

CERTIFICATION PROGRAMS AVAILABLE

IN THE NUNAVIK
HEALTH AND
SOCIAL SERVICES
NETWORK

2026-2027



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

In collaboration with:



McGill



**CÉGEP
MARIE-VICTORIN**



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Kativik Ilisarniliriniq



CONTINUING EDUCATION
AND BUSINESS SERVICES
OF CÉGEP DE ST-FÉLICIEEN
Saint-Félicien | Chibougamau

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**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, in collaboration with its various partners, is proud to promote access to postsecondary education for Inuit employees within the network through training programs in the fields of social work, administration, management, special education, and nursing.

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.



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

Attestation of College Studies in Helping Relationships

Partner:

Cégep Marie-Victorin

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

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

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.
- Develop the competencies needed to integrate the Ordre des travailleurs sociaux et des thérapeutes conjugaux et familiaux du Québec (OTSTCFQ).

ADMINISTRATION AND MANAGEMENT

Attestation of College Studies (ACS) in Communication in Administration

Partner:

Cégep Marie-Victorin

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

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

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.

HEALTH AND SOCIAL SERVICES

Attestation of College Studies (ACS) in Special Education – Indigenous and Inuit childhood

Partner :

Cégep de St-Félicien

Objectives :

- To assess the needs of the child and their living environment.
- To work with children or groups of children aged 0 to 12 and their families.
- To develop or implement an intervention plan.
- To adapt and apply adaptation and readaptation techniques and methods.
- To accompany children and their families through the process of adaptation or readaptation.
- To collaborate with direct care providers and partners.
- To lead adaptation or readaptation activities with children, parents, and families.

Diploma of College Studies (DCS) in Nursing*

Partner :

Cégep de St-Félicien

Objectives :

- To develop the skills necessary to practice nursing.
- To develop clinical judgment and the ability to intervene safely and professionally.
- To promote a practice tailored to the needs of individuals, families, and communities.
- To prepare students to practice nursing in the specific context of Nunavik.

*Program offered conditionally upon confirmation of funding by the MES.

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
- Spread over a period that may vary depending on the 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
- Spread over a period that may vary depending on the desired learning pace
- Composed of general education courses (French, humanities, English and physical education)

Main differences between a Certificate and a Bachelor's Degree

Certificate

- Issued by the educational institution
- Spread over a period that may vary depending on the desired learning pace
- Short 30-credit program in a specific field
- 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
- Spread over a period that may vary depending on the desired learning pace
- 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 times	8 times	4 to 5 times and 2 internships during the program
Lenght of training periods*	2 to 3 days	2 to 3 days	10 to 14 days in class

Administration and 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 times	8 times	4 times
Lenght of training periods*	2 to 3 days	2 to 3 days	6 days

Health and Social Services

	Attestation of College Studies in Special Education – Indigenous and Inuit childhood	Diploma of College Studies in Nursing
Frequency per year	4 times	Full-time, continuous
Lenght of training periods*	5 days	August to June
Training location	In the workplace, as needed	To be determined

* Training generally runs from August through June.

Plan for a variable number of hours of individual work.



**TURN YOUR
EXPERIENCE INTO
A DIPLOMA**

RECOGNITION OF PRIOR LEARNING AND ACQUIRED COMPETENCIES

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?

The Recognition of prior learning and acquired competencies (RAC) 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 offered in RAC

- ACS in Special Education
- ACS in Communication in administration
- ACS in Communication in Helping Relationships
- ACS in Human Resource Supervision
- DCS in Social Work

For more information about all our programs and services:

drh.Formation-Training.rr17@ssss.gouv.qc.ca



