



# Recruiter Licensing (Ontario)

**Recruiter Licensing is required for any RNR recruiter who wishes to work on Ontario jobs, regardless of wherever you're located.**

**RNR will have features implemented on the platform to check compliance with license requirements, disabling any recruiter from working on specific jobs if they do not have the appropriate license(s).**

## Does it apply to you?

Under the Ontario's ESA (Employment Standards Act), a recruiter is defined as: "any person who, for a fee, finds, or attempts to find, employees for prospective employers in Ontario."

This applies to freelancers and recruiters with THA's (temporary help agencies) in Ontario, as well as any recruiter/ agency outside of Ontario, working on Ontario jobs.

## How it affect you?

**RNR will be implementing additional support and features on the platform to ensure all our recruiters who wish to work on Ontario jobs are fully licensed to start sourcing for these roles:**

- Recruiters have until **June 30th** to get license applications in in order to continue recruiting after **July 1st**.
- We will not be able to release recruitment fees if you don't have an appropriate recruiter license as you will not be compliant with the new legislation
- The government can charge you financial penalties ranging from \$15-25k for non-compliance. Employers in Ontario will be doing due diligence in ensuring only licensed recruiters are working on their roles.

## Where can you use this license?

If you want to get a license with RNR, the license would only be applicable to RNR roles as the license is tied to RNR.

Other provinces require agencies to have licenses however Ontario is stricter on the new legislation which includes individual recruiters, with financial fines reaching up to \$50,000 for non-compliance.

***The license applies to all Ontario jobs posted on the platform.***

## Important Deadlines and License Renewal

- July 1st applications deadline. If an application request has been sent before July 1st, recruiters are still able to continue recruiting on RNR until the license has been approved.
- The license is required to be renewed every year – reach out to us if you wish to renew the license when it approaches the renewal period.

# Application Process at RNR

To support our recruiters in the application process for a Recruiter License, we have a monthly subscription plan at \$50 (on a 12 month commitment) which includes:

- Recruiter license with RNR
- RNR registered email (plus all the perks included with an email subscription!)
- 1 free bundle (75 candidate bundle targeted to roles you're working on)
- Recruiter project access on LinkedIn



## Payment Links

We've set up payment links for anyone interested in applying for a recruiter license. Once paid, we'll be in touch with further details we need from you. (Difference from the 2 links is the tax collected at check-out)

For Canadian recruiters, please click the link below to process the \$50 monthly subscription.



[Click here to Pay >](#)

For US recruiters, please click the link below to process the \$50 monthly subscription.



[Click here to Pay >](#)

## Common FAQ's

- **What happens to current monthly and annual email holders on RNR?**

All current email holders on RNR will eventually be moved to a \$50 subscription plan if they choose to get a license to be able to work on Ontario roles.

- **What if I don't want to work on Ontario roles on RNR?**

You don't need a license to work on other roles in other locations on RNR. You will not be able to work on Ontario roles and won't be able to earn fees for these roles without the license as you will not be compliant with the new Ontario legislation.

- **Can I use this license for my own business or to recruit for other roles/ employers in Ontario?**

No, the license application is tied to RNR making it only applicable to RNR roles. It only applies to permanent hires made on RNR.

- **Can I still recruit on RNR after the July 1st deadline?**

Yes, you will still have access to recruit on RNR. After July 1st, you will not be able to work on Ontario jobs without a license. Anyone who applies for a license before July 1st can continue to recruit whilst waiting for their license approval.

- **Specific questions on license requirements...**

Please direct any specific questions on licensing to the Government of Ontario, RNR won't be able to answer questions on behalf of their licensing and legal departments.