

# IN THE NUNAVIK HEALTH AND SOCIAL SERVICES NETWORK

**ᓄᓇᐱᓯ ᐃᓕᑦᓂᓪᓵᑦ ᑲᑎᒐᑦ**  
RÉGIE RÉGIONALE DE LA NUNAVIK REGIONAL  
SANTÉ ET DES SERVICES BOARD OF HEALTH  
SOCIAUX DU NUNAVIK AND SOCIAL SERVICES

In collaboration with:



# **CERTIFICATION PROGRAMS AVAILABLE**

**IN THE NUNAVIK  
HEALTH AND  
SOCIAL SERVICES  
NETWORK**

**2024-2025**

## **CONTENTS**

- 4 Develop your full potential
- 6 Training programs
- 12 Turn your experience into a diploma



**DEVELOP  
YOUR FULL  
POTENTIAL**

**Are you an Inuk employee  
in Nunavik's health and  
social services network or in  
a community organization  
funded by the NRBHSS?**

**Discover the training programs  
exclusively available to you.**

**Advance your career  
by acquiring new skills**

The Nunavik Regional Board of Health and Social Services (NRBHSS), in collaboration with Cégep Marie-Victorin and McGill University, is proud to encourage access to post-secondary education for the network's Inuit employees through training programs in the fields of social work, administration and management.

Delivered in Nunavik, these practice-oriented training programs reflect the needs and realities of the job market. Designed to fit as closely as possible with your schedule, they are also delivered by experienced trainers, all in a dynamic and caring learning environment.

A close-up photograph of several white, fluffy flowers (likely cottongrass) on thin green stems, set against a blurred background of more grass and foliage. The flowers are in various stages of bloom, some fully open and others still budding.

# TRAINING PROGRAMS

Training is an important springboard in your career path. It allows you to develop your expertise and know-how, thus improving your prospects for advancement in the field you're passionate about. It also allows you to update your knowledge, take on new challenges and benefit from a potentially higher income.

# SOCIAL WORK

## Nunavik Inuliriji Pathway

### Eligibility for all programs:

Working in the field of psychosocial intervention, community services or rehabilitation.

### Attestation of College Studies in Helping Relationships

**Partner:**

Cégep Marie-Victorin

**Duration:**

3 months to 2 years

**Goals:**

- Use communication skills in helping relationships in a workplace focussed on psycho-social intervention.
- Gather relevant information about a person's behaviour and how to adjust your intervention to meet the client's needs while working within a multidisciplinary team.
- Use communication strategies that promote problem solving, while applying concrete means to protect their well-being.

### Diploma of College Studies in Social Service

**Partner:**

Cégep Marie-Victorin

**Duration:**

Minimum of 2 years

**Goals:**

- Help individuals, families, groups, and communities meet their needs, promote and defend their rights, and foster social change to deal with social issues such as poverty, loss of employment, family and conjugal violence, adaptive difficulties, loss of autonomy, isolation, suicide, and substance abuse.
- Demonstrate a great capacity for autonomy in carrying out interventions.
- Contribute to the development of resources and services of all types to foster overall social and community development.

### Bachelor of Social Work

**Partner:**

McGill University

**Duration:**

3 to 5 years

**Goals:**

- Develop skills and competencies in social work and think critically about your role as helping professionals.
- Understand the ethics of social-work practice.
- Consider effective policy change and implementation in the social-work network.

**For more information:** [Inulirijitraining\\_supportservices@ssss.gouv.qc.ca](mailto:Inulirijitraining_supportservices@ssss.gouv.qc.ca)

# ADMINISTRATION & MANAGEMENT

## Attestation of College Studies (ACS) in Communication in Administration

### Partner:

Cégep Marie-Victorin

### Eligibility:

Working in the administration field

### Duration:

Minimum of 3 months to 2 years

### Goals:

- Use professional communication skills.
- Communicate and interact in a positive way in a business context, according to a client-based approach.
- Use the main software programs for communication and information purposes.

## Attestation of College Studies (ACS) in Human Resources Supervision

### Partner:

Cégep Marie-Victorin

### Eligibility:

Supervising employees

### Duration:

Minimum of 3 months to 2 years

### Goals:

- Supervise and train work teams.
- Resolve technical problems linked to the organization of the workplace.
- Define development objectives based on a sound understanding of the strengths and limitations of the individuals working within the organization.
- Foster the professional development of individuals and work teams through personnel supervision and training.
- Supervise your workplace by taking a quality approach.

## Certificate in Health and Social Services Management

### Partner:

McGill University

### Eligibility:

Referred by a manager

### Duration:

Minimum of 2 ½ years

### Goals:

- Execute effective verbal and written communication strategies in management.
- Identify, synthesize and analyze information in a coherent and methodical way to advance problem solving and the creation of new information.
- Understand the relationship between policy and health-care environments.
- Understand accounting terminology.
- Engage in collaborative problem-solving and decision-making processes.
- Understand and demonstrate ongoing-improvement processes such as lean methodology.
- Develop strategies to engage and build internal and external partnerships.

### For more information:

RHRD-Secretary@ssss.gouv.qc.ca

# Main differences between an Attestation of College Studies (ACS) and a Diploma of College Studies (DCS)

## ACS

- Issued by the educational institution;
- Reflects the realities of the job market and your professional goals;
- Based on prior learning assessment and recognition (PLAR);
- Spread over a period ranging from 3 months to 2 years, depending on your desired learning pace;
- Made up of courses related to the requirements and tasks associated with a targeted field.

## DCS

- Issued by the Ministry of Higher Education;
- Staggered over 3 years for the technical training program;
- Composed of general education courses (French, humanities, English and physical education).

# Main differences between a Certificate (Cert.) and a Bachelor's Degree (Bac.)

## Certificate

- Issued by the educational institution;
- Staggered over a one-year period, full-time, but can be done part-time depending on;
- Short 30-credit program in a specific field;
- The certificate can be used as continuing education for a professional or as a complement to another university degree;
- Mix of theoretical and practical courses, depending on the program of study and the educational institution.

## Bachelor's Degree

- Issued by the educational institution;
- Staggered over 3 to 4 years, full-time, depending on the field of study, but can also be done part-time;
- Program of 90 to 120 credits in a specific field;
- Mix of theoretical and practical courses, depending on the program of study and the educational institution.





# COMMITMENT OVERVIEW BY PROGRAM

## Social Work

	Attestation of College Studies in Helping Relationships	Diploma of College Studies in Social Service	Bachelor of Social Work
Frequency per year	8	8	4
Length of training periods*	2 to 3 days	3 days	16 to 24 days
Total number of training days per year (face-to-face)**	16 to 24 days	24 days	28 to 40 days
Number of groups and training location (subject to change)	5 groups Either Kuujjuaq (8x), Puvirnituq (8x), Inukjuak (8x), Kangiqsujuak (8x) or Kangiqsualujjuaq (8x)	1 group Kuujjuaq (4x) and Puvirnituq or Inukjuak (4x)	1 group Puvirnituq (4x)

## Administration & Management

	Attestation of College Studies in Communication in Administration	Attestation of College Studies in Human Resource Supervision	Certificate in Health and Social Services Management (Inuit Management Training)
Frequency per year	8	8	4
Length of training periods*	2 to 3 days	2 to 3 days	7 to 10 days
Total number of training days per year (face-to-face)**	16 to 24 days	16 to 24 days	28 to 40 days
Number of groups and training location (subject to change)	2 groups Either Kuujjuaq (8x) or Puvirnituq (8x)	2 groups Either Kuujjuaq (8x), or Puvirnituq or Inukjuak (8x)	1 group Kuujjuaq (2x) and Puvirnituq (2x)

\* Training periods are generally held in fall and winter.

\*\* Plan for a variable number of hours of individual work.



**TURN YOUR  
EXPERIENCE INTO  
A DIPLOMA**

# PRIOR LEARNING ASSESSMENT AND RECOGNITION (PLAR)

Have you been in the job market for several years, but no official document recognizes your skills?

Do you have significant work experience in a particular field?

Would you like to reduce the training time required to obtain a diploma?

PLAR is a structured process that enables you to have your skills officially recognized, based on your personal and professional experience in relation to a program of study.

If there are gaps in certain skills, you will be offered training to help you fill them.

Ultimately, this process will lead to a diploma attesting that all or part of the competencies assessed are equivalent to a program of study, or portion thereof, without requiring you to go back to school.

Source: Government of Quebec

## PROGRAMS UNDER DEVELOPMENT

### Turaartaviit

Field of application	Program name	Partner
Special Education	Attestation of College Studies in Special Needs Educator – First Nations and Inuit Children	Cégep de Saint-Félicien

### Anniasiurtik

Field of application	Program name	Partner
Nursing	Diploma of College Studies in Nursing	Cégep de Saint-Félicien Kativik Ilisarniliriniq

For more information on the progress of the work:  
RHRD-Secretary@ssss.gouv.qc.ca



ᑕᑎᑎᑦ ᐃᑕᑦᑦᑕᑎᑦᑕᑦ  
Kativik Ilisarniliriniq



