



# HEALTH CAREER OPTIONS GUIDE

for internationally educated health professionals

## Personal Care Provider/Home Support Worker

This profession is also known as:

- continuing care assistant
- personal support worker
- personal care attendant
- home care worker
- respite aide
- resident care worker
- independent living skills worker



What is a personal care provider?

Personal Care Providers offer personal care and companionship for seniors, persons with disabilities and convalescent clients in the client's homes.

What are the main duties of a personal care provider?

Personal care providers:

- Provide care and companionship for individuals and families during periods of incapacitation, convalescence or family disruption
- Administer bedside and personal care to clients such as aid in ambulation, bathing, personal hygiene, and dressing and undressing.
- Plan and prepare meals and special diets, and feed or assist in feeding clients.
- May perform routine health-related duties such as changing non-sterile dressings, assist in the administration of medications and collect specimens under the general direction of home care agency supervisor or nurse.
- May perform routine housekeeping duties such as laundry, washing dishes and making beds.

What personal characteristics or desired traits do I need for this work?

You must:

- Maintain a respectful client- focused relationship with those under your care
- Be dependable and well organized
- Show initiative, flexibility and good judgement
- Works well as a team player

### Where do personal care providers work?

They work for home care and support agencies, private households, or they may be self-employed.

### What are typical work conditions for this profession?

Usually, care is provided within the client's home. You may reside in the home while delivering care to the client; or you may travel to the residence by car and attend to a number of clients in one day.

These jobs are often part-time or casual, and may involve shift work

### What qualifications do I need for this work?

Your employer may determine the qualifications you need. Typically, you may need:

- Some secondary school education
- Home management experience
- College or other courses in home support
- First aid certification
- Completion of a training program in care of the elderly, care of persons with disabilities, convalescent care or in a related field

### What communication skills do I need for this work?

You need:

- Effective interpersonal skills
- Excellent oral communication and strong language skills

### What wage can I expect for this work?

Average Canadian hourly wage **Low** 10.50 **Median** 14.50 **High** 20.00

[http://www.jobbank.gc.ca/LMI\\_report\\_bynoc.do?](http://www.jobbank.gc.ca/LMI_report_bynoc.do?reportOption=wage&titleKeyword=4412&searchJobTitle=Search)

[reportOption=wage&titleKeyword=4412&searchJobTitle=Search](http://www.jobbank.gc.ca/LMI_report_bynoc.do?reportOption=wage&titleKeyword=4412&searchJobTitle=Search)

### Are there opportunities for advancement?

There are few opportunities for advancement in these worker categories without additional training.

### Learn more about this profession by viewing these sites:

- National Occupation Code 4412  
The government of Canada has given a code to each occupation/profession. Use this code to learn more about personal care providers through government websites.  
<http://www5.hrsdc.gc.ca/NOC/English/NOC/2011/ProfileQuickSearch.aspx?val=4&val1=4412&val65=3413>
- Self Assessment Readiness Tool (SART)™ for Personal Care Providers  
This tool allows you to compare your own skills and competencies to this occupation so you make an informed decision about this career option.  
<https://assesshealthcareers.ca/>
- Personal Support Worker Educational Programs  
These are offered nationally at both publicly funded and private career colleges. See the following links for further information:  
National Association of Career Colleges

<http://nacc.ca/>

Colleges and Institutes Canada

<http://www.collegesinstitutes.ca/>

## References

- Outline from CSMLS webpage, accessed 3/25/2016  
<http://altcareers.csmls.org/careers/assayer/>
- Government of Canada, NOC (NOC 3414)  
<http://www5.hrsdc.gc.ca/NOC/English/NOC/2011/Welcome.aspx>
- Government of Canada, Job Bank  
[www.jobbank.gc.ca](http://www.jobbank.gc.ca)
- Workopolis  
[www.workopolis.com](http://www.workopolis.com)