



What's New in HR Law

Ontario Removes Interprovincial Employment Barriers

September 23, 2025 | By Alistair Chauhan

Summary

On September 1, 2025, the Government of Ontario announced its latest initiative aimed at strengthening the provincial economy in the face of global economic uncertainty and the ongoing threat posed by US tariffs. Ontario filed regulations under the *Ontario Labour Mobility Act, 2009* to remove interprovincial barriers for certain Canadian workers, making it faster and easier for those workers to move to Ontario from other Canadian provinces and territories.

Fast-Track Certification for Out-of-Province Professionals

Starting on January 1, 2026, certified professionals in non-health occupations from other Canadian provinces and territories will have to wait less time before they can begin working in Ontario. Under the new process, referred to as the “As of Right” rules, these workers can apply to have their credentials deemed as certified in Ontario, enabling them to begin working within 10 business days once their credentials and other requirements are confirmed by the regulatory authority. They will then be able to work in Ontario for a one-time, six-month period while the regulatory authority makes a final decision on their certification application.

This article is for the purposes of only general information and does not constitute legal advice or opinion.

The “As of Right” rules mark a dramatic shift from the current system, which can require out-of-province workers to wait up to six months before they can begin working in Ontario. These changes will apply to workers in over 300 certifications across 59 regulatory authorities, covering a wide range of occupations including accountants, architects, electricians, and engineers.

The New Regulations

The “As of Right” rules derive from Regulation 199/25, which the Government of Ontario filed under the *Ontario Labour Mobility Act, 2009*. Regulation 199/25 sets out a “deemed certification” process, which allows individuals who hold professional certification elsewhere in Canada to receive temporary certification in Ontario.

Individuals seeking deemed certification must confirm that their credentials are in good standing with their home province or territory's regulatory authority and that they are not currently facing disciplinary proceedings or have been subject to findings of misconduct. Ontario regulatory bodies may require additional steps such as police record checks, proof of language proficiency (English or French), insurance coverage, and, if applicable, examinations regarding local practice standards.

In an effort to promote the expediency of the “As of Right” rules, Regulation 199/25 includes strict requirements for timely processing. For example, it mandates 10-day timeframes both for notifying applicants of any deficiencies in their applications as well as for providing alternative examination opportunities if an applicant fails to successfully complete their certification examination.

Boosting Economic Stability

This initiative is part of the Government of Ontario's broader strategy to protect Canadian workers and foster a more unified and flexible national labour market.

Earlier this year, Ontario introduced the *Protect Ontario Through Free Trade within Canada Act, 2025*, which seeks to eliminate internal trade barriers with partner jurisdictions within Canada. To date, Ontario has entered into interprovincial agreements with ten provinces and territories across Canada to facilitate the free movement of goods, services, and workers. These agreements feature reciprocal measures, which facilitate both Ontario workers working in other provinces and territories and workers from those other provinces and territories working in Ontario.

Takeaways

The introduction of the “As of Right” rules presents a significant opportunity for employers in Ontario to address labour shortages more quickly and efficiently. By shortening the time it takes for certified professionals from other provinces and territories to begin working, employers will be able to fill openings faster without the excessive administrative delays that have been seen in years past. Additionally, employers will now have access to a larger talent pool of certified professionals from across Canada, allowing them to hire candidates who may not have previously considered a move to Ontario due to the administrative hurdles they would have faced.

Need More Information?

For more information or assistance with workforce planning in light of the “As of Right” rules, please contact [Alistair Chauhan](#) at achauhan@filion.on.ca or your [regular lawyer](#) at the firm.



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