



COLLEGE OF
PSYCHOLOGISTS
OF ONTARIO

2021 FAIR REGISTRATION PRACTICES REPORT

#28

COMPLETE

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Page 1: Fair Registration Practices Report 2021

Q1

Please indicate which regulator you are and your main point of contact should we require follow up.

The College of Psychologists of Ontario. Lesia Mackanyn, Director, Registration lmackanyn@cpo.on.ca

Q2

No

Section 1 - During the reporting period (January 1st–December 31st, 2021), please indicate if your organization has introduced any changes in the following areas impacting your registration processes by clicking on each of the appropriate boxes below. Registration requirements either through regulation, by-law or policy.

Q3

New or consolidated class of certificates or licenses

Yes,

Description of change/improvement that would impact fair registration outcomes:
 Beginning in 2021, the College began to issue a new stream of Interim Autonomous Practice certificate for those practitioners already registered and authorized to work in Canada, who required temporary registration of up to 12 months to provide services to an existing client who is temporarily in Ontario, or who requires services as they transition to an Ontario provider.
<https://cpo.on.ca/applicants/how-to-apply/time-limited-registration-for-practitioners-from-other-jurisdictions/>

Q4

Assessment of qualifications

No

Q5

Timelines for registration, decisions and/or responses

No

2021 Fair Registration Practices Report

| | |
|---|--|
| Q6 Registration and assessment fees | No |
| Q7 Resources for applicants | No, Description of change/improvement that would impact fair registration outcomes: There were no major changes during the reporting period, however applicant information and FAQ's on the College's website are regularly reviewed and updated. |
| Q8 Changes to internal review or appeal process | No |
| Q9 Access by applicants to their records | No |
| Q10 Mutual recognition agreements | No |
| Q11 Training and resources for staff regarding registration | Yes, Description of change/improvement that would impact fair registration outcomes: 2021 Equity Diversity and Inclusion Workshop – Attended by all College staff, and Committee and Council members. |
| Q12 Relationship with third party service provider(s) | Yes, Description of change/improvement that would impact fair registration outcomes: Yardstick Measure/Measure Learning for the College's Jurisprudence and Ethics Examination |
| Q13 Accreditation of educational programs | No |
| Q14 Technological or digital improvements | No |

2021 Fair Registration Practices Report

Q15
Anti-racism and inclusion-based policies and practices

Yes,
Description of Change/Improvement that would impact Fair Registration Outcomes:
2021 Equity Diversity and Inclusion Workshop – Attended by all College staff, and Committee and Council members.

Q16
Organizational structure

No

Q17
Contingency or continuity of operations plans

No

Q18
Documentation requirements for registration

Yes,
Description of Change/Improvement that would impact Fair Registration Outcomes:
2021 Alternative Documentation Policy
https://cpo.on.ca/cpo_resources/appendix-h-alternative-documentation-policy/

Q19
English / French language proficiency testing

No

Q20
Section 2 – If applicable, please list your organization's top three accomplishments during the reporting period that relate to fair registration practices.

1

The Registration Committee's and the Equity, Diversity, and Inclusion Committee's commitment to collaborating and consulting together on various topics related to equity, diversity, and inclusion as it pertains to registration.

2

The Registration Committee has undertaken a review of the way the College assesses competency in the performing the controlled act of communicating a diagnosis for applicants already registered in other Canadian provinces.

3

The College began offering a temporary registration route via the Interim Autonomous Practice certificate to allow individuals licensed to provide psychological services in other jurisdictions to provide services to an existing client located in Ontario for a period of up to 12 months.

Q21

Section 3 – If applicable, please list the top three risks that impacted your organization’s ability to achieve better registration outcomes for applicants during the reporting period. Please also indicate the measures you have taken to mitigate the impacts of these risks.

1

Ensuring that Registration Committee decisions are consistent and supported by objective reasons. Engaging in the appeals process with the HPARB. Educating prospective applicants about registration requirements on the College’s website via FAQ’s and other information. Answering application related queries from students and prospective applicants via email and phone.

2

Risk to accessibility of services for individuals who are either living in Ontario temporarily for a reason such as attending school or a short-term employment situation; or relocated to Ontario permanently but require continued, short-term, telepsychology service while they transfer care to another practitioner or while termination of services is completed; or living in Ontario either temporarily or permanently but are part of a family unit that is receiving service in another jurisdiction. To facilitate continuity of care, offering a temporary registration route via the Interim Autonomous Practice certificate to allow individuals licensed to provide psychological services in other jurisdictions to provide services to an existing client located in Ontario for a period of up to 12 months.

Q22

Section 4 – Do you believe that you have a Canadian Experience Requirement (CER)? If so, please describe the applicant competencies that you seek to develop through this requirement in the comment box below CER: work experience or experiential training obtained in Canada.

No,
Other (please specify):
The College does not consider its period of Authorized Supervised Practice to be a Canadian experience requirement. The period of Authorized Supervised Practice is undertaken only once a certificate of registration has been issued. Further, the College does require a period of supervised post-master’s work experience for those applying for the Psychological Associate title, however the work experience does not need to be completed in Canada.

Q23

QUANTITATIVE SECTION The following quantitative 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. Languages Indicate the languages in which you make available application materials and information about the application process.

**English ,
French**

Q24

Membership Data Demographics Data As of December 31, 2021, please indicate the number of members in each gender category identified below and the number of total members.

| | |
|---------------------|-------------|
| Total Male | 935 |
| Total Female | 2845 |
| Total Non-binary | 1 |
| Gender not provided | 3 |
| Overall Total | 3784 |

Q25

In relation to your members: Do you collect race-based data?

No

Q26

Do you collect other identity-based or demographics data?

No,
Other (please specify):
No, however in April 2022, under the auspices of the College’s Equity Diverision and Inclusion (EDI) Working Group, the College distributed a voluntary and anonymous EDI survey to the membership. The survey was an effort to gather information on the diversity of the College membership such as race/ethnic/cultural background, religious affiliation, sexual orientation, gender identities, disability. We received 1171 responses, approximately 25% of the membership. The Working Group is reviewing the information received with the intention of reporting to the membership in the near future. The Working Group plans to undertake to survey the membership again in the future, incorporating the lessons learned from the initial responses.

Q27

Do you plan to collect race-based data in the future?

No,
If yes, please indicate the type::
Other than the voluntary survey described above, the College has no plans to collect race-based data in the future.

2021 Fair Registration Practices Report

Q28

Class of License/Certificate Data As of December 31, of the reporting year, please indicate the number of members under each class or license category as applicable.

| | |
|---|-------------|
| Full/Independent Practice | 3784 |
| Provisional/Limited License/Certificate | 301 |
| Emergency License/Certificate | 0 |
| All other classes | 550 |
| Overall Total | 4635 |

Q29

Jurisdiction where members were initially trainedAs of December 31, of the reporting year, please indicate the membership type and total number of registered members for each category listed below.

| | |
|--|----------------------------------|
| Ontario | Autonomous Practice: 2320 |
| Other Canadian Provinces and Territories | Autonomous Practice: 688 |
| USA | Autonomous Practice: 590 |
| Other Countries | Autonomous Practice: 186 |
| Multiple and/or Unspecified Jurisdiction | 0 |
| Total | Autonomous Practice: 3784 |

Q30

Please indicate the total number of registered members for the top 12 international countries or jurisdictions where these individuals obtained their initial education in the profession or trade.

| | |
|----|--------------------------|
| 1 | United Kingdom 35 |
| 2 | India 21 |
| 3 | South Africa 20 |
| 4 | Iran 12 |
| 5 | Australia 11 |
| 6 | France 11 |
| 7 | Russia 10 |
| 8 | Poland 9 |
| 9 | Israel 7 |
| 10 | Germany 5 |
| 11 | Argentina 3 |
| 12 | China 3 |

2021 Fair Registration Practices Report

| | |
|--|------------------------------|
| Q31 | |
| Applications Data Demographics Data Indicate the number of applicants who filed an application between January 1 and December 31 of the reporting year, in each applicable category. | |
| | Total Male 0 |
| | Total Female 0 |
| | Total Non-binary 0 |
| | Gender not provided 0 |
| | Overall Total 0 |

| | |
|--|-----------|
| Q32 | No |
| In relation to the applications, you received: Do you collect race-based data? | |

| | |
|---|-----------|
| Q33 | No |
| Do you collect other identity-based or demographics data? | |

| | |
|--|--|
| Q34 | |
| Category of Applicants Number of applicants who voluntarily or involuntarily (through inactive and lapsed applications) withdrew from the application process between January 1 and December 31, 2021: | |
| This data is not tracked. | |

| | |
|--|--|
| Q35 | |
| Please indicate the total number of applicants from Ontario who filed an application between January 1 and December 31, 2021 for the following categories as applicable. | |
| | Number of Applicants 119 |
| | Number of Applicants Licensed/Certified 0 |
| | Average Time to Process Application in Weeks from First Point of Applicant Contact 0 |
| | Average Time to Process Application in Weeks from Receipt of all Required Documents 4 |

| | |
|---|--|
| Q36 | |
| Please indicate the total number of applicants from Canadian provinces and territories (excluding Ontario) who filed an application between January 1 and December 31, 2021 for each of the following categories as applicable. | |
| | Number of applicants 23 |
| | Number of applicants fully licensed/certified 0 |
| | Average Time to Process Application in Weeks from First Point of Applicant Contact 0 |
| | Average Time to Process Application in Weeks from Receipt of all Required Documents 4 |

2021 Fair Registration Practices Report

| | | |
|--|---|-----------|
| Q37 | Number of applicants | 87 |
| Please indicate the total number of certificate-to-certificate (labour mobility) applicants who filed an application between January 1 and December 31, 2021 for each of the categories as applicable. | Number of applicants fully licensed/certified | 0 |
| | Average Time to Process Application in Weeks from First Point of Applicant Contact | 0 |
| | Average Time to Process Application in Weeks from Receipt of all Required Documents | 3 |

| | | |
|--|---|-----------|
| Q38 | Number of applicants | 37 |
| Please indicate the total number of applicants from international jurisdictions (not including USA) who filed an application between January 1 and December 31, 2021 for each of the categories as applicable. | Number of applicants fully licensed/certified | 0 |
| | Average Time to Process Application in Weeks from First Point of Applicant Contact | 0 |
| | Average Time to Process Application in Weeks from Receipt of all Required Documents | 6 |

| | | |
|--|---|-----------|
| Q39 | Number of applicants | 41 |
| Please indicate the total number of applicants from multiple and/or jurisdictions not specified who filed an application between January 1 and December 31, 2021 for each of the categories as applicable. | Number of applicants fully licensed/certified | 0 |
| | Average Time to Process Application in Weeks from First Point of Applicant Contact | 0 |
| | Average Time to Process Application in Weeks from Receipt of all Required Documents | 4 |

2021 Fair Registration Practices Report

Q40

Please indicate the total number of applicants from accredited Canadian post-secondary institutions who filed an application between January 1 and December 31, 2021 for each of the categories as applicable.

| | |
|---|---|
| Number of applicants | 0 |
| Number of applicants fully licensed/certified | 0 |
| Average Time to Process Application in Weeks from First Point of Applicant Contact | 0 |
| Average Time to Process Application in Weeks from Receipt of all Required Documents | 0 |

Q41

Please indicate the total number of applicants who re-registered after withdrawing from the application process between January 1 and December 31, 2021 for each of the categories as applicable.

| | |
|---|---|
| Number of applicants | 0 |
| Number of applicants fully licensed/certified | 0 |
| Average Time to Process Application in Weeks from First Point of Applicant Contact | 0 |
| Average Time to Process Application in Weeks from Receipt of all Required Documents | 0 |

Q42

Please provide any additional comments you may have for questions 33-41.

Data is not tracked for questions 40-41. Question 39 relates to applicants whose highest degree is from USA.

Q43

Jurisdiction where applicants obtained their initial educationPlease indicate the total number of applicants for the top 12 international countries or jurisdiction where applicants obtained their initial education in the profession or trade.

| | |
|----|-------------------------|
| 1 | Australia 2 |
| 2 | Austria 1 |
| 3 | Barbados 1 |
| 4 | Belgium 1 |
| 5 | Chile 1 |
| 6 | China 1 |
| 7 | France 1 |
| 8 | Hungary 1 |
| 9 | India 8 |
| 10 | Iran 2 |
| 11 | Italy 2 |
| 12 | United Kingdom 9 |

Q44

Processing Time As of December 31, 2021, how many full licenses/certificates did your organization issue?

225 certificates authorizing autonomous practice as either psychologist or psychological associate.

Q45

Respondent skipped this question

Please indicate the total number of applicants who received full licensure/certification between January 1 and December 31, 2021, according to the following timelines.

Q46

Age of Active Applications As of December 31, 2021 what were the total number of active applications in your case inventory?

This data is not tracked.

2021 Fair Registration Practices Report

| | | |
|---|---------------------------------|----------|
| Q47 | 0 – less than 3 months | 0 |
| Please provide a breakdown (and total) of active applications according to the length of time (age) that they have been open. | 3 months – less than 6 months | 0 |
| | 6 months – less than 12 months | 0 |
| | 12 months – less than 18 months | 0 |
| | 18 months – less than 24 months | 0 |
| | 24 months and greater | 0 |
| | TOTAL | 0 |

| | | |
|---|--|------------|
| Q48 | Ontario | 70 |
| Other Licenses/Certificates of Registration ProcessedPlease indicate the number of applicants who were issued an alternative class of license* that your organization processed in the reporting year (January 1-December 31, 2021).Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.* An alternative class of license/certificate enables the holder to practice with limitations, but additional requirements must be met for the member to be fully licensed/certified. | Other Canadian Provinces and Territories | 12 |
| | Certificate to Certificate (Labour Mobility) | 0 |
| | USA | 15 |
| | Other International | 12 |
| | Multiple and/or Unspecified Jurisdictions | 0 |
| | TOTAL | 109 |

| | | |
|---|--|----------|
| Q49 | Ontario | 0 |
| Other Licenses/Certificates of Registration ProcessedPlease indicate the number of applications, If applicable, who were issued an emergency license/certificate that your organization processed in the reporting year (January 1-December 31, 2021). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario. | Other Canadian Provinces and Territories | 0 |
| | Certificate to Certificate (Labour Mobility) | 0 |
| | USA | 0 |
| | Other International | 0 |
| | Multiple and/or Unspecified Jurisdictions | 0 |
| | TOTAL | 0 |

| | | |
|--|--|------------|
| Q50 | Ontario | 19 |
| Other Licenses/Certificates of Registration ProcessedPlease indicate the number of Provisional license/certificate or alternative class of license/certificate holders who were fully licensed/certified by your organization which were processed in the reporting year (January 1-December 31, 2021). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario. | Other Canadian Provinces and Territories | 62 |
| | Certificate to Certificate (Labour Mobility) | 0 |
| | USA | 19 |
| | Other International | 8 |
| | Multiple and/or Unspecified Jurisdictions | 0 |
| | TOTAL | 108 |

2021 Fair Registration Practices Report

| | | |
|---|---------------------------------------|-----------|
| Q51 | Ontario | 8 |
| Number of Reviews and Appeals Processed State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2021). For applicants who were subject to an internal review or who were referred to a statutory committee of your governing council, such as a Registration Committee. Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario. | Other Canadian Provinces | 7 |
| | USA | 17 |
| | OtherCountries | 23 |
| | Multiple and/or Unspecified Countries | 0 |
| | TOTAL | 55 |

| | | |
|---|---------------------------------------|----------|
| Q52 | Ontario | 2 |
| State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2021). For applicants who initiated an appeal of a registration decision. Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario. | Other Canadian Provinces | 2 |
| | USA | 0 |
| | OtherCountries | 0 |
| | Multiple and/or Unspecified Countries | 0 |
| | TOTAL | 4 |

| | | |
|---|---------------------------------------|----------|
| Q53 | Ontario | 2 |
| State the number of reviews and appeals heard in the reporting year (January 1-December 31, 2021). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario. | Other Canadian Provinces | 2 |
| | USA | 0 |
| | OtherCountries | 0 |
| | Multiple and/or Unspecified Countries | 0 |
| | TOTAL | 4 |

| | | |
|---|---------------------------------------|----------|
| Q54 | Ontario | 1 |
| State the number of registration decisions changed following an appeal and/or review that your organization processed in the reporting year (January 1-December 31, 2021). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario. | Other Canadian Provinces | 0 |
| | USA | 0 |
| | OtherCountries | 0 |
| | Multiple and/or Unspecified Countries | 0 |
| | TOTAL | 1 |

Q55
List the top three reason for appeals (by percentage) of a registration decision

| | |
|---|------------------------------|
| 1 | Academic Requirements |
|---|------------------------------|

Q56

List the top five reasons (by percentage) for not Issuing a License/Certification to Internationally Trained Individuals

- | | |
|---|--|
| 1 | Degree program missing majority of required coursework and training |
| 2 | Highest degree in psychology neither master's or doctoral level |
| 3 | Not a professional psychology degree program |
-

Q57

List the top Five Reasons (by percentage) for not Issuing a License/Certification to Canadian Graduates

- | | |
|---|--|
| 1 | Degree program not a psychology degree program |
| 2 | Degree program missing majority of required coursework and training |
| 3 | Degree program did not meet residency requirement |
-

Q58

Respondent skipped this question

Please provide any additional comments you may have:
