

TABLE 16

Minimum early childhood training requirements for staff in centres for preschool-age children by province/territory – 2006

| Province/ Territory | Centre Directors | Full-time staff (teachers) | 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 ¹ and thirty 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 in each program | Thirty hours of in-service training every three years is required for all staff. |
| Nova Scotia | 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. |
| New Brunswick | Director or his/her designate OR 1/4 of staff are required to have a one-year community college ECE certificate or its equivalent ² | See requirements for centre directors | All staff required to be at least 16 years old (staff 16-19 must be supervised by a staff at least 19 years old). |
| Quebec | Not specified | 2/3 of staff in centre-based CPEs and garderies must have a college diploma or university degree in ECE ³ | Not specified |
| 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 or the equivalent required for one staff member per group | Not specified |
| Manitoba | Post-diploma continuing education certificate or a degree program from an approved post-secondary institution in Manitoba and one year experience ⁴ | Diploma in ECE from a recognized community college in Manitoba ⁵ required for 2/3 of staff (for 0-6 year olds) and 1/2 of staff for school-age and nursery schools | 40 hour course within first year of work. Must be at least 18 years of age. |
| Saskatchewan | Two year ECE diploma ⁶ | 30% of staff must have a one year ECE certificate ⁷ | 120 hour child care orientation course required for all staff. |
| Alberta⁸ | Two year ECE diploma is required | One year ECE certificate required for 1/4 of staff | Orientation course or equivalent course work of 45 hours related to ECE. |

continued

| | | | |
|-------------------------------------|-----------------------|---|---|
| British Columbia⁹ | 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 twelve children requires one infant and toddler educator and one early childhood educator.</p> <p><i>30 months to school-age</i> Each group requires one early childhood educator.</p> <p><i>Special needs</i> Each group of up to four requires one special needs early childhood educator. Each group of five to eight children requires one special needs early childhood educator and one early childhood educator. Each group of nine to sixteen children requires one special needs early childhood educator and two early childhood educators.</p> | See Requirements for primary staff for details on staffing composition. Refer to BC chapter for more details. |
| Northwest Territories | No training required. | No training required | Must be 19 years old. |
| Nunavut | No training required. | No training required | Must be 19 years old and represent the cultural background of the children. |
| Yukon Territory | Not specified. | Two year ECD training for 20% of staff, one year ECD training for an additional 30% | 60 hour course required for all others. |

- 1 In infant care, a minimum of a one year certificate in Early Childhood Education is required for all staff
- 2 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 were expected to meet the requirement by April 1, 2006.
- 3 This requirement came into force as of August 31, 2006. Previously, one-third of staff in garderies were required to meet the training requirement; existing garderies have five years to comply with the new requirement.
- 4 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.
- 5 Equivalency is completion of the Manitoba Child Day Care Competency-Based Assessment program or the Competency Based Assessment/Prior Learning Assessment program.
- 6 Directors appointed to a centre director position prior to July 2001 are required to hold only a one year certificate or equivalent but must upgrade to a two year diploma if they accept employment with another centre.
- 7 By January 2007, a further 20% of staff were required to have a two year ECE diploma.
- 8 In out-of-school care programs there is to be a full time program director on staff at all times; there are no standards for staff qualifications in out-of-school centres.
- 9 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.