



Potential Future Opportunities

This document has been prepared as a resource for individuals contemplating future employment opportunities within Bluewater Health. It may be helpful for you to understand where future openings may occur and how you can prepare yourself for these opportunities. This list was compiled based on the following information:

- A review of our current demographic information indicating where potential retirements may be occurring;
- A review of our current recruitment efforts and an understanding of which positions are more difficult to fill than others; and
- A future-focused insight, anticipating where future opportunities may be based on emerging healthcare trends.

Disclaimer: the information listed does not guarantee positions will become available and, if they do become available, there is no guarantee of how many positions there may be or who the successful candidate(s) may be.

Position	Qualifications	Where/How to Obtain	Comments
Health Records Coder	Health Information Management Diploma	Community College or Canadian Healthcare Association	
	University Degree – Health Information/Informatics	University	
Technologist – Nuclear Medicine	Four-year degree program in Nuclear Medicine Technology	Michener Institute	Two-year university prerequisite for entry into program
PACS administrator	Knowledge of IT systems Introduction to PACS systems OR 12-month course with four-week clinical PACS program	CAMRT on-line Michener Institute	

RN – Occupational Health	<p>Completion of the Canadian Certified Occupational Health Nurse (CCOHN) exam;</p> <p>Certificate in Occupational Health Nursing</p>	<p>Canadian Nurses Association (CAN)</p> <p>St. Lawrence College (distance learning)</p>	
Disability Management Case Coordinator, Occupational Health	<p>Certificate – Disability Management;</p> <p>Health and Safety certificate, which includes a disability management course;</p> <p>Three years’ disability management experience</p>	<p>National Institute of Disability Management (NIDMAR)</p> <p>College or University program (distance education at Ryerson University)</p>	
Registered Nurse – Maternal Infant Child program	<p>NRP – advance;</p> <p>Fetal Health Surveillance</p> <p>20-hour breastfeeding course</p> <p>Perinatal education course</p> <p>Emergency Nursing Pediatric Course (ENPC)</p> <p>Certification in Paediatric Advanced Life Support (PALS)</p> <p>Canadian Nursing Association perinatal nursing certificate</p>	<p>Offered at hospitals, i.e. LHSC, McMaster</p> <p>MNCYN website informs of where the course is being offered</p> <p>MNCYN website has information on location of courses; and online courses are also offered</p> <p>Fanshawe College</p>	<p>Local hospitals sometimes open this up to external participants for a fee</p> <p>MNCYN website also has this information posted</p>

RPN – Maternal Infant Child program	NRP – basic 20-hour breastfeeding course	Same as above Same as above	
Medical Device Reprocessing Technician	Sterilization Technician College Certificate	Courses are available through a number of community colleges throughout Canada, full- and part time and via distance education.	Courses are also available online with additional apprenticeship hours
Rehab Assistants	Occupational Therapy Assistant/Physiotherapy Assistant diploma	Community colleges: Lambton, Algonquin, Canadore, Conestoga, Mohawk, Sault, St. Clair, Fleming, Niagara, Georgian, Durham, Centennial triOS College	triOS College graduates must have both PTA/OTA diplomas
Infection Control Practitioner	RN (BScN) or Medical Lab Technologist + IPAC Canada-endorsed Infection Control Course CIC Certification	After BScN or MLT, IPAC Canada maintains a list of endorsed courses at http://www.ipac-canada.org/educ_education.php#endorsed Courses can be taken online through: IPAC Canada, Centennial College, Queen’s University, University of British Columbia, or on-site at Centennial College After a recommended two years’ experience in infection control, an exam is written to obtain Certification in Infection Prevention and Control (CIC) from the Certification Board of Infection Control and Epidemiology Inc. (CBIC)	The courses vary in length CIC certification is recognized as a core requirement for the position of Infection Prevention and Control Professional by IPAC Canada
Risk Management specialist/coordinator	Canadian Risk Management (CRM) designation Canadian Healthcare Association <i>Risk Management and Safety in Health Services</i> Certificate	CRM designation is acquired through University of Toronto’s School of Continuing Studies on a part time basis	Details of the program can be found at http://learn.utoronto.ca/courses-programs/business-professionals/acourses/risk-management-2

RN – Rural Health (Acute Medicine/Complex Care)	<p>Current license with the College of Nurses of Ontario</p> <p>ACLS BCLS</p> <p>IV certification</p> <p>Certification in cardiac care or cardiac interpretation</p> <p>Coronary Care and EKG Interpretation Course</p>	<p>College of Nurses</p> <p>Bluewater Health or other hospital</p> <p>Bluewater Health or other hospital</p> <p>Bluewater Health or other hospitals</p> <p>Bluewater Health or other hospitals</p>	
Pathologist Assistant	Master of Clinical Sciences-Pathologists' Assistant – post graduate program	Western University – two years, full-time	Post graduate program, after completion of four-year Bachelor of Science
Neurology Tech	Graduate of an Electroneurophysiology course	Various opportunities, including on line courses, i.e. Canadian Board of Registration of Electroencephalograph Technologists, Inc. (CBRET)	
RN – Operating Room, Recovery, Day Surgery, Endoscopy	<p>Basic Cardiac Care</p> <p>IV therapy</p> <p>AED</p> <p>Emergency Nursing Pediatric Course (ENPC)</p> <p>ACLS certification</p> <p>PALS certification</p> <p>Canadian Nurses Association (CNA) in PeriAnesthesia Nursing</p> <p>Airway Mgmt/Procedral Sedation Certification</p>	<p>Bluewater Health or other hospital</p> <p>Bluewater Health or other hospital</p> <p>Bluewater Health or other hospital</p> <p>Bluewater Health or other hospital (learning package from Bluewater Health Professional Practice Supervisor with a quiz)</p>	

RN – Palliative Care	CAPCE program LEAP program Certification in IV insertion Certification in Management of soft sets Certification in CADD pumps Certification in Travenol Infusers usage Inhalation Therapy Central Line management BCLS	Bluewater Health or other hospital	
RN – Emergency, Sarnia and CEEH sites	Cardiac Care course ACLS certification IV certification Pediatric Advances Life Support (PALS) certification Emergency Nursing Pediatric course Trauma Nursing Care course Non-Violent Crisis Prevention Intervention course Canadian Nurses Association certification in Emergency Canadian Triage Acuity Scale course	Bluewater Health or other hospital Heart & Stroke website / Bluewater Health Heart & Stroke website / Bluewater Health NENA website NENA website Bluewater Health or other hospital An exam that is offered by the CAN; information can be found on its website Bluewater Health or other hospital	
RN - ICU	Basic Cardiac Care IV Therapy Certification ACLS certification Ventilator Care certification Hemodynamic Monitoring certification Epidural Care certification Continuous Renal Replacement Therapy Critical Care post-graduate education	Bluewater Health or other hospital Bluewater Health or other hospital Bluewater Health or other hospital	

	Canadian Nurses Association (CAN) certification in critical care nursing		
Occupational Therapist	Registration in good standing with the College of Occupational Therapists of Ontario; Eligibility for registration with the Canadian Association of Occupational Therapists		
Ultrasound Technologist	Current American Registry for Diagnostic Medical Sonography (A.R.D.M.S.) certification		
Payroll Analyst	Post-secondary education in Business and/or Accounting Completion of Canadian Payroll Association courses		
Patient Flow Coordinator	Regulated Health Professional Bachelor's Degree		
Charge Nurse Senior Technologist	Leadership development	Includes leadership courses offered internally through Bluewater Health	There are a number of potential future opportunities for charge nurse and senior technologist in many areas/disciplines across the hospital. Preference will be given to individuals who have attended leadership development courses, particularly those offered through Bluewater Health. Please refer to the educational opportunities listings.