

Table 19
Minimum training requirements for centre-based staff by province/territory – 2001

Province/ Territory	Centre directors	Full-time staff (teachers)	All other staff (assistants)	Additional requirements
Newfoundland & Labrador	Two year ECE diploma and two years experience.	One year ECE certificate and one year experience required for one staff member per group.	30-60 hour course.	30 hours professional development every three years required for all staff.
Prince Edward Island	One year ECE diploma.	One year ECE diploma required for one staff member per group.	Not specified.	30 hours of professional development every three years for all staff.
Nova Scotia	Two years experience, one course and 35 hour workshop OR one year ECE training.	Two years experience, one course and 35 hour workshop OR one year ECE training required for 2/3 of staff.	Not specified.	First aid and child abuse register checks required for all staff.
New Brunswick	No training required. ¹	No training required.	Not specified.	All staff required to be at least 16 years old (staff 16-19 must be supervised by a staff at least 19 years old). First aid certificate required for all staff.
Québec	Not specified.	2/3 of staff in CPEs and 1/3 of staff in garderies require ECE college diploma.	Not specified.	None.
Ontario	Two year ECE diploma from an approved College of Applied Arts and Technology (CAAT) and two years experience.	Two year ECE diploma from an approved CAAT required for one staff member per group.	Not specified.	None.
Manitoba	Post-diploma continuing education certificate or a degree program from an approved post-secondary institution in Manitoba and one year experience. ²	Diploma in ECE from a recognized community college in Manitoba ³ required for 2/3 of staff (for 0-six year olds).	Not specified.	Must be at least 18 years of age. Completion of first aid course is required for all staff.
Saskatchewan	Two year ECE diploma. ⁴	120 hour college course required for all staff employed for 65 hours/month. ⁵	Not specified.	First aid and CPR required for all staff.

¹ Effective April 1, 2003, the director or his/her designate OR 1/4 staff will be required to have one year college training in child care or its equivalent.

² For school-age and nursery schools in Manitoba, directors require an ECE diploma from a recognized community college and one year of experience. For teachers in school-age and nursery schools, 1/2 of the staff must have an ECE diploma.

³ Equivalency is completion of the Manitoba Child Day Care Competency-Based Assessment program or the Competency Based Assessment/Prior Learning Assessment program.

Alberta	Two year ECE diploma.	One year ECE certificate required for 1/4 of staff.	50 hour course.	None.
British Columbia⁶	Not specified.	<p>- For groups under 36 months: Ten months ECE training at an approved institution, 500 hours of supervised work experience and specialized training related to infant/toddler care required for one staff member for each group of 5-8 children.</p> <p>- For groups 30 months to school-age: Ten months ECE training at an approved institution and 500 hours of supervised work experience required for one staff member per group.</p> <p>- For special needs facilities: Ten months ECE training at an approved institution, 500 hours of supervised work experience and specialized training related to children with special needs required for one staff member per group of four or fewer children.</p>	Refer to province for details on staffing composition.	Not specified.
Northwest Territories	No training required.	No training required.	No training required.	Must be 19 years old. First aid certificate and clear criminal record required for all staff.
Nunavut	No training required.	No training required.	No training required.	Must be 19 years old and represent the cultural background of the children. First aid certificate required for all staff.
Yukon Territory	Not specified.	Two year ECD training required for 20% of staff.	One year ECD training for 30 % of other staff. 60 hour course required for all others.	Not specified.

⁴ Directors appointed to a centre director position prior to July 2001 require a one year certificate or equivalent, but must upgrade to a two year diploma if they accept employment with another centre.

⁵ By January 2005, 30% of staff must have a one year ECE certificate. By January 2007, a further 20% of staff must have a two year ECE diploma.

⁶ For out-of-school, child-minding, and occasional or ski resort care, there are no specific early childhood training requirements. Staff must be older than 19 years and have taken a course OR have relevant work experience.

