



Labour Mobility: Challenges Relating to Reciprocity and Mutual Recognition

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Ontario
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What is the Ontario College of Teachers (OCT)?

- The self-regulatory body for the teaching profession in Ontario
 - licensure
 - accreditation of teacher education programs and additional qualifications coursework
 - sets and maintains standards of practice
 - investigates conduct, competence and capacity of members
- The licensing body for teachers who wish to teach in the publicly funded elementary and secondary education system in Ontario
- Each year the College certifies
 - approximately 9,000 graduates of teacher education programs in Ontario
 - 500 labour mobility applicants
 - 1,500 internationally educated teachers
- 240,000 members
- Internationally educated teachers from over 120 countries

What is the Registrars for Teacher Certification, Canada (RTCC)?

- In 1999, the Council of Ministers of Education Canada asked teacher certification officials to meet annually to discuss issues of common interest, in particular, labour mobility
- The Registrar for teacher certification for each province or territory is a member of the RTCC
- In Canada, except for Ontario, and in the near future Saskatchewan, the Registrar is a Ministry official
- The group meets twice yearly to discuss labour mobility issues and to work toward harmonization of certification practices

Historical context – labour mobility throughout Canada

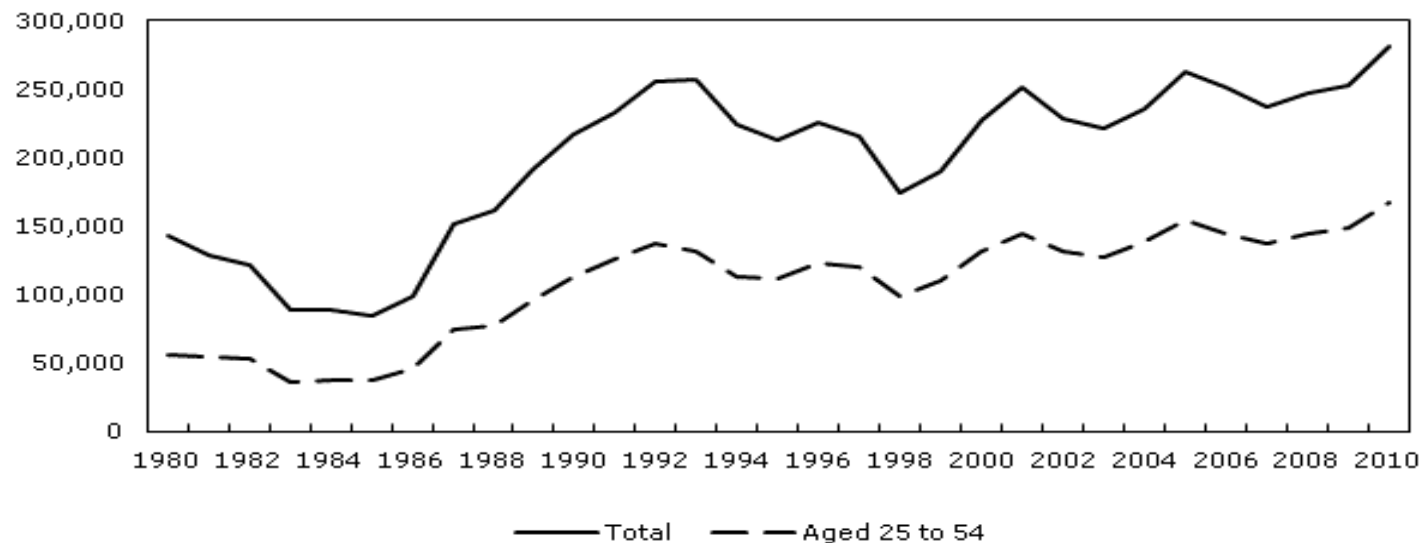
In 1994, Canada's Agreement on Internal Trade was signed

“...Persistent barriers to internal trade, **including regulatory differences, inconsistent standards** and restrictions on the free movement of people, goods and services, fragment our economy and put Canadian firms at a disadvantage. The result is a weaker Canadian economy, lost jobs and a less united Canada.”

Historical context – mobility for immigrants to Canada

Chart 1
Annual levels of immigration to Canada

number of persons



Source: Citizenship and Immigration Canada, *Facts and Figures 2010* and immigrant landing files.

Historical context – legislation and agreements

- Labour Mobility for the teaching profession within Canada and for internationally educated teachers
 - 1994 Agreement on Internal Trade
 - *2006 Fair Access to Regulated Professions and Compulsory Trades Act (FARPACTA), Ontario*
 - 2007 Office of the Fairness Commissioner (OFC) Ontario
 - 2008 Interim Mutual Recognition Agreement adopted by RTCC
 - 2009 Agreement on Internal Trade, Chapter 7
 - *2010 Ontario Labour Mobility Act (OLMA)*
 - 2010 Ontario Regulation 176/10

Historical context – Change Process

- Registrars for Teacher Certification
 - 2008, an interim mutual recognition agreement to harmonize standards while permitting Canadian jurisdictions to maintain provincial differences where necessary
 - Application declaration questions
 - Language competency assessment
 - Pan-Canadian Credential Assessment Centre

Historical context – Change Process

- Ontario Regulation 176/10
 - Reduction in number of certificates
 - Elimination of one year of teaching experience for certification without conditions
- Alternative documentation practices
- Fair registration practices
 - Transparent
 - Objective
 - Impartial
 - Fair

Challenges implementing labour mobility throughout Canada

- Variation in jurisdictional interpretation of Agreement of Internal Trade
- Jurisdictional requirements
- Jurisdiction hopping/shopping

Challenges implementing labour mobility for internationally educated teachers

- Pre-arrival information
- Documents
- Time
- Substantially different

Lessons learned

- We have more in common than we thought
- We have been able to implement mobility without losing our authority over requirements
- There is value in harmonization
 - More sharing of best practices
 - Facilitation of labour mobility
- Bridging programs facilitate mobility
- Clear information including labour market information is important

Where do we go from here?

- Language competency assessment tool for the profession
- Pan-Canadian credential assessment centre
- Consideration for alternative forms of assessment
 - Competency assessment
 - Prior learning

Resources

Agreement on Internal Trade -

http://www.ait-aci.ca/index_en/ait.htm

Regulation 184/97

http://www.e-laws.gov.on.ca/html/revokedregs/english/elaws_rev_regs_970184_e.htm

Ontario Labour Mobility Act

http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_09o24_e.htm

Ontario College of Teachers Fair Registration Practices Regulation

http://www.e-laws.gov.on.ca/html/regs/english/elaws_regs_090271_e.htm

Ontario Regulation 176/10

http://www.e-laws.gov.on.ca/html/regs/english/elaws_regs_100176_e.htm

Fair Access to Regulated Professions and Compulsory Trades Act –

http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_06f31_e.htm

Questions???

Discussion Questions

- What practices do you hear in the presentation that are helpful to you in consideration of labour mobility? What do you hear as the challenges most difficult to manage?
- While labour mobility might have been introduced, in part, to manage supply and demand needs in professions and trades, there have been additional benefits. What are some of the additional benefits?

Discussion Questions (cont'd)

- Labour mobility has resulted in changes in regulations and practices and movement toward harmonization of standards for the profession in Canada. Standards are currently assessed through credential and qualification recognition. There is a trend in regulation toward competency assessment as a more accurate way to assess. Is that the next step in facilitation of mutual recognition? What are the advantages and disadvantages of this type of assessment from the perspective of accurately assessing the knowledge and skills required for the profession?

Discussion Questions (cont'd)

- Immigrants are often those who are well-educated, have financial resources and have the ability to contribute significantly to the jurisdiction to which they immigrate. Immigration is often from the developing world to the developed world. What is the impact for the developing world in terms of keeping and expanding its human resources?
- What role can IFTRA members play in facilitating reciprocity and mutual recognition?