

College of PSYCHOLOGISTS and BEHAVIOUR

ANALYSTS of Ontario

2025 Fair Registration Practices Report

Prepared for the Office of the Fairness Commissioner (OFC)



FAIRNESS COMMISSIONER
COMMISSAIRE À L'ÉQUITÉ

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Glossary of terms

1. Background

Under section 22.7(1) of Schedule 2 of the Regulated Health Professions Act, 1991 (RHPA), which is substantially similar to section 20 of the Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA).

“A regulated profession shall prepare a fair registration practices report annually or at such other times as the Fairness Commissioner may specify or at such times as may be specified in the regulations”.

Section 22.9 of Schedule 2 of the RHPA and Section 23 of FARPACTA then go on to indicate that the Fairness Commissioner shall specify the form in which these reports shall be prepared, along with the required filing dates. This section also stipulates that a regulator must make these reports public.

It is pursuant to these authorities that the Office of the Fairness Commissioner (OFC) has required that each regulator complete its annual Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2025.

The FRP:

- Collects information about the organization, applicants to the profession and current membership.
- Provides information to the public about how the organization has implemented fair registration practices during the reporting period.
- Helps the OFC to successfully undertake the education and compliance activities which include monitoring, applying a risk-informed compliance framework, assessing performance, and sharing best practices.
- Determines whether the regulator is complying with recently enacted legislative and regulatory provisions designed to reduce barriers for domestic labour mobility and internationally trained applicants.
- Identifies trends across regulated professions and regulated health colleges.

2. Organization information

Organization name	College of PSYCHOLOGISTS and BEHAVIOUR ANALYSTS of Ontario
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3. Registration requirements

Applicants to the regulated professions and compulsory trades must fulfil registration requirements to practice their profession or use a professional title. This section summarizes registration requirements for each profession or trade regulated by College of PSYCHOLOGISTS and BEHAVIOUR ANALYSTS of Ontario

Licensing requirements (brief description for each requirement listed):

Profession/ Trade Name	Psychologist
Academic requirement	The academic requirements for registration as a psychologist (doctoral level) are described

	<p>in detail in the Registration Guidelines. https://cpbao.ca/cpo_resources/psychologist-e-academic-credentials/ and in the registration regulation O. Reg. 193/23. The applicant must have obtained a doctoral degree, i. from a psychology program that is accredited by the Canadian Psychological Association or by another accrediting body that has been approved by Council for that purpose, ii. from a psychology program that is considered by a panel of the Registration Committee to be equivalent to a program described in subparagraph i, or iii. from a psychology program that is offered by an educational institution outside of Canada or the United States of America and that is considered by a panel of the Registration Committee to be substantially similar to a program described in subparagraph i.</p>
<p>Experience requirement</p>	<p>At least 1500 hours (12 months) of post-doctoral authorized supervised practice in Ontario under the supervision of two members of the College who are authorized for autonomous practice as a psychologist/psychological associate. In order to undertake this supervised practice, approved applicants will be issued with a Certificate of Registration for Supervised Practice. This Certificate is the normal prerequisite for eligibility for a Certificate of Registration for Autonomous Practice.</p>
<p>Language requirement</p>	<p>Link to CPBAO's Registration Guidelines which clearly describe the Language requirements, including the Language Fluency Policy: https://cpbao.ca/cpo_resources/psychologist-sections-a-introduction-b-terms-c-overview-of-requirements/</p>

	https://cpbao.ca/cpo_resources/appendix-f-language-fluency-policy/
Additional information on licensing requirements (may include links to appropriate page on regulator website):	<p>Candidates must: pass the Examination for Professional Practice in Psychology (EPPP); pass the College's Jurisprudence and Ethics Examination (JEE); pass the College's Oral Examination; have completed any further training, which may be required by the College's Registration Committee. This information is described in detail in the Registration Guidelines: Supervised Practice - Psychologist:</p> <p>https://cpbao.ca/applicants/how-toapply/supervised-practice-psychologist/ and https://cpbao.ca/cpo_resources/psychologist-g-examinations/</p>
Profession/ Trade Name	Psychological Associate
Academic requirement	<p>The academic requirements for registration as a psychological associate (master's level) are described in detail in the Registration Guidelines: https://cpbao.ca/applicants/how-to-apply/supervised-practice-psychological-associate/ and in the registration regulation O. Reg. 193/23 The applicant must have obtained a master's degree from a psychology program that meets the specified requirements.</p> <p>https://cpbao.ca/cpo_resources/psychological-associate-section-e-academic-credentials/</p>
Experience requirement	<p>At least 4 years of supervised post-master's work experience in psychology consisting of at least 6000 hours, after which they must complete at least 1500 hours (12 months) of authorized supervised practice in Ontario under the supervision of two members of the</p>

	<p>College who are authorized for autonomous practice as a psychologist/psychological associate. In order to undertake this supervised practice, approved applicants will be issued with a Certificate of Registration for Supervised Practice as a Psychological Associate. This Certificate is the normal prerequisite for eligibility for a Certificate of Registration for Autonomous Practice as a Psychological Associate.</p> <p>https://cpbao.ca/cpo_resources/psychological-associate-section-f-acceptable-post-masters-work-experience/</p> <p>https://cpbao.ca/cpo_resources/psychological-associate-section-g-authorized-supervised-practice/</p>
<p>Language requirement</p>	<p>The registration regulation O. Reg. 193/23 states that an applicant must be able with reasonable fluency to speak and write either English or French. The Language Policy details several ways in which an applicant may demonstrate language fluency in English or French.</p> <p>https://cpbao.ca/cpo_resources/appendix-f-language-fluency-policy/</p>
<p>Additional information on licensing requirements (may include links to appropriate page on regulator website):</p>	<p>In addition to the academic and supervised practice requirement, candidates must: pass the Examination for Professional Practice in Psychology (EPPP); pass the College's Jurisprudence and Ethics Examination (JEE); pass the College's Oral Examination; have completed any further training, which may be required by the College's Registration Committee. This information is described in detail in the Registration Guidelines: Supervised Practice - Psychological Associate: https://cpbao.ca/applicants/how-to</p>

	<p>apply/supervised-practice-psychological associate/ and</p> <p>https://cpbao.ca/cpo_resources/psychological-associate-section-h-examinations/</p>
Profession/ Trade Name	Behaviour Analyst
Academic requirement	<p>The academic requirements for registration as a behaviour analyst are described in detail in the Registration Guidelines.</p> <p>https://cpbao.ca/cpo_resources/supervised-practice-behaviour-analyst-section-g-academic-credentials/ The applicant must have obtained, i. a post-graduate degree, at a minimum master’s level, from a Canadian institution that is legally authorized to grant the degree and have successfully completed coursework in behaviour analysis recognized by a body approved by the Council for that purpose, ii. a post-graduate degree, at a minimum master’s level, that is considered by a panel of the Registration Committee to be equivalent to a degree described in subparagraph i, and have successfully completed coursework in behaviour analysis recognized by a body approved by the Council for that purpose, iii. a post-graduate degree, at a minimum master’s level, from a program in behaviour analysis accredited by a body, and at an accreditation level, approved by the Council for that purpose, or iv. education and training in behaviour analysis outside of Canada that is considered by a panel of the Registratory Committee to be substantially similar to the requirements described in subparagraph i.</p>

<p>Experience requirement</p>	<p>At least 1500 hours (12 months) of post-graduate authorized supervised practice in Ontario under the supervision of a member of the College who is authorized for autonomous practice as a Behaviour Analyst. In order to undertake this supervised practice, approved applicants will be issued with a Certificate of Registration for Supervised Practice as a Behaviour Analyst. This Certificate is the normal prerequisite for eligibility for a Certificate of Registration for Autonomous Practice as a Behaviour Analyst.</p>
<p>Language requirement</p>	<p>The registration regulation states that an applicant must be able with reasonable fluency to speak and write either English or French. The Language Policy details several ways in which an applicant may demonstrate language fluency in English or French. https://cpbao.ca/cpo_resources/behaviour-analyst-appendix-f-language-fluency-policy/</p>
<p>Additional information on licensing requirements (may include links to appropriate page on regulator website):</p>	<p>In addition to the academic and supervised practice requirement, candidates must: pass the College's Ontario Examination for Professional Practice in Applied Behaviour Analysis (OEPPABA); pass the College's Jurisprudence and Ethics Course and Assessment in Applied Behaviour Analysis (JECAABA); and have completed any further training, which may be required by the College's Registration Committee. This information is described in detail in the Registration Guidelines: Supervised Practice - Behaviour Analyst: https://cpbao.ca/aba/how-to-apply-aba/behaviour-analyst-supervised-practice-entry-level-route/</p>

4. Third party assessments

Third party organizations that assess qualifications on behalf of the regulator.

Organization name	Function
Comparative Education Service (CES)	Academic credential evaluation
International Consultants of Delaware (ICD), a division of CGFNS International, Inc.	Academic credential evaluation
Behavior Analyst Certification Board	Prior learning and recognition
World Education Services (WES)	Academic credential evaluation
Association of State and Provincial Psychology Boards	Knowledge based exam

Fair access legislation requires regulators to take reasonable measures to ensure that any third parties undertake assessment of qualifications in a way that is transparent, objective, impartial and fair.

College of PSYCHOLOGISTS and BEHAVIOUR ANALYSTS of Ontario takes the following measure(s) to ensure fair and timely assessments:

The College maintains memorandum of understanding with some third parties, or contract for services. These are periodically reviewed together with the third party, and renewed/revised periodically. The College monitors reports from third-party services via established user portals (WES and ASPPB) and communicates directly with third-party service providers in cases where clarification about a report is necessary, or if an applicant reports an issue or concern directly to the College.

5. Accomplishments, risks and mitigations

Key accomplishments and risks pertaining to fair registration practices during the reporting period are summarized below.

A. Accomplishments

1	In the reporting year the College revised its registration guidelines in psychology with respect to registrants fully licensed to practice psychology in the U.S. to allow for increased flexibility in qualifying for interim autonomous practice.
2	In the reporting year the College successfully launched the first administration of the Ontario Examination for Professional Practice in Applied Behaviour Analysis (OEPPABA) for ABA candidates in the Transition Route 2 and Supervised Practice routes. The examination will be held twice per year going forward.
3	In the reporting year the College's Council (Board) approved an Ethics and Human Rights Plan. The plan will focus on universal human rights and will be apolitical, representing the diversity of the entire Ontario public. The concepts of equity and equality will both be considered in the work and functions of the College, reflecting the balancing between equality of outcome and equality of treatment. Operational definitions will be created to clarify terms such as "diversity" and "inclusion". The College's "EDI" plan will serve as an "Ethics and Human Rights" plan, including short and long-term goals along with a proposal to create a non-statutory Committee with advisory and educational duties. This plan will complement the existing College strategy and will be subject to review at the end of the current strategic period in 2028.
4	Planning on an Memorandum of Understanding (MOU) between Ontario and Manitoba (psychology) began in 2024 and was approved by the College's Council (Board) in 2025. This MOU permits psychologists in good standing with the Psychological Association of Manitoba employed by the provincial health authority (Shared Health) to provide psychological services to residents of a specified region of Northwestern Ontario within the interprofessional care model of the hospital. Thus permitting psychologists within this model of care to see patients via telepsychology following initial hospital service in Manitoba.
5	In the reporting year the College's Board submitted a proposal for regulatory changes to psychology registration to the Minister of Health for

consideration. The proposed amendments are intended to modernize registration processes, improve fairness and efficiency, and support a right-touch approach to regulation, while maintaining public protection.
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B. Risks and Mitigations

Risk	Mitigation Measure
Cyber security risk	Staff training on cyber security risk, and enhanced security measures for database and email communication. In 2025 the College enhanced various aspects of data security.
Application management and timeliness of application decisions.	The College continues to monitor staffing needs and ensuring a sufficient number of administrative staff are maintained in order to meet established timelines in the application process.
Information communicated to registrants and applicants.	In 2025 the College initiated hiring staff within the area of communications - with a focus on website information, social media, and other general College communications to applicants and registrants.

6. Changes to registration practices

During the January 1 to December 31, 2025 reporting period, College of PSYCHOLOGISTS and BEHAVIOUR ANALYSTS of Ontario has introduced the following changes impacting its registration processes. Changes, anticipated impacts, and risk mitigation are summarized below.

A. Registration requirements and practices

Registration process	Changes Made (Yes / No)	Description
Timelines for registration, decisions and/or responses	No	
Changes to internal review or appeal process	No	
Assessment of qualifications, including competency-based assessments and examinations	No	
Registration requirements either through regulation, by-law or policy	No	
Documentation requirements for registration	No	

B. Training, policy and applicant supports

Registration process	Changes Made (Yes / No)	Description
Anti-racism and inclusion-based policies and practices	No	

C. System partners

Registration process	Changes Made (Yes / No)	Description
Steps to increase accountability of third parties	No	
Mutual recognition agreements	Yes	Planning on an MOU between Ontario and Manitoba (psychology) began in 2024 and was approved by the College's Council 2025. MOU permits psychologists in good standing with the Psychological Association of Manitoba employed by the provincial health authority (Shared Health) to provide psychological services to residents of a specified region of Northwestern Ontario within the interprofessional care model of the hospital. Thus permitting psychologists within this model of care to see patients via telepsychology following initial hospital service.
Accreditation of educational programs	No	

D. Responsiveness to changes in the regulatory environment

Registration process	Changes Made (Yes / No)	Description
Steps to address labour issues (minister/stakeholders consultations, check demand-supply gap, etc)	Yes	The CPBAO's Council/Board considered proposed amendments to psychology registration regulation which in part is intended to address labour market. The proposed changes to the registration requirements have been submitted to the Minister of Health for consideration. Additionally the MOU between Manitoba and Ontario (referenced elsewhere in this report)

		is intended to address psychological service continuity and access to Northwestern Ontario residents who receive initial psychological services via Manitoba Shared Health.
Other	No	

7. Membership and application data

The Office of the Fairness Commissioner collects membership and application data from regulators through annual Fair Registration Practices Reports, which are also made available to the public. Information is collected for the purpose of discerning statistical changes and trends related to a regulator’s membership, application volumes, licensure/certification results, and appeals year over year.

A. Race-based data collected

	Race-based data collected? (Yes or No)
Members	No
Applicants	No

Additional description:

The CPBAO plans to collect race-based data from registrants starting at the annual registration renewal of 2026.

B. Other identity-based or demographic data collected

	Other identity-based or demographic data collected? (Yes or No)
Members	Yes

Applicants	No
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Additional description:

Gender based data is collected from registrants.
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C. Languages of service provision

College of PSYCHOLOGISTS and BEHAVIOUR ANALYSTS of Ontario makes application materials and information available to applicants in the following languages.

Language	Yes / No
English	Yes
French	Yes
Other (please specify)	

D. Membership Profile

Profession Name	Total Number of Members
Psychologist	4185

Class of License	Total Number of Members	Number of Internationally Educated Members
Full / General/ Independent Practice	4039	836
Supervised Practice	146	31

Gender	Number of Members
Female	3190
Male	988

X (includes trans, non-binary, and two-spirit people)	7
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Jurisdiction of Initial Training	Number of Members
Ontario	2481
Other provinces and territories	837
United States	661
Other International	206

Country of Initial Training	Number of Members
Argentina	3
Australia	13
Belgium	4
Brazil	1
Canada	3318
China	2
Croatia	1
Ecuador	1
United Kingdom	43
France	9
Germany	3
Hong Kong	2
Hungary	1
India	33
Iran	13
Ireland	1
Israel	6
Italy	1
Jamaica	2
Japan	1
Kazakhstan	1
Lebanon	4
Mexico	2
Netherlands	4

Nigeria	2
Norway	1
Pakistan	4
Philippines	2
Poland	2
Romania	1
Russia	8
Serbia	3
South Africa	21
South Korea	1
Spain	2
Switzerland	1
Turkiye	1
United Arab Emirates	1
United States of America	662
Venezuela	1
New Zealand	3

Official language of preference	Number of Members
English	4185

Racial identity (optional)	Number of Members
Not collected	4185

E. Data Notes

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Profession Name	Total Number of Members
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Psychological Associate	387
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Class of License	Total Number of Members	Number of Internationally Educated Members
Full / General/ Independent Practice	310	90
Supervised Practice	77	38

Gender	Number of Members
Female	339
Male	47
X (includes trans, non-binary, and two-spirit people)	1

Jurisdiction of Initial Training	Number of Members
Ontario	189
Other provinces and territories	70
United States	52
Other International	76

Country of Initial Training	Number of Members
Canada	259
Australia	3
Bangladesh	1
Belgium	1
Chile	1
Germany	1
Hong Kong	2
Hungary	1

Iran	5
India	14
Israel	4
Italy	1
Jamaica	4
Kenya	1
Lebanon	1
Netherlands	2
Nigeria	6
Pakistan	3
Philippines	1
Poland	6
Romania	1
Russia	4
South Africa	4
Spain	2
Switzerland	1
Turkiye	1
United Kingdom	4
United States of America	52
Venezuela	1

Official language of preference	Number of Members
English	387

Racial identity (optional)	Number of Members
Not collected	387

E. Data Notes

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Profession Name	Total Number of Members
Behaviour Analyst	1814

Class of License	Total Number of Members	Number of Internationally Educated Members
Autonomous Practice	1791	564
Inactive		
Retired		
Academic		
Supervised Practice	23	8

Gender	Number of Members
Male	115
Female	1694
X (includes trans, non-binary, and two-spirit people)	3
Other / not collected	2

Jurisdiction of Initial Training	Number of Members
Ontario	1148
Other provinces and territories	44
United States	517
Other International	55
Other/not collected	50

Country of Initial Training	Number of Members
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Australia	6
Canada	1192
United Kingdom	16
United States of America	517
Lebanon	1
India	12
Russia	2
Iran	3
Ireland	10
Romania	1
Spain	1
Kyrgyzstan	1
Qatar	1
South Korea	1
Other Countries	50

Official language of preference	Number of Members
English	1814

Racial identity (optional)	Number of Members
Not collected	1814

E. Data Notes

For question A.4 there were 50 registrants for whom there is no country of initial training reported, they are reported under the category of "Other countries". For question A.6 the College did not collect racial identity information in the reporting year.

F. Applicant Profile

Profession Name	Total Number of Applicants
Psychologist	322

Gender	Number of Applicants
Other / not collected	322

Jurisdiction of Initial Training	Number of Applicants
Ontario	112
Other provinces and territories	113
United States	65
Other International	32

Country of Initial Training	Number of Applicants
Canada	225
United States of America	65
Brazil	2
United Kingdom	7
United Arab Emirates	1
Iran	7
India	6
Belgium	1
Nigeria	2
Pakistan	1
Mexico	1
Philippines	1
Israel	1
South Africa	1

Australia	1
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Official language of preference	Number of Applicants
English	322

Racial identity (optional)	Number of Applicants
Not collected	322

G. Data Notes

Gender identity and racial identity of applicants not collected in the reporting year.

H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2025. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	111	5	0
Other provinces and territories	110	5	0
United States	53	1	0
Other International	20	1	0

Applications with decisions pending

The table below summarizes the inventory of applications in progress as of December 31, 2025. Again, some of these applications may have been received in the previous year.

Jurisdiction of initial training	Incomplete	Complete	Total
Ontario	0	1	1
Other provinces and territories	3	0	3
United States	10	1	11
Other International	5	2	7

I. New Registrants

For the 2025 reporting year, the breakdown of new registrants by class of registration is provided below:

Class of registration	Total new registrants	Number of internationally educated registrants
Full / General/ Independent Practice	216	78
Supervised Practice	137	26

J. Data Notes

B7 unable to track/record withdrawn applications.

K. Reviews and Appeals

Applicants for registration may appeal a registration decision. An **internal review or appeal** involves formal reconsideration of a registration decision further to an application and submissions by the applicant.

Jurisdiction of initial training	Number of internal reviews and appeals processed	Number of decisions changed following internal review or appeal
United States	1	0
Other International	3	2

An **external review or appeal** involves review of a registration decision by an external appeal tribunal or court, such as the Health Professions Review and Appeal Board or Divisional Court.

Jurisdiction of initial training	Number of applicants who sought external review or appeal	Number of decisions changed following external review or appeal
United States	0	0
Other International	1	0

Issues raised in reviews and appeals can point to challenges in the registration process. The table below summarizes top issues or reasons that applicants raised during these appeal proceedings.

Issue or reason raised	Number of appeals
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1. Academic training	3
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Internationally trained applicants face additional challenges in the registration process. The table below summarizes top reasons for not registering internationally trained individuals.

Reason for not registering	Number of internationally trained applicants
1. Did not meet minimum academic requirements	3

L. Data Notes

Section B.10: the '# of internal reviews and appeals processed' refers to psychologist applicants whose application has been referred to the Registration Committee after an initial review by registration staff on behalf of the Registrar. Referrals occur when there is a doubt as to whether the applicant has a doctoral degree that meets the academic requirements of the College. We interpret '# of decisions changed following internal review' to regard cases where the Registration Committee determined that the applicant's academic credentials meets the academic requirements of the College. The '# of applicants who sought external review', refers to applicants for psychologist registration whose applications were refused by the Registration Committee and who sought an appeal with the HPARB.

Profession Name	Total Number of Applicants
Psychological Associate	98

Gender	Number of Applicants
Other / not collected	98

Jurisdiction of Initial Training	Number of Applicants
Other provinces and territories	5
United States	11
Other International	41
Ontario	41

Country of Initial Training	Number of Applicants
Canada	46
United States of America	11
Australia	3
Brazil	1
Hong Kong	1
India	13
Iran	2
Ireland	1
Israel	1
Jamaica	2
Lebanon	1
Nigeria	2
Pakistan	2
Philippines	1
Poland	1
United Kingdom	9
France	1

Official language of preference	Number of Applicants
English	98

Racial identity (optional)	Number of Applicants
Not collected	98

G. Data Notes

Gender identity and racial identity of applicants not collected in the reporting year.

H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2025. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Other provinces and territories	1	5	0
United States	6	5	0
Other International	21	14	0
Ontario	35	2	0

Applications with decisions pending

The table below summarizes the inventory of applications in progress as of December 31, 2025. Again, some of these applications may have been received in the previous year.

Jurisdiction of initial training	Incomplete	Complete	Total
Other provinces and territories	1	0	1
United States	3	0	3
Other International	8	6	14
Ontario	2	3	5

I. New Registrants

For the 2025 reporting year, the breakdown of new registrants by class of registration is provided below:

Class of registration	Total new registrants	Number of internationally educated registrants
Full / General/ Independent Practice	30	5
Supervised Practice	63	27

J. Data Notes

B7 unable to track/record withdrawn applications.

K. Reviews and Appeals

Applicants for registration may appeal a registration decision. An **internal review or appeal** involves formal reconsideration of a registration decision further to an application and submissions by the applicant.

Jurisdiction of initial training	Number of internal reviews and appeals processed	Number of decisions changed following internal review or appeal
Ontario	2	0
Other provinces and territories	5	0
United States	5	2
Other International	14	4

An **external review or appeal** involves review of a registration decision by an external appeal tribunal or court, such as the Health Professions Review and Appeal Board or Divisional Court.

Jurisdiction of initial training	Number of applicants who sought external review or appeal	Number of decisions changed following external review or appeal
Ontario	0	0
Other provinces and territories	1	0
United States	0	0
Other International	0	0

Issues raised in reviews and appeals can point to challenges in the registration process. The table below summarizes top issues or reasons that applicants raised during these appeal proceedings.

Issue or reason raised	Number of appeals
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1. Academic training	26
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Internationally trained applicants face additional challenges in the registration process. The table below summarizes top reasons for not registering internationally trained individuals.

Reason for not registering	Number of internationally trained applicants
1. Did not meet minimum academic requirements	26

L. Data Notes

For B11, there is 1 case for which an external review has been sought, but a final decision not yet issued (Other provinces and territories).

Profession Name	Total Number of Applicants
Behaviour Analyst	340

Gender	Number of Applicants
Other / not collected	340

Jurisdiction of Initial Training	Number of Applicants
Ontario	176
Other provinces and territories	7
United States	104
Other International	17
Other/not collected	36

Country of Initial Training	Number of Applicants
Canada	183
United States of America	104
Other Countries	36
Australia	2
India	3
Egypt	1
Cuba	1
United Kingdom	5
Pakistan	1
Russia	1
Spain	1
Iran	1
South Korea	1

Official language of preference	Number of Applicants
English	340

Racial identity (optional)	Number of Applicants
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Not collected	340
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G. Data Notes

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H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2025. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	168	1	0
Other provinces and territories	7	0	0
United States	100	1	0
Other International	11	4	0
Other/not collected	33	1	0

Applications with decisions pending

The table below summarizes the inventory of applications in progress as of December 31, 2025. Again, some of these applications may have been received in the previous year.

Jurisdiction of initial training	Incomplete	Complete	Total
Ontario	3	2	5
Other provinces and territories	0	0	0
United States	1	0	1
Other International	2	0	2
Other/not collected	1	0	1

I. New Registrants

For the 2025 reporting year, the breakdown of new registrants by class of registration is provided below:

Class of registration	Total new registrants	Number of internationally educated registrants
Full / General/ Independent Practice Supervised Practice	339 24	109 8

J. Data Notes

B7 unable to track/record withdrawn applications. For B9 please note that there were out of 399 new registrants, there were 53 registrations issued in the Full / General/ Independent Practice class for which the applicants did not have education information because they qualified under Transitional Route #2 route.

K. Reviews and Appeals

Applicants for registration may appeal a registration decision. An **internal review or appeal** involves formal reconsideration of a registration decision further to an application and submissions by the applicant.

Jurisdiction of initial training	Number of internal reviews and appeals processed	Number of decisions changed following internal review or appeal
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Ontario	5	1
United States	1	0
Other International	5	1
Other/not collected	7	7

An **external review or appeal** involves review of a registration decision by an external appeal tribunal or court, such as the Health Professions Review and Appeal Board or Divisional Court.

Jurisdiction of initial training	Number of applicants who sought external review or appeal	Number of decisions changed following external review or appeal
Ontario	0	0
United States	1	0
Other International	0	0
Other/not collected	2	2

Issues raised in reviews and appeals can point to challenges in the registration process. The table below summarizes top issues or reasons that applicants raised during these appeal proceedings.

Issue or reason raised	Number of appeals
1. Issue of whether applicant had appropriate professional practice/professional experience to qualify 2. Academic program	15 3

Internationally trained applicants face additional challenges in the registration process. The table below summarizes top reasons for not registering internationally trained individuals.

Reason for not registering	Number of internationally trained applicants
1. Did not meet minimum threshold for professional experience/professional practice required to qualify 2. Did not meet minimum academic requirements	15 3

L. Data Notes

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Glossary of terms

Applicant: An individual who has applied for membership in a regulated profession or compulsory trade, with the associated rights to practice their profession / trade or use a professional title.

Domestic labour mobility: Applications subject to the Canadian Free Trade Agreement, which stipulates that a certificate issued by one province or territory should be recognized by all others unless there is an exception due to public health, safety and security reasons.

Internationally educated / trained: An individual whose initial professional education was not from a Canadian educational institution, or who is applying for trade certification based on experience gained outside Canada. This category includes individuals with education / training in the US and other countries. It also includes individuals who completed their initial professional education outside Canada and later addressed gaps with courses or a bridging program based in Canada.

Jurisdiction of initial training: For professions, the jurisdiction in which an applicant obtained their initial professional education used in full or partial fulfilment of registration requirements. For trades, the jurisdiction of initial trade experience listed on a Trades Equivalency Assessment (TEA) application.

Member: An individual who has satisfied the conditions for registration in their profession / trade and has been granted the right to practice and/or the right to use a professional designation or title. Members may hold a full license to engage in independent practice, or they may hold an alternate class of registration.

Racial identity: Voluntary self-report data of racial identity as a social description. Follows categories identified in the Ontario Anti-Racism Directorate Data <<https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism>> .

Registration requirements: the entry-to-practice requirements that that an applicant must meet to be granted full membership in a regulated profession or trade, with the associated right to practice or right to use a professional title.

- **Academic requirement:** The formal education, or equivalent, that is required for licensing or certification in a particular regulated profession or trade.
- **Experience requirement:** The experiential training or work experience that is required for licensing or certification in a particular regulated profession or trade.
- **Language requirement:** The level of language proficiency that is required for licensing or certification in a particular regulated profession or trade, and the language proficiency tests accepted in fulfillment of this requirement.

Third party service provider: An external organization that assesses applicant qualifications on behalf of the regulator.