

# Key Research Findings

This analysis was based on the pre-determined criteria and measures listed below:

Section	Description	Measures
<b>Student Demand</b>	<p>Includes an assessment of OCAS (2007 - 2011) enrolment data at other colleges in terms of mean growth rate with a specific focus on Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p>Trends in certificate, diploma, degree, apprenticeship and continuing education (where available).</p> <p><b>Click Below to Access Full Source Document:</b>  <a href="#">Fall Enrollment Trend</a></p>	<ul style="list-style-type: none"> <li>● Strong = Fleming enrolment growth is outpacing system and is equal to or greater than 3%</li> <li>● Moderate = Fleming enrolment growth is equivalent to system demand and is between 1.0 to 2.9%</li> <li>● Weak = Fleming enrolment growth is less than the system demand and is less than 1%</li> </ul>
<b>Labour Market</b>	<p>Includes projected employment rate growth based on a consolidation of various Ontario, Canadian, and US sources including HRSDC, Sector Council Reports US Bureau of Labour Statistics, and the MTCU Employment Profile.</p>	<ul style="list-style-type: none"> <li>● Strong = Between 5-6 positive labour market indicators</li> <li>● Moderate = Between 3-5 positive labour market indicators</li> <li>● Weak = Between 1-2 or no positive labour market indicators</li> </ul>
<b>Competitive Analysis</b>	<p>Includes the number of actual colleges offering the program as well as the ratio of applications to acceptances at Fleming compared to other colleges and specific comment about Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p><b>Click Below to Access Full Source Document:</b>  <a href="#">Fall Conversion Report</a></p>	<ul style="list-style-type: none"> <li>● Strong = Fleming conversion ratio is greater than 2 below the system</li> <li>● Moderate = Fleming conversion ratio is 1 above, below or equal to the system</li> <li>● Weak = Fleming conversion ratio is greater than 2 above than the system</li> </ul>
<b>Financial Analysis</b>	<p>Includes a review of Contribution to Overhead (CTO) for existing programs (2010-11)</p> <p><b>Click Below to Access Full Source Document:</b>  <a href="#">Costing Analysis</a></p>	<ul style="list-style-type: none"> <li>● Strong = CTO is greater than 35%</li> <li>● Moderate = CTO is between 30 - 34%</li> <li>● Weak = CTO is between 20 – 30%</li> </ul> <p><b>No Contribution = 19% or less</b></p>

# Key Research Findings

<b>Key Performance Indicators</b>	<p>Includes KPI trends from the Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012.</p> <p><b>Click Below to Access Full Source Document:</b>  <a href="#">Key Performance Indicators</a></p>	<ul style="list-style-type: none"> <li>● Strong = Above system average in 6-7 indicators</li> <li>● Moderate = Above system average in 3-5 indicators</li> <li>● Weak = Above system average in 0-2 indicators.</li> </ul>
<b>Resource Analysis</b>	<p>Requires school level assessment regarding space, technology, capital equipment and human resources. Recommendations from recent Program Review Reports included here</p>	

# Key Research Findings

## Drug and Alcohol Counsellor (50733)

### Student Demand<sup>1</sup>

• **MODERATE**

The following information consists of OCAS yearly student fall registration data as well as a mean growth rate and average student registration for each program under these categories:

#### Diploma

- Fleming has a mean growth rate of 0% and slightly lower average registration of students compared to Canadore

#### Graduate Certificate

- Both schools offer this program in a 3 semester term
- Georgian has a slightly higher mean growth rate and average student registration compared to Durham

#### Diploma

Program: 50733 - MENTAL HEALTH WORKER														
	2007 2008 % Change (07-08)			2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
CANADORE	62	62	0	62	62	0	62	68	10	68	71	4	4	65
CONFEDERATION	13													13
FLEMING	60	49	-18	49	60	22	60	63	5	63	56	-11	0	58
Total	135	111	-18	111	122	10	122	131	7	131	127	-3	-1	125

#### Graduate Certificate

Program: 70902 - ADDICTIONS: TREATMENT AND PREVENTION														
	2007 2008 % Change (07-08)			2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
DURHAM	24	24	0	24	27	13	27	21	-22	21	21	0	-2	23
GEORGIAN	37	34	-8	34	39	15	39	41	5	41	39	-5	2	38
Total	61	58	-5	58	66	14	66	62	-6	62	60	-3	0	61

<sup>1</sup> Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011.

Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset

Prepared by Fleming Data Research (07-2012)

# Key Research Findings

## Labour Market

• **STRONG**

### Employment Ontario<sup>2</sup>

#### Community and Social Service Workers (NOC - 4212)

- Employment Ontario Rating (2009-2013):
  - **Good**
- Education and Training
  - “Completion of a college or university program in social work, child and youth care, counselling or other social science or health related discipline is usually required. Previous work experience in a social service environment as a volunteer or in a support capacity may substitute for formal education requirements for some occupations in this unit group. Community and social service workers may study a wide variety of college-level programs.”
  - “Progression to professional occupations in social services, such as family and marriage counsellors, social workers, and probation and parole officers, is possible with additional training and/or experience.”
- Demand
  - “Opportunities for employment in this occupation are expected to be good over the period from 2009 to 2013. The number of new graduates and job seekers should, however, meet employers’ needs. Demand will be particularly good for gerontology social workers who provide services for the elderly as well as those experienced in mental health and substance abuse.”
  - “Most employment opportunities for this occupation are found in the service sector, primarily in noninstitutional health services such as community mental health and addiction clinics. A significant number of jobs are also affiliated with government agencies in areas such as income maintenance, social services and corrections. Some job opportunities can also be found in the private sector. Employment growth is sensitive to need and will change depending on government funding. Job prospects will be best for individuals with post secondary education and previous work experience with social services for the elderly and treatment for substance abuse.”

<sup>2</sup>“4212 Community and Social Service Workers.” *Employment Ontario*. N.p., n.d. Web. 20 June 2012. <[http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/4212\\_e.pdf](http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/4212_e.pdf)>.

# Key Research Findings

## HRSDC<sup>3</sup>

### Community and Social Service Workers (NOC - 4212)

- Job Openings (2011/2020): **171,200**
- Job Seekers(2011/2020):**154,893**
- Post Secondary Education Graduates:**137,222 (89%)**
- “Job openings will arise from strong employment growth as well as retirements. Expansion demand will be above the average, given the major needs in the social services sector.”
- “While the number of retirements will be high, the retirement rate will be slightly lower than the average as workers in this occupation are generally younger.”

## US Bureau of Labour<sup>4</sup>

### Substance Abuse and Behavioral Disorder Counselors (SOC – 21-1011)

- Employment Growth (2010/2020):**Increase 27%**
  - **85,500 (2010) to 108,900 (2020)**
- “In recent years, the criminal justice system has recognized that people committing crimes related to drugs are less likely to offend again if they get treatment for addiction. As a result, sentences for drug offenders often include treatment programs. This practice is expected to increase the use of substance abuse treatment programs and the demand for addiction counselors.”
- “Also, over the projections period, more people are expected to seek treatment for problems with addiction or other problems. As the population grows, the number of individuals entering therapy is expected to increase as well. This is expected to cause a continued demand for counselors in mental health centers, halfway houses, and detox centers.”
- “Employment of substance abuse and behavioral disorder counselors in residential mental health and substance abuse facilities is expected to grow by **44 percent** from 2010 to 2020. As more individuals seek treatment, there will be an increase in demand for counseling services in residential facilities.”

---

<sup>3</sup>“Paralegals, Social Services Workers And Occupations In Education And Religion, N.E.C. (421).” *Human Resources and Skills Development Canada*.N.p., 22 May 2012. Web. 22 May 2012.  
<<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=61>>.

<sup>4</sup>Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2012-13 Edition*, Substance Abuse and Behavioral Disorder Counselors, Web.<http://www.bls.gov/ooh/community-and-social-service/substance-abuse-and-behavioral-disorder-counselors.htm>, June 20, 2012.

## Key Research Findings

- “Employment growth from 2010 to 2020 for the industries employing the most substance abuse and behavioral disorder counselors is as follows:”

Individual and family services	49%
Residential mental health and substance abuse facilities	44%
Hospitals; state, local, and private	17%
Outpatient mental health and substance abuse centers	16%
State and local government, excluding education and hospitals	7%

### Sector Council Report<sup>5</sup>

The Canadian Centre on Substance Abuse released an Annual Report 2010-2011 called “With These Tools” for information on tools and trends in this industry. The following link leads to this extensive online report.

[http://www.ccsa.ca/2011%20CCSA%20Documents/2010-2011\\_ccsa\\_annual\\_report\\_en.pdf](http://www.ccsa.ca/2011%20CCSA%20Documents/2010-2011_ccsa_annual_report_en.pdf)

### Working in Canada<sup>6</sup>

Community and Social Service Workers (NOC - 4212)

- Ontario Rating: **Good (except for Stratford--Bruce Peninsula Region which is N/A)**

- **Wage Range by Region:**

Location	Wage (\$/hr)		
	Low	Median	High
Ontario	13.00	21.50	32.48
Hamilton--Niagara Peninsula Region	13.56	19.71	36.00
Kingston - Pembroke Region	10.25	17.00	30.77
Kitchener--Waterloo--Barrie Region	14.42	21.33	32.48
London Region	12.64	20.25	29.67
Muskoka-Kawarthas Region	13.00	20.79	27.00
Northeast Region	14.51	20.67	33.65
Northwest Region	13.00	21.50	32.48
Ottawa Region	12.00	19.81	35.58
Stratford--Bruce Peninsula Region	13.00	21.50	32.48
Toronto Region	12.82	24.04	32.95
Windsor-Sarnia Region	15.50	20.00	26.67

<sup>5</sup>“With These Tools Annual Report 2010-2011.” *Canadian Centre on Substance Abuse*.N.p., 2011. Web. 20 June 2012. <[http://www.ccsa.ca/2011%20CCSA%20Documents/2010-2011\\_ccsa\\_annual\\_report\\_en.pdf](http://www.ccsa.ca/2011%20CCSA%20Documents/2010-2011_ccsa_annual_report_en.pdf)>.

<sup>6</sup>“Community and Social Service Workers (NOC 4212).” *Working in Canada*.N.p., n.d. Web. 20 June 2012. <<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=4212&action=final@ionKeyword=Peterborough%2C+Ontario&s=2&source=3&titleKeyword=social+services+worker#outlook>>.

# Key Research Findings

## Competitive Analysis<sup>7</sup>

### • MODERATE

The following information consists of OCAS yearly fall application and registration data as well as a conversion ratio for each program under this category:

#### Diploma

- 3 colleges currently offer this program
- Fleming's conversion ratio is on par with both the system's as well as the other college to offer the program (5:1)

#### Graduate Certificate

- Northern offers and Addictions Counsellor 1 year program
- Durham offers a 3 semester Addictions and Mental Health program
- Georgian has a better conversion ratio compared to Durham

#### Continuing Education

- Algonquin offers a Trauma/Addiction Recovery Studies part-time program
- Conestoga offers a Fundamentals of Addiction part-time program

#### Diploma

Program: 50733 - MENTAL HEALTH WORKER												
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio
CANADORE	262	62	4:1	275	62	4:1	284	62	5:1	251	68	4:1
CONFEDERATION	30	13	2:1	0			0			0		
FLEMING	290	60	5:1	305	49	6:1	300	60	5:1	313	63	5:1
<b>Total</b>	<b>582</b>	<b>135</b>	<b>4:1</b>	<b>580</b>	<b>111</b>	<b>5:1</b>	<b>584</b>	<b>122</b>	<b>5:1</b>	<b>564</b>	<b>131</b>	<b>4:1</b>

<sup>7</sup> Application data obtained from OCAS College Count Cube October 19, 2011

Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011.

Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset  
Prepared by Fleming Data Research (07-2012)

# Key Research Findings

## Graduate Certificate

Program: 70902 - ADDICTIONS: TREATMENT AND PREVENTION															
	App. 2007 Reg. 2007 Conversion Ratio			App. 2008 Reg. 2008 Conversion Ratio			App. 2009 Reg. 2009 Conversion Ratio			App. 2010 Reg. 2010 Conversion Ratio			App. 2011 Reg. 2011 Conversion Ratio		
DURHAM	194	24	8:1	187	24	8:1	217	27	8:1	224	21	11:1	162	21	8:1
GEORGIAN	136	37	4:1	145	34	4:1	168	39	4:1	197	41	5:1	174	39	4:1
Total	330	61	5:1	332	58	6:1	385	66	6:1	421	62	7:1	336	60	6:1

## Financial Analysis

• **STRONG**

Source: Program Costing Analysis 2010/2011

- Contribution to Overhead: 41.0%
- Program Weight: 1.10
- Funding Unit: 1.60

## Key Performance Indicators

• **WEAK**

Source: Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012

KPI1-Graduation Rate	-11% below system
KPI2-Working	+1 above system
KPI3-Working Related	-1% below system
KPI4-Grad. Satisfaction	-3% below system
KPI8-Student Satisfaction-Learning	-2% below system
KPI9-Student Satisfaction- Teachers	-1% below system
KPI11-Grad. Satisfaction-Program	-2 % below system



# Key Research Findings

## Additional Observations and Opportunities

- Some graduate certificates offered by the Canadian Addiction Counsellors Certification Federation include:<sup>8</sup>
  - ICADC (International Certified Alcohol and Drug Counsellor)
  - ICCDP (International Certified Co-Occurring Disorders Professional)
  - ICCDPD (International Certified Co-Occurring Disorders Professional Diplomat)
  - ICCAC (International Certified Clinical Addictions Counsellor)
  - ICCS (International Certified Clinical Supervisor)
  - ICPS (International Certified Prevention Specialist)
  - CCS (Certified Clinical Supervisor) – Certification
  - CCADC (Canadian Contingent Alcohol & Drug Counsellor) – Designation
  - NCTAS (Nationally Certified Tobacco Addiction Specialist) – Certification
  - RSAE (Registered Substance Abuse Expert) – Certification
  - RSAS (Registered Substance Abuse Supervisor) – Certification

## Resource Analysis

### Equipment

### Staffing

The following information was extracted from the 2009 program review:

- There has been only 1 full-time faculty involved with the program (the Coordinator) and most if not all specialty courses were delivered by part-time/seasonal faculty who also worked in the field. This was both a strength and a liability. It is a strength in that it kept the program current and grounded as to what was happening with the external environment but challenging as to when/how to have faculty meet to deal with curriculum renewal issues as both schedule and monetary remuneration for meetings was not available.

### Space

<sup>8</sup>" Certifications." *Canadian Addiction Counsellors Certification Federation* .N.p., n.d. Web. 20 June 2012. <[http://www.caccf.ca/a\\_certification.html](http://www.caccf.ca/a_certification.html)>.

# Key Research Findings

## Appendix

**The following is the original environmental scan conducted by the Library Researchers to form the basis of the previous summary of Key Research Findings Report.**

### Overview of the Profession:

#### **NOC: 4212–Community and Social Service Workers**

<http://www30.hrsdc.gc.ca/NOC/English/NOC/2006/ProfileNocCode.aspx?val=4&val1=4212&val17=4212&val18=1&val19=0>

&

<http://www.workingincanada.gc.ca/report-eng.do?lang=eng&noc=4212&area=8792&titleKeyword=addictions+worker&regionKeyword=Peterborough,+Ontario&source=2&action=final>

OR

#### **NOC: 4153 Family, Marriage & Other related Counsellors**

<http://www30.hrsdc.gc.ca/NOC/English/NOC/2006/QuickSearch.aspx?val65=4153>

Community and social service workers perform some or all of the following duties:

- Interview clients to obtain case history and background information
- Assess clients' relevant skill strengths and deficits
- Assist clients to sort out options and develop plans of action while providing necessary support and assistance
- Assist clients in locating and utilizing community resources including legal, medical and financial assistance, housing, employment, transportation, assistance with moves, day care and other referral services
- Prepare intake reports
- Counsel clients living in group homes and half-way houses, supervise their activities and assist in pre-release and release planning
- Participate in the selection and admission of clients to appropriate programs
- Assess and investigate eligibility for social benefits
- Meet with clients to assess their progress, give support and discuss any difficulties or problems
- Refer clients to other social services
- Advise and aid recipients of social assistance and pensions
- Provide crisis intervention and emergency shelter services
- Implement and organize the delivery of specific services within the community
- Implement life skills workshops, substance abuse treatment programs, behaviour management programs, youth services programs and other community and social service programs under the supervision of social services or health care professionals
- Assist in evaluating the effectiveness of treatment programs by tracking clients' behavioural changes and responses to interventions
- Maintain contact with other social service agencies and health care providers involved with clients to provide information and obtain feedback on clients' overall progress

# Key Research Findings

- Co-ordinate the volunteer activities of human service agencies, health care facilities and arts and sports organizations
- Maintain program statistics for purposes of evaluation and research.
- May supervise social service support workers and volunteers.

## Common Job Titles

- aboriginal outreach worker
- **addictions worker**
- behavioural aide
- child and youth worker
- community development worker
- community service worker
- crisis intervention worker
- developmental service worker
- drop-in centre worker
- family service worker
- financial assistance worker
- group home worker
- income maintenance officer – social services
- life skills instructor
- mental health worker
- rehabilitation worker – social services
- social services worker
- veteran services officer
- welfare and compensation officer
- women's shelter supervisor
- youth worker

## Typical Employers

## Key Research Findings

- social service and government agencies
- mental health agencies
- group homes
- school boards
- correctional facilities and other establishments

### Labour Market

#### Working in Canada

1. Employment potential for the Muskoka-Kawartha-Peterborough Area (and all areas within Ontario) is "Good" (Working in Canada)
2. <http://www.workingincanada.gc.ca/report-eng.do?lang=eng&noc=4212&area=8792&titleKeyword=addictions+worker&regionKeyword=Peterborough,+Ontario&source=2&action=final>

### HRSDC

3. National Outlook – 10-Year Projection (2011-2020)  
<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=61>

This occupation is part of a larger occupational group called **Paralegals, Social Services Workers And Occupations In Education And Religion, N.E.C. (421)**

<b>Occupations in this group</b>	Paralegal and Related Occupations (4211) Community and Social Service Workers (4212) Employment Counsellors (4213) Early Childhood Educators and Assistants (4214) Instructors and Teachers of Disabled Persons (4215) Other Instructors (4216) Other Religious Occupations (4217)
<b>Employment (non-student) in 2010</b>	398,786
<b>Median Age of workers in 2010</b>	39.3
<b>Average Retirement Age in 2010</b>	62

1. Estimated that there will be more job openings in this field than job seekers for the 2011-2020 periods (job openings are expected to total **167,830**. It is expected that **154,893** job seekers will be available to fill these job openings).
2. The majority of job seekers will come from the school system (89%) and 12% from immigration. It is projected that 1% of employees will leave this occupation for other occupations.
3. A large number of workers will leave this occupation for others, namely to become social workers (NOC 415), which will create additional replacement needs in this occupation. In fact, this occupation accepts many graduates who have a university diploma, but are unable to find a job related to their field of study.
4. Based on projections and considering that labour supply and demand in this occupation were balanced, it is expected that the number of job seekers will remain sufficient to fill the job openings over the 2009-2018 period.

## Key Research Findings

5. Job openings will arise from strong employment growth as well as retirements. Expansion demand will be above the average, given the major needs in the social services sector and the increased demand for daycare service workers, as a result of the recent increase in births.
6. While the number of retirements will be high, the retirement rate will be slightly lower than the occupational average, as workers in this occupation are generally younger.
7. Local wage for Peterborough/Kawartha Region 2010:
  - Low: \$13.00      Median: \$20.79 High: \$27.00
8. Median wage in Canada (2010/11) is: \$19.90/hr.  
<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=4212&action=final&ln=n&regionKeyword=Peterborough%2C+Ontario&s=1&source=3&titleKeyword=social+services+worker#wages>

### **US Bureau of Labour**

<http://www.bls.gov/ooh/community-and-social-service/substance-abuse-and-behavioral-disorder-counselors.htm#tab-6>

### **Job Outlook**

Employment of substance abuse and behavioral disorder counselors is expected to grow by 27 percent from 2010 to 2020, faster than the average for all occupations. Growth is expected as more people seek treatment for their addictions or other behaviors and drug offenders are increasingly sentenced to treatment rather than jail time.

In recent years, the criminal justice system has recognized that people committing crimes related to drugs are less likely to offend again if they get treatment for addiction. As a result, sentences for drug offenders often include treatment programs. This practice is expected to increase the use of substance abuse treatment programs and the demand for addiction counselors.

Also, over the projections period, more people are expected to seek treatment for problems with addiction or other problems. As the population grows, the number of individuals entering therapy is expected to increase as well. This is expected to cause a continued demand for counselors in mental health centers, halfway houses, and detox centers.

Employment of substance abuse and behavioral disorder counselors in residential mental health and substance abuse facilities is expected to grow by 44 percent from 2010 to 2020. As more individuals seek treatment, there will be an increase in demand for counseling services in residential facilities. Employment growth from 2010 to 2020 for the industries employing the most substance abuse and behavioral disorder counselors is as follows:

Individual and family services	49%
Residential mental health and substance abuse facilities	44
Hospitals; state, local, and private	17
Outpatient mental health and substance abuse centers	16
State and local government, excluding education and hospitals	7

### **Job Prospects**

Job prospects are excellent for substance abuse and behavioral disorder counselors, particularly for those with specialized training or education. Employers often have difficulty recruiting workers with the proper educational requirements and experience in working with addiction. In addition, many workers leave the field after a few years and need to be replaced. As result, those interested in entering this field should find favorable prospects.

### ***Industry Standards:***

The occupation is ***not regulated*** in Ontario or any province in Canada.

# Key Research Findings

## Professional Associations:

[Addictions Ontario](#)

[Canadian Centre on Substance Abuse](#)

[Canadian Addiction Counsellors Certification Federation](#)

## Employment Requirements

Employment requirements are prerequisites generally needed to enter an occupation.

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

## Educational Programs Leading to this Occupation

N/A

## Educational Competitors

### Individual Community College/Institute Information

(Click on Program Title to view college program page)

### 1 Ontario Colleges currently offer this Diploma Program (specifically Fleming)

The following list includes comparator programs:

#### Northern

[Addictions Counsellor](#) – 1 year Graduate Certificate

- students or professionals who have a background/ diploma in Community Services, Social or Health Sciences have an opportunity to gain specialized knowledge and skills in the area of Addictions Counselling
- This program provides the learner with innovative and rigorous addiction specific content. Opportunities for hands-on practical experience will be made available during the Addiction Treatment Approaches Practice Lab and the Fieldwork Placement component of the program.

#### Algonquin

[Trauma/Addiction Recovery Studies](#) – Part Time College Certificate

[Victimology](#) – 1 year Graduate Certificate

#### Conestoga

[Fundamentals of Addiction](#) - P/T College Certificate

#### Durham

[Addictions and Mental Health](#) – 3 semester Graduate Certificate

[Victimology](#) – 1 year Graduate Certificate

- Offers a potential career stream into Addictions service

# Key Research Findings

## George Brown

[Assaulted Women's and Children's – Counsellor/Advocate](#) Diploma

## Georgian

[Addictions: Treatment and Prevention](#) – 3 semester Graduate Certificate

## Lambton

[Human Services](#) Certificate 1 yr.

APS #	MTCU Code	Approved Program Title	Program Weight	Funding Unit	Degree Factor	Institution
1115	70902	Addictions and Mental Health	1.30	0.80	1.00	DURHAM
1127	70902	Addictions: Treatment And Prevention	1.30	0.80	1.00	GEORGIAN
1223	70901	Addictions Counsellor	1.20	0.80	1.00	NORTHERN
1138	50733	Drug And Alcohol Counsellor	1.10	1.60	2.00	FLEMING

## Employment Postings:

On June 1, 2012, there were jobs more relevant positions available under NOC 4153 listed in the JobBank.

Source: [www.jobbank.gc.ca](http://www.jobbank.gc.ca) and other online job posting sites.

**Job Number:** 6440917

**Title:** Addictions counsellor (Casual Weekend Attendant) ([NOC: 4153](#))

**Terms of Employment:** Casual, Part Time, On Call, Shift, Weekend, Day, Night, Evening

**Salary:** \$17.20 Hourly for 12 hours per week, As per collective agreement

**Anticipated Start Date:** As soon as possible

**Location:** Sundridge, Ontario (1 vacancy)

**Skill Requirements:**

**Education:** Completion of college/CEGEP/vocational or technical training

**Credentials (certificates, licences, memberships, courses, etc.):** First Aid Certificate

**Experience:** 2 years to less than 3 years

**Languages:** Speak English, Read English, Write English

**Work Setting:** Residential treatment centre

**Area of Counselling Specialization:** Substance abuse

**Type of Clients:** Adolescents, Males, Persons with mental health disabilities

# Key Research Findings

**Specific Skills:** Assess clients' problems, Evaluate effectiveness of counselling programs and interventions, Write reports (assessment, follow-up, progress, court reports, etc.), Knowledge of 12 step philosophy, Facilitate groups, Teach life skills

**Additional Skills:** Use computer applications

**Security and Safety:** Criminal record check, Driving record check (abstract)

**Work Conditions and Physical Capabilities:** Work under pressure

**Transportation/Travel Information:** Valid driver's licence, Own transportation

**Work Location Information:** Rural community, Remote location

**Essential Skills:** Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory, Finding information, Computer use, Continuous learning

**Employer:** De Novo Treatment Centre Corp.

**How to Apply:**

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

**By Fax:** (705) 384-2350

**By E-mail:** [jshartier.denovo@bellnet.ca](mailto:jshartier.denovo@bellnet.ca)

**Web Site:** <http://www.denovo.ca>

**Advertised until:** 2012/06/05

**Job Number:** 6429214

**Title:** Addictions counsellor (Addiction Supportive Housing) (**NOC: 4153**)

**Terms of Employment:** Permanent, Part Time, On Call, Overtime, Day, Evening

**Salary:** \$23.40 to \$26.00 Hourly for 17.5 hours per week, Mileage Paid

**Anticipated Start Date:** 2012/06/04

**Location:** Timmins, Ontario (1 vacancy)

**Skill Requirements:**

**Education:** Completion of college/CEGEP/vocational or technical training, Completion of university

**Credentials (certificates, licences, memberships, courses, etc.):** Registered Clinical Counsellor

**Experience:** 1 year to less than 2 years

**Languages:** Speak English, Speak French, Read English, Write English

**Work Setting:** Social service agency

**Area of Counselling Specialization:** Anger management, Anxiety/panic, Assertiveness training, Behaviour disorders, Bereavement, Career, Conflict resolution, Childhood and adolescent issues, Depression, Family and marriage, Life transitions, Mediation, Palliative care, Personal growth and self-



# Key Research Findings

development, Sexual abuse and trauma recovery, Sexual dysfunction, Stress management, Substance abuse, Crisis intervention, Cross cultural issues

**Type of Clients:** Adolescents, Couples, Seniors, Families, Adults, Females, Males, Aboriginal groups, Culturally diverse groups, Young offenders, Homeless, Persons who are deaf/hard of hearing, Persons who are blind/visually impaired, Persons with intellectual disabilities, Persons with physical disabilities, Persons with mental health disabilities, Persons with Acquired Brain Injury (ABI), Persons with learning disabilities

**Specific Skills:** Interview clients, Prepare case histories, Assess clients' problems, Develop and implement counselling and intervention programs to assist clients in determining goals and means of attaining them, Evaluate clients' progress in resolving identified problems and movement towards defined objectives, Follow up results of counselling programs and clients' adjustment, Provide public education, Conduct research, Deliver presentations at conferences, workshops or symposia, Write reports (assessment, follow-up, progress, court reports, etc.), Identify additional/alternative services and provide referrals, Knowledge of 12 step philosophy, Liaise with communities, Facilitate groups, Teach life skills, Provide expert witness testimony in court proceedings

**Additional Skills:** Use computer applications

**Security and Safety:** Confidential security clearance, Criminal record check, Eligible for professional liability insurance

**Work Conditions and Physical Capabilities:** Work under pressure, Tight deadlines, Large workload

**Transportation/Travel Information:** Valid driver's licence, Own vehicle, Willing to travel, Willing to travel regularly, Travel expenses paid by employer

**Work Location Information:** Urban area, Rural community

**Essential Skills:** Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory, Finding information, Computer use, Continuous learning

**Employer:** South Cochrane Addictions Services

**How to Apply:**

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

**By Mail:**

85 Pine Street South Unit 2  
Timmins, Ontario  
P4N 2K1

**By Fax:** (705) 264-3011

**By E-mail:** adesorm@ntl.sympatico.ca

**Advertised until:** 2012/06/07

**Addictions Counsellor (Diploma)**

**Job Order #: 5209798**

## Key Research Findings

**Employer Name:** Cypress Health Region  
**Wage/Salary Info:** \$25.424 to \$31.088 per hour  
**Posted Date:** 22-May-2012  
**Location:** SWIFT CURRENT  
**# of Positions:** 1  
**Employment Terms:** Full Time  
**Length of Employment:** start June 17, 2012  
**Apply By:** 01-Jun-2012  
**How to Apply?:** Forward a resume and cover letter by 1100 hours

### **Description**

Addictions Counsellor (Diploma)  
Facility: Community Health Services  
Department: Mental Health and Addiction Services  
8 hour shifts - field hours

### **JOB SUMMARY:**

As a member of the interdisciplinary team and under the general direction of the Out of Scope Manager or Addictions Counsellor Degree Senior, the primary goal is to restore, maintain and enhance the recovery of people seeking help for addiction and/or addiction related issues by implementing various modalities of addiction recovery programs. Responsibilities include providing informational programming as well as individual and group counseling sessions with clients. This position will be expected to assess individual and group needs of clients and implement plans to help clients reach their goals.

**QUALIFICATIONS:** - Diploma in Chemical Dependency studies

**Criminal Record Check Requirement:** The successful candidate shall be required to provide a satisfactory Criminal Record Check including a vulnerable sector query as a condition of employment.

While we would like to thank you for your interest in employment with our organization, only applicants selected for interview will be contacted

Source: [http://www.saskjobs.ca/jsp/joborder/detail.jsp?job\\_order\\_id=420170](http://www.saskjobs.ca/jsp/joborder/detail.jsp?job_order_id=420170)

### **Addictions Counsellor**

**Job Order #: 5210106**

**Employer Name:** Mamawetan Churchill River  
Health Region  
**Posted Date:** 23-May-2012  
**Location:** LA RONGE

# Key Research Findings

<b># of Positions:</b>	1
<b>Employment Terms:</b>	Full Time
<b>Education:</b>	University Diploma
<b>Experience:</b>	1-2 Years
<b>How to Apply?:</b>	Mail, fax or email resume

## Description

Addictions Counsellor  
Youth Services - Secure Youth Detox

### Summary:

As a member of the interdisciplinary team, and under the general direction of the Director of APRS, the primary goal will be to restore, maintain and enhance the recovery of people seeking help for addiction and/or addiction related issues by implementing various modalities of addiction recovery programs. Responsibilities include providing informational programming as well as individual and group counselling sessions with clients. This position will be expected to assess individual and group needs of clients and implement plans to help clients reach their goals.

### Qualifications:-

- Diploma in Chemical Dependency Studies or equivalent which would be deemed acceptable to the Employer
- Experience working in a cross cultural setting
- Valid driver's license

Preference for this position will be given to HSAS members in accordance with the terms and conditions of the SAHO/HSAS Collective Agreement. Hours of work are 224/6 weeks.

Additional benefits include: relocation assistance, bi-weekly northern district allowance, retention bonus and one week of special northern leave upon the completion of each year of service.

Closing Date: Open until suitable candidates are found

For further information or to submit a resume, please contact:

Human Resources  
Mamawetan Churchill River Health Region  
Box 6000  
La Ronge, SK S0J 1L0  
Phone: (306) 425-4835  
Fax: (306) 425-5432  
Email: Human.Resources@mcrhra.sk.ca

MCRHR supports a shared commitment to a Representative Workforce that is respectful and inclusive of all staff and clients. MCRHR believes that building diversity among our staff will increase our ability to meet the needs of our diverse client base. We are genuinely engaged in and committed to service excellence.

---

# Key Research Findings

A Criminal Record Check will be required prior to being offered a position. Our thanks are extended to all applicants, but only those selected for an interview will be contacted.

Source: [http://www.saskjobs.ca/jsp/joborder/detail.jsp?job\\_order\\_id=420481](http://www.saskjobs.ca/jsp/joborder/detail.jsp?job_order_id=420481)

---

**Job Number:** 6435340

**Title:** Rehabilitation service worker (**NOC: 4212**)

**Terms of Employment:** Permanent, Part Time, Weekend, Day, Evening

**Salary:** \$25.00 Hourly for 10 hours per week

**Anticipated Start Date:** As soon as possible

**Location:** North York, Ontario (1 vacancy)

**Skill Requirements:**

**Education:** Completion of high school, Completion of university

**Credentials (certificates, licences, memberships, courses, etc.):** Social Service Worker (SSW) Diploma, Social Service Worker - Gerontology Diploma, Community Support Worker (CSW) Diploma, Cardiopulmonary Resuscitation (CPR) Certificate, First Aid Certificate

**Experience:** 2 years to less than 3 years

**Languages:** Speak English, Read English, Write English

**Work Setting:** Private home

**Target Groups or Clients:** Male, Female, Seniors, Persons with physical disabilities, Persons with Acquired Brain Injury (ABI)

**Type of Community or Social Service:** Personal and social adjustment and health (substance abuse, gambling, behaviour disorders)

**Specific Skills:** Obtain information and prepare reports or case histories, Implement life skills workshops, Conduct follow-up assessments, Develop, coordinate and implement the delivery of specific services within the community, Resolve conflict situations, Implement behaviour management programs, Provide personal services support to persons with special needs, Liaise with other social services agencies and health care providers involved with clients, Assist in evaluating the effectiveness of treatment programs

**Security and Safety:** Criminal record check, Medical exam

**Work Conditions and Physical Capabilities:** Fast-paced environment, Work under pressure, Physically demanding

**Transportation/Travel Information:** Own transportation, Willing to travel regularly

**Work Location Information:** Work in employer's/client's home

**Ability to Supervise:** 1 to 2 people

# Key Research Findings

**Other Languages:** Mandarin

**Essential Skills:** Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory, Finding information, Computer use, Continuous learning

**Other Information:** Experience with TBI client preferred. RSW, RT, OTA, PTA, Kine

**Employer:** AgTa Home Health Care Inc.

**How to Apply:**

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

**By Fax:** (905) 760-2498

**By E-mail:** [jobs@agtahomecare.com](mailto:jobs@agtahomecare.com)

**Web Site:** <http://www.agtahomecare.com>

**Advertised until:** 2012/06/01