

Behavioral Health/Social Services

A. Occupations

- 1) Psychologist
- 2) Psychometrist
- 3) Substance Abuse Counsellor
- 4) Other positions in the field of behavioral health/social services

B. Labour Market Prospects

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A. Occupations

1) Psychologist

- Regulated health profession in Ontario - College of Psychologists of Ontario www.cpo.on.ca

Role

- Studies both normal and abnormal functioning, and also treat patients with mental, emotional, and behavioral problems such as depression, anxiety and fears, drug abuse, eating disorders, and problems with self-esteem and stress
- Works with business executives, performers, and athletes to manage stress and improve performance. With people living longer and society becoming more ethnically and culturally varied, psychologists are finding new opportunities to conduct research and develop services to meet the needs of a more diverse society
- The field of psychology encompasses both research, through which we learn about human and animal behavior, and practice, through which that knowledge is applied in helping to solve human problems.

Educational Requirements

Source: <http://www.cpa.ca/Psychologist/QFacts.htm>

- Four years to complete an honours bachelor's degree in psychology, two years to complete a master's degree and up to another four years to complete a doctoral degree. Doctoral degrees in any of the professional areas of psychology (e.g. clinical psychology, counselling psychology, clinical neuropsychology) have practicum and internship requirements in addition to coursework and research requirements.
- Competition for admission to graduate programs in psychology can be stiff. Doctoral programs in professional areas of psychology (e.g. clinical psychology, counselling psychology, school psychology) accept approximately 10% of applicants.

Source: <http://www.jobfutures.ca/noc/4151p2.shtml>

- Must have a doctoral degree in Ontario for the designation 'Psychologist' (Dr. of Psychology)
- Must have a master's degree in psychology in Ontario for the designation 'Psychological Associate'

Skills/Qualities

Technical

- Basic computer skills: word processing, internet, email, presentation programs, spreadsheet manipulation and database knowledge

Communication

- Superior communication skills - able to present information clearly through writing and speaking
- Excellent listening skills

Other

- Knowledgeable about psychological tests and assessment techniques
- Familiar with psychotherapeutic approaches to helping people to change
- Able to conduct and/or understand research related to human behavior and functioning
- Like to solve problems by gathering information from a number of different sources
- Good interpersonal skills and the ability to understand how other people experience things
- A genuine interest in helping others
- Emotional maturity and stability
- A willingness to keep learning new approaches
- Flexibility
- Aware of ethical issues regarding patient confidentiality, protection of test security, constraints about dual relationships with patients etc.

Typical Employers

Source: www.cpa.ca

- Some psychologists work primarily as researchers and faculty at universities and at governmental and non-governmental organizations
- Others work primarily as practitioners in hospitals, schools, clinics, correctional facilities, mental health facilities, community service organizations, businesses, universities, government/private research agencies, employee assistance programs and private practice

Average Hourly Wage

Source: www.jobfutures.ca

\$27.12/ hour

Salaries vary according to such factors such as experience, level of responsibility, seniority, size of company, size of city, etc.

2) Psychometrist

- Not a regulated profession in Ontario

Role

- Administer and score psychological tests under the direct supervision of a clinical psychologist
- An important goal of the psychometrist in the assessment process, is to determine a patient's optimal level of performance on a particular battery of tests.
- Establish rapport with the patient and to structure the assessment to motivate the patient in order facilitate the goal of optimal performance
- Accurately record responses and score tests using appropriate norms. Psychometrists keep note of test behavior, especially any behaviors which might affect test results.
- Often responsible for maintaining test supplies, remaining knowledgeable of new testing instruments as they become available, as well monitoring the quality of the work completed.

Educational Requirements

- Received training in psychology (Bachelor degree or Master degree level) or related field with an emphasis in tests and measurement.

Skills/Qualities

Technical

- Basic computer skills: word processing, internet, email, presentation programs, spreadsheet manipulation and database knowledge

Communication

- Excellent communication skills - able to present information clearly through writing and speaking
- Excellent listening skills

Other

- Knowledgeable about psychological tests and assessment techniques
- Competent in their use of a variety of tests in order to assess intelligence, personality, aptitude, achievement, comprehension, memory, perception, and motor skills
- Like to solve problems by gathering information from a number of different sources
- Good interpersonal skills and the ability to understand how other people experience things
- A genuine interest in helping others
- Emotional maturity and stability
- A willingness to keep learning new approaches
- Flexibility
- Aware of ethical issues regarding patient confidentiality, protection of test security, constraints about dual relationships with patients etc.

Typical Employers

- Work both in inpatient and outpatient settings under the supervision of a clinical psychologist

Average Hourly Wage

N/A

3) Substance Abuse/ Addictions Counsellor

- Not a regulated profession in Ontario
- Certification available through the Canadian Centre on Substance Abuse www.ccsa.ca or through the Canadian Addiction Counsellors Certification Board (CACCB) www.cacccb.ca

Role

- Works with people who have addictions related to alcohol, drug and/or gambling dependencies
- Involves assessment, referral, case management, individual and group therapy and discharge planning
- Assesses client strengths, problem areas, severity of dependence and readiness to change
- Develops patient treatment plans that are based on research, clinical experience and client history
- Provides information about addiction issues and about available services and programs and make appropriate referrals where necessary
- Conducts information sessions and therapy groups
- Counsels affected individuals and family members through all stages of recovery using appropriate intervention strategies and treatment approaches
- Reviews, evaluates and documents client progress
- Provides aftercare and follow-up as appropriate
- Develops public education, prevention and health promotion programs
- Works with organizations, institutions and communities to develop, implement and evaluate programs

Educational Requirements

- 3-4 year University degree or 1-2 yr college program in addictions counselling is usually required (i.e., Canadore, Durham, Fleming colleges etc.)
- See the Canadian Centre on Substance Abuse web site for a listing of university and college programs <http://www.ccsa.ca>

Skills/Qualities

Technical

- Basic computer skills: word processing, internet, email, presentation programs, spreadsheet manipulation and database knowledge

Communication

- Excellent oral and written communication skills
- Excellent listening skills

Other

- Understanding of human behavior and addictions
- Strong interpersonal skills
- Empathetic and non-judgmental
- Willingness to take risks
- Balanced approach to life's challenges
- Interest in effecting positive change
- Presentation skills
- Interest in personal growth and development
- Emotional maturity, including a balanced, healthy lifestyle
- Patient
- Tolerance for beliefs and values not their own
- Ability to manage time effectively
- Enjoy working with people, synthesizing information to find innovative solutions to problems, and helping others

Typical Employers

- Agencies involved in prevention, health promotion, early intervention or treatment programs
- Mental health and addictions agencies, residential treatment centres, detox centres, women's shelters, group homes, over-night shelters, out-patient centres, schools, community-based agencies, the criminal justice system, medical/health services etc.

Average Hourly Wage

\$15.89/hr (average) \$25.00/hr (high)

Source: Health Connections interview – Durham College graduate <http://www.canoe.ca/>

A new graduate with a degree and an addictions counselling certificate might start at \$40,000 a year. Government jobs pay about \$20 an hour, perhaps a bit more for anyone working in corrections, but in private sector positions, hourly wages can drop to \$10 to \$12 an hour.

Salaries vary according to such factors such as experience, level of responsibility, seniority, size of company, size of city, etc.

4) Other Positions in the Field

Social Worker: Social workers help individuals, couples, families, groups, communities and organizations develop the skills and resources they need to enhance social functioning and provide counselling, therapy and referral to other supportive social services. Social workers also respond to other social needs such as unemployment, racism and poverty. Programs are available through universities.

Social Service Worker: Social service workers administer and implement a variety of social assistance programs and community services, and assist clients to deal with personal and social problems. Programs are available through community colleges.

Community Workers: Community workers are people with a commitment to community work and social justice and human rights. They do front line work with individuals, families and community service organizations. They work also with community groups that need help in identifying and taking action on community issues. They are employed in front line social services such as shelters, immigrant and refugee services, advocacy programs, community programs, international solidarity work and in organizations that develop community services such as day care and housing. Programs are available through community colleges.

Settlement Worker: Establish and maintain contact with newcomer families in order to determine their needs; provide settlement services and information to newcomer families about services and resources that enhance the settlement process; link newcomer families to resources and services in school and the community; facilitate access to services and resources where there are barriers due to language, gender, age, culture and race. Promote culturally sensitive links between school staff and newcomer families etc.

B) Labour Market Prospects

General Statement

Source: Ministry of Training Colleges and Universities

<http://www.ontarioprosects.info/2004/eng/31.html#health>

The aging health care workforce and the gradual drop in the average age of retirement (from 65 in 1976 to 62 in the late 1990s) mean there will be significant need for health care workers, even though growth in the total number of health care jobs will be slow.

Psychologists

Source: <http://www1.on.hrdc-drhc.gc.ca/ojf/ojf.jsp?lang=e§ion=Profile&noc=4151>

- Employment for this occupation is expected to grow more rapidly than the average for all occupations through the year 2007. Many more job openings will be created each year from the need to replace workers who retire
- Psychologists with clinical specialization and those willing to work in correctional centres may have better job prospects
- employment opportunities are increasingly available in private practices outside of the institutional health care setting

C) ITPs in the Field

ITPs with a background in psychiatry may be most likely to be interested in positions in this field

D) Links

Professional Associations

- College of Psychologists of Ontario www.cpo.on.ca
- Canadian Psychological Association www.cpa.ca
- Ontario Psychological Association <http://www.psych.on.ca>
- National Association of Psychometrists (USA) <http://www.napnet.org>
- Canadian Addiction Counsellors Certification Board (CACCB) www.caccb.ca

Related Web Sites

- Canadian Centre on Substance Abuse www.ccsa.ca
- Job Futures <http://www.jobfutures.ca/noc/4151.shtml>
- NOC Code <http://www1.on.hrdc-drhc.gc.ca/ojf/ojf.jsp?section=Profile&noc=4151&lang=e>
- Centre for Addiction and Mental Health <http://www.camh.net>
- Article – graduate of Durham college addictions program
http://www.canoe.ca/CareerConnectionNews/040616_health.html