LEGISLATED QUALIFICATIONS OF CHILD CARE CENTRE SUPERVISORS, ECE QUALIFIED, AND NON-ECE QUALIFIED STAFF

Newfoundland and Labrador

Supervisor/Director

The operator or head of a centre requires at least Level 2 certification for the age groups the centre is licensed for, plus a minimum of two years of relevant experience.
The Association of Early Childhood Educators Newfoundland and Labrador (AECENL) is funded by the Newfoundland and Labrador Provincial Government to deliver Child Care Services (CCS) Certification and to support the orientation courses that may be necessary for a person to achieve certification in a particular classification.

For more information:

https://aecenl.ca/index.php/certification

ECE Qualified Staff

All staff included in the child-to-staff ratio must be certified in the classifications for the age group of the children in the room.

Certification is delivered by the Association of Early Childhood Educators Newfoundland and Labrador (AECENL).

There are five levels of certification:

1. **Trainee Level:** An orientation course; must upgrade to Level 1 within 5.
2. **Early Childhood Educator Level I:** A provincially-approved certificate (normally one year duration) in ECE.
3. **Early Childhood Educator Level II:** A provincially-approved diploma (normally two years in duration) in ECE.
4. **Early Childhood Educator Level III:** An ECE diploma plus a post-diploma specialization or an ECE certificate plus related university degree.
5. **Early Childhood Educator Level IV:** A university degree in ECE or a university degree plus a provincially-recognized diploma in ECE.

Certified staff are classified according to the age groups they are qualified to work with:

- **Infant Classification:** Covers children ages birth to 24 months. There is no Trainee Level for Infant classification.
- **Preschool Classification:** Covers children ages 2 to full-time school entry.
- **School-Age Classification:** Covers children attending school full time to age 12.

In preschool groupings, 50% of staff must hold a Level 1. In toddler/preschool groupings where one or more children are 2 years old or younger, 50% of staff must hold a Level 1 — Infant Classification in addition to Level 1 — Preschool Classification.

A minimum of 30 hours of professional development over three years is required for certification renewal for Level I or higher.

Non-ECE Qualified Staff

Trainee certification is for one year. A minimum of two ECE courses from a post-secondary institution are required for renewal.

LEGISLATED QUALIFICATIONS OF CHILD CARE CENTRE SUPERVISORS, ECE QUALIFIED, AND NON-ECE QUALIFIED STAFF

Prince Edward Island

Prince Edward Island certifies child care staff through the PEI Early Learning and Child Care Board under the *Early Learning and Child Care Act*.

Supervisor/Director

No director-specific qualification or minimum prior experience is prescribed. Licensed early childhood and preschool centres must have at least one staff member certified at the Early Childhood Educator level plus one certified associate/educator.

For more information:

https://employmentjourney.com/early-childhood-education/

https://www.princeedwardisland.ca/en/information/education-and-early-years/early-learning-and-child-care-space-creation-progress

https://www.princeedwardisland.ca/en/service/apply-for-early-childhood-certification

ECE Qualified Staff

ECE Level 1 (Intern): 30-hour approved courses in development, guidance, and pedagogy.

ECE Level 2 (Associate): One-year certificate in ECE or an approved related human studies diploma/degree.

ECE Level 3 (Educator): Two-year diploma or degree in ECE (or related field incorporating a two-year ECE diploma).

Inclusion Support Assistant Certificate: One year certificate or 2 year diploma.

Others: Family Home Child Care Provider Certificate (30-hour infant/preschool course), and School-Age Child Care Provider Certificate (30-hour school-age course).

General Requirements: Staff must be at least 18 years old, pass a Criminal Background Check with a Vulnerable Sector Search, and obtain First Aid and CPR certification.

Educators must complete 45 hours of Board-approved professional development every three years.

Non-ECE Qualified Staff

In school-age child care centres, at least one staff must have successfully completed a 30-hour course related to the care and education of school-age children. If more than one staff person is required, at least one more staff must meet this minimum certification.

LEGISLATED QUALIFICATIONS OF CHILD CARE CENTRE SUPERVISORS, ECE QUALIFIED, AND NON-ECE QUALIFIED STAFF

Nova Scotia

Supervisor/Director

A child care centre director must hold Level II or III Early Childhood Educator classification.

The director or acting director for a school-age program must have orientation training and a post-secondary credential related to school-age child care.

For more information:

https://childcarenovascotia.ca/educators/future-educators/classification

ECE Qualified Staff

Nova Scotia classifies regulated child care and early childhood staff through the Department of Education and Early Childhood Development into five main levels. 50% of the facility's total programming staff must be fully qualified **.** At least 30% must hold an ECE Level 2; 20% must hold a Level 3 classification.:

1. Entry-Level Classification: Completion of the *Orientation for Staff Working in Licensed Child Care Facilities* (or comparable post-secondary coursework).

2. Early Childhood Educator Level 1: Orientation plus ministerial coursework or a 1-year ECE post-secondary certificate.

3. Early Childhood Educator Level 2: An approved 2-year ECE diploma (including required course and practicum hours) or completion of the Recognition of Prior Learning (RPL) process.

4. Early Childhood Educator Level 3: A bachelor's degree in ECE (or related field), or a Level 2 classification paired with a qualifying degree.

5. School-Age Approval: Staff Orientation combined with a bachelor's degree in early/elementary education or a specialized school-age post-secondary credential.

Staff must participate in a minimum of 30 hours of professional development every three years to maintain classification.

Non-ECE Qualified Staff

The Orientation for Staff Working in Licensed Child Care Facilities is a series of informational modules and activities. Staff working directly with children who do not meet the regulated training requirements must complete the orientation within one year of their date of employment. The orientation is also required as a prerequisite to Level 1 training and for School-Age Training Approval.

LEGISLATED QUALIFICATIONS OF CHILD CARE CENTRE SUPERVISORS, ECE QUALIFIED, AND NON-ECE QUALIFIED STAFF

New Brunswick	**Supervisor/Director**	A centre director requires a one-year ECE certificate or equivalent. For more information: https://www2.gnb.ca/content/dam/gnb/Departments/ed/pdf/ELCC/OperatorManualFullTimePartTimeEarlyLearningChildcareCentres.pdf
	ECE Qualified Staff	NB does not have a certification, classification, or registry system for early childhood educators. A minimum of one in two (50%) staff included in the child-to-staff ratio must hold a one-year certificate in early childhood education from a recognized post-secondary institution. All educators working with children 5 years of age and younger must participate in a minimum of 30 hours of professional learning over a three-year period.
	Non-ECE Qualified Staff	Completion of two 90-hour Introduction to Early Childhood Education online courses is the minimum training requirement for staff without a certificate, diploma, or degree working in licensed early learning and child care facilities.

LEGISLATED QUALIFICATIONS OF CHILD CARE CENTRE SUPERVISORS, ECE QUALIFIED, AND NON-ECE QUALIFIED STAFF

Quebec

Supervisor/Director

Supervisors must hold a Bachelor's Degree in ECE or a related field: Administrators are also expected to continue their professional development through additional courses and certifications.

For more information:

https://www.childcareed.com/a/canada-quebec.html

ECE Qualified Staff

QC does not have a certification, classification, or registry system for early childhood educators. In Centres de la petite enfance, two-thirds of staff included in the child-to-staff ratio must hold one of the following (Note: Temporarily changed to 1 in 3 until March 2027.):

- A DCS in early childhood education
- A DCS in special education or in social work, combined with:
  - An Attestation of College Studies in Early Childhood Education; or
  - An Attestation in College Studies from the Educators in Native and Inuit Child Care Services program for educators working in First Nations, Inuit, or Métis early childhood centres.
- A specialized early childhood education university certificate including courses dealing with child health and safety and educational approaches; or
- A bachelor degree with relevant content in early childhood development and education.

School-age child care: Staff in before- and after-school programs must hold a current first aid certification plus an Attestation of Vocational Studies in child care, or hold a diploma and attestation of studies recognized as equivalent and have one year of relevant experience.

Ongoing professional development is not required for centre-based staff.

Non-ECE Qualified Staff

Current first aid certification.

LEGISLATED QUALIFICATIONS OF CHILD CARE CENTRE SUPERVISORS, ECE QUALIFIED, AND NON-ECE QUALIFIED STAFF

Ontario

Only members in good standing with the College of Early Childhood Educators can practice in an occupation that requires an ECE qualification and use the protected titles "Early Childhood Educator" and "Registered Early Childhood Educator."

Although not required by legislation, educators can pursue a graduate certificate in ECE administration that includes training in staff supervision and financial management.

Supervisor/Director

Supervisors must hold a two-year ECE diploma, plus have two years of experience working with the age group(s) being supervised.

For more information:

https://www.college-ece.ca/public/approval-of-education-programs/

https://www.ontario.ca/page/child-care-rules-ontario

Government of Ontario, Ministry of Education. (2023, December 11). *Memorandum to child care licensees: Implementation of regulatory changes under the Child Care and Early Years Act, 2014.*

ECE Qualified Staff

The minimum requirement for registration with the College of Early Childhood Educators is a two-year diploma in Early Childhood Education from a recognized post-secondary institution.

One staff person included in the child-to-staff ratio in each age group must be a Registered Early Childhood Educator, except for groups of 24 preschool-aged children, which require two Registered ECEs.

Registered ECEs must fulfill the requirements of the Continuous Professional Learning Program through the College of Early Childhood Educators.

Non-ECE Qualified Staff

Current first aid course and criminal reference check.

An amendment to the *Early Years and Child Care* regulations allows persons with a recreation degree or Ontario Teaching Certificate to be recognized as qualified when working with children 4 years and older.

https://www.ontario.ca/page/before-and-after-school-programs-what-parents-and-providers-need-know#section-5

Manitoba

Supervisor/Director

The director in a full-time child care centre must be classified as an ECE III; the director in a school-age centre or nursery school must be classified as an ECE II, plus have at least one year of experience working with children in child care or a related field.

If a centre has more than one site, the overall director and each site supervisor must hold an ECE III for full-time centres or an ECE II for school-age centres.

For more information:

https://gov.mb.ca/education/childcare/resources/pubs/sec5.pdf

ECE Qualified Staff

All staff working with children in child care centres, nursery schools, and school-age child care centres must be classified by the Early Learning and Child Care Program of the Ministry of. Education and Early Childhood Learning.

There are three levels of classification:

1. **Child Care Assistant (CCA):** 40 hours of ECE course work that must be completed within the first year of employment.
2. **Early Childhood Educator II:** A two-year ECE diploma from a recognized post-secondary institution; or completion of a competency-based assessment offered by the Manitoba Child Care Program; or completion of a program deemed equivalent.
3. **Early Childhood Educator III:** Completion of an ECE II program plus a post-diploma specialization in one of the following: leadership, administration, infant care, Indigenous child care, or special needs child care; or a Bachelor of Arts degree in Child Development and Child Care.

Two-thirds of staff in full-time child care centres serving children 0–4-year-olds, and one-half of staff in school-age centres or nursery schools, must be classified as an ECE II or III.

Ongoing professional development is recommended but not required.

https://www.gov.mb.ca/education/childcare/students_workforce/classification.html

https://www.gov.mb.ca/education/childcare/students_workforce/info_classification.html

Non-ECE Qualified Staff

The process of classification must be completed before beginning employment or volunteer work at a licensed child care centre or group child care home. Classification is recommended but not required for Manitoba licensed family home-based child care providers.

LEGISLATED QUALIFICATIONS OF CHILD CARE CENTRE SUPERVISORS, ECE QUALIFIED, AND NON-ECE QUALIFIED STAFF

Saskatchewan

Supervisor/Director

A child care centre director must meet the requirements of an ECE III.

A person who is to act during the centre director's absence must meet the qualifications of an early childhood educator I and be at least 18 years of age.

For more information:

https://www.saskatchewan.ca/government/education-and-child-care-facility-administration/become-an-early-childhood-educator

ECE Qualified Staff

Certification by the Ministry of Education is required to work with infants, toddlers, preschoolers, and school-aged children for more than 65 hours per month in a licensed child care setting.

There are three categories of certification:

1. **Early Childhood Educator I:** Requires a 120-hour introductory course from a post-secondary institution meeting the approved course content.
2. **Early Childhood Educator II:** Requires a one-year ECE certificate from a post-secondary institution meeting the approved course content.
3. **Early Childhood Educator III:** Requires a two-year ECE certificate from a post-secondary institution meeting the approved course content.

All child care staff working 65 hours/month or more in a child care centre must meet the requirements for an ECE I, 30% working 65 hours/month or more must meet the requirements for an ECE II, and a further 20% of those working 65 hours/month or more must meet the requirements for an ECE III.

Ongoing professional development to maintain certification is not required.

Non-ECE Qualified Staff

Staff members who work fewer than 65 hours per month in a child care centre are legally exempt from holding formal ECE I, II, or III certification.

LEGISLATED QUALIFICATIONS OF CHILD CARE CENTRE SUPERVISORS, ECE QUALIFIED, AND NON-ECE QUALIFIED STAFF

Alberta

Supervisor/Director

The program supervisor must hold a Level 3 Early Childhood Educator qualification, be employed by the program at all times, and be on duty at all times when children are on the premises.

For more information:

https://open.alberta.ca/publications/early-childhood-educators-certification-guide

ECE Qualified Staff

The Childcare Staff Certification Office within the Government of Alberta issues certification for staff working in a licensed day care program, out-of-school care program, or preschool program. One in three staff working with children in child care centres must be certified as a Level 2 ECE. Part-day preschool programs and out-of-school care require 1 in 4 staff to be certified as a Level 2 ECE.

There are three levels of certification:

1. **Early Childhood Educator Level 1:** Must complete one of the following:
    - Child Care Orientation Course
    - An Alberta high school career pathways program
    - 45-hour (3 credit) college-level course in child development
2. **Early Childhood Educator Level 2:** One-year early learning and child care certificate program offered by an Alberta public college, or an approved educational equivalency.
3. **Early Childhood Educator Level 3:** Two-year learning and child care diploma program offered by an Alberta public college, or an approved educational equivalency.

Ongoing professional development to maintain certification is not required.

Non-ECE Qualified Staff

Non-certified staff must complete a Child Care Orientation Course within 6 months of employment and must not have unsupervised access to children until they are certified.

LEGISLATED QUALIFICATIONS OF CHILD CARE CENTRE SUPERVISORS, ECE QUALIFIED, AND NON-ECE QUALIFIED STAFF

British Columbia

Supervisor/Director

B.C. requires specialized certificate levels for leadership positions: For children aged 30 months to school-age supervisors must hold a valid ECE One-Year or Five-Year Certificate. For infants and toddlers (under 36 months) senior positions and supervisors require an Early Childhood Educator Specialized Certificate with an Infant/Toddler (ITE) designation. For children with diverse needs a Specialized Certificate with a Special Needs (SNE) designation is required.

For more information:

https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/332_2007#section26

https://www2.gov.bc.ca/gov/content/education-training/early-learning/teach/training-and-professional-development/become-an-early-childhood-educator/certificate-types

ECE Qualified Staff

Primary staff working with children from birth to 5 years in a licensed child care centre or preschool program must hold an early childhood certificate appropriate to the age group they work with. Certification is issued by the British Columbia Early Childhood Educator (ECE) Registry, operated by the B.C. Ministry of Education and Child Care.

- **Early Childhood Educator Assistant Certificate:** Character references plus one course in a recognized, basic early childhood education program in health safety and nutrition, child guidance, or child development
- **Early Childhood Educator Certificate:** Completion of a basic early childhood education training program, plus character and competency references; at least 500 hours of additional work experience relevant to early childhood education or equivalent within the previous 5 years,
- **Infant and Toddler Educator Certificate:** Basic ECE certificate, character and competency references, and completion of a recognized Infant and Toddler Educator education program. The primary educator for rooms of children birth to age 3 must hold this certification.
- **Special Needs Educator Certificate:** Basic ECE certificate, character and competency references, and completion of a recognized Special Needs ECE education program.

The number of staff required to hold a particular certification depends on the type of facility and ages of children.

Certification must be renewed every five years, during which time the educator must have worked 400 hours and completed 40 hours of professional development. ECEs without sufficient work experience (500 hours) may be issued a one-year certificate.

Non-ECE Qualified Staff

Described in legislation as a “responsible adult,” is at least 19 years of age, and has completed a minimum of 20 hours of training in the subject areas of child development, guidance, health and safety, or nutrition.

Nunavut

Supervisor/Director

Centre operators must be at least 19 years of age and show proof of vaccination and criminal record check, which must be updated every 5 years.

Although formal training isn't legally mandated, the Government of Nunavut Department of Education strongly promotes and funds early childhood training.

For more information:

https://www.gov.nu.ca/en/search?search_api_fulltext=sites%20default%20files%20daycare%20handbook%20eng%20section%2017%20operator%20staff%20volunteer%20requirements%20pdf

ECE Qualified Staff

Must be at least 19 years of age, have a clear tuberculosis test, proof of vaccination, and a criminal record check that is updated every 5 years. All staff must also hold a first aid certificate, and where available, CPR training.

Non-ECE Qualified Staff

Support staff may be under the age of 19 and work under the supervision of a primary staff person.

LEGISLATED QUALIFICATIONS OF CHILD CARE CENTRE SUPERVISORS, ECE QUALIFIED, AND NON-ECE QUALIFIED STAFF

Northwest Territories	**Supervisor/Director**
	An operator of a centre must be at least 19 years of age and have completed a post-secondary program in child development satisfactory to the Director of Child Day Care Services or satisfactorily demonstrate an understanding of developmentally appropriate practices and the ability to apply that understanding in the child care program. For more information: https://www.ece.gov.nt.ca/sites/ece/files/resources/elcc-strategy-2030.pdf https://www.justice.gov.nt.ca/en/files/legislation/early-learning-and-childcare/early-learning-and-childcare.r3.pdf
	ECE Qualified Staff
	No minimum training requirements in legislation. Policy requires 50% of staff to have at least 1 year of ECE training. Operators are responsible for ensuring all staff involved in the directed provision of child care receive professional development on an annual basis and are required to maintain records of the training.
	Non-ECE Qualified Staff
	All primary staff must be at least 19 years of age and hold current certification in first aid and infant/child CPR. Additional requirements for all staff include a criminal record check, updated every three years. A statement about whether or not a person has any outstanding criminal charges, along with details of any charges, before starting work and updated every year is also required.

LEGISLATED QUALIFICATIONS OF CHILD CARE CENTRE SUPERVISORS, ECE QUALIFIED, AND NON-ECE QUALIFIED STAFF

Yukon

Supervisor/Director

Not specified. A new *Early Learning and Child Care Act* is set to come into force when the necessary regulations are developed. Until then, the *Child Care Act* remains active.

For more information:

https://laws.yukon.ca/cms/images/LEGISLATION/regs/oic1995_087.pdf

ECE Qualified Staff

All staff working in centre-based programs and included in the child-to-staff ratio must hold a Child Care Worker certification.

There are three levels of certification outlined in the *Yukon Child Care Act,* with an additional two levels of certification described in policy:

- **Child Care Worker III:** Two or more years of training in early childhood development or equivalent.
- **Child Care Worker II:** One year of training in early childhood development or equivalent.
- **Child Care Worker I:** 60-hour introduction to an early childhood development course or equivalent.
- **Child Care Worker IA and IIA** are those working toward the designation.

20% of staff must meet or exceed Child Care Worker III qualifications, an additional 30% must meet or exceed Child Care Worker II qualifications, and the remainder must meet or exceed Child Care Worker I qualifications.

Ongoing professional development to maintain certification is not required.

Non-ECE Qualified Staff

Akbari, E. & McCuaig, K. (November 2026). *Legislated qualifications of child care centre supervisors, ECE qualified, and non-ECE qualified staff.*
Ontario Institute for Studies in Education/University of Toronto.