

**TABLE 15** Minimum training requirements for centre-based staff by province/territory – 2003/04

Province/ Territory	Centre Directors	Full-time staff (teachers)	All other staff (assistants)	Additional Requirements
<b>Newfoundland &amp; Labrador</b>	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	Thirty hours professional development every three years required for all staff
<b>Prince Edward Island</b>	One year ECE diploma	One year ECE diploma required for one staff member in each program	Not specified	Thirty hours of in-service training every three years is required for all staff
<b>Nova Scotia</b>	Training program in early childhood education or its equivalent	Training program in early childhood education or its equivalent required for 2/3 of staff	Not specified	None
<b>New Brunswick</b>	Director or his/her designate OR 1/4 of staff are required to have a one-year community college ECE certificate or its equivalent <sup>1</sup>	See Centre directors	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.
<b>Quebec</b>	Not specified	2/3 of staff in CPEs and 1/3 of staff in garderies require ECE college diploma	Not specified	None
<b>Ontario</b>	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
<b>Manitoba</b>	Post-diploma continuing education certificate or a degree program from an approved post-secondary institution in Manitoba and one year experience <sup>2</sup>	Diploma in ECE from a recognized community college in Manitoba <sup>3</sup> required for 2/3 of staff (for 0-6 year olds) and 1/2 of staff for school-age and nursery setting	Not specified	Must be at least 18 years of age. Completion of first aid course is required for all staff. All staff must give permission to release information from Child Day Care to a prospective employer about any criminal record or child abuse registry record.
<b>Saskatchewan</b>	Two year ECE diploma <sup>4</sup>	30% of staff must have a one year ECE certificate <sup>5</sup>	Not specified	First aid and CPR required for all staff.
<b>Alberta</b>	Two year ECE diploma is required	One year ECE certificate required for 1/4 of staff	45 hour course	None

1 This requirement was made effective April 2003. Existing centres that do not currently meet the requirement have been provided funding support and access to training and are expected to meet the requirement by April 1, 2006.

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.

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 2007, a further 20% of staff must have a two year ECE diploma.

continued

<b>British Columbia<sup>6</sup></b>	Not specified	<p><i>Under 36 months</i> Each group of four or fewer children, requires one infant and toddler educator. Each group of five to eight children requires one infant/ toddler educator and one early childhood educator. Each group of nine to twelve children requires one infant/ toddler educator, one early childhood educator and one assistant. The same staffing requirements apply in emergency care for children in this age group.</p> <p><i>30 months to school-age</i> Basic early childhood education training program and 500 hours of supervised work experience for one staff per group</p> <p><i>Special needs</i> 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>	See FULL-TIME STAFF for details on staffing composition. Refer to BC chapter for more details.	None
<b>Northwest Territories</b>	No training required.	No training required	No training required	Must be 19 years old. First aid certificate and clear criminal record with regard to offences respecting a child required for all staff.
<b>Nunavut</b>	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.
<b>Yukon Territory</b>	Not specified.	Two year ECD training for 20% of staff, one year ECD training for 30%	60 hour course required for all others	None

<sup>6</sup> 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.