

A GUIDE TO

Health Care Employment in Yukon

for Internationally Educated
Health Professionals (IEHPs)



Finding work in the health care field as an internationally educated health professional can be challenging.

This is an overview of Yukon's health care system and how you can enter Yukon's health workforce.

Find detailed information online at yukoniehp.ca.



Yukon's Health Care System

Roles and responsibilities for Canada's health care system are shared between the federal and provincial/territorial governments. Provincial and territorial governments are responsible for the management, organization and delivery of health services for their residents.

The Yukon health care system is based on laws such as the *Yukon Health Act* and the *Yukon Health Care Insurance Plan Act* and managed by the Government of Yukon's Department of Health and Social Services. It follows the principles of a universal health insurance system (called medicare in Canada), which was established by the federal



government in the *Canada Health Act* to ensure that every resident of Canada receives medical care and hospital treatment, the cost of which is paid through general taxes in Yukon. Yukon's health system is made up of a mix of government, non-government, First Nations and private service providers.

More information can be found on the website of the Government of Yukon's Department of Health and Social Services at hss.gov.yk.ca/healthservices.php and on Yukon Hospital Corporation's website at yukonhospitals.ca.



Who is who?

Health professions are governed by federal, provincial and territorial laws in Canada. When you work in Yukon, federal *and* Yukon laws apply.

Regulators

Currently, 13 health professions are regulated in Yukon. This means that you need to get a licence, permit or certification from the appropriate regulatory authority – also called a regulator or regulatory body – in order to work in your field and to use the title of the profession.

The 13 regulated professions are:

- chiropractor
- dental hygienist
- dental therapist
- dentist
- denturist
- licensed practical nurse (LPN)
- nurse practitioner
- optometrist
- pharmacist
- physician (known legally as medical practitioner)
- physiotherapist
- registered nurse (RN)
- registered psychiatric nurse (RPN)

The regulatory authority for registered nurses is the Yukon Registered Nurses Association (YRNA); for physicians, it is the Yukon Medical Council (YMC) and for all other regulated professions it is the Professional Licensing and Regulatory Affairs Branch of the Government of Yukon's Department of Community Services.

The mandate of a regulatory body is to protect the public by setting the standards for entry into the profession, licensing qualified practitioners, implementing and enforcing standards of practice and investigating complaints against practitioners.

Professional Associations

The mandate of a professional association is to promote and represent the interests of a profession and its members and to educate Canadians about the profession.

Regulatory bodies and professional associations are profession-specific which means that each profession has their own regulatory body and their own professional association. In some cases, professions may have a regulatory body that also plays the role of the professional association. For example, the Yukon Registered Nurses Association is both the regulatory authority as well as the professional association of registered nurses in Yukon.



National organizations

There are also national organizations that play a profession-specific role. For example, the Pharmacy Examining Board of Canada (PEBC) evaluates qualifications of all professionals seeking licensure as pharmacists. The Canadian Society for Medical Laboratory Science (CSMLS) has a dual role as the national certifying body for medical laboratory technologists and medical laboratory assistants, and is also the national professional society for Canada's medical laboratory professionals.

It is important to focus your search for licensing information on your specific profession as the rules and requirements are uniquely geared towards each health profession.

Unregulated professions

For all other professions that are not regulated in Yukon you don't need to get a Yukon licence to work in your field.

However, employers or insurance providers may ask that you get licensed in another Canadian jurisdiction before you get hired in Yukon or are able to buy liability insurance.

If your profession is unregulated in Yukon and you would like to work in your own clinic, practice or business (i.e. be self-employed in your profession) please get legal advice before you start your practice to make sure that you know everything about the Canadian laws that apply to you. Contact information for Yukon lawyers is listed on the website of the Law Society of Yukon.

Detailed information about specific unregulated professions is available on the Yukon web portal for IEHPs at yukoniehpc.ca.





Settlement Agencies

There are two agencies that assist newcomers in making their home in Yukon. One is the Multicultural Centre of the Yukon, providing services in English, and the other is l'Association franco-yukonnaise (AFY) for francophone newcomers. Check out their websites for more information.

Yukon College

Yukon College is a post-secondary institution that provides a variety of programs and classes, from bachelor degrees to distance learning opportunities and continuing education courses. Health workforce related programs are a four-year bachelor degree in social work, a two-year diploma in practical nursing and a one-year certificate as a health care assistant.



Steps to Licensure

The following steps outline general principles valid for all regulated health professions. For details about your specific health profession, please contact the Yukon regulator of your profession. The Yukon web portal for internationally educated health professionals (IEHPs) at yukoniehp.ca also provides profession-specific information and links to pertinent websites.

Step 1: Language Proficiency

English is the official language of Yukon and it is important that health professionals know it well. Each health profession has established language benchmarks that their members are expected to meet. It is highly recommended that you fulfill the language proficiency requirements first before you apply for qualification recognition under Step 2.

Step 2: Qualification Recognition

Most health professions have established a national process for the qualification assessment of international applicants. This means that Yukon IEHPs need to follow the same path to get their qualifications assessed as all other IEHPs in Canada. Check the Yukon IEHP web portal at yukoniehp.ca to find out what the route is for your profession.



Step 3: Bridging Programs

A bridging program is a program that introduces you to the practice of your health profession in Canada and helps you prepare for the national entry-to-practice exam and for work as a licensed health professional in Canada. Whether or not you need to take a bridging program or certain courses will be determined during the assessment of your qualifications.

Step 4: National Entry-to-practice Exams

Each health profession has entry-to-practice exams that are administered by or on behalf of the profession-specific regulatory authority. In most cases, these are national exams. Entry-to-practice exams need to be completed by Canadian graduates as well as internationally educated health professionals.

Step 5: Licensure

A professional practice licence is issued by the Yukon regulatory authority of your profession (if it is regulated in Yukon) once you have fulfilled the profession-specific requirements for partial or full licensure.



Related Careers

It is helpful to keep in mind that many Canadians who have completed a certain degree or diploma end up working in a related or even a different field than the one of their formal education. This means that you as an internationally educated health professional have more options available than just licensure in your profession. You can use your education in a variety of work settings. Suggestions for your specific field of knowledge are available on the Yukon web portal for IEHPs at yukoniehp.ca.

Yukon Employers and Health Workplaces

The Government of Yukon's Department of Health and Social Services and the Yukon Hospital Corporation are the two main employers of health professionals. Their websites list current job openings and can be found at the end of this booklet.

Other places to find job opportunities are:

- Employment Central
- Service Canada Job Bank – Yukon
- Monster.ca

Helpful tips for your job search can be found on the Yukon IEHP web portal yukoniehp.ca under Working in Yukon.

Labour Market Information

The Job Bank is a great place to learn about Canada's labour market, find information on job titles and research employment facts by occupation and city, town or region. Knowing the proper Canadian name for the job (occupation) you want can help you avoid confusion with employers. To help you, Job Bank provides job descriptions, other names for jobs, and other titles within your occupational group.

Other sources of information about the labour market are also listed at yukoniehpc.ca under Working in Yukon.

Employment Standards

Employment standards are in place in Canada to help protect the rights of workers, foster cooperative relationships between employers and workers, and provide the necessary conditions for productive workplaces.

To learn more about employment standards, minimum wage, holidays, health and safety in the workplace, workplace equality, racism-free workplaces and Yukon's laws against discrimination, consult the Government of Yukon's Employment Standards website at community.gov.yk.ca/es.html.



Contact Information

If you have a question please send an email to **iehpinfo@gov.yk.ca**.

Websites of Interest

Detailed information can be found on the following websites:

- Yukon web portal for IEHPs: yukoniehp.ca
- YRNA: yrna.ca
- YMC: yukonmedicalcouncil.ca
- Professional Licensing and Regulatory Affairs Branch: community.gov.yk.ca/consumer/pl.html
- Law Society of Yukon: lawsocietyyukon.com/referral.php
- Multicultural Centre of the Yukon: mcyukon.com
- L'Association franco-yukonnaise: afy.yk.ca
- Yukon College: yukoncollege.yk.ca
- Careers at the Yukon Hospital Corporation: yukonhospitals.ca/yukon-hospital-corporation/careers/career-opportunities
- Careers at Yukon Health and Social Services: hss.gov.yk.ca/employment.php
- Employment Central: employmentyukon.ca
- Job Bank: jobbank.gc.ca

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