

Vocational Training

The Bachelor's Degree in Vocational Training

Teaching in the vocational training sector requires a combination of teaching skills and knowledge of a trade. It is also challenging, since it involves starting a new career while studying at university. To answer some of the questions that arise from this often difficult situation, this document will consider the main issues associated with the Bachelor's degree in vocational training and the *Regulation respecting teacher's licences* (the Regulation).

Where do you go for a Bachelor's degree?

The new Bachelor's degree in vocational training was created after the 120-credit youth sector degree was introduced. At the time, the *Ministère de l'Éducation* wanted to offer equivalent training for all school board teachers in order to professionalize teaching.

The aim of the degree program is to develop the competencies of the teaching profession. It includes:

- an introduction to teaching
- training in pedagogy
- practical training through internships in schools
- professional development activities related to the trade or to teaching

The *Regulation respecting teacher's licences* governs access to the teaching profession. It was completely re-written by the *Ministère de l'Éducation*, and the new rules came into force on October 1, 2019, effectively changing the requirements for obtaining or maintaining status as a legally qualified teacher. Among other things, the new version of the Regulation abolished the teaching authorization for vocational training.

The Regulation is available online at:

legisquebec.gouv.qc.ca/fr/showDoc/cr/l-13.3,%20r.%202.01?&digest=

Why sign up for a degree?

If you wish to obtain a **teaching authorization**, you must take a 120-credit degree program. There are some exceptions to this rule, which will be mentioned in the section entitled *The Probationary Permit and Probation*.

A teaching authorization can be provisional (provisional authorization or permit) or permanent (diploma). An authorization, whether provisional or permanent, constitutes a **legal qualification**.

From the standpoint of pedagogy, one of the aspects of the degree program that teachers appreciate most is that it helps to improve:

- understanding of different learning processes
- course preparation
- organization of instruction
- evaluation of learning

A teaching authorization is a legal qualification and has a significant impact on working conditions. It is a **prerequisite for obtaining a contract** (*Education act*, ss. 23 and 25; Appendix XXXVII of the Collective Agreement).¹ **Access to a contract substantially increases a teacher's salary and improves other working conditions** (insurance, pension, etc.). Since the union won the battle for pay equity, all vocational training teachers with a legal qualification are paid on the single scale covered by the Collective Agreement (clauses 6-4.02 and 13-13.03). The salary paid on this scale is higher than that paid under the former scales for 14, 15, 16 and 17 years of education. Relevant experience of the trade, teaching experience and level of education are all taken into account to determine the salary to be paid. The teaching authorization is also a prerequisite for obtaining and maintaining **permanent status**.

It is possible to teach without legal qualifications and without a contract, on an **hourly-paid basis** (See Appendix XXXVII of the Provincial Agreement). However, this involves poor working conditions, employment insecurity and a weakening of a centre's staff (see Table I).

¹ There is one exception, described below in the *Hiring Tolerance* section.

Teaching authorization	Legal qualification	Is it a prerequisite for...		
		A contract?	Permanent status?	The recall list?
None	Not legally qualified	No	No	See the local agreement
None	Hiring tolerance: Not legally qualified	Yes	No	See the local agreement
Non-permanent authorization: provisional authorization or probationary permit	Legally qualified	Yes	Yes	Yes
Permanent authorization: Diploma	Legally qualified	Yes	Yes	Yes

Choosing a university – seeking a solution for vocational training teachers teaching in the English educational sector

Until the fall of 2019, the only option available in English for vocational training teachers seeking to complete a Bachelor of Education and obtain a legal qualification was to register for the program offered by the *Université de Sherbrooke* (Campus Longueil).

At the same time as the new rules (mentioned above) came into force on October 1, 2019, effectively changing the requirements for obtaining or maintaining status as a legally qualified teacher, the *Université de Sherbrooke* made the decision to phase out its education program and stopped accepting new registrants.

Since then, QPAT has had ongoing discussions with the Ministry of Education and other educational partners in order to ensure that vocational training teachers working in the English educational sector be given access to a bachelor's degree offered in English, allowing them to obtain a legal qualification. Furthermore, QPAT made the request that not only should a program be accessible in English as soon as possible, but that the possibility of offering it online should be seriously considered. QPAT strongly recommended that the bachelor's degree already offered online by the *Université du Québec à Rimouski* (UQAR) could serve as a model. The purpose would be to make it accessible to teachers from all regions of Quebec and make it convenient for vocational training teachers who are working full time. We are pleased to announce that serious discussions are presently taking place between the MEQ and universities who expressed willingness to offer the program in English with the possibility of offering it online. As soon as a formal agreement is reached on this important matter, you will be provided with the details.

For the time being, for vocational training teachers willing and able to pursue a Bachelor of Education in French, the online program offered by the UQAR seems to be the most advantageous possibility to consider.

The paths leading to the profession

There are several paths to the teaching profession. You can ask your local union for assistance.

For most vocational training teachers, the first step is to obtain a **provisional authorization**, and then a **diploma**. In some situations, you may have to obtain a **permit**. The conditions for obtaining and renewing these teaching authorizations are set out in this document.

What conditions must be met to obtain a provisional authorization?

A provisional teaching authorization may be awarded to a person who meets certain conditions (Regulation, s. 43, subparagraph 2). It may be renewed three times (Regulation, s. 45) when the holder has obtained the appropriate number of credits (see the table in the section *How to renew a provisional authorization*). At the end of the process, a second provisional authorization is granted if the person concerned has completed 90 units of the Bachelor's degree in vocational training and also meets the other conditions (Regulation, s. 43, subparagraph 1).

Most vocational training teachers, with some exceptions, obtain a provisional authorization as their first teaching authorization. It is a provincial authorization and is therefore recognized by all the province's school service centres and school boards. It is issued with a number of conditions (Regulation, s. 43, subparagraph 2):

- the training is directly related to the program to be taught (diploma of vocational studies (DVS), diploma of college studies (DCS) in a technical or other program);²
- at least **3,000 hours of experience in the practice** or teaching of the **trade** directly related to the program to be taught;
- assignment, by the employer, within a period of twelve months, of a **teaching workload of 216 hours or more** that requires a teaching authorization and that is directly related to the program to be taught;
- successful completion of pre-service teacher training in the vocational sector (minimum of **three university credits**).

Note that centre administrations wishing to consolidate their vocational training teams will request **hiring tolerances** which allow teachers just starting their Bachelor's degree to obtain a contract before completing their first three university credits (see the section on *Hiring Tolerance*). If this is not the case, the union may be able to help by contacting the administration.

² The *Ministère de l'Éducation* has produced a Guide for every DVS and AVS (attestation of vocational studies) program, setting out the training directly related to the program to be taught: education.gouv.qc.ca/fileadmin/site_web/documents/dpse/Outil-soutien-inscription-fp.pdf.

What steps must be taken to obtain an authorization?

Once it has been established that all the conditions for obtaining or renewing a teaching authorization have been met, you should complete the form available on the *Ministère de l'Éducation* website. We suggest you contact the Teacher Certification Department for information before doing this.

Teacher Certification Department, *Ministère de l'Éducation*
418 646-6581, toll-free: 866 747-6626
1035, De La Chevrotière, 28th Floor, Québec City (Québec) G1R 5A5
dftps@education.gouv.qc.ca

Supporting documentation is required (academic file, transcripts, police check, etc.). In some cases the employer must also specify the anticipated teaching assignment. **Make copies of all the documents you submit.** A guide and copies of the application forms are available at:

prod.education.gouv.qc.ca/formulairewebj/accueil.do?methode=accéder.

If the school service centre, school board, centre administration or the *Ministère de l'Éducation* prevents you from obtaining a provisional authorization even if you have met all the conditions mentioned above, please contact your local union for information on how to proceed.

How do you renew a provisional authorization?

To renew a provisional authorization, you must accumulate credits in a recognized undergraduate professional teacher training program, in line with the steps set out in the Regulation (Regulation, s. 45). It is the teacher's responsibility to contact the *Ministère de l'Éducation*. The table below shows the different steps to be taken. **You must meet the deadlines shown to maintain your legal qualification.**

These different steps form the first 90-credit block of the Bachelor's degree, and allow you to obtain **the second provisional authorization**, which is available **only to people who have obtained the required 90 credits** (Regulation, s. 43, subparagraph 1), **and have passed the language test**. Universities usually offer preparatory sessions for the language test, which may help. The second authorization can then be renewed by satisfying the conditions set out in the table below (Regulation, s.44).

Do not wait until you have obtained your 90 credits to prepare for your language test!
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**Steps in obtaining a diploma
For a person who applied for his or her first provisional teaching
authorization after October 1, 2019**

Steps	Credits that must be accumulated for this step	Minimum number of credits to be accumulated before moving to the next step	Clarification
First provisional authorization (Regulation, s. 43, subparagraph 2, and s. 45)			
Prior to authorization	3 credits	3 credits	
Authorization valid for no more than 4 years, expiring at the end of the 3rd school year following the school year in which it is issued	12 credits	15 credits	The 12 credits are other than those awarded for the 3,000 hours of experience.
1 st renewal for a period of 3 years	24 credits	39 credits	The 24 credits include no more than 9 credits for knowledge of the trade.
2 nd renewal for a period of 2 years	24 credits	63 credits	The 24 credit include no more than 9 new credits for knowledge of the trade (i.e. no more than 18 in all).
3 rd renewal for a period of 2 years	27 credits	90 credits	The 90 credits must include 60 credits for teacher training . ³
Second provisional authorization (Regulation, ss. 43 and 44)			
Authorization valid for no more than 6 years, expiring at the end of the 5th school year following the school year in which it is issued	Accumulate 15 additional credits*	Variable	* If 3 of the required 15 credits are missing, the candidate may compensate for them by showing that he or she has accumulated: 250 hours of teaching or 500 hours of relevant experience in a workplace.
1 st renewal for a period of 5 years	Accumulate 15 additional credits*	Variable	
If necessary, 2 nd renewal for a period of 5 years	Variable	120 credits	The candidate must accumulate the remaining credits to complete the Bachelor's degree and hence obtain a diploma to teach in the vocational sector.

³ People who applied for their first teaching authorization after October 1, 2019, and who complete their 90 credits before June 30, 2025, may obtain their second provisional authorization if they have completed 45 of the 60 required teacher training credits (Regulation, s. 63.2).

The second provisional authorization awarded after 90 credits

The second provisional authorization, valid for no more than six years, expires at the end of the fifth school year, and is issued to a person who has accumulated 90 credits in the Bachelor's degree program, including 60 teacher training credits. The other 30 credits can be obtained through recognition of trade experience in a relevant sector.

The second provisional authorization may be renewed for successive five-year periods if the holder has accumulated at least 15 additional credits from those required to obtain the diploma (Regulation, s. 44). A five-year renewal may be granted after accumulating only 12 credits if one of the following two conditions has been met:

- the person has accumulated 250 hours of teaching in the vocational training sector, directly related to the training that led to the awarding of the provisional teaching authorization; or
- the person has accumulated 500 hours of relevant experience in a workplace.

The second provisional authorization can therefore be extended for up to 15 years.

Transitional measures

Following interventions by the FSE, the Regulation was amended and new transitional measures were introduced. Among other things, the new provisions protect the rights of vocational training teachers **who applied for their first provisional teaching authorization before October 1, 2019**. Some elements of the original Regulation may therefore still apply to you, but for a pre-determined period only. We suggest that you contact the *Ministère de l'Éducation* (see the contact information above) or your union for details.

The probationary permit and probation

The probationary permit is a non-permanent teaching authorization that is valid for five years (Regulation, ss. 14 and 18). It is intended mainly for the holders of teaching authorizations issued outside Québec, who must nevertheless satisfy certain conditions before receiving a teaching diploma (regulation, ss. 16 and 17). Those conditions may include a probationary period.

Additional information on the duration, supervision, evaluation and repetition of this procedure can be found in the Regulation (ss. 27 to 36).

Recognition of prior learning

Degree credits may be awarded for practice of the trade in a relevant sector. Some universities may also recognize relevant qualifications, teaching experience and professional development in the specialty subject, in addition to practice. Recognition of prior learning varies from one university to the next and may significantly reduce the time needed to obtain a Bachelor's degree. Contact your university for details.

Equivalence recognition

In some situations, the *Ministre de l'Éducation* may recognize a person's qualification or skills as being fully or partially equivalent, if he or she does not have the qualifications required by the Regulation (ss. 23 to 26).

The teaching diploma

The teaching diploma is the only permanent authorization to teach. It is issued to a person who has accumulated 120 credits in the Bachelor's degree program, or who has obtained a probationary permit and met the conditions for obtaining the diploma (Regulation, ss. 3, 7, 16 and 17). In addition, a person who holds a teaching permit issued pursuant the transitional measures in the old Regulation can claim the diploma by meeting certain conditions (Regulation, ss. 62).

Hiring tolerance

Hiring tolerance is the one exception to the Regulation. It has been available since 2018, and is issued for two school years by the *Ministère de l'Éducation*, in response to a request from a school service centre or school board. The school service centre or school board must show that no other legally qualified teacher (with an authorization to teach) is available to fill the position concerned. The conditions and duration of the hiring tolerance may be changed by the Minister at any time.

Mastery of the language of instruction

To obtain a diploma, licence or second provisional teaching authorization, you must pass the examination recognized by the *Ministère de l'Éducation* in the language in which you will teach. It is therefore vital to make sure you pass the examination before your provisional authorization (prerequisite for the second authorization) or permit expires, to avoid losing your legal qualification and your entitlement to a contract. Note that you may be exempt from this requirement if you hold a teaching authorization issued in another Canadian province or territory.

A teaching authorization may be maintained without passing the test before the deadline. Universities generally offer special support for the language test.

The school service centre or school board may impose an additional language of instruction test before hiring. Please consult your union for details.

The Bachelor's degree – an impossible dream?

The introduction of the new 120-credit degree course requires a huge effort for many vocational training teachers. However, the scope of the task must be considered within its context.

- The hiring tolerance is now two years, which gives teachers more time to obtain their initial university credits.

- Vocational training teachers can complete a portion of their student teaching as part of their paid workload. Contact your local union to see how much of your university work can be recognized as part of your workload.
- Depending on the university, it may be possible to obtain a certain number of credits for trade experience and teaching experience.
- The first 90 credits can be spread over a period of up to 11 years.
- The second provisional authorization, granted to people who have accumulated 90 credits in the vocational training program, may be renewed every five years (see the section on the second provisional authorization). Authorization may be extended for 10 or 15 years, depending on the number of credits obtained.
- The requirements of the language test have been adjusted for vocational training.
- Contact your school service centre or school board to see if it will cover your course costs.

This document was revised in October 2020. It was translated and adapted by QPAT to reflect the English sector's reality. The *Regulation respecting teaching licences* was re-written in its entirety and was adopted on October 1, 2019, before being revised on June 10, 2020. The Government may amend its legislation, regulations and budget rules in the future.

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