

Personal Support Worker

Under a year of training to a job every province is desperate to fill. Hard, human work, and the pay is modest.

TYPICAL PAY

\$46,000

a year, full time

PAY RANGE

\$40k to \$54k

starting to experienced

TIME TO QUALIFY

up to 1 year

after high school

DEMAND

Very high

job outlook

LICENCE NEEDED

No

anyone can do it

WHERE YOU WORK

**Long-term care homes, hospitals,
home care, retirement residences**

How you get there

- 1 High school or equivalent** Grade 12
Grade 12, or mature student status if you are older.
- 2 PSW (personal support worker) certificate** 6 to 12 months
6 to 12 months at a college, a school board or a private career college. Classroom plus several hundred hours of placement in long-term care and the community.
- 3 Police check, immunizations, CPR** Before placement
Required before placement and before hiring.
- 4 Register where required** A few weeks
BC requires the Health Care Assistant registry to work for publicly funded employers. Alberta has a directory. Ontario's registry is voluntary. No exam in any of them.

Pros and cons

- + Under a year of training, low cost, jobs everywhere
- + Real human work: you matter to the people you care for
- + A foot in the door to nursing
- Low pay for very hard work
- Physically and emotionally exhausting
- Full-time hours are not guaranteed; split shifts and two jobs are common

Good to know

The biggest workforce in long-term care

PSWs (personal support workers) do most of the hands-on care in Canadian nursing homes. Ontario alone counts roughly 100,000 of them, more than any other care role.

Ontario added \$3 an hour, for good

During the pandemic Ontario paid PSWs (personal support workers) a temporary \$3 an hour top-up. In 2022 the province made it permanent for publicly funded long-term care, home care and hospiti...

Optional boosts

Bridge to practical nursing. Specialty courses. Team lead or scheduler roles. Developmental services worker.

Where these numbers come from

Job Bank: Personal support workers (nurse aides), wages (updated Nov 2025)
Ontario Colleges: personal support worker programs
Health and Supportive Care Providers Oversight Authority (Ontario PSW registry)
Government of Ontario

Numbers checked September 2026. Pay figures are typical full-time annual amounts in Canadian dollars, based on Government of Canada Job Bank wage data and published salary grids. They vary by province, employer and experience. Tuition is for domestic students. Sources, links and the click-through version: <https://career.help/ca/careers/personal-support-worker>



Scan for the full clicker