

College of PSYCHOLOGISTS of Ontario

2023 Fair Registration Practices Report

Prepared for the Office of the Fairness Commissioner (OFC)



FAIRNESS COMMISSIONER
COMMISSAIRE À L'ÉQUITÉ

Content

1. Background
 2. Organization information
 3. Registration requirements
 4. Third party assessments
 5. Accomplishments, risks and mitigations
 6. Changes to registration practices
 7. Membership and application data
 8. Changes Related to New Legislative and Regulatory Requirements
- Glossary of terms

1. Background

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

“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 23 of FARPACTA and Section 22.9 of Schedule 2 of the RHPA 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 2023 Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2023.

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.

Please note that the 2023 version of the FRP has changed from the previous version in terms of both form and content as the OFC's enabling statutes have evolved and as the office migrates to a more permanent portal-enabled database solution.

2. Organization information

Organization name	College of PSYCHOLOGISTS of Ontario
--------------------------	-------------------------------------

For questions about this report, please contact:

Name	Tony DeBono
Job Title	Registrar
E-mail	tdebono@cpo.on.ca
Name	Lesia Mackanyn
Job Title	Director, Registration
E-mail	lmackanyn@cpo.on.ca

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 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 in detail in the Registration Guidelines: https://cpo.on.ca/cpo_resources/psychologist-e-academic-credentials/ The applicant must have obtained a doctoral degree, i. from a psychology program that is accredited by the Canadian Psychological Association or by

	<p>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>Psychologist: Candidates must complete a minimum of 1500 hours (12 months) of post-doctoral supervised practice in Ontario under the supervision of two members of the College. 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 to eligibility for a Certificate of Registration for Autonomous Practice.</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 Fluency Policy details several ways in which an applicant may demonstrate language fluency in English or French.</p> <p>https://cpo.on.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</p>

	<p>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 document:https://cpo.on.ca/applicants/how-to-apply/supervised-practice-psychologist/</p>
Profession/ Trade Name	Psychological Associate
Academic requirement	<p>The academic requirements for registration as a psychological associate (masters level) are described in detail in the Registration Guidelines: https://cpo.on.ca/cpo_resources/psychological-associate-section-e-academic-credentials/ and in the registration regulation O.Reg.74/15 The applicant must have obtained a master's degree from a psychology program that meets the specified requirements.</p>
Experience requirement	<p>Psychological Associate: Candidates must complete at least 4 years of supervised post-master's work experience in psychology consisting of at least 6000 hours, after which they must complete a minimum of 1500 hours (12 months) of post-master's supervised practice in Ontario under the supervision of two members of the College. 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 to eligibility for a Certificate of Registration for Autonomous Practice.</p>
Language requirement	<p>The registration regulation states that an applicant must be able with reasonable fluency to speak and write either English or</p>

	<p>French. The Language Fluency Policy details several ways in which an applicant may demonstrate language fluency in English or French.</p> <p>https://cpo.on.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 document: https://cpo.on.ca/applicants/how-to-apply/supervised-practice-psychological-associate/</p>
<p>Profession/ Trade Name</p>	<p>Behaviour Analyst</p>
<p>Academic requirement</p>	<p>Entry level applicants must satisfy the following requirements in order to be issued a Certificate of Registration for a Behaviour Analyst Authorizing Supervised Practice: 1. Post-graduate degree, at a minimum master’s level, from a Canadian university, and successful completion of recognized coursework in behaviour analysis; or 2. Equivalent post-graduate degree, at a minimum master’s level, together with recognized coursework in behaviour analysis; or 3. Post-graduate degree, at a minimum master’s level, from an accredited program in behaviour analysis; or Education and training</p>

	in ABA outside of Canada that is considered to be substantially similar to 1.
Experience requirement	Applicants holding a Certificate of Registration for a Behaviour Analyst Authorizing Supervised Practice will be required to complete at least 1,500 hours of authorized supervised practice.
Language requirement	The registration regulation states that an applicant must be able with reasonable fluency to speak and write either English or French. The Language Fluency Policy details several ways in which an applicant may demonstrate language fluency in English or French. https://cpo.on.ca/cpo_resources/behaviour-analyst-appendix-f-language-fluency-policy/
Additional information on licensing requirements (may include links to appropriate page on regulator website):	Jurisprudence and Ethics Course and Assessment in Applied Behaviour Analysis (JCAABA); Ontario Examination for Professional Practice in Applied Behaviour Analysis (OEPPABA).

4. Third party assessments

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

Organization name	Function
Comparative Education Services	Academic credential evaluation
Association of State and Provincial Psychology Boards	Knowledge based exam
World Education Services	Academic credential evaluation

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

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 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 2023, a significant amount work work was completed in preparation for registration of a new profession in Ontario, Behaviour Analysts, to begin effective on July 1, 2024. This work involved not only College staff but collaboration with subject matter experts in the profession, working groups, Committees, and external consultants all towards the creation of application materials and information, social media communication, registration guidelines, policies, and standards of professional conduct.
---	--

B. Risks and Mitigations

Risk	Mitigation Measure
Cyber security risks	Staff training on cyber security risks, and enhanced security measures for database and email communication.

Application management and timeliness of application decisions	In 2023 the College initiated hiring additional administrative staff specifically in its registration area.
--	---

6. Changes to registration practices

During the January 1 to December 31, 2023 reporting period, College of PSYCHOLOGISTS 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
Registration requirements either through regulation, by-law or policy	No	
Timelines for registration, decisions and/or responses	No	
Assessment of qualifications, including competency-based assessments and examinations	No	
Documentation requirements for registration	No	

Changes to internal review or appeal process	No	
New or consolidated class of certificates or licenses	Yes	Regulation of Behaviour Analysts will begin on July 1, 2024, preparations for registration of the new regulated profession were underway in 2023.
Registration and/or assessment fees	No	
Access by applicants to their records	No	

B. Training, policy and applicant supports

Registration process	Changes Made (Yes / No)	Description
Resources or training to support applicants to move through the licensing process	Yes	In preparation for the registration of behaviour analysts in Ontario, the College prepared several resources for applicants, including guidelines, news and updates via social media, FAQ's, video, and live presentations to groups of potential applicants. Some of this information is found on the College's website https://cpo.on.ca/aba/aba-information-and-updates/
Training and resources for staff who deal with registration issues	Yes	The College continues to use of cybersecurity training through Know4before, which all staff are required to participate in on regular basis, to prevent inadvertent security breaches.
Anti-racism and inclusion-based policies and practices	Yes	In 2023 the College's registration staff registered to participate in an event hosted by CNAR on February 8, 2024 to learn more about anti-Black racism and how to address it. The College's website includes a section dedicated

		to equity, diversity, and inclusion news and updates for membership, applicants, staff, and members of the public: https://cpo.on.ca/about-cpo/equity-diversity-and-inclusion/
--	--	---

C. System partners

Registration process	Changes Made (Yes / No)	Description
Accreditation of educational programs	No	
Mutual recognition agreements	No	
Steps to increase accountability of third-party service provider(s)	No	

D. Responsiveness to changes in the regulatory environment

Registration process	Changes Made (Yes / No)	Description
Other	No	
Emergency registration plans	Yes	Regulation amendments have been completed to include temporary emergency class of registration.
Technological or digital improvements	Yes	In 2023 the College continued its work on the development of a new database to allow for greater flexibility in data management. The College has also initiated use of cybersecurity training through Know4before, which all staff

		<p>are required to participate in, to prevent inadvertent security breaches. The College has, and regularly updates, its data and technology plan. The current version is up to date through to the end of 2024. The plan covers:</p> <ul style="list-style-type: none"> • The prescribed decision-making process • Itemization of the technology in use, including hardware, software and a description of the infrastructure supporting the IT functions • Guidelines regarding data management, digital communication, training and technical support • A list of current technology projects, with implementation plan, timelines and budget
<p>Steps to address labour shortages in the profession or trade</p>	<p>Yes</p>	<p>The College is committed to examining their registration practices to ensuring a sufficient supply of talent to the workforce. A market analysis was conducted as a component of a report on registration classes. All Directors of Clinical Training of Ontario professional psychology programs accredited by the Canadian Psychological Association were interviewed on training pathways. An analysis of registrants in private vs public practice revealed significantly more registrants in the private sector. A recommendation to develop a plan for international bridging pathway and the pooling of capacity by creating an open-corridor Memorandum of Understanding with British Columbia was considered. The College also meets biannually with the Directors of Clinical Training of professional psychology programs in Ontario and those of pre-doctoral residency training sites in Ontario to discuss issues relevant to registration and graduate education and training in psychology.</p>

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:

--

B. Other identity-based or demographic data collected

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

Additional description:

Gender data is collected as part of membership information.

C. Languages of service provision

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

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

D. Membership Profile

Profession Name	Total Number of Members
Psychologist	3833

Class of License	Total Number of Members	Total Number of Internationally Educated Members
Full / General/ Independent Practice	3694	745
Supervised Practice	139	27

Gender	Number of Members
Female	2779
Male	904
X (includes trans, non-binary, and two-spirit people)	6
Other / not collected	144

Jurisdiction of Initial Training	Number of Members
Ontario	2327
Other provinces and territories	733

United States	590
Other International	183

Country of Initial Training	Number of Members
Australia	11
Argentina	3
Bangladesh	1
Belgium	3
United Kingdom	34
United States of America	590
Canada	3061
India	27
South Africa	19
Iran	13
France	10
Russia	8
Israel	6
Netherlands	4
Serbia	3
New Zealand	3
Pakistan	4
Poland	3
Germany	3
China	3
Ireland	2
Jamaica	2
Mexico	2
Turkiye	1
Sweden	1
Spain	1
Eswatini	1
Croatia	1
Ecuador	1
Hungary	1
Hong Kong	1

Italy	1
Venezuela	1
South Korea	1
Norway	1
Nigeria	1
Romania	1
Philippines	2
Lebanon	2

Official language of preference	Number of Members
English	3833

Racial identity (optional)	Number of Members
Not collected	3833

E. Data Notes

--

Profession Name	Total Number of Members
Psychological Associate	328

Class of License	Total Number of Members	Total Number of Internationally Educated Members
Full / General/ Independent Practice	294	84
Supervised Practice	34	9

Gender	Number of Members
Female	255
Male	37
Other / not collected	36

Jurisdiction of Initial Training	Number of Members
Ontario	175
Other provinces and territories	60
United States	47
Other International	46

Country of Initial Training	Number of Members
Canada	235
United States of America	47
Poland	6
India	8
Iran	5
South Africa	4
United Kingdom	4
Germany	2
Russia	3
Israel	2
Spain	2
Switzerland	1
Turkiye	1
Venezuela	1
Jamaica	1
Philippines	1
Bangladesh	1
Australia	1

Hong Kong	1
Chile	1
Pakistan	1

Official language of preference	Number of Members
English	328

Racial identity (optional)	Number of Members
Not collected	328

E. Data Notes

--

Profession Name	Total Number of Members
Behaviour Analyst	0

Class of License	Total Number of Members	Total Number of Internationally Educated Members

Gender	Number of Members

Jurisdiction of Initial Training	Number of Members

Country of Initial Training	Number of Members

Official language of preference	Number of Members

Racial identity (optional)	Number of Members

E. Data Notes

Registration will begin on July 1, 2024

F. Applicant Profile

Profession Name	Total Number of Applicants
Psychologist	141

Gender	Number of Applicants
Other / not collected	141

Jurisdiction of Initial Training	Applications received in 2023	Applications with decisions pending
Ontario	83	0
Other provinces and territories	23	0
United States	22	1
Other International	13	0

Country of Initial Training	Number of Applicants
Canada	106
Germany	1
India	2
Iran	5
Kazakhstan	1
Philippines	1
Eswatini	1
United Kingdom	2
United States of America	22

Official language of preference	Number of Members
English	141

Racial identity (optional)	Number of Members
Not collected	141

G. Data Notes

The data in "F. Applicant Profile" refers to applications for psychologist (supervised practice).

H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2023. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	89	1	0
Other provinces and territories	21	0	0
United States	20	1	0
Other International	9	6	0

I. New Registrants

For the 2023 reporting year, the breakdown of new registrants by class of registration is provided below:

Class of registration	Total new registrants by class	Number of internationally educated registrants
Supervised Practice	139	9
Full / General/ Independent Practice	238	19

J. Data Notes

The data in "H. Application Decisions" refers to the number of refused applications for psychologist (supervised practice)

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	0	0
United States	0	0
Other International	0	0

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	2	0
United States	1	0
Other International	2	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
1. Academic Program of Study	5

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. Applicant did not meet the minimum academic requirements	2

L. Data Notes

This data refers to applicants for psychologist (supervised practice)

Profession Name	Total Number of Applicants
Psychological Associate	78

Gender	Number of Applicants
Other / not collected	78

Jurisdiction of Initial Training	Applications received in 2023	Applications with decisions pending
Ontario	36	0
Other provinces and territories	8	1
United States	5	1
Other International	29	3

Country of Initial Training	Number of Applicants
Canada	44
France	1
India	5
Iran	1
Other Countries	1
Lebanon	2
Netherlands	3
Pakistan	2
Philippines	1
Russia	2
South Africa	1
Sweden	2
United Arab Emirates	1
United Kingdom	7
United States of America	5

Official language of preference	Number of Members
English	78

Racial identity (optional)	Number of Members
-----------------------------------	--------------------------

Not collected	78
---------------	----

G. Data Notes

--

H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2023. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	21	5	0
Other provinces and territories	4	3	0
United States	3	1	0
Other International	6	14	0

I. New Registrants

For the 2023 reporting year, the breakdown of new registrants by class of registration is provided below:

Class of registration	Total new registrants by class	Number of internationally educated registrants
Full / General/ Independent Practice	28	5
Supervised Practice	34	6

J. Data Notes

The data in "H. Application Decisions" refers to the number of applications for psychological associate refused between January 1 to December 31, 2023, some of these applicants may have applied in 2022 or earlier.

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	0	0
United States	0	0
Other International	0	0

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	1	0
United States	1	0
Other International	2	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
1. Academic Program of Study	4

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 requirement	6

L. Data Notes

Data in "K. Reviews and Appeals" refers to applicants for psychological associate (supervised practice) whose applications were refused and who sought an appeal through the HPARB. Some of these applicants may have applied in 2022 or earlier.

Profession Name	Total Number of Applicants
Behaviour Analyst	0

Gender	Number of Applicants
Other / not collected	0

Jurisdiction of Initial Training	Applications received in 2023	Applications with decisions pending

Country of Initial Training	Number of Applicants

Official language of preference	Number of Members

Racial identity (optional)	Number of Members

G. Data Notes

The College did not received any applications for the profession of behaviour analyst in 2023.
--

H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2023. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn

I. New Registrants

For the 2023 reporting year, the breakdown of new registrants by class of registration is provided below:

Class of registration	Total new registrants by class	Number of internationally educated registrants

J. Data Notes

--

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

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

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

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

L. Data Notes

--

8. Changes Related to New Legislative and Regulatory Requirements

By Ontario law, regulated occupations must provide registration practices that are transparent, objective, impartial and fair. Non-health occupations are governed by the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA)*, while health professions are governed by the *Regulated Health Professions Act, 2011 (RHPA)*.

In 2021, both statutes were amended to incorporate substantive provisions to:

- A.** Eliminate the use of Canadian experience requirements except under prescribed circumstances.
- B.** Streamline language proficiency testing requirements.
- C.** Provide for the continuity of registration processes during emergency situations.
- D.** Set registration time limits. (FARPACTA only)

College of PSYCHOLOGISTS of Ontario has made the following changes to comply with these new legal obligations:

A. Canadian Experience

Change required: Yes

College of PSYCHOLOGISTS of Ontario has taken the following measures to comply with legislative requirements on eliminating Canadian experience requirements unless an exemption is granted or an alternative is identified that meets criteria prescribed in regulations (non-health regulators) or the exceptions in legislation are met (regulated health colleges).

The College's Registration Committee is considering the registration requirements for individuals already fully registered to practice the profession of psychology in another country (in countries where the professional of psychology is regulated).

B. Language Proficiency Testing

Change required: Yes

College of PSYCHOLOGISTS of Ontario has taken the following measures to comply with recent legislative changes requiring that regulators accept language proficiency testing results derived from any of the tests accepted for immigration purposes to satisfy their language proficiency requirements:

The College's Language Fluency Policy was updated in 2023 to include additional language proficiency tests.

College of PSYCHOLOGISTS of Ontario offers applicants the following options to demonstrate language proficiency.

- IELTS (General)
- CELPIP (General)
- TEF Canada
- TCF Canada
- Other language proficiency tests
- Education in English or French
- Other (please specify) Other options described in Registration Guidelines

C. Emergency Registration

Change required: Yes

College of PSYCHOLOGISTS of Ontario has taken the following measures to comply with requirements to establish an emergency class (health colleges) or develop an emergency registration plan (non-health regulators).

Amendments to the College's registration regulation were made to include a temporary emergency class of registration for the profession of psychology, this was approved in August 2023. Additionally, amendments to include a temporary emergency class of registration for the profession of applied behaviour analysis was included in the registration regulation in 2024, ahead of proclamation which will occur on July 1, 2024.

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.