institutions to explore:

These institutions may help fund your Standard First Aid and Food Safe Training.

Institution	Where	Phone Number	Description
<u>SASET</u> (Stó:lō Aboriginal Skills & Employment Training)	Chilliwack to Langley	(604) 858-3691	Provides employment services, skills training, and career development for Indigenous people.
<u>ACCESS</u> (Aboriginal Community Career Employment Services Society)	Vancouver to Surrey	(604) 251-7955	Offers employment services, trades training, apprenticeship support, and youth programs like BladeRunners.

Step by Step:

1. **Choose your course format through [FOODSAFE.ca](https://www.foodsafe.ca)** You can take FOODSAFE Level 1 in one of two formats:
 - a. **Classroom:** A one-day (7–8 hour) in-person course hosted by colleges, community centres, and private training companies across BC.
 - b. **Online:** Delivered through Open School BC's platform. You can complete the course in 1 to 20 days, depending on your pace.
2. **Register with a certified provider listed on [FOODSAFE.ca](https://www.foodsafe.ca)** Use the course search tool to find available classes by location, format, language, and schedule. Fees vary depending on the provider you choose.
3. **Complete the training** You'll learn how to prevent foodborne illness through safe handling, sanitation, and workplace safety practices. Course topics include receiving, storing, preparing, and serving food, plus cleaning protocols and how to prevent contamination.

Peer Support Worker

Salary \$27.92/hour+

Where would you work?

Homes, Shelters, Hospitals, in Community.

Training Timeline 40 Hours, further specializations may take 1 year to 16 months.

Hours + Schedule This position offers a range of shift and scheduling types.

What do they do?

When you work as a Peer Support Worker, you offer something deeply valuable—your own lived experience. You use your recovery journey or past challenges to build trust and connection, helping others feel seen and supported. You're there to guide people toward their personal goals, assist with daily life skills like meal prep or budgeting, and provide consistent emotional and social support, always in a non-judgmental, respectful way.

Why it matters?

A Peer Support Worker helps reduce isolation, build trust, and encourage others to stay engaged in their care. Through your compassion and steady presence, you show what resilience looks like and offer hope to those navigating their own recovery. Your role also strengthens the health care system as a whole—by helping people feel truly heard and supported, you contribute to more inclusive, responsive care that meets people where they are.

Who makes a successful Peer Support Worker?

If you're thoughtful, resilient, and authentic in how you show up for others, you have what it takes to be a successful Peer Support Worker. Your lived experience helps you connect in a meaningful way, while your skills in listening, communicating clearly, and setting healthy boundaries make people feel safe and supported. You care deeply about respect, inclusion, and empowerment, and you know how to work alongside others to help them define and move toward their own goals.

What do I need to become a Peer Support Worker?

To step into a Peer Support Worker role, you'll need to have completed Grade 12 and a recognized peer support training program. Depending on the position, you may also need additional licensing, such as certification in Substance Use Counselling or Social Services. And for every role, you'll need access to a vehicle and a valid driver's license to get to where you're needed most.

How to become a Peer Support Worker?

Start here:

If you're ready to start a career as a peer support worker in British Columbia, a great first step is taking the [Provincial Peer Support Worker Training Curriculum](#) through **Peer Connect BC**. It's free, flexible, and designed specifically for people with lived experience who want to support others. You'll explore **16 interactive modules** at your own pace, covering essential topics like trauma-informed care, communication, cultural humility, boundary setting, and mental health and substance use support.

When you complete the full curriculum, you'll receive a certificate of completion that's recognized by many employers across BC—including health authorities like Fraser Health.

Continue to Grow:

Some Peer Support Worker roles are specialized and require additional education. It may be beneficial to consider a Social Services Certificate, or a Substance Use Counselling Certificate.

Step by Step:

1. **Enroll in a Substance Use Counselling or Social Services Certificate program.**
2. **Learn key skills in crisis intervention, addictions support, mental health, and case management**, along with medical terminology and communication strategies.
3. **Complete a supervised practicum**, gaining hands-on experience in outreach settings like shelters, group homes, or community clinics.
4. **Graduate from the accredited program**, demonstrating readiness to support vulnerable populations in diverse environments.

Schools to Explore:

School	Location	Program
Douglas College	New Westminster / Coquitlam	Social Service Worker Certificate
Sprott Shaw College	Multiple campuses	Mental Health and Addictions Care Worker
Discovery Community College	Multiple Campuses	Substance Addictions Counselling Program
Cambria College	Surrey / Vancouver	Substance Use & Addiction Counselling Certificate

Renal Technician

Salary \$30.27/Hour

Where would you work?

Hospital dialysis units, community dialysis clinics, and home dialysis support programs.

Training Timeline

8 Weeks

Hours + Schedule

Mondays through Saturdays, shifts can be:
6:00am – 6:00pm,
6:00am – 2:00pm,
2:00pm-10:00pm

What do they do?

As a Renal Technician, also known as a Dialysis Technician, you play a key role in supporting patients living with kidney failure. You operate and maintain dialysis equipment, monitor patients during treatment, check vital signs, and respond to complications if they arise. You also clean, inspect, and troubleshoot machines to ensure they meet safety and infection control standards. Your work involves careful documentation and close collaboration with nurses, nephrologists, and other health professionals to deliver safe, effective care.

Why it matters?

When you work as a Renal Technician, you make sure dialysis treatment is safe, effective, and life-sustaining for patients with kidney failure. Your technical expertise and attentive care help minimize complications, ease discomfort, and improve quality of life during a difficult process. By keeping vital equipment reliable and offering steady, compassionate support, you play a key role in both individual health and the strength of the broader health care system.

Who makes a successful Renal Technician?

If you're detail-oriented, technically sharp, and genuinely compassionate, you'll thrive as a Renal Technician. You're at ease working with medical equipment and bring the emotional strength needed to support patients through demanding, life-sustaining treatments. Your ability to communicate clearly and work as part of a close-knit health care team—combined with your calm, patient-focused mindset—makes you a strong fit for this critical role.

What do I need to become a Renal Technician?

To work as a Renal Technician, you'll need to have completed Grade 12 and a Renal Dialysis Technician certificate program from a recognized post-secondary institution. You should be certified in Basic Life Support (BLS) or CPR, have a solid grasp of infection control and patient safety procedures, and feel comfortable working in a fast-paced clinical setting with rotating shifts.

How to become a Renal Technician?

Step by Step:

1. **Enroll in a Renal Dialysis Technician certificate program**, full-time program typically runs for 8 weeks.
2. **Learn core skills in dialysis equipment operation, infection control, and patient care**, through classroom instruction, simulations, and group discussions.
3. **Complete a supervised clinical practicum**, gaining hands-on experience in hospital or community dialysis clinics under professional supervision.
4. **Graduate from the accredited program**, demonstrating competency in both theory and clinical practice to be job-ready.

Schools to Explore:

School	City	Website
Vancouver Community College – Renal Dialysis Technician	Vancouver	Vancouver Community College



Growing into Care

I Want to Work Soon

Positions that require education programs that range from six (6) months to two (2) years.

Positions in this section:

- Outreach Support Worker
- Health Care Worker (Community Mental Health / Residential Care)
- Medical Device Reprocessing Technician
- Medical Office Assistant
- Nursing Unit Clerk / Unit Clerk
- Licensed Practical Nursing
- Health Care Assistant
- Rehabilitation Assistant
- Pharmacy Assistant

Outreach Support Worker

Salary \$31.56/Hour

Where would you work?

Support Workers often work in shelters, drop-in centers, hospitals, mental health facilities, and mobile outreach units.

**Training Timeline
Hours + Schedule**

8 Months to 2 Years

This position typically offers rotating shifts: Days, evenings and nights. These shifts are often part of casual, part-time, or full-time positions.

What do they do?

As an Outreach Support Worker, you play a vital role in meeting people where they are—whether in shelters, on the streets, or in community spaces—and helping them access the care and support they might not seek out on their own. You build trust and relationships through consistency and compassion, connecting individuals to housing, health care, addiction services, and other essential resources. You also advocate for their rights, ensuring they're treated fairly and have what they need to move forward. In moments of crisis, you're there to offer calm, immediate support and help coordinate emergency responses. Beyond that, you stay connected over time, supporting people as they work toward stability, independence, and a better quality of life.

Why it matters?

You empower people to take steps toward better health, stable housing, and overall well-being. Your support not only transforms lives—it also eases pressure on emergency services, shelters, and hospitals. By showing up for those who need it most, you help build safer, more inclusive communities and play a part in shaping a society where everyone can thrive.

Who makes a successful Peer Support Worker?

If you're empathetic, patient, and truly committed to helping others, you have what it takes to be a successful Outreach Support Worker. Your ability to communicate clearly and listen actively helps build trust with clients and understand what they need. You stay organized, think on your feet, and remain calm in high-pressure situations. Your respect for diversity, confidentiality, and social justice is at the heart of how you support others—creating safe, welcoming spaces where people can access the help they need to move forward.

What do I need to become an Outreach Support Worker?

To become a Peer Support Worker, you'll need to complete a Community Mental Health Worker Certificate or a Social Services Worker Diploma and ideally have at least two years of related experience—or a strong combination of education and training. You may also need First Aid/CPR certification, a Class 5 BC Driver's License with access to a personal vehicle for community work, and you must pass a criminal record check since you'll be supporting vulnerable individuals.

How to become an Outreach Support Worker?

Step by Step:

1. **Enroll in a Community Support Worker or Social Services diploma program.**
2. **Learn key skills in crisis intervention, addictions support, mental health, and case management**, along with medical terminology and communication strategies.
3. **Complete a supervised practicum**, gaining hands-on experience in outreach settings like shelters, group homes, or community clinics.
4. **Graduate from the accredited program**, demonstrating readiness to support vulnerable populations in diverse environments.

Schools to Explore:

School	City	Website
Douglas College	New Westminster	Douglas
Vancouver Island University	Nanaimo	VIU
Thompson River University	Kamloops/Online	TRU
University of the Fraser Valley	Abbotsford	UFV
Discovery College	Surrey, Nanaimo, Campbell River, Maple Ridge, Online	Discovery
Western Community College	Surrey	Western
Vancouver Community College	Vancouver	VCC
Sprott Shaw College	Multiple Campuses	Sprott

Health Care Worker (Community Mental Health / Residential Care)

Salary

\$27.92/Hour

Where would you work?

People's Homes, Mental health facilities, supportive housing, community spaces

Residential care workers: long-term care homes, group homes, specialized care units

Training Timeline

6 Months to 2 Years

Hours + Schedule

This position typically offers rotating shifts: Days, evenings and nights. These shifts are often part of casual, part-time, or full-time positions

What do they do?

Community Mental Health: You support people facing mental health and substance use challenges by helping them access services, stay independent, and improve their quality of life. You provide emotional support, assist with daily tasks, and work in community settings to connect care with real-life needs.

Residential Care: You offer hands-on support in long-term care homes, helping residents with personal care, mobility, meals, and emotional well-being, while closely monitoring their health and keeping the care team informed.

Why it matters?

When you work in these roles, you offer compassionate, hands-on support to people who are often among the most vulnerable in our communities. By helping individuals manage mental health challenges or live with dignity in residential care, you not only improve their daily lives—you also reduce hospital visits and contribute to better long-term health. What you do helps strengthen the health care system and build more inclusive, supportive communities where everyone has the chance to thrive.

Who makes a successful Health Care Worker?

If you're compassionate, patient, and truly care about others' well-being, you're a natural fit for health care support roles. You communicate clearly, stay calm under pressure, and offer emotional resilience when supporting people through tough moments. You believe in treating everyone with dignity and respect, and you thrive in inclusive, team-based environments. These roles are made for people like you—who want to make a real difference in individual lives and help build healthier communities.

What do I need to become a Mental Health Care Worker?

To become a Health Care Worker, you'll need to have completed Grade 12 and earned a Resident Care Aide Certificate for residential care roles—or a Social Services Diploma or Community Mental Health Worker Certificate for community-based positions. With at least two years of related experience, you'll bring valuable hands-on knowledge to the role. You'll also need a valid Class 5 BC Driver's License, access to a vehicle, and a Basic First Aid certificate to make sure you're prepared to respond confidently and safely in any situation

How to become a Health Care Worker?

Step by Step:

1. **Enroll in a Health Care Assistant (HCA) certificate program** at a recognized post-secondary institution—tuition and fees are covered by the province.
2. **Complete classroom training and clinical practicums**, gaining hands-on experience under the supervision of regulated health professionals.
3. **Register with the BC Care Aide and Community Health Worker Registry** to officially work as a Health Care Assistant in the province.
4. **Start your career in health care**, providing personal care and support to clients in hospitals, care homes, or community settings.

Schools to Explore:

Community Mental Health Care

School	City	Website
Discovery Community College	Online, Maple Ridge & Surrey	Discover
Vancouver Island University	Online	VIU
Vancouver Community College	Vancouver	VCC
University of Fraser Valley	Abbotsford	UFV

Health Care Assistant Programs

School	City	Website
Camosun College	Victoria	Camosun
College of the Rockies	Cranbrook	COTR
Douglas College	New Westminster	Douglas
North Island College	Courtenay	NIC
Northern Lights College	Dawson Creek	NLC
Okanagan College	Kelowna	Okanagan
Selkirk College	Castlegar	Selkirk
Thompson Rivers University	Kamloops	TRU
Vancouver Community College	Vancouver	VCC
Vancouver Island University	Nanaimo	VIU

Medical Device Reprocessing Technician (MDRT)

Salary \$28.91/Hour

Where would you work? Hospitals.

Training Timeline

1 Year

Hours + Schedule

Available between 7AM and 11PM

What do they do?

As a MDRT, you make sure tools and equipment used for medical care are clean, safe, and ready to go. That means washing and taking things apart, checking machines to be sure they work properly, putting items back together the right way, and keeping everything sealed and stored so it stays germ-free. You also make sure supplies get to the right places—like operating rooms and clinics—on time. Y

Why it matters?

When you work as a Medical Device Reprocessing Technician, you help protect patients from infections by making sure every tool and piece of equipment is clean and safe to use. Your careful work supports surgeries, treatments, and everyday care, making it possible for hospitals and clinics to run smoothly. By keeping supplies reliable and ready, you play a vital role in patient safety and help the entire health care system deliver high-quality care.

Who makes a successful MDRT?

If you're someone who likes working behind the scenes but still wants to make a big impact on patient care, you'd likely be a great fit for a Medical Device Reprocessing Technician role. You pay close attention to detail and take pride in doing things precisely—especially when it comes to cleaning and prepping surgical tools. You follow clear routines and strict protocols, and you're okay with doing essential work that doesn't involve direct patient contact. You're physically capable, ready for hands-on tasks like lifting trays and standing for long periods, and you're comfortable in hospital settings with protective gear. You work well in a team, can think critically, and act responsibly—even under pressure—because you know your job helps keep patients safe every single day.

What do I need to become a MDRT?

To work as a Medical Device Reprocessing Technician, you'll need to complete a recognized training course that includes hands-on practicum experience. This education gives you the skills to safely clean, inspect, and prepare medical tools and equipment for use—keeping patients protected and supporting safe care across the health care system.

How to become a MDRT?

Step by Step:

1. **Enroll in a Medical Device Reprocessing Technician certificate program**, programs typically run 18 to 22 weeks full-time.
2. **Learn core skills in decontamination, sterilization, and equipment handling**, through both online theory and in-person lab training.
3. **Complete a supervised practicum**, gaining hands-on experience in hospital.
4. **Graduate from the accredited program**.
5. **Start your career in health care**, working in hospitals, surgical centers, dental clinics, or veterinary facilities to ensure safe and sterile equipment use.
6. **Stay current and grow professionally** by pursuing certification exams (e.g., CSA or IAHCMM) and continuing education in infection control and sterilization standards.

Schools to Explore:

School	City	Website
Vancouver Community College	Vancouver	VCC
Okanagan College	Okanagan	Okanagan
Vancouver Island University	Vancouver Island	VIU

Medical Office Assistant (MOA)

Salary \$22.35+/Hour

Where would you work? Medical Offices.

Training Timeline

6 Months

Hours + Schedule

Depends on the hours of the Medical Office

What do they do?

As a Medical Office Assistant, you're the friendly face people see when they arrive—you greet them, check them in, and help schedule or confirm their appointments. You answer calls, respond to questions, and keep medical records up to date. You also prep exam rooms and basic equipment, help with billing and insurance forms, and support doctors and nurses with the behind-the-scenes paperwork that keeps everything running smoothly.

Why it matters?

When you work as a Medical Office Assistant, you help make sure everything in a health care setting runs smoothly. You keep appointments organized, manage patient records, and make it easier for doctors, nurses, and patients to communicate. You're often the first person patients see, and your friendly approach helps them feel welcome and supported. Your behind-the-scenes work improves care, boosts safety, and makes a real difference in each patient's experience.

Who makes a successful MOA?

If you're organized and enjoy keeping things on track, you're already well-suited for a role as a Medical Office Assistant. You bring a friendly, professional attitude that helps patients feel comfortable and welcome. You pay close attention to the details—whether you're updating records, handling billing, or coordinating appointments—and you're confident using computers and scheduling software. You stay calm when things get busy and work smoothly with doctors, nurses, and other team members to make sure everything runs like clockwork. If that sounds like you, you'd be a great fit.

What do I need to become a MOA?

To become a Medical Office Assistant, you'll need to have completed Grade 12 and earned a Medical Office Assistant Certificate from a recognized program. That training gives you the skills to manage patient check-ins, scheduling, records, and other essential office tasks that keep clinics running smoothly. With your education and hands-on experience, you're equipped to support both patients and health care teams every day.

How to become a Medical Office Assistant?

Step by Step:

1. **Enroll in a Medical Office Assistant certificate or diploma program** - typically take 3 to 9 months full-time.
2. **Learn key administrative and clinical skills**, including medical terminology, billing, scheduling, transcription, and patient communication.
3. **Complete a supervised practicum**, gaining hands-on experience in a real health care setting like a clinic, hospital, or doctor's office.
4. **Graduate from the accredited program**, meeting all academic and practicum requirements to be job-ready.
5. **Start your career in health care**, supporting physicians and other professionals by managing front-desk operations, records, and patient flow.

Schools to Explore:

School	City	Website
Okanagan College	Kelowna	Okanagan
Vancouver Island University	Nanaimo	VIU
Vancouver Community College	Vancouver	VCC
British Columbia Institute of Technology	Burnaby	BCIT
University of the Fraser Valley	Abbotsford	UFV
Douglas College	New Westminster	Douglas
Langara College	Vancouver	Langara

Unit Clerk

Salary \$28.31/Hour

Where would you work? Medical Offices.

Training Timeline

6-8 Months

Hours + Schedule

Rotating shifts – day, evening and night, dependent on facility needs.

What do they do?

As a Nursing Unit Clerk or Unit Clerk, you play a vital role in health care by managing patient charts, transcribing orders, scheduling tests, and coordinating communication. You may also greet patients, answer phones, and handle data entry—keeping the unit organized and running smoothly. Strong attention to detail, teamwork, and adaptability are key to your success in these fast-paced environments.

Why it matters?

You'll play a key role in ensuring the health care system operates efficiently by streamlining communication, organizing patient information, and supporting staff workflows. For patients and their families, you're often the first point of contact—offering reassurance, clarity, and guidance at a vulnerable time. Your work helps reduce delays, improve care coordination, and ultimately contribute to better health outcomes and a more compassionate experience.

Who makes a successful Unit Clerk?

As a Unit Clerk, your success comes from being highly organized, detail-oriented, and able to keep up in a fast-paced, team-focused health care setting. You're the go-to person for managing people's records, coordinating communication, and supporting clinical staff. Strong interpersonal skills, adaptability, and professionalism help you create a calm, efficient environment for both patients and your team. If you're tech-savvy, great at multitasking, and thrive under pressure—you're already well on your way to being an exceptional Unit Clerk.

What do I need to become a Unit Clerk?

You've completed Grade 12 and a Nursing or Unit Clerk Program, giving you the foundational knowledge and administrative training needed for the role. With at least one year of recent experience working as a Unit Clerk in an acute care facility, you bring hands-on expertise in a fast-paced clinical environment—ready to support patients and staff with professionalism and accuracy.

How to become a Unit Clerk?

Step by Step:

1. **Enroll in a Unit Clerk certificate or diploma program** - programs typically take 6 to 9 months and may be delivered online or in-person.
2. **Learn key administrative and medical skills**, including medical terminology, transcription, patient chart management, and hospital software systems.
3. **Complete a supervised practicum**, gaining hands-on experience in a hospital or health care setting to apply your skills in real-world scenarios.
4. **Graduate from the accredited program**, meeting all course and practicum requirements to be job-ready.
5. **Start your career in health care**, working in hospitals, clinics, or long-term care facilities to support patient care through administrative coordination.

Schools to Explore:

Nursing Unit Clerk Programs

School	City	Website
Stenberg College	Surrey	stenbergcollege.com
Selkirk College	Online (based in Castlegar, BC)	selkirk.ca
University of the Fraser Valley (UFV)	Abbotsford, BC & Online	ufv.ca

Unit Clerk Programs

School	City	Website
British Columbia Institute of Technology	Burnaby & Online	Health care Unit Clerk, Associate Certificate, Part-time (5170ACERT) - BCIT
Ashton College	Vancouver, BC (Online)	ashtoncollege.ca
Vancouver Community College	Vancouver & Online	Health Unit Coordinator - Vancouver Community College

Licensed Practical Nurse (LPN)

Salary \$32.84+/Hour

Where would you work?

Various health care settings—from long-term care and hospitals to home care and clinics.

**Training Timeline
Hours + Schedule**

12-18 Months

LPN's work in diverse health care settings—from long-term care and hospitals to home care and clinics, and beyond.

What do they do?

As an LPN, you provide direct, hands-on care to patients under the guidance of registered nurses and doctors. You monitor vital signs, administer medications, change dressings, and support daily activities like bathing, eating, and mobility. You're also responsible for collecting lab samples, documenting patient progress, and sharing important health updates with the care team—ensuring patients receive safe, informed, and compassionate care.

Why it matters?

You provide essential, compassionate care that directly improves the health and well-being of those who need it most. Your support helps patients recover, manage chronic conditions, and prevent complications—making a meaningful impact on their lives. Through your dedication, you strengthen the overall wellness and resilience of your community, one patient at a time.

Who makes a successful LPN?

To be an effective LPN, you bring compassion, patience, and a deep sense of responsibility to every shift. Your strong communication skills and attention to detail help you report patient conditions accurately and follow care plans with precision. You lead with empathy, act with integrity, and work seamlessly as part of the care team to build trust and contribute to safe, collaborative patient care.

What do I need to become an LPN?

To become an LPN, you'll earn a Practical Nursing Diploma and hold active registration with the BCCNM. If you're a new graduate, Fraser Health offers a supportive New Graduate Practice Transition Program that helps you build confidence through mentorship, skill development, and a personalized learning plan based on your competencies.

How to become an LPN?

Step by Step:

1. **Complete a Practical Nursing diploma program** at an accredited institution like Vancouver Career College, Sprott Shaw College, or a public college—programs typically take 18 to 24 months full-time.
2. **Gain hands-on experience through clinical practicums**, working under the supervision of Registered Nurses and other health care professionals in hospitals, long-term care, or community settings.
3. **Pass the REx-PN exam** (Regulatory Exam – Practical Nurse), which tests your readiness to practice safely and competently.
4. **Register with the British Columbia College of Nurses and Midwives (BCCNM)** to officially become a Licensed Practical Nurse in the province.
5. **Start your career in health care**, providing direct patient care, administering medications, and supporting recovery across a variety of settings.

Schools to Explore:

School	City	Website
Camosun College	Victoria	Camosun
College of the Rockies	Cranbrook	COTR
North Island College	Courtenay	NIC
Northern Lights College	Dawson Creek	NLC
Okanagan College	Kelowna	OC
Selkirk College	Castlegar	Selkirk
Thompson Rivers University	Kamloops	TRU
Vancouver Community College	Vancouver	VCC
Vancouver Island University	Nanaimo	VIU

Health Care Assistant (HCA)

Salary \$25.83/Hour

Where would you work?

Hospitals, long-term care, assisted living, home support, clinics, and community settings.

**Training Timeline
Hours + Schedule**

6 Months – 2 Years
LPN's work in diverse health care settings—from long-term care and hospitals to home care and clinics, and beyond.

What do they do?

As a Health Care Assistant, you play a vital role in supporting patients with daily living activities—bathing, dressing, feeding, toileting, and mobility—while helping them maintain dignity and comfort. You monitor and report changes in their condition, offer emotional support, and help keep the environment clean and safe. Working under the guidance of nurses and other health care professionals, you're an essential member of the care team, making a meaningful difference in the lives of those who rely on compassionate, ongoing personal and medical support.

Why it matters?

You'll provide essential, hands-on support that helps patients maintain dignity, comfort, and independence. Your consistent presence allows you to notice important changes in patient health, contributing to timely, effective care. By easing the workload for nurses and other professionals, you strengthen teamwork and ensure care runs smoothly. Your work doesn't just improve outcomes—it brings connection, trust, and compassion to every corner of the system.

Who makes a successful HCA?

You're likely a great fit for a Health Care Assistant role if you genuinely enjoy helping others and find meaning in improving their daily lives. Your compassion, patience, and empathy—especially toward seniors or those with health challenges—shine through in your hands-on care, from bathing and feeding to assisting with mobility. You're a clear communicator and a strong team player, observant and responsible enough to notice health changes and report them accurately. If you're drawn to structured, purposeful work where your actions bring comfort and dignity to others, becoming an HCA could be an incredibly fulfilling and practical career path.

What do I need to become an HCA?

To qualify as a Health Care Assistant, you've completed Grade 10 and graduated from a recognized Health Care Assistant Program, giving you the training needed to provide safe, supportive care. You also hold Food Safe Level 1 certification, ensuring you meet standards for hygiene and safe food handling in health care environments.

How to become a Health Care Assistant?

Step by Step:

1. **Enroll in a Health Care Assistant certificate program**
2. **Gain hands-on experience through clinical practicums**, working under the supervision of nurses and other health professionals in long-term care, assisted living, or hospital settings.
3. **Register with the BC Care Aide and Community Health Worker Registry** to officially work as a Health Care Assistant in the province.
4. **Start your career in health care**, supporting clients with personal care, mobility, meals, and emotional well-being in a variety of settings.

Schools to Explore:

School	City	Website
Vancouver Island University	Nanaimo	VIU
Vancouver Community College	Vancouver	VCC
Selkirk University	Trail	Selkirk
University of the Fraser Valley	Chilliwack	UFV
Thompson Rivers University	Kamloops	TRU

Rehabilitation Assistant

Salary \$29.38/Hour

Where would you work?

Hospitals, clinics, communities, etc.

**Training Timeline
Hours + Schedule**

16 Months to 2 Years
Shift times, and days of work vary by different facilities. Typically Rehab Assistants work a rotating shift including evenings and weekends.

What do they do?

As a Rehabilitation Assistant, you carry out treatment plans assigned by physiotherapists, occupational therapists, or under the direction of nursing staff. You work closely with patients to support their recovery—guiding them through therapeutic exercises, assisting with mobility aids, and helping improve their strength, coordination, and independence. You're attentive to their physical and emotional progress, consistently observing changes and reporting them to the health care team to adjust care as needed. Your hands-on support plays a key role in helping individuals regain function, confidence, and quality of life during rehabilitation.

Why it matters?

As a Rehabilitation Assistant, you play a critical role in helping patients regain independence, strength, and confidence after injuries, surgeries, or illnesses. Your hands-on support with therapeutic exercises and daily activities speeds up recovery, improves quality of life, and reduces hospital readmissions. By working closely with therapists, nurses, and other health care professionals, you foster seamless care coordination and boost team efficiency. Your contributions help the health care system run more smoothly, making care more accessible, outcomes more successful, and the journey more uplifting for every patient you support.

Who makes a successful Rehabilitation Assistant?

You're likely to thrive as a Rehabilitation Assistant if you enjoy working one-on-one with people and find purpose in helping them regain strength and independence. You're confident following detailed treatment plans from physiotherapists, occupational therapists, and nurses, and you're great at noticing subtle shifts in patient progress and communicating them clearly. You're hands-on and practical when it comes to equipment setup, mobility support, and therapeutic activities, and you bring creativity and adaptability to a collaborative care team. With your sense of responsibility and organizational skills, you help keep care on track and make a real impact in someone's recovery journey. If that sounds like you, this role could be an incredibly meaningful and rewarding fit.

What do I need to become a Rehabilitation Assistant?

To work as a Rehabilitation Assistant, you'll complete a Rehabilitation Assistant Program that equips you with the clinical skills, therapeutic knowledge, and hands-on training needed to support recovery and improve patient outcomes. You're prepared to assist physiotherapists, occupational therapists, and health care teams in delivering focused, compassionate care.

How to become a Rehabilitation Assistant?

Step by Step:

1. **Enroll in a Rehabilitation Assistant diploma program.**
2. **Gain hands-on experience through clinical practicums**, where you'll work under the supervision of occupational therapists, physiotherapists, or speech-language pathologists.
3. **Graduate from an accredited program**, which ensures your training meets national standards for therapist assistants.
4. **Start your career in health care settings!**

Schools to Explore:

School	City	Website
Capilano University	North Vancouver	Capilano University
Vancouver Community College	Vancouver	VCC
CDI College	Chilliwack	CDI
Okanagan College	Kelowna	Okanagan College

Pharmacy Assistant

Salary \$29.82/Hour

Where would you work?

Pharmacies in Hospitals, Clinics, etc.

**Training Timeline
Hours + Schedule**

6 months to 1 Year
Shift times, and days of work vary by different facilities. Typically, Pharmacy Assistants work a rotating shift including evenings and weekends.

What do they do?

As a Pharmacy Assistant, you're essential to keeping pharmacy services running smoothly—whether in a hospital setting like Fraser Health or a community pharmacy. You prepare and package prescriptions with precision, manage inventory, label medications, and ensure patient records are accurate and up to date. In hospital environments, you may also handle sterile products and deliver medications to various departments, supporting timely patient care. Your attention to detail, strong organizational skills, and ability to thrive in a fast-paced health care environment make you a valuable part of the team and a trusted support for both pharmacists and patients.

Why it matters?

As a Pharmacy Assistant, you're a crucial part of the health care system—ensuring medications are delivered safely and efficiently to the patients who need them. Your sharp attention to detail, strong organizational skills, and clear communication help prevent errors, streamline operations, and support consistent, high-quality care. By handling the behind-the-scenes tasks with accuracy and care, you free up pharmacists to focus on clinical decisions and patient counseling. Your role strengthens the entire care team and brings tangible support and reassurance to patients relying on timely, trusted medication.

Who makes a successful Pharmacy Assistant?

You'd likely thrive as a Pharmacy Assistant if you enjoy working in a structured, detail-focused environment where precision matters. You're naturally organized and efficient—especially when it comes to managing medications, inventory, and patient records. You communicate clearly and offer friendly, helpful service whether interacting with patients, health care staff, or customers. You're comfortable using pharmacy software and technology to process prescriptions and manage data accurately. You follow instructions carefully, work well under a pharmacist's supervision, and take pride in a supportive health care role that doesn't involve clinical decision-making but still makes a meaningful impact on patient care. If this sounds like you, a career as a Pharmacy Assistant could be both practical and deeply rewarding.

What do I need to become a Pharmacy Assistant?

You've completed Grade 12 and graduated from a recognized Pharmacy Assistant course, giving you the foundational education and specialized training needed to support pharmacy operations with precision, efficiency, and care.

How to become a Pharmacy Assistant?

Step by Step:

1. **Complete high school or equivalent**, ideally with courses in biology, chemistry, and math to build a strong foundation.
2. **Enroll in a Pharmacy Assistant Diploma program**, such as those offered at Vancouver Career College, CDI College, or Western Community College.
3. **Gain hands-on experience through a practicum**, where you'll work in a real pharmacy setting under supervision.
4. **Earn First Aid and CPR certification**, which is often included in diploma programs and useful in health care environments.
5. **Start your career in a pharmacy setting**, such as a hospital, retail pharmacy, or long-term care facility, supporting pharmacists with medication prep, inventory, and customer service.

Schools to Explore:

School	City	Website
Vancouver Community College	Vancouver	VCC
Selkirk College	Castlegar (Online)	Selkirk College
Vancouver Island University	Duncan (Online)	VIU
Okanagan College	Kelowna (Online)	Okanagan College



Commit to Care

Longer Term Positions

Roles that require more than two (2) years of schooling.

Positions in this Section:

- Speech Language Pathologist
- Nurse
- Nurse Practitioner
- Social Worker
- Clinical Counsellor
- Pharmacist
- Midwife
- Doctor
- Occupational Therapist

Speech Language Pathologist (SLP)

Salary \$42.27/Hour+

Where would you work?

Hospitals, clinics, community health programs.

**Training Timeline
Hours + Schedule**

4 – 6 Years

Shift times, and days of work vary by different facilities

What do they do?

As a Speech-Language Pathologist, you're trained and equipped with the expertise to evaluate, diagnose, and treat a wide range of speech, language, communication, and swallowing disorders. You support individuals across all ages—from newborns just learning to feed and communicate, to seniors managing age-related changes or medical conditions. Your work helps people find their voice, regain function, and connect more fully with the world around them.

Why it matters?

As a Speech-Language Pathologist, you help people communicate, connect, and stay safe—whether it's restoring speech after illness, supporting child development, or helping seniors maintain quality of life. Your work brings confidence, dignity, and independence to patients, strengthens the health care system through early intervention and reduced complications, and empowers the care team by contributing specialized expertise that improves outcomes across disciplines.

Who makes a successful SLP?

You're likely a strong fit as a Speech-Language Pathologist if you genuinely enjoy helping others express themselves and you're a skilled, empathetic communicator. You stay calm and encouraging even when progress takes time, and you find fulfillment working with individuals who have diverse needs. Your curiosity about how speech, language, and the brain connect fuels your drive to apply science and problem-solving in meaningful ways. You're comfortable supporting people of all ages—from children to elders—and you're open to working in dynamic environments like schools, hospitals, or community programs. With compassion, insight, and adaptability, you bring connection and confidence to those who need it most.

What do I need to become an SLP?

To become a Speech-Language Pathologist, you earn a bachelor's degree in a related field, then complete a two-year master's program with clinical practicum. After graduation, you pass a certification exam and register with your provincial regulatory body—like CSHBC in B.C.—and continue ongoing professional development.

How to become a Speech Language Pathologist?

Step by Step:

1. **Complete a bachelor's degree in a related field** such as psychology, linguistics, or health sciences, making sure to include prerequisite courses like anatomy, physiology, and statistics.
2. **Earn a Master of Science in Speech-Language Pathology**
3. **Complete supervised clinical practicums** during your master's program to gain hands-on experience working with clients across age groups and settings.
4. **Pass the Canadian Entry-to-Practice (CETP) Exam**, which is required to demonstrate your readiness to practice professionally.
5. **Register with the College of Health and Care Professionals of BC (CHCPBC)** to officially become a licensed Speech-Language Pathologist in the province.
6. **Maintain your license and stay connected through continuing** education and optional membership in organizations like Speech-Language & Audiology Canada (SAC).

UBC is the only accredited Speech Language Pathology school in British Columbia

<https://audiospeech.ubc.ca/prospective-students/msc-program/speech-language-pathology/>

Registered Nurse (RN)

Salary \$80K+

Where would you work?

Hospitals, long-term care facilities, clinics, delivering services in home health, various settings.

**Training Timeline
Hours + Schedule**

3-4 Years
Shift times, and days of work vary by different facilities

What do they do?

As a nurse, you play a vital role in caring for people's health. You assess patients, administer medications, assist with treatments, and monitor their recovery. You also educate patients and families, offer emotional support, and collaborate with doctors and other health care professionals to develop personalized care plans. Whether you're working in a hospital, clinic, home, or community setting, you're there during everything from urgent health crises to ongoing care—bringing skill, compassion, and reassurance to those who need it most.

Why it matters?

As a nurse, you are the heart of health care. You provide expert care and emotional support when patients are at their most vulnerable. You monitor health closely, manage treatments, and comfort families—often detecting critical changes before anyone else. Whether you're in a hospital, home, or community setting, your steady hands and compassionate presence help people heal and feel safe. Your impact reaches far beyond medicine—you bring warmth, connection, and humanity to every moment of care.

Who makes a successful Nurse?

You're a great nurse if you're compassionate, calm under pressure, and driven by a genuine commitment to helping others. You listen closely, communicate clearly, and think fast—even when things get stressful. Your patience, empathy, and sharp attention to detail make all the difference when you're caring for people who are scared, hurting, or vulnerable. If you find meaning in supporting others, love to keep learning, and thrive as part of a team, nursing isn't just a career—it's where your strengths shine.

What do I need to become a Nurse?

You've graduated from an approved school of nursing, earned your registration with the British Columbia College of Nurses and Midwives, and hold a current CPR certificate—qualifying you to practice safely, confidently, and professionally in diverse health care settings.

How to become a Nurse?

Step by Step:

1. **Earn a Bachelor of Science in Nursing (BSN)** from an accredited university.
2. **Complete clinical placements** during your BSN program to gain hands-on experience in hospitals, clinics, and community settings.
3. **Pass the NCLEX-RN exam**, the national licensing exam that tests your readiness to practice safely and effectively.
4. **Register with the British Columbia College of Nurses and Midwives (BCCNM)** to officially become a licensed Registered Nurse in BC.
5. **Stay licensed and grow professionally** by completing continuing education and joining organizations like the Canadian Nurses Association or the Association of Nurses and Nurse Practitioners of BC.

Schools to Explore:

School	City	Website
University of British Columbia	Vancouver	UBC
UBC Okanagan	Kelowna	UBCO
University of Victoria	Victoria	UVic
University of Northern British Columbia	Prince George	UNBC
British Columbia Institute of Technology	Burnaby	BCIT
Kwantlen Polytechnic University	Langley	KPU
Douglas College	New Westminster	Link
Langara College	Vancouver	Link
Thompson Rivers University	Kamloops	TRU
Vancouver Island University	Nanaimo	VIU
Camosun College	Victoria	Link
College of the Rockies	Cranbrook	COTR

About Nurse Specialties

A nursing specialty is an area where a nurse develops advanced knowledge and skills to focus on a specific type of care—like emergency, critical care, mental health, or pediatrics. Specialties allow nurses to work more closely with certain populations, technologies, or health care challenges that align with their interests.

Most nurses pursue a specialty after gaining some experience as a Registered Nurse (RN), though some programs let you begin as soon as you're licensed. Training typically involves part-time courses and hands-on clinical experience. Specializing not only deepens your impact—it can also open doors to higher-paying roles, leadership positions, and even future teaching or advanced practice pathways.

Specialty	Description	School
Emergency Nursing	Cares for patients in life-threatening situations like accidents or sudden illness.	BCIT
Critical Care (ICU) Nursing	Supports patients who are very sick and need constant monitoring in intensive care.	BCIT
Perioperative (OR) Nursing	Assists in surgeries, helping patients before, during and after operations.	BCIT
Perinatal Nursing	Cares for people during pregnancy, childbirth and right after delivery.	BCIT
Pediatric Nursing	Works with babies, children, and teens to support their health.	BCIT
Nephrology Nursing	Cares for people with kidney problems including those on dialysis	BCIT
Wound, ostomy and continence Nursing	Helps people with complex wounds, surgical openings (ostomies), or bladder and bowel issues.	BCIT
Occupational Health Nursing	Focuses on keeping workers healthy and safe in their jobs.	BCIT
Burns, Trauma and High Acuity Nursing	Cares for patients with serious injuries or complex conditions needing close attention	BCIT

Nurse Practitioner (NP)

Salary \$120K+

Where would you work?

Hospitals, primary care clinics, community health centres, long-term care facilities, rehabilitation centres, clinics, home health and outreach programs.

**Training Timeline
Hours + Schedule**

9-10 Years
Varying flexible schedules.

What do they do?

As a Nurse Practitioner, you take on an advanced role in health care—assessing patients, diagnosing conditions, ordering tests, prescribing medications, and providing treatment. You're not just focused on the illness; you care for the whole person. You guide patients through their care journey, help them manage chronic conditions like diabetes, and educate them on ways to stay healthy and thrive. Your expertise blends clinical skill with compassionate support, making you a cornerstone of patient-centered care.

Why it matters?

As a Nurse Practitioner, you play a pivotal role in strengthening the health care system. Your advanced training allows you to assess, diagnose, prescribe, and treat—bridging the gap between nursing and physician care. You help reduce wait times, support timely interventions, and offer holistic, personalized care that improves patient outcomes. You're also a key part of the medical team, collaborating with doctors, nurses, and allied professionals to build effective care plans and guide patients through complex health journeys. Your expertise helps streamline services, ease pressure on hospitals, and bring compassionate leadership to the heart of health care.

Who makes a successful Nurse Practitioner?

You're a great fit to become a Nurse Practitioner if you're empathetic, curious, and confident in making decisions that impact people's health and lives. You listen closely, communicate clearly, and truly care about people's well-being. Because NPs often work independently, your ability to stay organized, think critically under pressure, and take responsibility is essential. You thrive on solving problems, building trust, and learning continuously. In this role, you bring together compassion, clinical expertise, and leadership to make a real difference—it's where your strengths and heart truly shine.

What do I need to become a Nurse Practitioner?

To become a Nurse Practitioner in British Columbia, you'll need to register with the British Columbia College of Nurses and Midwives—and you've completed advanced education through a Master's or Doctoral Nurse Practitioner program that prepares you to deliver comprehensive, independent care.

How to become a Nurse Practitioner?

Step by Step:

1. **Earn a Bachelor of Science in Nursing (BSN)** from an accredited university to become a Registered Nurse (RN).
2. **Gain RN licensure** by passing the NCLEX-RN exam and registering with the British Columbia College of Nurses and Midwives (BCCNM).
3. **Build clinical experience**—most NP programs require at least two years of full-time RN practice.
4. **Complete a Master of Nursing – Nurse Practitioner program**, such as those offered at UBC, UVic, or UNBC, which include advanced coursework and supervised clinical training.
5. **Pass the Nurse Practitioner registration exams** required by BCCNM to demonstrate your readiness to practice.
6. **Register with BCCNM as a Nurse Practitioner**, choosing your stream (Family, Adult, or Pediatric) based on your training.
7. **Maintain your license and grow professionally** through continuing education and optional membership in groups like the Nurse Practitioners Association of BC (NPABC).

Schools to Explore:

School	City	Program Website
University of British Columbia	Vancouver	UBC
University of Northern British Columbia	Prince George	UNBC
Thompson Rivers University	Kamloops	TRU

Social Worker (BSW/MSW)

Salary \$82K+

Where would you work?

Hospitals, clinics, mental health and substance use services, long-term care and palliative care.

**Training Timeline
Hours + Schedule**

4+ Years
Varying schedules.

What do they do?

As a Social Worker, you support people through life's toughest moments—whether they're coping with illness, grief, or challenges at home. You talk with patients and families, offering guidance, compassion, and practical solutions. You help them access essential services like housing, financial support, and home care. You also play a key role in planning safe transitions out of the hospital and collaborate closely with the health care team to ensure everyone receives the support they need to heal and move forward.

Why it matters?

As a Social Worker, you play a vital role in making the health care system more responsive and humane. You go beyond medical care—listening to people's feelings, guiding them through life's challenges, and helping them access services like housing, financial aid, or home support. You collaborate with doctors, nurses, and other professionals to create care plans that truly fit each person's life. Thanks to your insight and advocacy, patients feel supported, and the system runs smoothly for everyone.

Who makes a successful Social Worker?

You're a strong fit for social work if you're caring, a good listener, and driven to help others through life's challenges. You stay calm and kind even in stressful situations, and your patience helps people feel heard and supported. You're organized, adaptable, and able to connect with individuals from all walks of life. And when someone needs an advocate, you're ready to speak up and take action. If you love problem-solving, want to make a meaningful impact, and believe in standing up for what's right, social work could be the perfect place for your skills and heart.

What do I need to become a Social Worker?

To become a Social Worker, you'll complete a Bachelor of Social Work degree from an accredited school and gain full registration with the British Columbia College of Social Workers. With these qualifications, you're ready to support people through life's challenges and contribute meaningfully to the health care system. If you pursue a Master's in Social Work, you can access advanced roles at Fraser Health that deepen your impact and expand your leadership in complex care settings.

How to become a Social Worker?

Step by Step:

1. **Complete a bachelor's degree in social work (BSW)** from an accredited institution.
2. **Gain supervised field experience** during your studies through practicums that prepare you for real-world social work settings.
3. **Apply for registration with the BC College of Social Workers (BCCSW)** to become a Registered Social Worker (RSW) in the province.
4. **Consider pursuing a Master of Social Work (MSW)** if you want to specialize or advance into clinical, policy, or leadership roles.
5. **Maintain your registration and grow professionally** through continuing education and optional membership in organizations like the Canadian Association of Social Workers (CASW).

Schools to Explore:

University	City	Link	Masters
University of British Columbia	Vancouver	UBC	Yes
University of Victoria	Victoria	UVic	Yes
University of Northern British Columbia	Prince George	UNBC	Yes
University of the Fraser Valley	Abbotsford	UFV	Yes
Thompson Rivers University	Kamloops	TRU	
Nicola Valley Institute of Technology	Merritt and Burnaby	NVIT	

Clinical Counsellor (RCC)

Salary \$82K+

Where would you work?

Various facilities, like hospitals, community mental health centers, supportive housing centres, etc.

**Training Timeline
Hours + Schedule**

6 – 7 Years
Varying schedules.

What do they do?

As a Clinical Counsellor, you help people work through mental health challenges and addiction by offering compassionate, personalized support. You talk with clients to understand their experiences, develop care plans tailored to their needs, and provide one-on-one, group, or family counselling. You work in settings like hospitals and community clinics, and collaborate closely with doctors, nurses, and other professionals to give the best care possible. You also take part in educating others and helping shape new programs that strengthen support in the community.

Why it matters?

As a Clinical Counsellor, you make a real impact by supporting people through mental health and addiction challenges—helping them cope, heal, and move forward with strength and hope. You work alongside doctors, nurses, and care teams to ensure each person receives holistic, compassionate care tailored to their unique needs. Your presence helps bridge emotional support with clinical treatment, making services more complete, responsive, and truly person-centered.

Who makes a successful Clinical Counsellor?

You're a great fit as a Clinical Counsellor if you're compassionate, flexible, and truly committed to supporting others through life's toughest moments. You connect easily with people from diverse backgrounds, work collaboratively within care teams, and use your counselling skills to foster mental wellness and recovery. You're open to learning and adapt your approach to meet each client's unique needs—bringing empathy, insight, and a thoughtful presence to every therapeutic relationship.

What do I need to become a Clinical Counsellor?

To become a Clinical Counsellor, you'll complete a Master's degree in Counselling Psychology, Social Work, or a related discipline from an accredited institution. Depending on your role, you may also need access to a personal vehicle and a valid driver's license—so you can support clients across different communities and settings with flexibility and reach.

How to become a Clinical Counsellor?

Step by Step:

1. **Complete a bachelor's degree** in a related field like psychology, social work, or health sciences.
2. **Earn a Master's degree in Counselling or Counselling Psychology** from an accredited institution.
3. **Complete supervised clinical experience**, including at least 100 hours of practicum or internship with qualified supervision.
4. **Apply for registration with the BC Association of Clinical Counsellors (BCACC)** to become a Registered Clinical Counsellor (RCC).
5. **Maintain your registration and grow professionally** through continuing education and optional membership in national organizations like the Canadian Counselling and Psychotherapy Association (CCPA).

Schools to Explore:

School	City	Link
University of British Columbia	Vancouver	UBC
University of Northern BC	Prince George	UNBC
Adler University	Vancouver	Adler
City University in Canada	Vancouver	CityU
Yorkville University	Online (BC Based)	Yorkville

Pharmacist (PharmD)

Salary \$100K+

Where would you work?

Hospitals, clinics etc.

**Training Timeline
Hours + Schedule**

6 - 8 Years

Shift times, and days of work vary by different facilities

What do they do?

As a Pharmacist, you ensure patients receive safe and effective medications by carefully reviewing prescriptions, monitoring treatments, and working closely with the health care team. You educate patients about their medications, support specialized programs like mental health and long-term care, and contribute to safety and quality improvement across the system. Whether you're in a hospital or out in the community, your expertise helps optimize care and improve health outcomes for those you serve.

Why it matters?

Pharmacists are essential to delivering safe, effective, and personalized care. You make sure medications are used correctly, prevent harmful interactions, and help patients understand their treatment plans. By collaborating with doctors, nurses, and other providers, you improve outcomes, shorten hospital stays, and support smoother transitions between care settings. Your expertise speeds recovery, strengthens long-term health, and makes you an indispensable member of the health care team.

Who makes a successful Pharmacist?

A good fit for a pharmacist is someone who's detail-oriented, compassionate, and thrives in a fast-paced, team-based environment. They need strong communication skills to explain medications clearly, scientific knowledge to understand complex drug interactions, and the confidence to speak up when something doesn't seem right. Great pharmacists are also adaptable, ethical, and calm under pressure—able to juggle patient needs, safety protocols, and collaboration with doctors and nurses. If you enjoy helping people, solving problems, and staying sharp in science, pharmacy could be your perfect match.

What do I need to become a Pharmacist?

To become a Pharmacist at Fraser Health, you'll be registered with the College of Pharmacists of British Columbia, meeting the professional standards to practice in the province. You've also completed an accredited Hospital Pharmacy Residency Program, which builds on your education from a university pharmacy degree—equipping you with the clinical experience and specialized training needed to provide safe, effective care in hospital settings.

How to become a Pharmacist?

Step by Step:

1. **Start with undergraduate studies**—you'll need at least two years of post-secondary coursework (about 60 credits) with specific prerequisites like chemistry, biology, and math.
2. **Apply to UBC's Entry-to-Practice PharmD program**
3. Get hands-on training through clinical placements during the PharmD program, learning how to care for patients in real-world pharmacy settings.
4. **Pass the national licensing exams from the Pharmacy Examining Board of Canada (PEBC)**, including both written and practical parts.
5. **Register with the College of Pharmacists of BC** to officially begin practicing in the province.
6. **Keep your license active** and stay connected

Schools to Explore:

University of British Columbia is the only university that offers a Doctor of Pharmacy program. Here is the link: https://you.ubc.ca/ubc_programs/pharmacy/

Midwife

Salary \$96K+

Where would you work?

Midwifery clinics, hospitals, home visits.

**Training Timeline
Hours + Schedule**

4-5 Years
Open availability – Babies arrive at all times!

What do they do?

As a Midwife, you provide care and support to women throughout pregnancy, childbirth, and the postpartum period. You monitor the health and well-being of both mother and baby, assist during labor and delivery, and offer guidance on newborn care, breastfeeding, and recovery. You educate families on healthy choices for pregnancy and birth, and if complications arise, you refer to physicians to ensure everyone receives the right care. Your presence brings reassurance, expertise, and continuity to one of life's most transformative experiences.

Why it matters?

You make a meaningful difference by supporting women and families through one of life's most powerful transitions. You ensure the health and safety of both mother and baby, offer expert care during labor and birth, and provide gentle guidance through recovery and early parenting. By educating families on informed choices and stepping in when complications arise, you create a bridge between tradition and modern care. Your dedication brings comfort, confidence, and continuity—making pregnancy and birth safer, more empowering, and deeply personal for everyone involved.

Who makes a successful Midwife?

You're a natural fit for midwifery if you're compassionate, calm under pressure, and skilled at communicating clearly and empathetically. You build trust with families, offer emotional support during vulnerable times, and stay focused through intense, high-stakes situations like childbirth. Your flexibility prepares you for unpredictable hours, and your confidence in clinical skills and fast decision-making helps you provide safe, empowering care. If you're someone who's adaptable, empathetic, and passionate about guiding people through life-changing experiences, midwifery could be the perfect path for you.

What do I need to become a Midwife?

To be a Midwife, you need to be registered with the British Columbia College of Nurses & Midwives—that's your official stamp to practice in the province. You also go through a university midwifery program where you learn everything from clinical skills to hands-on care, preparing you to support families through pregnancy, birth, and beyond with confidence and heart.

How to become a Midwife?

Step by Step:

1. **Complete a four-year Bachelor of Midwifery degree** through an accredited program
2. **Gain hands-on clinical experience** during your studies, working with families through pregnancy, birth, and postpartum care.
3. **Pass the Canadian Midwifery Registration Examination (CMRE)** to demonstrate your readiness to practice.
4. **Register with the British Columbia College of Nurses and Midwives (BCCNM)** to officially become a licensed midwife in the province.
5. **Stay current and connected** by joining professional organizations like the Midwives Association of BC and completing ongoing education.

Schools to Explore:

The University of British Columbia is the only school offering an accredited midwifery education program. <https://midwifery.ubc.ca/>

Doctor (MD)

Salary \$237k+

Where would you work?

Hospitals, clinics, private practices, long-term care homes, public health units, etc.

**Training Timeline
Hours + Schedule**

10-15 Years
Open availability!

What do they do?

As a Doctor, you diagnose and treat a wide range of illnesses—conducting physical exams, ordering tests, and interpreting results to guide patient care. You prescribe medications, manage chronic conditions, and provide preventive care to keep people healthy before problems arise. Depending on your specialty, you may also perform surgeries or complex procedures. You collaborate with nurses, specialists, and other health care professionals to create care plans that are tailored, effective, and patient-centered—making you a crucial part of every health journey.

Why it matters?

As a Doctor, you play a critical role in promoting health, preventing disease, and delivering life-saving treatments. In British Columbia, you support public health, respond to emergencies, and help close care gaps in rural and marginalized communities. You're also a key part of the health care team—sharing insights, coordinating with other professionals, and guiding complex decisions to make sure patients receive the best possible care. Your leadership strengthens the whole system, helping it run more efficiently and compassionately for everyone.

Who makes a successful Doctor?

You'd likely thrive as a doctor if you're compassionate, curious, and driven to make a real difference in people's lives. You stay calm under pressure, think critically to solve complex problems, and communicate clearly—even when decisions carry weight. Your integrity keeps patients' trust front and center, and your ability to work as part of a team helps create care that's both effective and human. If you're passionate about healing, learning, and leading with empathy, medicine could be the path where your purpose truly shines.

What do I need to become a Doctor?

To become a Doctor in British Columbia, you start by earning a Doctor of Medicine (MD) degree from an accredited medical school—that's several years of university-level education with a strong science foundation. After that, you complete a residency program where you train hands-on in hospitals and clinics. You also need to pass national licensing exams (MCCQE Part I and II) and register with the College of Physicians and Surgeons of BC to officially practice. It's a long road, but each step prepares you to care for others with confidence, skill, and compassion.

How to become a Doctor?

Step by Step:

1. **Earn a bachelor's degree** in a relevant field like biology, health sciences, or psychology.
2. **Write the Medical College Admission Test (MCAT)** and apply to an accredited medical school.
3. **Complete a Doctor of Medicine (MD) degree**, typically a four-year program that includes classroom learning and clinical rotations.
4. **Complete a residency program** through the Canadian Resident Matching Service (CaRMS), where you train in your chosen specialty for 2–7 years.
5. **Complete the Medical Council of Canada Qualifying Exams (MCCQE Part I and II)** to demonstrate your clinical knowledge and skills.
6. **Register with the College of Physicians and Surgeons of BC** to officially practice medicine in the province.
7. **Maintain your license and grow professionally** through continuing education and optional membership in national organizations like the Canadian Medical Association (CMA).

Schools to Explore:

School	City	Link
University of British Columbia	Vancouver	UBC
Northern Medical Program	Prince George	UNBC
Island Medical Program	Victoria	UVic
Southern Medical Program	Kelowna	UBCO

Occupational Therapist (OT)

Salary \$42/Hour+

Where would you work?

Hospitals, Long Term Care Facilities, Rehabilitation Centres, Outpatient Clinics.

**Training Timeline
Hours + Schedule**

6 Years
Shift times, and days of work vary by different facilities.

What do they do?

As an Occupational Therapist, you help people overcome physical, cognitive, or emotional challenges so they can live more independently and comfortably. You start by assessing their abilities, then create personalized plans that may include exercises, skill-building, or changes to their environment. You work hands-on with clients to improve everyday tasks, teach families how to support progress, and team up with other professionals to give well-rounded care. Whether you're in a hospital, school, or out in the community, your goal is to help people live life to the fullest.

Why it matters?

As an Occupational Therapist, you matter because you help people get back to doing the things that make life meaningful—especially when health challenges get in the way. You support not just the physical side of recovery, but also the emotional, cognitive, and social pieces that make each person whole. Whether you're helping a child thrive in school, guiding someone back to work after an injury, or making sure a senior can stay safe and independent at home, your work is deeply personal and tailored to each individual's goals. By focusing on what people *can* do and thinking outside the box to remove barriers, you bring dignity, confidence, and joy into everyday life.

Who makes a successful OT?

You're a great match for Occupational Therapy if you love helping people and find meaning in making a real difference in their daily lives. You're patient, empathetic, and a strong listener—especially when working with folks navigating tough challenges. You enjoy solving problems and thinking creatively to adapt tasks or environments, so they work for the person in front of you. You're comfortable with hands-on work, keep organized, and communicate well with both clients and teammates. And if you're the type who's always learning and eager to try new approaches, you'll thrive in a field that's constantly evolving.

What do I need to become an OT?

To become an Occupational Therapist, you start with a bachelor's degree in health sciences or a related field, then complete a Master of Occupational Therapy to build your clinical and practical expertise. You need to be fully registered with the College of Occupational Therapists of BC, which confirms you're ready to practice in the province. You're also eligible for membership in the Canadian Association of Occupational Therapists—connecting you to a national network of professionals and resources that help you grow and stay current in the field.

How to become an OT?

Step by Step:

1. **Earn a bachelor's degree** in a related field like health sciences, psychology, or kinesiology.
2. **Complete a Master of Occupational Therapy** through an accredited program.
3. **Pass the National Occupational Therapy Certification Exam (NOTCE)**
4. **Register with the College of Occupational Therapists of BC (COTBC)** to officially practice as an OT in the province.
5. **Join professional groups** and maintain your license by staying current with ongoing education and connecting through networks like the Canadian Association of Occupational Therapists (CAOT).

Schools to Explore:

School	City	Link
University of British Columbia	Vancouver	UBC



How to Apply for Jobs

Tips on the Job Application Process at
Fraser Health.

How to Apply for Health Care Careers – and Stand Out

Landing a job in health care is less about applying everywhere and more about showing that you're truly interested in a specific role. Here's a focused approach that can increase your chances of getting noticed—especially when applying with organizations like Fraser Health.

Here are the steps to making your application standout.

1. **Pick one role you really want:** Instead of sending a generic resume to multiple postings, focus on **one job that genuinely interests you**.
2. **Tailor your Resume and Cover Letter:** Now that you've selected a role, the next step is to match your resume to the job posting.
3. **Apply Directly Through the Employers Website:** Once you've written a strong application, submit your application directly through the employer's official website. (e.g., the Fraser Health careers portal, not Indeed).

Let's explore how to complete each step and why it's important:

Pick One Role You Really Want

Why this step is important:

Focusing on applying to a targeted role is important because it allows hiring teams—especially at large employers like Fraser Health—to quickly see that you're a strong fit for that particular role and that you're genuinely interested in contributing to their team.

A focused, intentional application often leads to better results than applying everywhere at once. Here's how to get started:

Step 1: Visit the Employer's Website

Head to [Fraser Health's Careers Page](#) or another organization's career site that interests you.

Step 2: Research the Employers' Vision, Mission and Values.

An organization's vision, mission, and values are important to understand prior to applying for positions because it helps you understand the organization.

1. **Vision:** Helps you understand the future that the organization intends to build. This helps you understand the question "Do I want to work at a place that builds this future?"
2. **Mission:** Helps you understand what the organization does, who they help and how they do it. This helps you understand the question "Do I want to work towards this every single day?"
3. **Values:** Helps you understand what core beliefs shape their workplace culture. "Is this the kind of team I want to be part of?"

Write all of them down on a piece of paper or on your computer. This will help you prepare for the interview and in case you need a cover letter for the position.

Fraser Health's Vision: *Better Health. Best in Health Care.*

Fraser Health's Mission: *To improve the health of the population and quality of life of the people we serve.*

Fraser Health' Values: *Respect, caring and trust characterize our relationships.*

Step 3: Search for the Position

Use the search function to look for roles that match your interests or training. If you're unsure what to look for, refer to the first part of this guide for common job titles and entry-level roles in health care.

Step 4: Check the Qualifications

Read the qualifications section carefully. If you meet the **education requirement** but don't have all the **experience**, you can still apply.

If you're unsure if you qualify for the role, reach out for guidance—Fraser Health's Indigenous Recruitment Team is available at indigenousrecruitment@fraserhealth.ca.

Step 5: Review the Job Responsibilities

Look at what the role involves day to day. Ask yourself: “**Do I have experience that resembles these job duties?**” This could include practical experience, volunteer work, or training placements.

Step 6: Prepare to Tailor Your Resume

Once you've identified a role you'd like to pursue, move to the next section of this guide to begin customizing your resume and cover letter.

Tailoring your Resume

Resume Tips for Launching Your Health Care Career in B.C.

A well-organized resume is your first step toward standing out in a highly regulated and competitive field. Here's how to craft one that highlights your readiness to make a difference.

As Artificial Intelligence Resume Reviewers become more common, this step is even more important. The AI will be seeking key words that match the job description, so you must ensure that the key words are included in your resume.

Here's how to craft one that highlights your readiness to make a difference:

1. Create a Header

The header provides your essential contact details and sets the tone for your application. Be clear and complete.

- Use a simple, bold font for your name to make it stand out.
- Provide a professional email address and an active phone number with a reliable voicemail.

Example format for a header:

Jane Doe | 12345 72nd Avenue Surrey, BC V3W 2M1 | janedoe@email.com | (604) 123-4567

2. Write Your Education Section

In British Columbia, qualifications are essential—ensure your education at the top of your resume so hiring managers can immediately see your credentials. Your education section should communicate to the hiring manager that you meet the **qualifications** section of the job description.

Include your most relevant program first, followed by the institution, location, and graduation date. If you have additional certifications (e.g., CPR, First Aid, WHMIS), list those in a separate section titled Certifications.

Example format for an education section:

If the qualifications on the Job Description says this...

"Grade 12, plus completion of a Medical Office Assistant diploma plus one year of recent related office/clerical experience or an equivalent combination of education training and experience."

Then your education section might look like this:

Medical Office Assistant Diploma Vancouver Career College — Surrey, BC Graduated: June 2024

High School Diploma (Grade 12) Fleetwood Park Secondary — Surrey, BC Graduated: June 2022

Certifications

- *WHMIS (Workplace Hazardous Materials Information System) – 2024*

- *Standard First Aid & CPR Level C – 2023*

Include your most relevant program first, followed by the institution, location, and graduation date. If you have additional certifications (e.g., CPR, First Aid, WHMIS), list those in a separate section titled **Certifications**.

3. Write your Experience Section

A common challenge candidate's experience when writing resumes is writing their past experiences to fit the responsibilities of the job description. Even if you're early in your career, you can still tailor your past experiences—whether from work, practicum, or volunteering—to align with health care roles.

Your experience section should communicate to the hiring manager that you can complete the **job responsibilities** in the job description.

Each experience you have will have its own mini section. Each section will:

- List your **job title**, **company name**, and **dates of employment**.
- Include **three bullet points** in each section and follow this formula:

Verb + Why (purpose) + Result (outcome).

For example, if the Job Responsibilities Section looks like this:

- Answer and direct phone calls, take messages, and provide general information to clients or staff.
- Greet and assist patients and visitors to ensure a welcoming and supportive environment
- Book appointments, register patients, and follow up on referrals or test orders
- Prepare basic documents, letters, and reports from notes or instructions
- Organize and distribute information packages, brochures, or handouts
- Input client data and maintain records using digital systems
- Contact external offices (e.g., hospitals or clinics) to gather required information

Then your Experience Section could look like this:

Experience

Administrative Assistant, Fraser Health Authority – Delta, BC May 2022 – August 2024

- Responded to incoming calls with professionalism and efficiency, ensuring timely support for public inquiries and contributing to increased satisfaction among program participants.
- Transcribed and formatted meeting notes from handwritten drafts, streamlining communication between departments and improving leadership team alignment.

- Served as the first point of contact at the student services front desk, welcoming visitors warmly and directing them effectively, which reduced confusion and enhanced overall service delivery.

Notice how these experience bullet points follow the formula above? Verb, why you did it and what came from it. A clear, customized resume shows you're serious about the role and ready to contribute. Tailor it thoughtfully, and you'll set yourself up for success.

Here's a List of Verbs to Help you Get Started:

Leadership + Management	Initiative + Innovation	Analysis + Strategy	Achievement + Results
Led	Created	Analyzed	Increased
Directed	Designed	Assessed	Improved
Oversaw	Launched	Evaluated	Boosted
Supervised	Initiated	Researched	Reduced
Coordinated	Developed	Forecasted	Streamlined
Delegated	Engineered	Investigated	Expanded
Mentored	Built	Synthesized	Maximized
Facilitated	Pioneered	Interpreted	Surpassed
Executed	Invented	Strategized	Accelerated

Collaboration + Communication	Operations + Execution	Technical + Digital Skills	Customer Service + Engagement
Collaborated	Managed	Programmed	Resolved
Communicated	Operated	Coded	Assisted
Presented	Processed	Configured	Guided
Negotiated	Handled	Tested	Responded
Advised	Scheduled	Debugged	Delivered
Consulted	Maintained	Installed	Educated
Advocated	Supported	Upgraded	Engaged
Promoted	Administered	Automated	Addressed
Shared	Monitored	Optimized	Welcomed
Influenced	Tracked	Integrated	Informed

Resume Checklist

Professional Header

- Use a simple, bold font for your name
- Include your full mailing address
- Provide a professional email address
- List an active phone number with reliable voicemail

Education (List at the Top of Your Resume)

- Place this section before experience
- Include your most relevant credential first
- Include any additional certifications in a “Certifications” section (e.g., CPR, First Aid, WHMIS)

Experience Section

- Include your job title, company name, and dates of employment
- Provide three bullet points per job, using the format: **Verb + Why + Result**
- Tailor bullet points to match the responsibilities in the job posting

Want a head start on your resume? Click the link or visit our website to request ready-to-use health care resume templates delivered straight to your inbox.

When should you write a Cover Letter?

A cover letter isn't always required, but when used at the right time, it can give your application added strength and clarity. Here's when it's worth including one:

Use a Cover Letter When:

- The job posting specifically requests it.
- You're applying to a leadership role or a position with supervisory responsibilities.
- You want to explain something that isn't obvious from your resume, such as a gap in employment or a career change.
- You're applying for a position that's slightly beyond your current experience level and want to show how your skills transfer.
- The role involves a high level of writing or communication—your cover letter can act as a sample of your writing ability.
- You have relevant lived or community experience that connects you to the work or organization.

A thoughtful, well-written cover letter can help you share your story, highlight your interest in the role, and demonstrate how you align with the team or employer you're applying to.

How to Write a Cover Letter?

A cover letter is all about how you can help the employer. It's not necessarily about how you fit the job description.

1. Opening Paragraph – State Your Interest and Intent

- Mention the role you're applying for and where you found it.
- Say why you're excited about this particular role or organization. This is all about the impact the role is seeking to have.
- Optionally, share a sentence on what draws you to the organization's mission or values.

Example: *I'm writing to express my interest in the Medical Office Assistant position at Fraser Health, posted on your careers site. With a background in administrative support and a strong interest in community care, I'm eager to contribute to your patient-first team.*

2. Middle Paragraph(s) – Highlight Your Fit

- Pick 1–2 key requirements from the posting and show how you meet them.
- Connect your experience, training, or transferable skills to what the role needs.
- Use specific examples or short stories to show—not just tell—your strengths.

Example: *During my time at a local nonprofit, I regularly managed front desk duties including phone systems, appointment scheduling, and client intake. This experience taught me the importance of clear communication and staying calm under pressure—skills I know are essential in a fast-paced health care setting.*

3. Closing Paragraph – Reinforce and Request

- Reaffirm your interest and readiness to bring value.
- Politely express your hope to be contacted for an interview.
- Thank them for considering your application.

Example: *I'm enthusiastic about the opportunity to contribute my skills to your team and continue learning in a health care environment. Thank you for considering my application—I look forward to the possibility of an interview.*

Need Help Getting Started? Download our free resume and cover letter templates tailored for Fraser Health applicants. Visit our website or click the link to have them emailed directly to you.

What's Next

Apply directly through the Fraser Health Career Portal, or another organization. Then it's time to start preparing for a "pre-screen" phone call, and an interview.

What's a "Pre-Screen"?

A pre-screen phone call is often the first step in the hiring process, but it doesn't happen for every application. When it does occur, it's usually a short 10- to 20-minute conversation with a recruiter or HR representative. The goal is to confirm your interest in the role, review your qualifications, and assess whether you're a good potential fit before moving to a full interview. You may be asked about your experience, education, availability, and how your background connects to the job. To prepare, review the job posting in advance and have your resume nearby. Practice summarizing your experience clearly and concisely. It's a good idea to find a quiet space for the call and keep a pen and paper handy.

How to Prepare for an Interview?

Step 1: Research the Employer

- Visit their website to learn about their mission, vision, and values.
- Explore current programs, services, or community initiatives.
- Be ready to explain why this organization stands out to you.

Step 2: Review the Job Posting

- Re-read the job title, duties, and qualifications.
- Think of 2–3 experiences that relate to the role’s responsibilities.

Step 3: Know Your Own Resume

- Be prepared to walk through your work, volunteer, and training history.
- Understand your listed skills and how they connect to the role.
- Anticipate questions like:
 - “Tell me about yourself”
 - “Why do you want this job?”
 - “What’s a strength you bring to this team?”

Step 4: Practice Your Answers

- Say your answers aloud to build fluency and comfort.
- Focus on showing how your experience lines up with the job requirements.
- Use the STAR method to structure your responses.

S – Situation – What led to the problem?

T – Task – What did you need to accomplish?

A – Action – What action did you take to solve the problem?

R – Result – How did it work out?

For Example:

Question: Can you tell me about a time you had to manage multiple tasks while staying organized and supporting a team?

Answer (STAR Format):

Situation: While volunteering at a community resource centre, I worked at the front desk during a busy flu clinic.

Task: My role was to manage walk-in registrations, answer phone calls, and direct clients to the right service area—all at the same time.

Action: I created a quick check-in system to prioritize clients, posted clear signage to reduce questions, and used a simple call log to track return calls for the nurse on duty. I also made sure to greet each visitor warmly, so they felt seen and supported, even in the busy environment.

Result: This helped reduce wait times, minimized confusion, and allowed the clinical team to focus on providing care. The clinic manager thanked me for keeping things calm and organized, which made me realize how much I enjoy working in fast-paced, team-based environments.

Step 5: Prepare Your Questions

- Have 2–3 questions ready to ask the interviewer.
 - “What does a typical day in this role look like?”
 - “What kind of training or support do new team members receive?”

Step 6: Plan

- Know the time, date, and format (phone, video, or in person).
- If it’s virtual, test your device, internet, camera, and sound ahead of time.
- Choose a quiet, private space for the interview.

Step 7: Practice, Practice, Practice

- Ask a friend, family member, or employment counselor to do a mock interview with you.
- Use a timer to rehearse short, clear responses.
- Record yourself to check for clarity, tone, and pacing.
- Practicing helps reduce nerves and makes you feel more in control going in.

Interview Questions to Practice:

General Background

- Tell me about yourself.
- Walk me through your resume.
- Why did you apply for this position?
- What do you know about our organization?

Skills & Experience

- What are your strengths and how do they relate to this role?
- Describe a time you worked on a team.
- How do you prioritize tasks when you have multiple deadlines?
- Tell me about a time you had to learn something quickly.
- Give an example of how you've handled a difficult client or patient.

Problem-Solving & Adaptability

- Describe a situation where you had to deal with stress on the job.
- Tell me about a challenge you faced and how you resolved it.
- What do you do when you're unsure how to handle something at work?
- Have you ever made a mistake? How did you handle it?

Communication & Customer Service

- How do you handle conflict in the workplace?
- How do you make people feel welcome and supported?
- Give an example of how you've explained information clearly to someone.

Role-Specific

- How do you stay organized during a busy shift?
- What would you do if two patients or clients arrived at the same time, and both needed help right away?
- How familiar are you with medical or office software systems?
- Have you ever worked with confidential information? How did you handle it?

Wrap-Up Questions

- Why should we hire you?
- Where do you see yourself in the next few years?
- Do you have any questions for us?

If you have any questions about interviews, you can always email indigenousrecruitment@fraserhealth.ca



Tips for Furthering Education

Some Best practices for going to school.

Working in health care is a meaningful and impactful career—it's about caring for people's families, loved ones, and individual well-being. Because our work directly affects the lives of others, health care professionals are committed to continuous learning and education, ensuring we're prepared to offer the highest level of support when it matters most.

As you explore career opportunities in health care, you'll find that many roles require post-secondary or specialized training. We believe that education should empower—not hinder—your path to a fulfilling career. That's why we've gathered resources to help you take the next step toward joining the health care workforce.

Post Secondary Application Tips

Before You Apply

- Explore your career interests using tools like [Job Bank Career Tool](#) or [EducationPlannerBC](#).
- Research college programs (e.g., diploma, certificate, or degree) that align with your career goals.
- Make a list of Canadian colleges or with strong programs in your field.
- Attend virtual or in-person info sessions or open houses.

Application Materials

- Request high school transcripts from your school or school district.
- Prepare a resume with relevant experience (volunteering, part-time jobs, co-op, etc.).
- Ask for reference letters from teachers, employers, or mentors (if required).
- Apply through directly on the school's website.

After Applying

- Track application deadlines and confirmation emails.
- Check your college applicant portal for updates or document requests.
- Prepare for interviews or portfolio submissions (if required).
- Accept your offer and register for orientation or advising sessions.

Bursary and Scholarship Tips

Bursaries and scholarships can ease the financial burden of education—but applying takes strategy, effort, and organization. Whether you're a high school student, post-secondary learner, or returning adult, these tips will help you stand out and increase your chances of success.

What's the difference between a Scholarship and a Bursary?

Scholarships are usually merit-based (grades, achievements); bursaries are need-based (financial situation).

Getting Started

- **Start early:** Begin researching opportunities months before deadlines. Many awards open in the fall or early spring.
- **Track deadlines:** Create a calendar to stay on top of due dates and requirements.

Application Tips

- **Read the criteria carefully:** Only apply if you meet all eligibility requirements.
- **Tailor each application:** Customize your responses to match the values and goals of the award.
- **Tell your story:** Write to share your goals, challenges, and what makes you unique.
- **Highlight involvement:** Include volunteer work, leadership roles, and extracurriculars.
- **Proofread everything:** Spelling and grammar matter—ask someone to review your application before submitting.

Supporting Documents

- **Transcripts:** Request them early from your school.
- **References:** Choose people who know you well and can speak to your strengths. Give them plenty of notice.
- **Financial info:** For bursaries, be ready to provide income details or proof of need.

After You Apply

- **Follow up:** Confirm your application was received if the process allows.
- **Keep copies:** Save your essays and documents—you can reuse and adapt them for future applications.

Financial Resources List

External Bursaries and Scholarships

Organization	Award Name	Amount	Eligibility Summary	Area of Study	Link
Canadian Pharmacist Association	Indigenous Pharmacy Scholarship	Various	Indigenous students entering pharmacy programs	Pharmacy	Link
Native Women's Association of Canada	Helen Bassett Commemorative Student Award	\$1,000	Indigenous women, gender-diverse or Two-Spirit under 31; financial need; post-secondary student	Various	Link
Future Generations Foundation	Future Generations Foundation Award	N/A	Indigenous students; criteria may vary	Various	Link
Indspire	Bursaries & Scholarships	Based on need	Indigenous students	Various	Link
Canada Post	Indigenous Education Grant	\$2,000	Indigenous students returning to school after 1+ year; completed 1 year of studies	Various	Link
ATCO	Indigenous Education Awards	\$750–\$1,800	Indigenous students showing commitment and balance	Various	Link
RBC	Indigenous Scholarship	Up to \$10,000	Indigenous students aged 15–29; full-time post-secondary; financial need	Various	Link
BC Scholarship Society	Indigenous Student Awards	\$1,000–\$5,000	Indigenous students; criteria vary by education level	Various	Link
BC Association of Aboriginal Friendship Centres	First Citizens Fund Bursary	\$700–\$1,200	Indigenous students living in BC; enrolled in BC post-secondary	Various	Link
New Relationship Trust	Indigenous Student Bursaries	Various	First Nations students from BC; full-time post-secondary	Various	Link

Organization	Award Name	Amount	Eligibility Summary	Area of Study	Link
New Relationship Trust	Nursing Scholarships & Bursaries	Various	Indigenous students in full-time nursing programs in BC	Nursing	Link

Post Secondary Institution Awards

Institution	Award Name	Amount	Eligibility Summary	Area of Study	Link
UBC	Indigenous Student Awards	Various	Indigenous students enrolled full-time at UBC	Various	Link
SFU	Indigenous Student Awards	Various	Indigenous students at SFU; criteria vary	Various	Link
BCIT	Bursaries	Based on need	Full-time students with 60%+ average; enrolled in eligible BCIT programs	Various	Link
Camosun College	Scholarships	Various	Based on grades, volunteerism, or nomination	Various	Link
Capilano University	Scholarships, Awards, Bursaries	Various	GPA-based + financial need; minimum 9 credits completed and enrolled	Various	Link
College of New Caledonia	Bursaries	Based on need	Full-time students in first or second year; 3+ courses per semester	Various	Link
Douglas College	Scholarships, Awards, Bursaries	Various	GPA-based and/or financial need; community involvement may apply	Various	Link
Langara College	Bursaries	Based on need	Canadian citizens/permanent residents; enrolled in 9+ credits; good academic standing	Various	Link

StudentAid BC

StudentAid BC is the provincial financial assistance program that helps eligible students in British Columbia access funding for post-secondary education. It offers a mix of **grants, bursaries, scholarships, and loans**.

<https://studentaidbc.ca/sabc-home-page>

MNBC STEPS Program

The STEPS Program from Métis Nation British Columbia (MNBC) provides wraparound support for Métis Citizens pursuing education, training, or employment. Whether you're returning to school, upgrading your skills, or seeking career guidance, STEPS offers funding and personalized assistance to help you succeed. Support is available for a wide range of programs—from trades and certificates to diplomas and degrees.

<https://www.mnbc.ca/STEPS>

Indigenous Bursaries Search Tool

The Indigenous Bursary Search Tool, offered by the Government of Canada, is a free online resource that helps Indigenous students find scholarships, bursaries, and financial incentives for post-secondary education. With hundreds of listings from across Canada, the tool makes it easy to search by province, field of study, or institution.

<https://sac-isc.gc.ca/eng/1351185180120/1351685455328>



About Fraser Health

Better Health. Best in Health Care.

What does Fraser Health do?

Fraser Health is one of British Columbia's regional health authorities. We provide health care services to over two million people in communities from Burnaby to Boston Bar.

What We Do:

- **Hospitals:** 13 hospitals, including Surrey Memorial and Royal Columbian.
- **Family & Community Care** Walk-in clinics, family doctors, and health centers for everyday medical needs.
- **Mental Health & Substance Use** Support programs, crisis services, and treatment options.
- **Home & Seniors Care** Help for seniors and people with chronic conditions, including home support and assisted living.
- **Public Health** Vaccines, disease prevention, and health education.
- **Specialized Services** Includes cancer care, heart surgery, trauma care, and newborn intensive care.

Who We Serve

Fraser Health supports a wide range of communities, including urban areas like Surrey and Burnaby, and rural towns like Hope and Boston Bar. We work closely with Indigenous communities to provide culturally safe care.

Fast Facts

- Fraser Health serves **over 2 million people**
- We have **more than 45,000 staff and volunteers**
- Support care through **over 100 community sites**

Volunteering Opportunities

Fraser Health offers a wide range of volunteer opportunities across hospitals, care homes, and community programs. Volunteers play a vital role in supporting patients, families, and staff while gaining valuable experience and giving back to their communities.

Where You Can Volunteer

- **Hospitals:** Roles at facilities like Surrey Memorial, Royal Columbian, and Burnaby Hospital include wayfinding, patient support, and gift shop assistance.
- **Long-Term Care Homes:** Help with recreation activities, companionship, and dining support at places like Czorny Alzheimer Centre and Queen's Park Care Centre.
- **Community Programs:** Support public health initiatives and mental health recovery programs.
- **Fraser Health Crisis Line:** Provide emotional support and referrals to callers in distress—training is provided, and no prior experience is needed.

Who Can Volunteer

- Adults and youth (age requirements vary by role)
- Students seeking experience in health care or social services.
- Retirees and community members looking to give back.
- Individuals with multilingual skills or cultural knowledge.

Benefits of Volunteering

- Make a meaningful impact in your community.
- Gain experience in health care settings.
- Build communication and teamwork skills.
- Receive training and ongoing support.
- Access bursary opportunities for post-secondary education.

How to Get Started

Visit the Fraser Health volunteer opportunities page to explore current openings and apply online.

<https://www.fraserhealth.ca/about-us/volunteer-opportunities>

Fraser Health Employer Benefits

Fraser Health offers a comprehensive benefits package to support the health, well-being, and career growth of our employees. These benefits vary by role and employment status but are designed to help staff thrive both professionally and personally.

Health & Wellness Benefits

- **Medical Services Plan (MSP):** Covers essential medical services in British Columbia.
- **Extended Health Care:** Includes prescription drugs, vision care, out-of-country emergency coverage, and practitioner services (e.g., massage therapy, chiropractic)
- **Dental Coverage:** Reimbursement for basic, major, and orthodontic services.
- **Group Life & Disability Insurance:** Financial protection in case of illness, injury, or death.
- **Employee Assistance Program (EAP):** Confidential support for mental health, financial, and personal challenges.
- **Fitness & Wellness Discounts:** Reduced rates for gym memberships and wellness services.

Time Off & Leave

- **Vacation:** Up to four weeks in the first year, with increases based on tenure.
- **Cultural Leave:** Available for ceremony and bereavement leave.
- **Sick Leave:** Paid time off for illness or injury

Financial & Retirement Support

- **Defined Pension Plan:** Municipal Pension Plan based on salary and years of service
- **Transit Incentive Program:** 50% discount on TransLink monthly passes
- **Exclusive Staff Discounts:** Savings on travel, entertainment, retail, and more

Career Development

- **Education Support:** Opportunities for continued learning and professional growth
- **Internal Mobility:** Career advancement within Fraser Health's diverse departments

Working in a Union

Unions exist to protect workers' rights, negotiate fair wages and benefits, and ensure safe working conditions. When you join a union, you contribute monthly dues that help fund these efforts. Union dues are not just a fee—they're an investment in collective strength and workplace fairness.

What Are Union Dues?

- Monthly contributions paid by union members
- Used to fund union operations, bargaining, legal support, and member services
- Amounts vary by union, job classification, and hours worked.
- Typically deducted directly from your paycheck by your employer.

How Are Dues Set?

- Determined democratically by union members through votes at local or national conventions
- Can be a **flat rate** or a **percentage of salary**
- May include additional contributions to strike funds or special initiatives

Key Facts

- **Required for membership:** Staying current on dues keeps you in good standing
- **Part-time workers:** Often pay pro-rated dues based on hours worked

Indigenous Health

We are Fraser Health's Indigenous Health Program, working in partnership with First Nations, Métis, and Inuit communities across the Fraser Salish region. Our goal is to support the health and wellness of Indigenous Peoples through culturally safe, respectful, and accessible care.

What We Do

- **Primary Care Services** We offer medical care, chronic disease support, mental health and substance use services, dental care, and health education through Indigenous-focused clinics.
- **Health Liaisons** Our Indigenous Health Liaisons help patients navigate the health system, advocate for their needs, and connect with Elders or cultural advisors in both hospital and community settings.
- **Mental Health & Wellness** We connect individuals with culturally appropriate counseling, recovery programs, and wellness services tailored to Indigenous experiences.
- **Self-Identification Initiative** We invite patients to self-identify as Indigenous so we can offer personalized support and services that reflect cultural needs.
- **Community Partnerships** We work closely with the First Nations Health Authority and Métis Nation BC to improve access, outcomes, and cultural safety in health care.

Our Commitment

We serve communities from Burnaby to Boston Bar, including 32 First Nations within the Fraser Salish region. We recognize and honour the traditional, ancestral, and unceded lands of the Coast Salish and Nlaka'pamux Nations. Our team is dedicated to cultural humility, listening to stories, and building trust through respectful relationships.

If you have questions, we're one quick email away.

Fraser Health is committed to creating a workplace that respects and values Indigenous cultures, perspectives, and experiences. Whether you're exploring job opportunities or already applying, we want to make sure you feel supported every step of the way.

How We Support You

- Culturally safe recruitment: Our team understands the importance of respectful and inclusive hiring practices.
- Guidance through the process: We're here to help with applications, interviews, and understanding job requirements.
- Connection to community: We work closely with Indigenous organizations and offer programs that reflect Indigenous values and traditions.
- Ongoing support: From your first inquiry to your career development, we're here to walk alongside you.

Have Questions?

If you're an Indigenous candidate and have questions about working at Fraser Health, please reach out to our Indigenous Recruitment and Retention team:

indigenousrecruitment@fraserhealth.ca

We're happy to answer your questions, provide guidance, and help you explore meaningful career opportunities.

Thank You