



A Guide to Working as an Early Childhood Educator
in Ontario for Out-of-Province Applicants:
*Understanding Ontario's Labour Mobility Act and
the "As of Right" Pathway*

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About this Guide

If you are a qualified Early Childhood Educator (ECE) who is already certified in another Canadian province or territory, you may be eligible to become registered with the College of Early Childhood Educators (College) in Ontario through the province's labour mobility framework.

Ontario's Labour Mobility Act is designed to make it easier for qualified professionals to move between provinces and territories without having to repeat education, training, or other requirements they have already completed. Rather than starting the registration process from the beginning, eligible out-of-province ECEs may apply to have their existing certification recognized, provided they meet Ontario's registration requirements.

As of January 1, 2026, Ontario also introduced the "As of Right" pathway for eligible applicants. This pathway allows qualified ECEs who are certified by a recognized regulatory authority in another Canadian province or territory to begin working in Ontario for up to six months while completing the standard registration process with the College. This change is intended to help qualified professionals enter the workforce more quickly while ensuring that Ontario's regulatory standards continue to be met.

This resource explains how Ontario's labour mobility framework works, who is eligible to apply, the registration requirements that still apply to out-of-province applicants and the "As of Right" pathway.

This guide is intended as an informational resource. The College is responsible for administering the registration process for Early Childhood Educators in Ontario. Applicants should consult the College's website for the most up-to-date information and guidance on registration, labour mobility and the "As of Right" pathway.

Understanding Ontario's Labour Mobility Act and the Registration Process for Out-of-Province Early Childhood Educators

Who Can Apply?

You may be eligible to apply for registration with the College of Early Childhood Educators (College) in Ontario under Ontario's labour mobility framework if you:

- Early Childhood Educators (ECEs) who are already certified by a regulatory authority in another Canadian province or territory.

The labour mobility provisions apply only to applicants who are already certified by an out-of-province regulatory authority (s. 9(1)); they do not apply to individuals who have completed an ECE education program but are not yet certified by a regulatory authority.

Which Out-of-Province Certifications Qualify?

The College has published the out-of-province licences and certificates that it recognizes as equivalent to Ontario's Certificate of Registration (s. 9(3)). Only applicants who hold one of these recognized licences or certificates may apply through the labour mobility pathway.

The College currently recognizes the following licences and certificates as matching Ontario's Certificate of Registration:

Province or Territory	Recognized Certification
Alberta	Level 3 Early Childhood Educator
British Columbia	Infant Toddler Educator and/or Special Needs Educator
Saskatchewan	Early Childhood Educator Level III (<i>under review</i>)
Manitoba	Early Childhood Educator Level II or III
Newfoundland and Labrador	Child Care Services Levels 2, 3 or 4
Nova Scotia	Level 2 or Level 3 Classification
Prince Edward Island	Early Childhood Educator (<i>under review</i>)

What You Do Not Have to Do

If you qualify under the labour mobility framework, the College cannot require you to complete:

- additional material education;
- additional material training;
- additional material work experience;
- additional examinations; or
- additional assessments

simply because you are applying from another Canadian province or territory (s. 9(2)). This means that applicants who qualify under the labour mobility framework are not required to repeat the education or professional assessments they have already completed to satisfy Ontario's education requirement.

What You Still Have to Do

However, labour mobility does not exempt applicants from all registration requirements. The Act permits the College to require applicants to meet certain additional requirements that are consistent with the labour mobility framework. These include:

- pay the application fee;
- demonstrate proficiency in English or French (if equivalent language proficiency was not required by your home regulator);
- provide evidence that your out-of-province certificate is in good standing;
- provide evidence of good character;
- undergo a police record check;
- demonstrate knowledge of matters applicable to practice in Ontario, provided this does not involve material additional training or examinations;
- provide any other documents or information the College is permitted to request; and
- if applicable, complete additional training, experience, examinations or assessments if you have not practised within a period established by the College (ss. 9(3)–9(5)).

Can the College Refuse Registration?

Yes.

The College may refuse registration or impose terms, conditions or limitations where permitted under the Act, including where:

- the applicant does not meet the registration requirements; or



- it is necessary to protect the public because of complaints, criminal proceedings, disciplinary proceedings, or concerns relating to the applicant's competency, conduct or character (s. 9(7)).

Timeline for the College to Respond to your Application

Applicants who hold a recognized licence or certificate, are certified by a regulatory authority in another Canadian province or territory, and meet the remaining registration requirements may apply to the College through the labour mobility pathway. The College will acknowledge receipt of the application within **10 business days** and will issue a registration decision within **30 calendar days** after receiving a complete application. Applicants also have the right to appeal an official decision (s. 10).

Understanding "As of Right" and How to Apply

Ontario's "As of Right" pathway allows eligible ECEs who are already certified in another Canadian province or territory to begin practising in Ontario while completing their registration with the College of Early Childhood Educators.

Under section 10.1 of the *Ontario Labour Mobility Act, 2009*, an eligible out-of-province professional can be **deemed certified in Ontario for a one-time period of six months**.

"As of Right" does **not replace the College's registration process**. Applicants must still apply to become Registered Early Childhood Educators and satisfy the College's registration requirements. The pathway allows eligible applicants to practise in Ontario while they complete that process.

Who Is Eligible for "As of Right"?

To qualify, you must already hold an ECE licence or certificate from another Canadian province or territory that the College recognizes as equivalent to its Certificate of Registration.

You must also:

- hold a recognized out-of-province certificate that is currently in good standing;
- not have been denied registration or a licence to practise as an ECE by a provincial or territorial authority within the previous two years;
- not have been found guilty of professional misconduct, incompetence, or being unfit to practise in any jurisdiction;
- not currently be subject to an investigation or proceeding concerning professional misconduct, incompetence, or your ability to practise safely;
- not have been found guilty of a criminal or other offence in any jurisdiction;
- meet the College's English or French language fluency requirements;
- have the knowledge necessary to practise early childhood education in Ontario; and
- submit an attestation confirming that you meet the requirements of the "As of Right" pathway.

Which Out-of-Province Certifications Are Eligible?

To use the "As of Right" pathway, you must hold one of the out-of-province ECE certifications recognized by the College for labour mobility:

Province or Territory	Recognized Certification
Alberta	Level 3 Early Childhood Educator
British Columbia	Infant Toddler Educator and/or Special Needs Educator
Saskatchewan	Early Childhood Educator Level III (<i>under review</i>)
Manitoba	Early Childhood Educator Level II or III
Newfoundland and Labrador	Child Care Services Levels 2, 3 or 4
Nova Scotia	Level 2 or Level 3 Classification
Prince Edward Island	Early Childhood Educator (<i>under review</i>)

Holding an ECE diploma or other educational credential from one of these provinces or territories is **not, on its own, enough**. You must hold the applicable licence or certificate issued by the recognized regulatory authority.

How to Apply Through “As of Right”

Step 1: Apply for registration with the College

Before requesting “As of Right,” you must begin the regular registration process:

- Create a **My College Account**.
- Complete and submit your registration application.
- Pay the required fees.

Step 2: Request the “As of Right” process

After submitting your application:

- Go to the College’s **Contact Us Form**.
- Select **“Request AOR Process”** from the drop-down menu.
- Complete all required sections.
- Upload a copy of your out-of-province certificate.
- Review and complete the required attestations and declarations.
- Submit your request.

Applicants must provide accurate information. Providing false or misleading information may constitute an offence under the *Early Childhood Educators Act*,

2007 or the *Ontario Labour Mobility Act, 2009* and may result in the application being refused and fines of up to \$50,000.

Step 3: Wait for confirmation from the College

The College will review your request and contact you **within 10 business days**. If additional information is required, the College will contact you.

What Happens Once You Are Approved?

Once the College confirms your “As of Right” status, you are deemed certified to practise as an ECE in Ontario for **up to six months**.

During this period:

- you may practise as a qualified ECE in Ontario;
- there are no restrictions on the type of practice setting in which you may work;
- you are subject to the professional and regulatory requirements that apply to ECEs practising in Ontario; and
- you must continue completing the College’s regular registration process.

Your “As of Right” status will also appear on the College’s public register, including your registration status and the expiration date of your deemed certification.

The College retains regulatory oversight over individuals practising through “As of Right.” This means complaints can be made about an individual practising under the pathway and investigated by the College.

What Happens at the End of the Six Months?

“As of Right” is temporary. The six-month period cannot be renewed or extended (s. 10.1(8)).

The College requires applicants to submit all outstanding requirements for a Certificate of Registration at least 10 business days before the end of the six-month period.

If you satisfy all of the College’s registration requirements, you can be granted a Certificate of Registration and continue practising in Ontario as an RECE.

If you do not submit the required documentation, or the documentation does not establish that you meet the College’s registration requirements, the College will not issue a Certificate of Registration. When your six-month “As of Right” period expires, you will no longer be permitted to practise as a qualified ECE in Ontario under your deemed certification.

References

College of Early Childhood Educators. *Ontario Labour Mobility Act*, from <https://college-ece.ca/applicants/ontario-labour-mobility-act/>

Government of Ontario. (2026). *“As of right” (deemed certification) for non-health occupations: Guidance for Ontario regulatory authorities*, from <https://www.ontario.ca/page/right-deemed-certification-non-health-occupations-guidance-ontario-regulatory-authorities>

Ontario Labour Mobility Act, 2009, S.O. 2009, c. 24, from <https://www.ontario.ca/laws/statute/09o24>