

# Career Development Manitoba

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Qualification Recognition, Alternative  
Careers, and Training Options

**May 2023**

# Career Development Manitoba

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## What Roles do Dentists in Canada Perform?



# Dentists

[NOC website](#)



## Job Duties

- Examine patients' teeth, gums and surrounding tissue to diagnose disease, injury and decay and plan appropriate preventive or corrective treatment
- Provide general dental care such as cleaning teeth, filling cavities, performing root canals, applying veneers, and fitting crowns, bridges and dentures
- Restore, extract and replace diseased and decayed teeth
- Instruct patients on oral hygiene and preventive dental care
- Monitor patient progress to identify changes or the progression of dental disease
- Prescribe antibiotics or other medication as required
- Bleach, clean, or polish teeth to restore natural color
- Refer patients to dental specialists as needed for recommended procedures
- Supervise dental hygienists, dental assistants and other staff
- May provide basic orthodontic treatments with additional training

## Dentists

[NOC website](#)



### **Employment requirements**

- Two to four years of pre-dentistry university studies or, in Quebec, completion of a college program in sciences and a university degree from a recognized dental program are required
- Licensing by a provincial or territorial regulatory body is required.
- Dentists in general practice can move into a specialized practice through advanced training.

## Becoming Registered and Licensed in Manitoba

Dentistry is a regulated profession in Canada. This means that the profession sets its own standards of practice and that a regulator must authorize you to work as a dentist. Each province and territory has its own regulator and registration and licensing requirements.

To become registered and licensed by the Manitoba Dentist Association (MDA), you must first complete the certification process for a Non-Accredited Program graduate with the National Dental Examining Board (NDEB).

You will have to confirm your dental accreditation status. Most internationally educated dentists are graduates of non-accredited programs. To confirm your status, visit the Commission on Dental Accreditation of Canada for a list of programs.

If you graduated from a Non-Accredited University, you must either complete the entire National Dental Examining Board of Canada (NDEB) Equivalency Process or enter an accredited Degree Completion Program

## Becoming Registered and Licensed in Manitoba

Individuals who hold a DDS/DMD/BDS from a non-accredited program must follow one of two pathways:

Equivalency Process:

**Application**

**Assessment of Fundamental Knowledge (AFK™)**

**Assessment of Clinical Judgement (ACJ)**

**NDECC™**

**Or**

**Qualifying and Degree Completion Programs**

### Option 1

#### The NDEB Equivalency Process

The NDEB Equivalency Process includes three examinations. Successful completion of the examinations allows individuals to move on to the next step, the NDEB Certification Process.

### Option 2

#### An accredited Qualifying/Degree Completion Program

Accredited Qualifying and Degree Completion Programs are offered by Faculties of Dentistry in Canada. These programs are designed to familiarize international graduates to dentistry and dental practice in Canada. Upon successful completion of a Qualifying or Degree Completion Program, individuals are eligible to participate in the NDEB Certification Process.



## National Dental Examining Board of Canada (NDEB) Equivalency Process

**Step 1:** Application- the required documents and download the Application Guide and other resources developed to help with the application process. Note you will have to select the country where you obtained your undergraduate degree. Follow the document requirements specific to your country.

**Step 2:** Create a National Dental Examining Board (NDEB) account.

**Step 3:** Submit all required documents that are listed in the Application Guide (confirmation of degree, academic record, internship completion certificate, etc.)

**Next Steps:** Your documents will be reviewed by NDEB and you will receive an email about the outcome of your application. Once your application has been verified and approved you will be able to register for the Assessment of Fundamental Knowledge (AFK). If a document does not meet the requirements for credential verification, you will be notified by email. The email will outline what you need to do to complete your application.



## National Dental Examining Board of Canada (NDEB) Equivalency Process

**Assessment of Fundamental Knowledge (AFK™)** tests biomedical science and applied clinical science knowledge. The AFK serves a dual purpose; it is an admission requirement for Canadian Degree Completion Programs and one of the examinations in the Equivalency Process. A passing grade is required before you can continue to the other examinations in the Equivalency Process. The format and content of the assessment are outlined on the [website](#).

**Assessment of Clinical Judgement (ACJ)** assesses your ability to formulate a diagnosis and make clinical decisions, as well as evaluate your knowledge in oral radiology and ability to make a radiographic interpretation and diagnosis. The format and content of the assessment are outlined on the [website](#).

**NDECC** is to assess the clinical competence of dentists trained in non-accredited programs. The NDECC® Test Centre located in Ottawa, ON will offer sessions multiple times a week throughout the year. The NDECC can be taken an unlimited number of times in a 60 months period. The format and content of the assessment are outlined on the [website](#).

**Next Steps:** Your documents will be reviewed by NDEB and you will receive an email about the outcome of your application. Once your application has been verified and approved you will be able to register for the Assessment of Fundamental Knowledge (AFK). If a document does not meet the requirements for credential verification, you will be notified by email. The email will outline what you need to do to complete your application.

## Qualifying and Degree Completion Programs

Accredited Qualifying and Degree Completion Programs are offered by Faculties of Dentistry in Canada. These programs are designed to familiarize international graduates to dentistry and dental practice in Canada. Upon successful completion of a Qualifying or Degree Completion Program, individuals are eligible to participate in the NDEB Certification Process.

### University of Manitoba

Jean Lyon, IDDP Coordinator  
College of Dentistry,  
Rady Faculty of Health Sciences  
D113 – 780 Bannatyne Avenue  
Winnipeg, MB R3E 0W2  
Tel: 204-977-5611  
[dent\\_iddp@umanitoba.ca](mailto:dent_iddp@umanitoba.ca)

### Other programs across Canada

<https://ndeb-bned.ca/equivalency-process/qualifying-and-degree-completion-programs/>

## Entry-to-Practice: Graduates of Accredited Dental Programs

To become a licensed dentist in Canada, graduates of accredited dental programs must successfully complete the National Dental Examining Board of Canada's (NDEB) Certification Process.

### Certification Process:

- Virtual Structured Clinic Examination (OSCE)
- NDEB Certification
- Provincial Licensure

## Virtual OSCE

**\*\*In March 2023, the NDEB will administer the first Virtual OSCE. The Virtual OSCE will replace the current certification examinations, the Written Examination and OSCE.\*\***

The Virtual OSCE® is a summative examination that assesses the problem-solving and critical decision-making skills required of beginning dental practitioners in Canada. Examination items are based on the knowledge, skills, and abilities of beginning dental practitioners in Canada.

The Virtual OSCE consists of 200 questions. There are 50 standard single-answer multiple-choice questions and 150 case-based questions. The questions can include photos, radiographs, charts, and other supporting material.

### **Resources**

[Virtual Blueprint](#)

[Virtual OSCE Information session](#)

[Fees](#)

[Examination dates and locations](#)

## Getting your Certificate and License

An NDEB certificate is issued upon successful completion of the Written Examination and OSCE, and after proof of graduation is provided to the NDEB office. The provincial Dental Regulatory Authorities (DRAs) are responsible for issuing dental licenses. Once certified, contact the DRA in the province you wish to practice.

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Graduates of Canadian dental programs - Canadian dental programs generally provide confirmation of graduation for their final year students directly to the NDEB. Graduates are not required to send anything to the NDEB, unless requested to do so.

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Individuals who have successfully completed the NDEB Equivalency Process are not required to provide proof of graduation in order to be certified.

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Graduates of accredited dental programs in the U.S., Australia, New Zealand, and Ireland must request an original official transcript of marks be sent directly to the NDEB in a sealed envelope. The final transcript must indicate the date the degree was conferred. An interim transcript of marks will not include the date of conferral and is not acceptable.

## Entry-to-Practice: Dental Specialists

Dental specialists have advanced education and training in a specific discipline. There are nine recognized dental specialties in Canada.

Dental Public Health

Oral and Maxillofacial Surgery

Oral and Maxillofacial Radiology

Periodontics

Orthodontics

Pediatric Dentistry

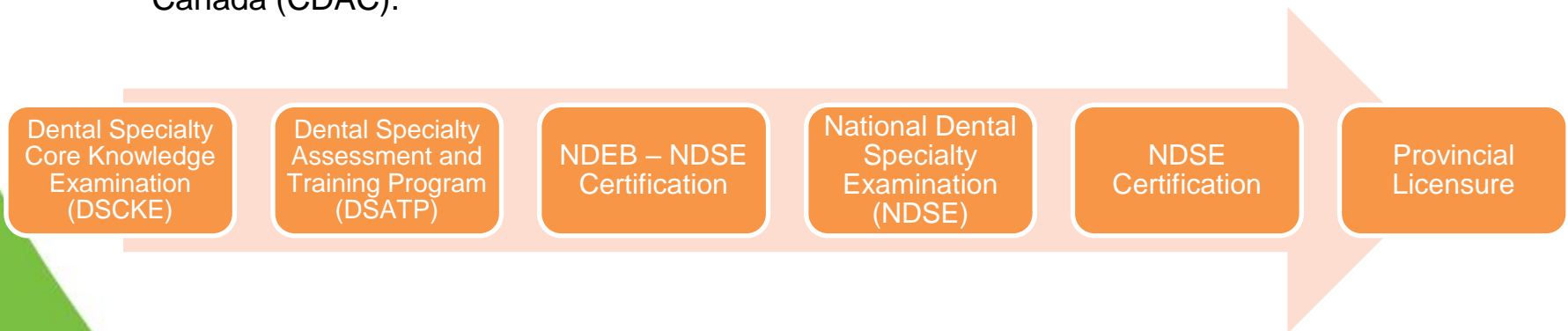
Oral Medicine and/or Oral Pathology

Endodontics

Prosthodontics

## Pathway for Graduates of International Specialty Programs

1. The Dental Specialty Core Knowledge Examination (DSCKE) for Graduates of International Dental Programs not accredited by the CDAC.
2. You hold a masters degree in a dental specialty from a university that is authorized by the government of that country in which it is located to award such degrees
3. Your dental specialty is recognized in Canada
4. Your degree is not recognized by the Commission on Dental Accreditation of Canada (CDAC).



<https://ndeb-bned.ca/specialty-certifications/entry-to-practice-dental-specialists/>



## Pathway for Graduates of Canadian and US Specialty Programs

1. The National Dental Specialty Examination (NDSE) for Graduates of Canadian and US Specialty Programs accredited by the CDAC.
2. You are a graduate in a dental specialty that is recognized in Canada, and
3. Your dental specialty degree is from a university dental institution recognized through an accreditation process approved by the NDEB or a mutual recognition agreement approved by the NDEB.

NDEB – NDSE  
Certification

National Dental Specialty  
Examination (NDSE)

NDSE Certification

Provincial Licensure

<https://ndeb-bned.ca/specialty-certifications/entry-to-practice-dental-specialists/>

## Manitoba Dental Association Contacts



### General Enquiries

E-mail: [office@manitobadentist.ca](mailto:office@manitobadentist.ca)

Telephone: 204 988-5300

### MDA Office

202 - 1735 Corydon Avenue  
Winnipeg, Manitoba  
R3N 0K4



Online: <https://www.manitobadentist.ca/home>

## The National Dental Examining Board of Canada (NDEB) Contacts



### General Enquiries

E-mail: [info@ndeb-bned.ca](mailto:info@ndeb-bned.ca)

Telephone: 613-236-5912

### NDEB Office

340 Albert Street, 12th Floor

Ottawa, Ontario, Canada K1R 7Y6

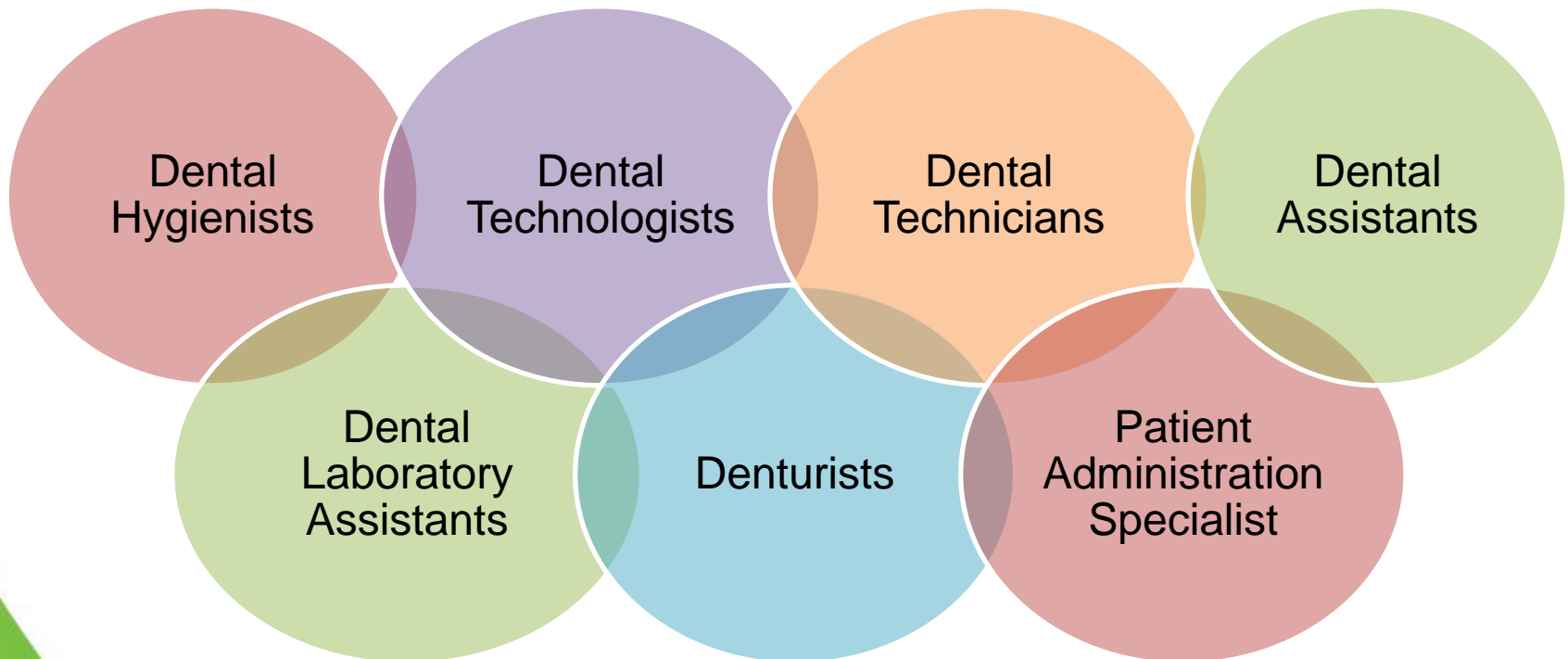


Online: <https://ndeb-bned.ca/>

## Alternate Careers for Dentists

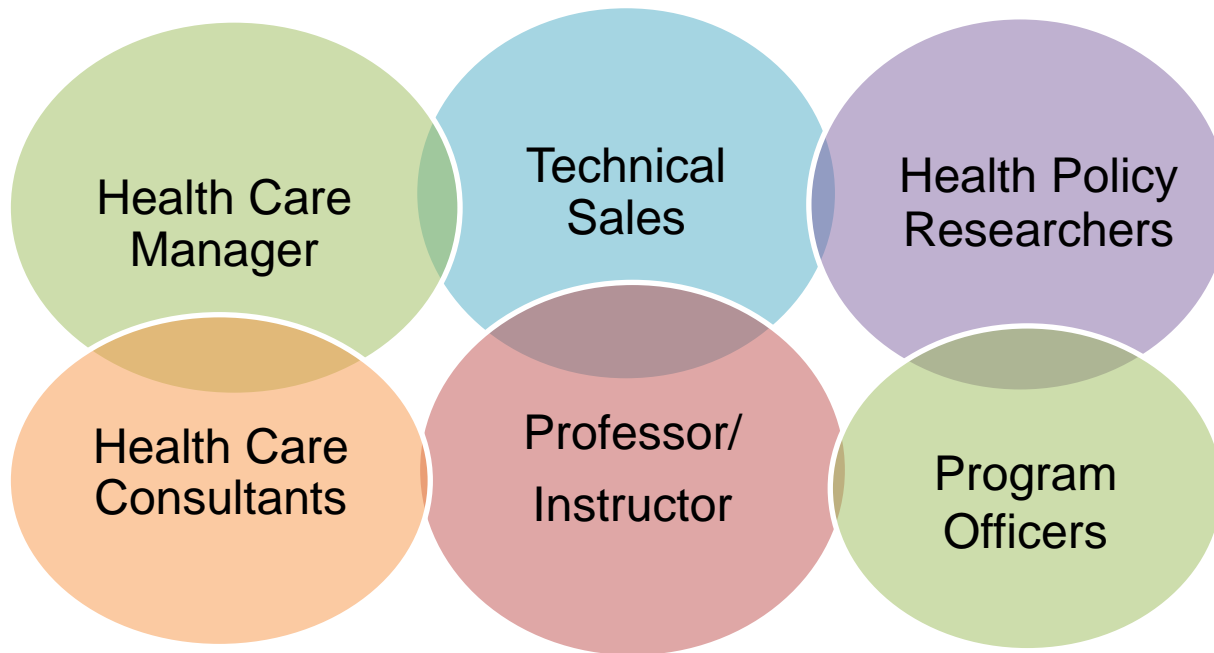


## Alternate Careers for Dentists



For more information visit [NOC website](#)

## Alternate Careers for Dentists



For more information visit [NOC website](#)

## Training Options for Dentists

International Dentist Degree Program (IDDP) – Full Time- University of Manitoba

Dental Assisting Certificate – Full Time- Red River College Polytech

Intra-Oral Dental Assistant Diploma – Full Time- CDI College

Diploma in Dental Hygiene – Full Time – University of Manitoba

Bachelor of Science in Dental Hygiene – Full Time- University of Manitoba



## Training Options for Dentists

Medical Administration Diploma – Full Time- Assiniboine Community College

Health Services Leadership and Management Certificate – Part Time- Red River College Polytech

Health Information Management Diploma- Full Time- Red River College Polytech

Community Health Sciences (Masters in Public Health)- Full or Part Time- University of Manitoba

## Career Planning Can Help You

**Enter the workforce**

**Plan for education**

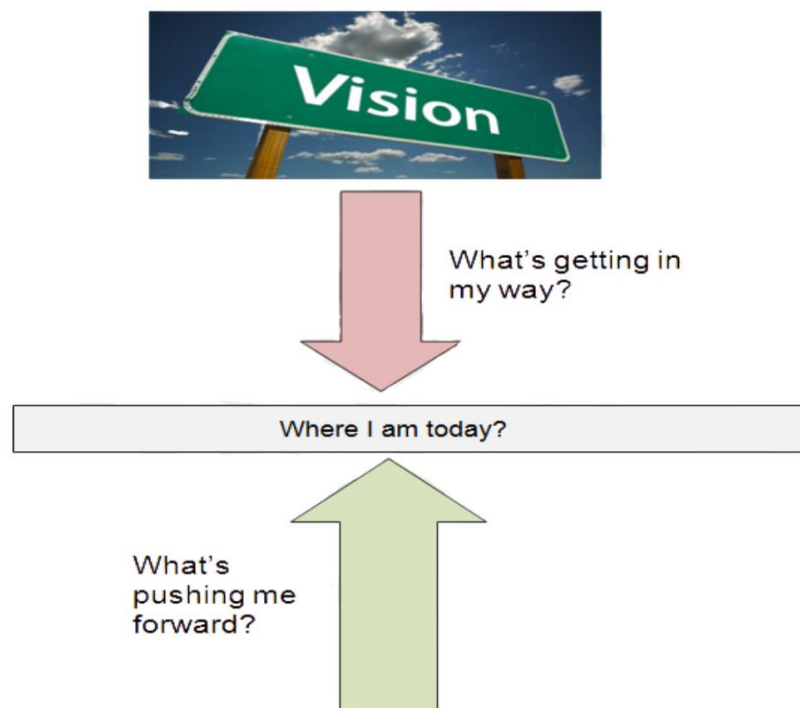
**Deal with changing workplace demands**

**Anticipate trends or changes**

**Upgrade or maintain your skills**

**Develop skills for managing your career**

## Reflecting on Barriers and Strengths



## Setting Short and Long-term Goals

**Set SMART Goals**  
What? When?  
How?

**How much time**  
do you have  
to complete  
each step?

**What resources**  
might you need?  
Who can help?

## Career and Education Plan

Name and Client ID: Jon Doe (123456)

### Short Term Goal 1

Dental Office Assistant

### Short Term Goal 2

Dental Laboratory Technician

### Long Term Goal

Dentist

#### Achieving and Maintaining Long-Term Employment

- Maintaining long term employment and Career Management – An ongoing process:
  - a. Continuous learning – develop new skills or refine existing skills
  - b. Professional development – take courses, attend workshops, read, network, volunteer
  - c. Balancing work and life – reflect on values, priorities and life circumstance
- Other: Complete Licensure process to become a Canadian Dentist

#### Researching Post Secondary Training

- Research education and training options Date: \_\_\_\_\_
- Identify post-secondary institution Date: \_\_\_\_\_
- Verify admissions requirements Date: \_\_\_\_\_
- Research funding options (Employment MB, SEED Recognition Counts, Student Aid, etc.) Date: Jun 26, 2023
- Other: Book a meeting with at Manitoba Skills Development Centre Date: Jun 26, 2023

#### Qualification Recognition

- Research your regulated profession or trade Date: \_\_\_\_\_
- Contact regulatory body Date: Jun 12, 2023
- Identify necessary requirements (language level, transcript, syllabus, etc.) Date: Jun 6, 2023
- Research Funding Options (Immigrant Access fund, Employment MB, SEED Recognition Counts, MB Student Aid, bursaries, financial institutions, etc.). Date: Jun 6, 2023
- Other: Attend Qualifications Recognition webinar/information session at Manitoba Start Date: Jun 1, 2023

#### Skill Development

- Research job specific training (First Aid/CPR, fork lift, security guard license, etc.) Date: Jun 1, 2023
- Complete computer assessments sent by facilitator/coach; consider computer training Date: May 18, 2023
- Consider volunteering (visit [www.volunteermanitoba.ca](http://www.volunteermanitoba.ca)) Date: May 25, 2023
- Language assessment at WELARC Date: May 23, 2023
- Obtain Driver's license Date: Jun 5, 2023
- Other: \_\_\_\_\_ Date: \_\_\_\_\_

#### Job Search Preparation

- Complete Career Development Workshop at Manitoba Start Date: May 19, 2023
- Finalize marketing materials (resume, cover letter, references) Date: May 22, 2023
- Apply for Security Clearance Checks (criminal record check, child abuse registry, adult abuse registry, immunizations record) Date: May 18, 2023
- Other: \_\_\_\_\_ Date: \_\_\_\_\_
- Discuss the QR process for Dentistry with career coach on May 24, 2023

# Thank you!

If you require additional information about qualification recognition, please contact the QR Navigator, Nela Avendano:

[nela.avendano@manitobastart.com](mailto:nela.avendano@manitobastart.com)

If you are not currently a Manitoba Start client, register with us:

- Call front desk at 204-944-8833
- Visit in person
- Complete our online registration form to receive career development support.

Good luck with your career planning and work search!