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**First in Canada ...
Labour Mobility Improvements Coming to Ontario ~**

Province to break down inter-provincial barriers for workers in certified professions

September 2025

Effective January 1, 2026, certain regulated professionals licensed elsewhere in Canada will be able to work in Ontario within ten days of applying to the applicable Ontario regulatory authority.¹ This will make it considerably easier for Ontario employers to hire skilled workers from anywhere in the country in a variety of regulated occupations and enhance flexibility to staff short-term projects.²

According to the Government of Ontario, the goal is to build a unified Canadian workforce that can stand up to U.S. tariffs and economic uncertainty. The [Regulation](#),³ under the [Ontario Labour Mobility Act, 2009](#), will apply to professions covered by more than 50 regulatory authorities and 300 certifications (see below).

To whom does the regulation apply?

The Regulation applies to “an occupation for which an Ontario regulatory authority is authorized ... to grant a specific authorizing certificate to an individual.” This generally includes all regulated professions outside the healthcare industry. Many in-demand jobs, such as electricians, architects, early childhood educators, and skilled trades, fall under this definition.

Deemed certification within ten days

Under the Regulation, if a worker certified in a regulated occupation in another province applies for certification in Ontario, that worker will be **deemed certified** in Ontario within ten days of applying to the appropriate Ontario regulatory authority. The deemed certification lasts **for a one-time period of**

¹ At present, the current application process can take up to six months.

² Reciprocal agreements with ten other provinces and territories will also allow Ontario workers to more easily work in regulated professions in other Canadian jurisdictions.

³ Ontario Regulation 199/25.

six-months. This period is non-renewable and if an applicant wishes to continue working in Ontario, in that regulated profession, they must complete all licensing requirements within that timeframe.

Deemed certification will end prior to the expiration of the six-month period if the regulatory authority:

1. Certifies the individual in the occupation; or
2. Denies the application (and any right of appeal is extinguished); or
3. Determines any information provided by the individual in the application was not accurate at the time it was provided or is no longer accurate.

An applicant must submit their authorizing certificate from the other province *and* any additional information or payment required by the Ontario regulatory authority. This may include an application fee, successful completion of a proficiency exam, evidence of English language proficiency, police or credit check, confirmation of professional insurance, etc.

Once an application is submitted, the Ontario regulatory authority has ten days to provide the applicant with a “notice of receipt” or inform the applicant if the application is incomplete or cannot be processed. If the notice of receipt confirms the application is complete, the applicant is considered certified in Ontario for that occupation for a one-time period of six months.

Regulatory authority must post information about deemed certification

Every Ontario regulatory authority must publish, on a publicly accessible website, a statement confirming that the deemed certification process is available, an explanation of how the process works, and the information required to meet the application requirements.

Regulatory Authorities Covered by the Regulation

1. [Association of Architectural Technologists of Ontario](#)
2. [Association of Chartered Industrial Designers of Ontario](#)
3. [Association of Municipal Clerks and Treasurers of Ontario](#)
4. [Association of Ontario Land Surveyors](#)
5. [Association of Ontario Road Supervisors](#)
6. [Association of Professional Geoscientists of Ontario](#)
7. [Association of Registered Graphic Designers of Ontario](#)
8. [Association of Registered Interior Designers of Ontario](#)
9. [Association of the Chemical Profession of Ontario](#)
10. [Association of Translators and Interpreters of Ontario](#)
11. [Bereavement Authority of Ontario](#)
12. [Building Services Administrative Authority](#)
13. [Chartered Institute of Marketing Management of Ontario](#)
14. [Chartered Governance Institute of Canada](#)
15. [Chartered Professional Accountants of Ontario](#)
16. [College of Early Childhood Educators](#)
17. [College of Veterinarians of Ontario](#)

18. [Electrical Safety Authority](#)
19. [Financial Services Regulatory Authority of Ontario](#)
20. [Human Resources Professionals Association](#)
21. [Institute of Certified Management Consultants of Ontario](#)
22. [Institute of Municipal Assessors](#)
23. [Law Society of Ontario](#)
24. [Minister of Citizenship and Multiculturalism — Archaeologists](#)
25. [Ministry of Agriculture, Food and Agribusiness — Nutrient Management](#)
26. [Ministry of the Education - Supervisory Officers](#)
27. [Ministry of the Environment, Conservation and Parks — Drinking Water Operators](#)
28. [Ministry of the Environment, Conservation and Parks — Wastewater Operators](#)
29. [Ministry of the Environment, Conservation and Parks — Water Quality Analysts](#)
30. [Ministry of the Environment, Conservation and Parks — Well Contractors and Technicians](#)
31. [Ministry of the Environment, Conservation and Parks — Pesticide Operators and Exterminators](#)
32. [Ministry of the Environment, Conservation and Parks — Ozone Depletion Prevention](#)
33. [Ministry of Health — Emergency Health Services — Paramedics](#)
34. [Ministry of Natural Resources — Scalers](#)
35. [Municipal Law Enforcement Officers' Association of Ontario](#)
36. [Ontario Association of Architects](#)
37. [Ontario Association of Certified Engineering Technicians and Technologists](#)
38. [Ontario Association of Home Inspectors](#)
39. [Ontario Association of Landscape Architects](#)
40. [Ontario Association of Property Standards Officers](#)
41. [Ontario Association of Veterinary Technicians](#)
42. [Ontario Building Officials Association](#)
43. [Ontario College of Social Workers and Social Service Workers](#)
44. [Ontario College of Teachers](#)
45. [Ontario Home Economics Association](#)
46. [Ontario Institute of Agrologists](#)
47. [Ontario Motor Vehicle Industry Council](#)
48. [Ontario Municipal Management Institute](#)
49. [Ontario Professional Foresters Association](#)
50. [Ontario Professional Planners Institute](#)
51. [Ontario Registered Music Teachers Association](#)
52. [Ontario Securities Commission](#)
53. [Ministry of Solicitor General — Private Security and Investigative Services](#)
54. [Professional Engineers Ontario](#)
55. [Real Estate Council of Ontario](#)
56. [Registered Insurance Brokers of Ontario](#)
57. [Skilled Trades Ontario](#)
58. [Supply Chain Canada \(Ontario\)](#)
59. [Technical Standards and Safety Authority](#)

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