

**VERMONT SECRETARY OF STATE
OFFICE OF PROFESSIONAL REGULATION**

**BRIDGE-LICENSURE PATHWAYS FOR CANADIAN
PROFESSIONALS IN VERMONT**

By design, occupational regulation represents a barrier to entry into regulated professions. Vermont regulators have often worked to establish pathways to licensure for qualified professionals from other states in the hopes of promoting interstate mobility. However, efforts to offer recognition to known credentials historically have focused on jurisdictions within the United States, omitting bordering Canada. Bridge-licensing is an opportunity for Vermont to maximize access for qualified Canadian professionals.

This report evaluates the current Canadian bridge-licensing opportunities in Vermont's regulated occupations. Findings suggest that while there are some existing bridge-pathways, we can remove further obstacles for qualified Canadian professionals seeking licensure in Vermont. Recommendations include de-prioritizing credential reciprocity, which requires mutuality, in favor of instituting formal discretionary pathways to licensure across Vermont agencies.

Background

Pursuant to 2018, No. 114, 10, OPR published the report *Occupational Regulation and Migrant Professionals in Vermont: Reducing Barriers for Qualified Immigrants*. The report recommended increasing access to Vermont for Canadian professionals with substantially equivalent training.

When we think of immigrants, we tend to imagine newcomers from a distant place. That tendency can mislead: Canada is the single largest contributor of immigrants to Vermont. Canada also has a well-deserved reputation for excellent educational systems, sound regulatory policy, and openness to the outside world—the latter characteristic making Canada not only a source of domestic Canadian talent, but also a conduit for immigrant professionals born outside North America. To the extent there is low-hanging fruit in the effort to make Vermont more welcoming to immigrant professionals, Canada is the tree under which to stand, and Vermont is geographically underneath it.

We recommend that the Legislature direct the Office of Professional Regulation and the Agency of Education to identify direct license equivalents to credentials issued by Canadian federal and provincial licensing bodies. This will not be possible in all fields, but it is possible in many, and to date, we are not aware that it has been attempted.

To the extent Vermont can develop no-questions-asked license equivalents to Canadian credentials, the State can achieve substantial competitive advantage among states seeking to attract qualified immigrant professionals. Where a Canadian credential may require supplementation to match Vermont licensing criteria, we can and should provide a clear bridge-to-licensure program to match.¹

Shortly after the publication of the report on immigrant professionals, the general assembly passed Act 10 (2019) amending OPR's 3 V.S.A. Chapter 5, Subchapter 3 as follows:

§ 137. Uniform process for foreign credential verification

- (a) The Director shall adopt rules that prescribe a process for the Director to assess the equivalence of an applicant's professional credentials earned outside the United States as compared to State licensing requirements for those professions attached to the Office that do not have laws addressing the verification and recognition of such credentials.*
- (b) Any determination of equivalence by the Director under this section shall be recorded in the applicant's licensing file and shall be binding upon the relevant State board or regulatory program.*
- (c) In administering this section, the Director may rely upon third-party credential verification services. The cost of such services shall be paid by the applicant.*
- (d) The provisions relating to preliminary license denials set forth in subsection 129(e) of this subchapter shall apply to a license application that is preliminarily denied for nonequivalence under this section.*

- 2019, No. 10, § 1, eff. April 30, 2019.

The robust legislative conversation around New Americans and possibilities that Canadian bridge-licensing could offer Vermont provoked the General Assembly to direct the Office of Professional Regulation (OPR) as follows:

- (a) The Office of Professional Regulation, the Agency of Education, the Agency of Human Services, the Agency of Natural Resources, the Department of Public Safety, and the Department of Health shall identify direct license equivalents, if any, to credentials issued by Canadian federal and provincial licensing bodies for professions licensed under the entity's authority and propose bridge-to-licensure programs where supplemental effort is needed to meet Vermont's licensing criteria.*
- (b) The Office of Professional Regulation and the Agency of Administration shall collaborate with the other agencies and departments specified in subsection (a) of this section in order to submit on or before January 15, 2020 a unified report that includes any recommended changes to statute to the Senate and House Committees on Government Operations, the Senate Committee on Economic Development, Housing and General Affairs, and the House Committee on Commerce and Economic Development.*

-2019 No. 30, § 7b.

¹ Occupational Regulation and Migrant Professionals in Vermont: Reducing Barriers for Qualified Immigrants In accordance with Act 114 (2018), Sec. 10.

Determining Canadian Credential Equivalency

In any licensing discussion, Vermont must properly balance the priority of market access with the duty to protect the public. Most occupations are regulated in a different manner in the Canadian provinces than in Vermont and the rest of the United States.

A major challenge in occupational regulation is competency verification. With Canada at our northern border and many educational and preparatory systems in common, it generally is not particularly difficult to ensure that a Canadian license applicant actually received the education they claim. However, determining whether that education is substantially equivalent to Vermont's minimum qualification standards in a particular profession remains a more labor-intensive process. Just as occupational regulation is inconsistent across State jurisdictions in the U.S., it varies among Canadian provinces. While larger and more established professions benefit from international credentialing bodies and standardized exams, many occupations in Canada are subject to inter-provincial regulatory variation. Because most occupations are regulated at the provincial level rather than nationally, Vermont can rarely create a single Canada-wide endorsement policy. Instead, we must specify which provincial regulations are substantially equivalent to our own, and those which must be supplemented with additional requirements to meet Vermont's minimum standards.

According to the Canadian Information Centre for International Credentials (CICIC) there are 158 regulated occupations in Canada.² Regulated occupations are defined as having an exclusive right to practice and a reserved title. See Appendix A for a complete list of regulated occupations in Canada. While there is a significant overlap between the occupations licensed in Canada and those licensed in Vermont, we cannot offer an endorsement pathway where there is no current regulation or credential to endorse. Therefore, based on the regulated credentials in Canada, we may organize Vermont's regulated occupations into four groups:

1. Occupations with direct endorsement pathways
2. Occupations with accelerated endorsement pathways
3. Occupations with discretionary endorsement pathways
4. Occupations with no endorsement pathways

Direct Endorsement Pathway: is the simplest and fastest solution. Under this model, an actively-licensed Canadian professional has a direct endorsement pathway to Vermont and is considered, by dint of Canadian licensure, to have demonstrated substantially equivalent professional qualifications, without further competency verification. In short, these individuals need only provide proof of active Canadian credentials via a streamlined Vermont licensing application and pay a corresponding fee. Regulated professions in this category often utilize the same international credentialing body or participate in accords/memorandums of understanding.

Accelerated Endorsement Pathway: appears when Canadian education standards can be pre-designated as substantially equivalent to that of Vermont, yet there are additional steps for licensure. As a best practice, Vermont regulators must evaluate if their additional requirements in accelerated endorsement

²Canadian Information Centre for International Credentials. Accessed 12/15/2019
(<https://www.cicic.ca/935/RepertoireProfessions.aspx?sortcode=2.25.26.27.30.31&cat=1>)

pathways are essential for public protection. Examples of superfluous requirements may include mandatory domestic certifications, exams, and education verifications.

Discretionary Endorsement Pathway: is the most burdensome solution for regulators, though often a necessary one. Without alternatives, licensing authorities may manually examine an applicant’s individual qualifications to determine if their education and experience are substantially equivalent to those required by Vermont’s minimum qualifications. The discretionary endorsement pathway has the potential to be nearly as swift as the direct endorsement pathway if the applicant’s qualifications meet the minimum competency requirements and no additional steps or documentation are necessary.

Professions without any endorsement pathway: this is the least efficient method for importing Canadian professionals. If you are trained and practicing in one of these professions, it is likely that if you moved to Vermont, you would be given no credit for your training and experience. These applicants are forced to start “from zero” to obtain Vermont credentials. This is an unnecessary barrier to mobility.

Vermont Occupations with Canadian Bridge-Licensing

Of the six Vermont State agencies participating in the Act 30 surveys, five report some form of Canadian bridge-licensing in at least one of their regulated occupations. Of the 178 credentials evaluated, 100 have at least an *informal discretionary endorsement pathway* to licensure. Only the educator credential currently offers the potential for a *direct endorsement pathway*, limited to the province of Ontario. Note: after the Legislature directed the Office of Professional Regulation to create a uniform process for assessing foreign credentials, all OPR’s regulated occupations offer at least a *formal discretionary endorsement pathway*.

Table 1: Act 30 regulated occupations with Canadian bridge-licensing pathways.

Agency	Profession Type	Count	Canadian Bridge-Licensing
ANR	Well Drillers	60	Discretionary
AOE	Educators	16,514	Direct, Discretionary ³
DOH	Physicians	3,850	Accelerated
DOH	Podiatrists	36	Discretionary
DPS	Chemical Suppression Systems	89	Discretionary
DPS	Chimney Sweeps	43	Discretionary
DPS	Commissioned Boiler Inspectors	117	Discretionary
DPS	Electricians	4,072	Accelerated
DPS	Elevator Inspectors	19	Accelerated
DPS	Elevator Mechanics	143	Accelerated
DPS	Emergency Generator Installers	61	Discretionary
DPS	Fire Alarm Inspectors	483	Discretionary

³ Potential direct endorsement pathway with applicants licensed in Ontario province, via NASDTEC Interstate Agreement. Applicants from all other provinces subject to discretionary endorsement pathway.

Agency	Profession Type	Count	Canadian Bridge-Licensing
DPS	Fire Sprinkler System Designers	42	Discretionary
DPS	Fire Sprinkler System Installers	168	Discretionary
DPS	Lift Mechanics	8	Discretionary
DPS	Natural Gas Installers	722	Discretionary
DPS	Oil Burner Installers	812	Discretionary
DPS	Plumbers	827	Accelerated
DPS	Propane Gas Installers	584	Discretionary
OPR	Acupuncturist	204	Discretionary
OPR	Advanced Practice Registered Nurse	1,077	Discretionary
OPR	Applied Behavior Analyst	161	Discretionary
OPR	Architect	1,216	Accelerated
OPR	Assistant Behavior Analyst	12	Discretionary
OPR	Athletic Trainer	230	Discretionary
OPR	Auctioneer	173	Discretionary
OPR	Audiologist	61	Discretionary
OPR	Barber	135	Discretionary
OPR	Body Piercing – Apprentice	9	Discretionary
OPR	Body Piercing & Tattooist Operator	23	Discretionary
OPR	Body Piercing Operator	15	Discretionary
OPR	Certified Alcohol & Drug Abuse Counselor	33	Discretionary
OPR	Certified General Real Estate Appraiser	164	Discretionary
OPR	Certified Public Accountant	1,258	Discretionary
OPR	Certified Residential Real Estate Appraiser	118	Discretionary
OPR	Chiropractic Physician	256	Discretionary
OPR	Cosmetologist	2,442	Discretionary
OPR	Crematory Personnel	22	Discretionary
OPR	Dental Hygienist	645	Discretionary
OPR	Dentist	501	Discretionary
OPR	Dietitian	262	Discretionary
OPR	Electrologist	37	Discretionary
OPR	Embalmer	68	Discretionary
OPR	Esthetician	230	Discretionary
OPR	Forester	256	Discretionary
OPR	Funeral Director	108	Discretionary
OPR	Funeral Establishment	52	Discretionary
OPR	Hearing Aid Dispenser	44	Discretionary
OPR	Land Surveyor	228	Discretionary
OPR	Landscape Architect	115	Discretionary
OPR	Licensed Alcohol & Drug Abuse Counselor	521	Discretionary

Agency	Profession Type	Count	Canadian Bridge-Licensing
OPR	Licensed Clinical Mental Health Counselor	941	Discretionary
OPR	Licensed Independent Clinical Social Worker	1,348	Discretionary
OPR	Licensed Marriage and Family Therapist	73	Discretionary
OPR	Licensed Master's Social Worker	39	Discretionary
OPR	Licensed Nursing Assistant	5,437	Discretionary
OPR	Licensed Practical Nurse	2,517	Accelerated
OPR	Licensed Private Investigator - Transient Practice	2	Discretionary
OPR	Licensed Private Investigator and/or Security Guard	139	Discretionary
OPR	Licensed Private Investigator/Security Instructor	10	Discretionary
OPR	Licensed Real Estate Appraiser	16	Discretionary
OPR	Midwife	30	Discretionary
OPR	Nail Technician	236	Discretionary
OPR	Naturopathic Physician	352	Discretionary
OPR	Non-Licensed & Non-Certified Psychotherapist	1,361	Discretionary
OPR	Nuclear Medicine Technologist	57	Discretionary
OPR	Nursing Home Administrator	82	Discretionary
OPR	Occupational Therapist	494	Discretionary
OPR	Occupational Therapy Assistant	160	Discretionary
OPR	Optician	112	Discretionary
OPR	Optometrist	128	Discretionary
OPR	Osteopathic Physician	286	Accelerated
OPR	Out of State Tele-pharmacist	152	Discretionary
OPR	Permanent Cosmetic Tattooist	16	Discretionary
OPR	Pharmacist	1,143	Accelerated
OPR	Pharmacy Technician	1,398	Discretionary
OPR	Physical Therapist	1,180	Discretionary
OPR	Physical Therapist Assistant	229	Discretionary
OPR	Pollution Abatement Facility Operator	362	Discretionary
OPR	Professional Boxing Judge	2	Discretionary
OPR	Professional Engineer	4,215	Accelerated
OPR	Property Inspector	124	Discretionary
OPR	Psychoanalyst	42	Discretionary
OPR	Psychologist – Doctorate	468	Discretionary
OPR	Psychologist – Master	204	Discretionary
OPR	Radiation Therapist	63	Discretionary
OPR	Radiologic Technologist (Radiography)	598	Discretionary
OPR	Real Estate Broker	956	Discretionary
OPR	Real Estate Salesperson	1,309	Discretionary
OPR	Registered Certified Dental Assistant	132	Discretionary

Agency	Profession Type	Count	Canadian Bridge-Licensing
OPR	Registered Nurse	16,929	Accelerated
OPR	Registered Private Investigative/Security Employee	867	Discretionary
OPR	Registered Public Accountant	3	Discretionary
OPR	Registered Traditional Dental Assistant	620	Discretionary
OPR	Removal Personnel	85	Discretionary
OPR	Respiratory Care Practitioner	394	Discretionary
OPR	Speech-Language Pathologist	645	Discretionary
OPR	Tattooist Operator	105	Discretionary
OPR	Veterinarian	632	Discretionary
OPR	Wastewater/Water System Designers	161	Discretionary

Occupations without Canadian Bridge-Licensing

Of the 178 professional credentials evaluated in the Act 30 surveys, 78 do not have any Canadian bridge-licensing pathways, informal or otherwise. Most often, professional credentials without any Canadian endorsement pathways are those for businesses, where competency endorsements do not apply. Likewise, there are several student, intern/trainee, or otherwise temporary credentials where endorsement is not possible. Finally, there are a few professional credentials where Canadian endorsement does not exist due to national standards or nationality requirements. For example, Notaries Public must be U.S. citizens and residents of Vermont.

Table 2: Act 30 regulated occupations without Canadian bridge-licensing pathways.

Agency	Profession Type	Count	Canadian Bridge-Licensing
AHS	After School Programs	160	none
AHS	After School Programs Employees	1524	none
AHS	Child Care Center Employees	5659	none
AHS	Child Care Centers	509	none
AHS	Home-Based Child-Care	510	none
AHS	Home-Based Child-Care Employees	1639	none
DOH	Anesthesiologist Assistants	29	none
DOH	Asbestos Abatement	862	none
DOH	Emergency Medical Personnel	2,800	none
DOH	Lead Abatement	206	none
DOH	MD Residents	338	none
DOH	Physician Assistants	439	none
DOH	Podiatrist Residents	6	none

Agency	Profession Type	Count	Canadian Bridge-Licensing
DOH	Radiologist Assistants	1	none
DPS	Polygraph Examiners	20	none
OPR	503B Outsourcer - Pharmacy	29	none
OPR	Accounting Firm	195	none
OPR	Annual Event Permit - Motor Vehicle Racing	5	none
OPR	Apprentice Addiction Professional	4	none
OPR	Auctioneer - Apprentice	1	none
OPR	Barber - Apprentice	6	none
OPR	Barber - Limited	82	none
OPR	Barber Shop	65	none
OPR	Body Piercing & Tattooist - Apprentice	4	none
OPR	Body Piercing & Tattooist Shop	27	none
OPR	Body Piercing Shop	2	none
OPR	Certified Apprentice Addiction Professional	83	none
OPR	Certified General Real Estate Appraiser - Temporary License	40	none
OPR	Certified General Real Estate Appraiser - Trainee	6	none
OPR	Certified Residential Real Estate Appraiser - Temporary License	1	none
OPR	Certified Residential Real Estate Appraiser - Trainee	14	none
OPR	Chiropractic Intern	3	none
OPR	Community-Based Long Term Care Pharmacy	2	none
OPR	Cosmetologist - Apprentice	20	none
OPR	Cosmetology Shop	710	none
OPR	Crematory Establishment	12	none
OPR	Electrology Office	26	none
OPR	Engineer Intern	1,462	none
OPR	Esthetician - Apprentice	7	none
OPR	Funeral Director Apprentice	5	none
OPR	Hearing Aid Dispenser - Temporary License	1	none
OPR	In-State Manufacturing Drug Outlet	8	none
OPR	Instate Pharmacy	140	none
OPR	Institutional Pharmacy	17	none
OPR	Investigation & Research Project Pharmacy	4	none
OPR	Ionizing Radiation Privileges (Physicians)	130	none
OPR	Licensed Practical Nurse - Temporary Permit for Re-Entry	1	none
OPR	Limited Temporary Osteopathic Physician	32	none
OPR	Nail Technician - Apprentice	57	none
OPR	Non-Resident Accounting Firm with Mobility	60	none
OPR	Non-Resident Pharmacy	646	none
OPR	Notary Public	12,165	none

Agency	Profession Type	Count	Canadian Bridge-Licensing
OPR	Nuclear/Radiologic Pharmacy	11	none
OPR	Nursing Home Administrator-in-Training	12	none
OPR	Occupational Therapy Assistant - Temporary License	1	none
OPR	Optician – Trainee	40	none
OPR	Permanent Cosmetic Tattooist – Apprentice	2	none
OPR	Pharmacy Intern	142	none
OPR	Pollution Abatement Facility Operator Provisional	62	none
OPR	Private Investigative & Security Services Agency	17	none
OPR	Private Investigative & Security Services Agency - Sole Proprietor	4	none
OPR	Private Investigative Agency	47	none
OPR	Private Investigative Agency - Sole Proprietor	20	none
OPR	Psychologist - Doctorate - Temporary License	13	none
OPR	Radiologic Technologist Limited License	2	none
OPR	Real Estate Brokerage Firm - Branch Office	81	none
OPR	Real Estate Brokerage Firm - Main Office	475	none
OPR	Registered Appraisal Management Company - Branch Office	1	none
OPR	Registered Appraisal Management Company - Main Office	133	none
OPR	Respiratory Care Practitioner – Student	5	none
OPR	School of Cosmetology	3	none
OPR	Security Services Agency	27	none
OPR	Speech-Language Pathologist – Provisional	32	none
OPR	Tattooist – Apprentice	35	none
OPR	Tattooist Shop	44	none
OPR	Third-Party Logistics Provider – Pharmacy	112	none
OPR	Unlimited Event Permit - Motor Vehicle Racing	6	none
OPR	Wholesale Drug Outlet	949	None

Recommendations for State Regulatory Agencies

Every agency that licenses individuals should make every effort to license qualified Canadian professionals. Reciprocity requirements should be ignored or set aside. Although mutual recognition is desirable, other jurisdictions’ embrace of our credentials is irrelevant to whether we can confidently assess the equivalence of theirs to Vermont requirements. Wherever possible on the merits, agencies should expressly recognize Canadian credentialing bodies as substantially equivalent to American credentialing bodies. Equivalent Canadian credentialing bodies should be proactively named in statutes and rules that establish licensing requirements. If there is not a direct equivalency, agencies should be proactive in establishing a Canadian bridge license that would enable someone to come to Vermont, work under their existing professional qualifications, and obtain additional qualifications which meet Vermont’s standards.

Every profession identified in this report as currently offering an accelerated endorsement pathway should be proactively evaluated to determine if a direct pathway is possible while preserving essential minimum standards. As a result of this report, OPR will actively engage with the professions that have an accelerated endorsement pathway to make a direct pathway for Canadian professionals.⁴

We recommend that every agency involved in the licensing of individuals should have in statute a formal discretionary endorsement pathway to evaluate foreign-educated applicants' competence. Not every foreign training model will match essential standards in Vermont in a manner conducive to a direct endorsement pathway to licensure; but every would-be Vermont professional deserves the right to have their credentials evaluated based on the training and experience they already have. This process should be formalized either in policy or rule.

Pathways for Canadian professionals should be as clear as possible, since Canada is known to be the most common international source of professionals entering Vermont. In rare circumstances when evaluating a Canadian professional's application, agencies should be encouraged to utilize third-party verification services that have the ability to translate transcripts, etc. While this already exists at OPR, the same should apply to all of Vermont's occupational regulatory agencies. Furthermore, every Agency should publicize this process so it is readily accessible for interested Canadian professionals.

Conclusions

Vermont should take every active measure to recruit and retain its professional workforce. Canadian professionals are uniquely likely to look at Vermont as a possible state for relocation. By streamlining Canadian equivalency or creating a Canadian bridge-license while an individual is gaining additional qualifications, Vermont's licensing agencies could play an important role in building the professional services landscape in Vermont.

This cross-profession survey returned relatively encouraging results. Among the 178 credentials surveyed, the vast majority are structured so as to make at least discretionary recognition of Canadian credentials possible. Those credential types returning no means of accelerated or discretionary licensing generally are so categorized because they are matched to regulated institutions, not to human beings.

The challenge yet to be met is treating Canada in like manner to a U.S. state in every instance where we develop new licensing requirements, and moving from discretionary to accelerated or direct acceptance. The credentials susceptible to that reform are both (1) too numerous to scrutinize at once, and (2) overwhelmingly governed by administrative rules subject to periodic revision. For this reason, the most efficient and effective legislative approach to promoting access to Vermont for Canadian professionals likely would be to insert a simple amendment in the Administrative Procedure Act requiring that any administrative rule establishing qualifications or requirements to obtain a license, certification, or registration in any regulated profession or occupation be accompanied by a mobility-maximization analysis that specifies what measures have been taken to (1) eliminate unnecessary barriers to entry for

⁴ Among the professions "attached" to OPR pursuant to 3 V.S.A. § 122, those with accelerated pathways are: Architects, Chiropractors, Dental Hygienists, Dentists, Engineers, Land Surveyors, Licensed Practical and Registered Nurses, Opticians, Osteopathic Physicians, Pharmacists, Professional Engineers, Psychologists, Social Workers, and Veterinarians.

applicants licensed outside the United States, and (2) identify and recognize toward the requirements of licensure any specific, equivalent Canadian credentials existing in the provinces. In this way, the rulemaking process could be employed over time to provoke ongoing efforts to harmonize Vermont and Canadian licensing standards.

Respectfully submitted to the Senate and House Committees on Government Operations, the Senate Committee on Economic Development, Housing and General Affairs, and the House Committee on Commerce and Economic Development.

STATE OF VERMONT
SECRETARY OF STATE
OFFICE OF PROFESSIONAL REGULATION



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January 15, 2020

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APPENDICES

Appendix A: Regulated Occupations in Canada

Canadian Occupation Name	Provincial Regulation
Acupuncturists (Practitioners of natural healing)	Yes
Aerospace engineers	Yes
Agricultural representatives, consultants and specialists	Yes
Agricultural service contractors, farm supervisors and specialized livestock workers	Yes
Air pilots, flight engineers and flying instructors	
Air traffic controllers and related occupations	
Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	
Aircraft mechanics and aircraft inspectors	
Animal health technologists and veterinary technicians	Yes
Appliance servicers and repairers	
Architects	Yes
Architectural technologists and technicians	Yes
Audiologists and speech-language pathologists	Yes
Automotive service technicians, truck and bus mechanics and mechanical repairers	
Biological technologists and technicians	Yes
Biologists and related scientists	Yes
Boilermakers	
Bricklayers	
Cardiology Technologists (Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.)	Yes
Central control and process operators, mineral and metal processing	Yes
Chemical engineers	Yes
Chemical technologists and technicians	Yes
Chemists	Yes

Canadian Occupation Name	Provincial Regulation
Chiropodists and podiatrists (Other professional occupations in health diagnosing and treating)	Yes
Chiropractors	Yes
Civil engineering technologists and technicians	Yes
Civil engineers	Yes
Computer engineers (except software engineers and designers)	Yes
Construction trades helpers and labourers	
Contractors and supervisors, oil and gas drilling and services	Yes
Crane operators	Yes
Dental assistants	Yes
Dental hygienists	Yes
Dental technologists, technicians and laboratory assistants	Yes
Dental therapists	Yes
Dentists	Yes
Denturists	Yes
Dietitians (Dietitians and nutritionists)	Yes
Drafting technologists and technicians	Yes
Drillers and blasters - surface mining, quarrying and construction	
Early childhood educators and assistants	Yes
Educational counsellors	Yes
Electrical and electronics engineering technologists and technicians	Yes
Electrical and electronics engineers	Yes
Electricians (except industrial and power system)	Yes
Electroencephalograph (EEG) and Electroneurophysiology (ENP) Technologists (Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.)	Yes
Electromyography (EMG) Technologist (Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.)	Yes

Canadian Occupation Name	Provincial Regulation
Elementary school and kindergarten teachers	
Elevator constructors and mechanics	
Estheticians, electrologists and related occupations	Yes
Family, marriage and other related counsellors	Yes
Financial auditors and accountants	Yes
Financial planners (Other financial officers)	Yes
Fishermen/women	Yes
Forestry professionals	Yes
Forestry technologists and technicians	Yes
Funeral directors and embalmers	Yes
Gas fitters	
General practitioners and family physicians	Yes
Geological and mineral technologists and technicians	Yes
Geological engineers	Yes
Geoscientists (Geoscientists and oceanographers)	Yes
Hairstylists and barbers	Yes
Hearing instrument practitioners (Other technical occupations in therapy and assessment)	Yes
Heavy equipment operators (except crane)	
Heavy-duty equipment mechanics	
Homeopaths (Practitioners of natural healing)	Yes
Human resources and recruitment officers	Yes
Human resources professionals	Yes
Immigration consultants and authorized representatives (Employment insurance, immigration, border services and revenue officers)	Yes
Industrial and manufacturing engineers	Yes
Industrial electricians	Yes

Canadian Occupation Name	Provincial Regulation
Industrial engineering and manufacturing technologists and technicians	Yes
Industrial instrument technicians and mechanics	Yes
Insurance adjusters and claims examiners	
Insurance agents and brokers	Yes
Insurance, real estate and financial brokerage managers	Yes
Interior designers and interior decorators	Yes
Ironworkers	
Justices of the peace (Court officers and justices of the peace)	Yes
Kinesiologists (Other professional occupations in therapy and assessment)	Yes
Land survey technologists and technicians	Yes
Land surveyors	Yes
Landscape and horticulture technicians and specialists	Yes
Landscape architects	Yes
Lawyers (Lawyers and Quebec notaries)	Yes
Licensed practical nurses	Yes
Massage therapists	Yes
Mechanical engineering technologists and technicians	Yes
Mechanical engineers	Yes
Medical laboratory technologists	Yes
Medical radiation technologists	Yes
Medical sonographers	Yes
Metallurgical and materials engineers	Yes
Midwives (Allied primary health practitioners)	Yes
Mining engineers	Yes
Mortgage brokers (Other financial officers)	Yes
Motor vehicle body repairers	

Canadian Occupation Name	Provincial Regulation
Motorcycle, all-terrain vehicle and other related mechanics	
Naturopaths and naturopathic doctors (Other professional occupations in health diagnosing and treating)	Yes
Notaries public (Paralegals and related occupations)	Yes
Nurse aides, orderlies and patient service associates	
Nursing co-ordinators and supervisors	Yes
Nutritionists (Dietitians and nutritionists)	Yes
Occupational therapists	Yes
Oil and gas drilling, servicing and related labourers	
Oil and gas well drillers, servicers, testers and related workers	
Oil and gas well drilling and related workers and services operators	
Oil and solid fuel heating mechanics	
Opticians	Yes
Optometrists	Yes
Orthoptists (Other professional occupations in health diagnosing and treating)	Yes
Other professional engineers, n.e.c.	Yes
Other sales related occupations	
Other trades and related occupations, n.e.c.	
Paralegal (Paralegals and related occupations)	Yes
Paramedical occupations	Yes
Petroleum engineers	Yes
Petroleum, gas and chemical process operators	
Pharmacists	Yes
Physiotherapists	Yes
Plumbers	
Power system electricians	

Canadian Occupation Name	Provincial Regulation
Professional occupations in business management consulting	Yes
Property Assessor (Assessors, valuers and appraisers)	Yes
Psychologists	Yes
Pulmonary function technicians (Respiratory therapists, clinical perfusionists and cardiopulmonary technologists)	Yes
Quebec notaries (Lawyers and Quebec notaries)	Yes
Real estate agents and salespersons	Yes
Real Estate Appraiser (Assessors, valuers and appraisers)	Yes
Refrigeration and air conditioning mechanics	Yes
Registered nurses (Registered nurses and registered psychiatric nurses)	Yes
Registered psychiatric nurses (Registered nurses and registered psychiatric nurses)	Yes
Respiratory therapists (Respiratory therapists, clinical perfusionists and cardiopulmonary technologists)	Yes
Retail salespersons	
Secondary school teachers	
Securities agents, investment dealers and brokers	
Sheet metal workers	
Sheriffs and bailiffs	Yes
Social workers	Yes
Software engineers and designers	Yes
Specialist physicians	Yes
Steamfitters, pipefitters and sprinkler system installers	Yes
Storekeepers and partspersons	Yes
Structural metal and platework fabricators and fitters	
Supervisors, logging and forestry	Yes
Supervisors, mineral and metal processing	Yes
Supervisors, mining and quarrying	Yes

Canadian Occupation Name	Provincial Regulation
Supervisors, petroleum, gas and chemical processing and utilities	Yes
Supervisors, plastic and rubber products manufacturing	Yes
Telecommunications installation and repair workers	
Telecommunications line and cable workers	
Traditional Chinese medicine practitioner (Practitioners of natural healing)	Yes
Translators, terminologists and interpreters	Yes
Underground production and development miners	
Urban and land use planners	Yes
Veterinarians	Yes
Welders and related machine operators	