



A WORKER'S GUIDE TO LABOUR MOBILITY

This Guide outlines the general process for labour mobility under the Canadian Free Trade Agreement (CFTA). The listed steps and requirements are meant to assist currently certified workers in Canadian provinces and territories who wish to become certified in another Canadian jurisdiction. This guide is a reference document.

This Guide is not a legal document. It has been developed and approved by federal, provincial, and territorial Labour Mobility Coordinators under the Forum of Labour Market Ministers (FLMM) to provide general information and assistance only and should not be considered legal advice or used as an interpretive aid to the CFTA, any other trade agreement, or legislation and regulations.

Want to practice your occupation in a different province or territory?

There are rules that apply to certified workers who want to be recognized as certified for their occupation in another Canadian province or territory.

Generally*, a worker certified for an occupation by a regulatory authority in one province or territory will, upon application, be certified for that occupation in another province or territory **without any requirement for material additional training, experience, examinations, or assessments as part of the certification procedure.**

This Guide lists the key steps involved in applying for labour mobility and provides illustrative examples of what may be asked of certified workers during the application process.

*There are some additional requirements that may be imposed as a condition of certification (see next page). Please visit www.workersmobility.ca for more details and consult the text of the CFTA.



What steps do I need to take for my certificate/licence to be recognized in another province/territory?



Contact the [Labour Mobility Coordinator](#) in your province or territory if you have any questions about labour mobility for your occupation.



Check our [website](#) to learn more about permissible requirements and what a regulatory authority can request as part of a labour mobility application.

ELIGIBILITY

To be eligible for labour mobility under the CFTA you must be certified, licensed, or registered by a regulatory authority in Canada. Your occupation must also be regulated in the province or territory you would like to work in. This applies whether you were trained in Canada or in another country.

A regulatory authority is a department, ministry or similar agency of government or a non-governmental body that exercises authority delegated by law, such as a professional college, order, or licensing body.



Workers who are not yet certified or are in the process of becoming certified are not eligible for labour mobility under the CFTA. Examples include apprentices, interns, articling, or student categories.

The term “regulated occupation” is not defined in the CFTA. The CFTA defines an occupation as a “set of jobs that with some variation, are similar in their main tasks or duties or in the type of work performed”. For the purposes of this guide a regulated occupation is a profession or skilled trade (with or without a Red Seal endorsement) in a province or territory that is covered under an Act, regulations and/or code and overseen by a regulatory authority.

REQUIREMENTS THAT MAY BE IMPOSED

Check labour mobility application requirements with the regulatory authority in the province or territory where you wish to work.



Examples of **permissible requirements** for the application process could include a regulator asking you to:

- Complete an application
- Pay an application or processing fee
- Provide proof of current certification in another province/territory
- Provide proof of insurance/malpractice coverage or similar protection
- Post a bond
- Obtain a criminal background check
- Provide evidence of good character
- Provide evidence of good standing
- Demonstrate local knowledge of laws or other requirements applicable to practice your occupation in the province/territory
- Provide proof of proficiency in English or French (if no equivalent requirement was satisfied as a condition of the current certification).

Note that these requirements must:

- Be the same as, or substantially similar to, the requirements for the regulatory authority’s own workers
- Not create a disguised restriction on to labour mobility.



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APPLICATION

Most regulatory authority websites outline the process for applying as a certified worker from a different province or territory. Contact the relevant regulatory authority directly if you cannot find the application information online.



Before applying, make sure you have reviewed the regulatory authority's website of the province/territory you want to work in to find out the requirements for your labour mobility application.



Note that registration and application processing times vary from one occupation to another and from one jurisdiction to another. Please contact the regulatory authority in the province/territory you are applying to for approximate application processing times.

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ASSISTANCE

If you have any concerns with your labour mobility application, contact the Labour Mobility Coordinator of the jurisdiction in which you are currently certified.



Your Labour Mobility Coordinator can help...

- Answer questions and concerns from certified workers.
- Interact with regulatory authorities to address certified workers' concerns.



Each province and territory has a Labour Mobility Coordinator who can help workers understand and navigate the labour mobility process. **The Labour Mobility Coordinator in the jurisdiction where you are currently certified can help address your concerns.**

