

College of PSYCHOLOGISTS and BEHAVIOUR ANALYSTS of Ontario

2024 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, 2024.

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

	<p>described in detail in the Registration Guidelines.</p> <p>https://cpbao.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 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>
Experience requirement	<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.</p> <p>https://cpbao.ca/cpo_resources/appendix-f-language-fluency-policy/</p>
Language requirement	<p>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 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</p>

	prerequisite for eligibility for a Certificate of Registration for Autonomous Practice.
Additional information on licensing requirements (may include links to appropriate page on regulator website):	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 - Psychologist: https://cpbao.ca/applicants/how-to-apply/supervised-practice-psychologist/
Profession/ Trade Name	Psychological Associate
Academic requirement	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.
Experience requirement	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 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.
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 Policy details several ways in which an applicant may demonstrate language fluency in English or French. https://cpbao.ca/cpo_resources/appendix-f-language-fluency-policy/
Additional information on licensing requirements (may include links to appropriate page on regulator website):	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-apply/supervised-practice-psychological-associate/
Profession/ Trade Name	Behaviour Analyst
Academic requirement	The academic requirements for registration as a behaviour analyst are described in detail in the Registration Guidelines. https://cpbao.ca/cpo_resources/supervised-

	<p>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 Registration Committee to be substantially similar to the requirements described in subparagraph i.</p>
Experience requirement	<p>Candidates must complete a minimum of 1500 hours (12 months) of post-graduate 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>

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 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/
Additional information on licensing requirements (may include links to appropriate page on regulator website):	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/

4. Third party assessments

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

Organization name	Function
Association of State and Provincial Psychology Boards	Knowledge based exam

International Consultants of Delaware (ICD), a division of CGFNS International, Inc.	Academic credential evaluation
Comparative Education Service (CES)	Academic credential evaluation
World Education Services (WES)	Academic credential evaluation
Behavior Analyst Certification Board	Prior learning and recognition

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 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 application 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	On July 1, 2024, the College reached a significant milestone with the proclamation of the Psychology and Applied Behaviour Analysis Act, 2021. To facilitate the development of application materials and information, registration guidelines, social media communication, standards of professional conduct, and policies to incorporate applied behaviour analysis, the College consulted with numerous stakeholders, including subject matter experts, working groups, Committees, external consultants, hospitals, ABA centres, schools, and the general public.
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2	In 2024 the College's Council approved changes to some of the registration examination requirements such as moving from a high stake to low stake examination format in some cases (Jurisprudence and Ethics Examination for psychology) and removing the maximum limit on the number of attempts per examination.
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B. Risks and Mitigations

Risk	Mitigation Measure
Application management and timeliness of application decisions	In 2024 the College initiated hiring additional administrative staff specifically for the implementation of the new applied behaviour analysis registration.
Cyber security risk	Staff training on cyber security risk, and enhanced security measures for database and email communication.
Applicants unable to continue in the registration process when they reached the maximum number of attempts permitted at a registration examination. In particular, applicants whose education and training was from outside of Canada or the U.S. were impacted most.	The College's Council approved changes to some of the examination requirements such as moving from a high stake to low stake examination format in some cases (Jurisprudence and Ethics Examination in psychology) and removing maximum limit on the number of attempts permitted per examination.

6. Changes to registration practices

During the January 1 to December 31, 2024 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
Registration requirements either through regulation, by-law or policy	Yes	<p>Regulation: Implementation of the Psychology and Applied Behaviour Analysis Act, 2021, effective July 1, 2024. The new registration regulation (O. Reg. 193/23) replaces O. Reg. 74/15 and includes the requirements for registration with the College as a Behaviour Analyst. The new regulation reflects changes that were approved by Council in December 2022 and approved by the Ontario government in July 2023.</p> <p>https://www.ontario.ca/laws/regulation/230193</p> <p>By-Laws: College By-laws were updated to ensure Behaviour Analyst representation and compliance with the new Act. Amendments to the By-laws included elections for Council, the selection of the Executive Committee, committee composition, and fees. The full list of College By-laws is available at https://cpbao.ca/cpo_resources/by-laws/</p>
New or consolidated class of certificates or licenses	Yes	The following two classes of certificates were introduced following proclamation of the Psychology and Applied Behaviour Analysis Act, 2021: 1. Certificate of Registration for a Behaviour Analyst Authorizing Autonomous Practice, and 2. Certificate of Registration for a Behaviour Analyst Authorizing Supervised Practice.
Assessment of qualifications, including competency-based assessments and examinations	Yes	Implementation of the Jurisprudence and Ethics Course and Assessment in Applied Behaviour Analysis (JECAABA). As per the Registration Regulation O.Reg. 193/23, successful completion of this course is required before Behaviour Analysts members can be issued a Certificate Authorizing Autonomous

		Practice. To minimize disruptions to service delivery, the College launched the JECAABA before the Psychology and Applied Behaviour Analysis Act came into force, to ensure that eligible candidates could complete the course prior to enforcement of the new Act. In 2024 the College's Council approved changes to some of the registration examination requirements such as moving from a high stakes to a low stakes examination format in some cases (Jurisprudence and Ethics Examination in psychology) and removing the maximum limit on the number of attempts per examination.
Documentation requirements for registration	Yes	The College introduced Vulnerable Sector Checks as an application requirement for Behaviour Analyst applicants. This requirement provides an added level of public protection by obtaining information from an outside entity about an applicant's good character. To minimize application delays, the College communicated this application requirement in advance of opening the applications, to ensure that applicants could order these checks early on in the application process.
Timelines for registration, decisions and/or responses	No	
Registration and/or assessment fees	Yes	A fee increase for Psychologist and Psychological Associate registrants went into effect in July 2024, following a 60-day public consultation period and Council approval. Fees for Behaviour Analysts registrants went into effect in July 2024, following a 60-day public consultation period and Council approval.

Changes to internal review or appeal process	No	
Access by applicants to their records	No	
Other	No	

B. Training, policy and applicant supports

Registration process	Changes Made (Yes / No)	Description
Training and resources for staff who deal with registration issues	Yes	The College continues the use of cybersecurity training through Know4Before, which all staff are required to participate in on a regular basis to prevent inadvertent security breaches.
Resources or training to support applicants to move through the licensing process	Yes	The College published new Registration Guidelines for each of the 3 new ABA registration routes (Transitional Route #1, Transitional Route #2, and the Entry-Level Supervised Practice Route). The Transitional Routes are intended for experienced behaviour analysts who are applying for a Certificate of Registration for a Behaviour Analysts Authorizing Autonomous Practice. These routes are open for 24 months post-proclamation, and close on June 30, 2025. Additional resources for applicants, such as FAQs (including an intercollege FAQ page developed in collaboration with other Colleges including COTO, CPRO, OCSWSSW, and others), in-person presentations, and regular social media updates were also provided.
Anti-racism and inclusion-based	Yes	In 2024 with the recommendation from the College's Equity Diversity and Inclusion (EDI) Working Group, the College approved anti-

policies and practices		racism and inclusion-based training for registration staff and Registration Committee members via the Centre for Addiction and Mental Health (CAMH), training scheduled to take place in February 2025. The College's Equity Diversity and Inclusion (EDI) Working Group will explore other Committee and staff training opportunities on anti-racism and inclusion-based topics for 2025.
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C. System partners

Registration process	Changes Made (Yes / No)	Description
Steps to increase accountability of third-party service provider(s)	No	
Accreditation of educational programs	Yes	The Association of Behavior Analysis International (ABAI) was approved by Council as the body which accredits behaviour analysis programs at the master and doctoral levels.
Mutual recognition agreements	Yes	In 2024 the College's Council approved the signing, in principle, of a Memorandum of Understanding between Ontario and Manitoba to enable telepsychology care to residents of Northwestern Ontario for services provided through Manitoba's provincial health authority that were initially referred by an Ontario physician. An MOU would permit psychologists in good standing with the Psychological Association of Manitoba employed by a 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. This MOU would permit psychologists within this model of care to see patients via telepsychology following initial hospital service. Psychologists within this model would see patients through cross-jurisdictional telepsychology services following first contact by the patient's physician. It's expected that implementation will begin in 2025.
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D. Responsiveness to changes in the regulatory environment

Registration process	Changes Made (Yes / No)	Description
Emergency registration plans	No	
Technological or digital improvements	Yes	Implementation of the Jurisprudence and Ethics Course and Assessment in Applied Behaviour Analysis (JECAABA) for Behaviour Analyst applicants is offered through a remote Learning Management System environment. Privileged access is given to eligible applicants to complete the course on their own time.
Steps to address labour shortages in the profession or trade	Yes	In 2024 the College engaged in discussions with academic institutions in Ontario on the subject of increasing access to graduate programs in psychology, and in particular individuals who may have had some prior education and training in psychology from outside of Canada or the U.S. It's anticipated that engagement with academic institutions will be ongoing.

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:

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B. Other identity-based or demographic data collected

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

Additional description:

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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	4043

Class of License	Total Number of Members	Number of Internationally Educated Members
Full / General/ Independent Practice	3907	802
Supervised Practice	136	36

Gender	Number of Members
Female	3073
Male	963
X (includes trans, non-binary, and two-spirit people)	7

Jurisdiction of Initial Training	Number of Members
Ontario	2417
Other provinces and territories	788
United States	634
Other International	204

Country of Initial Training	Number of Members
Argentina	3
Australia	13
Belgium	3
Canada	3205
China	3
Croatia	1
Ecuador	1
France	11
Germany	4
Hong Kong	3
India	35
Iran	13
Ireland	1
Israel	6
Italy	1
Jamaica	2
Japan	1
Lebanon	3
Mexico	2
Netherlands	4
New Zealand	3
Nigeria	2
Norway	1
Pakistan	4
Philippines	2
Poland	2
Romania	1
Russia	8
Serbia	3
South Africa	19
South Korea	1
Spain	2
Turkiye	1
United Kingdom	39
United States of America	634

Venezuela	1
South Africa	2
Algeria	1
Hungary	1

Official language of preference	Number of Members
English	4043

Racial identity (optional)	Number of Members
Not collected	4043

E. Data Notes

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Profession Name	Total Number of Members
Psychological Associate	345

Class of License	Total Number of Members	Number of Internationally Educated Members
Full / General/ Independent Practice	297	43
Supervised Practice	48	15

Gender	Number of Members
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Female	299
Male	45
X (includes trans, non-binary, and two-spirit people)	1

Jurisdiction of Initial Training	Number of Members
Ontario	173
Other provinces and territories	66
United States	48
Other International	58

Country of Initial Training	Number of Members
Canada	239
Australia	2
Bangladesh	1
Belgium	1
Germany	1
Hong Kong	2
Hungary	1
India	11
Iran	5
Israel	2
Jamaica	1
Philippines	1
Poland	6
Russia	3
South Africa	4
Spain	2
Switzerland	1
Turkiye	1
United Kingdom	4
United States of America	48
Venezuela	1
Argentina	1

Chile	1
Italy	1
Lebanon	1
Netherlands	2
Nigeria	1
Pakistan	1

Official language of preference	Number of Members
English	345

Racial identity (optional)	Number of Members
Not collected	345

E. Data Notes

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Profession Name	Total Number of Members
Behaviour Analyst	1495

Class of License	Total Number of Members	Number of Internationally Educated Members
Full / General/ Independent Practice	1495	468

Gender	Number of Members
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Female	1396
Male	91
X (includes trans, non-binary, and two-spirit people)	4
Other / not collected	4

Jurisdiction of Initial Training	Number of Members
Ontario	990
Other provinces and territories	37
United States	426
Other International	42

Country of Initial Training	Number of Members
Australia	4
Canada	1027
United Kingdom	14
India	9
Iran	3
Ireland	7
Kyrgyzstan	1
Lebanon	1
Qatar	1
Romania	1
Russia	1
United States of America	426

Official language of preference	Number of Members
English	1495

Racial identity (optional)	Number of Members
Not collected	1495

E. Data Notes

The 2024 membership numbers for Behaviour Analysts pertain to Autonomous Practice holders only. The College opened registration up to Behaviour Analyst (supervised practice) applicants starting in early 2025.

F. Applicant Profile

Profession Name	Total Number of Applicants
Psychologist	120

Gender	Number of Applicants
Other / not collected	120

Jurisdiction of Initial Training	Applications received in 2024	Applications with decisions pending (in progress at end of reporting year)
Ontario	68	0
Other provinces and territories	18	0
United States	19	1
Other International	15	1

Country of Initial Training	Number of Applicants
Canada	86
United States of America	19
Belgium	2
China	1
India	7
South Africa	1
Spain	1
United Kingdom	1
Hong Kong	2

Official language of preference	Number of Applicants
English	120

Racial identity (optional)	Number of Applicants
Not collected	120

G. Data Notes

The data in B.1 to B.5 refers to applications for psychologist (supervised practice).

H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2024. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
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Ontario	70	1	0
Other provinces and territories	19	0	0
United States	15	2	0
Other International	25	1	0

I. New Registrants

For the 2024 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	301	14
Supervised Practice: Psychologist	119	16

J. Data Notes

The data in B.7. summarizes the outcome of registration decisions finalized in the year 2024 for psychologist (supervised practice) applications. Some applications may have been received in the previous year. Decisions classified as 'Successful' include both the issuance of a registration certificate and the issuance of a letter of eligibility for registration.

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	1	0
Other International	1	1

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	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
1. Academic program of study	1

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	1

L. Data Notes

Pursuant to section B.10, the 'No of internal reviews and appeals processed' applies to applicants whose application has been referred to the Registration Committee after an initial review by registration staff. Referrals occur when there is a doubt as to whether the applicant has an acceptable doctoral degree. We interpret 'No of decisions changed following internal review' to regard cases wherein the Registration Committee has determined that the applicant's academic credentials meet the requirements in the registration regulation. Pursuant to section B.10, 'No of applicants who sought external review', regards applicants for psychologist (supervised practice) whose applications were refused and who sought an appeal with HPARB. Some of these applicants may have applied in 2023 or earlier.

Profession Name	Total Number of Applicants
Psychological Associate	131

Gender	Number of Applicants
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Other / not collected	131
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Jurisdiction of Initial Training	Applications received in 2024	Applications with decisions pending (in progress at end of reporting year)
Ontario	50	1
Other provinces and territories	11	1
United States	10	1
Other International	60	6

Country of Initial Training	Number of Applicants
Canada	61
United States of America	10
Australia	1
Brazil	1
Chile	2
China	1
Czechia	1
Egypt	1
Germany	1
Hungary	1
India	18
Iran	1
Israel	1
Italy	1
Jamaica	2
Kenya	1
Netherlands	2
Nigeria	5
Pakistan	4
Poland	1
Romania	1

South Africa	1
Spain	1
Turkiye	2
Ukraine	1
United Kingdom	6
Hong Kong	3

Official language of preference	Number of Applicants
English	131

Racial identity (optional)	Number of Applicants
Not collected	131

G. Data Notes

The data in B.1 to B.5 refers to applications for psychological associate (supervised practice).

H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2024. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	51	6	0
Other provinces and territories	10	3	0
United States	10	8	0

Other International	43	9	0
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I. New Registrants

For the 2024 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
Supervised Practice: Psychological Associate	32	11
Full / General / Independent Practice	23	4

J. Data Notes

The data in B.7. summarizes the outcome of registration decisions finalized in the year 2024 for psychological associate (supervised practice) applications. Some applications may have been received in the previous year. Decisions classified as 'Successful' include both the issuance of a registration certificate and the issuance of a letter of eligibility for registration.

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	Number of decisions changed
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	and appeals processed	following internal review or appeal
Ontario	5	0
Other provinces and territories	4	0
United States	7	1
Other International	11	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
Ontario	0	0
Other provinces and territories	0	0
United States	1	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 program of study	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. Applicant did not meet the minimum academic requirements	9

L. Data Notes

Pursuant to section B.10, the 'No of internal reviews and appeals processed' applies to applicants whose application has been referred to the Registration Committee after an initial review by registration staff. Referrals occur when there is a doubt as to whether the applicant has an acceptable master's degree. We interpret 'No of decisions changed following internal review' to regard cases wherein the Registration Committee has determined that the applicant's academic credentials meet the requirements in the registration regulation. Pursuant to section B.10, 'No of applicants who sought external review', regards applicants for psychological associate (supervised practice) whose applications were refused and who sought an appeal with HPARB. Some of these applicants may have applied in 2023 or earlier.

Profession Name	Total Number of Applicants
Behaviour Analyst	1614

Gender	Number of Applicants
Other / not collected	1614

Jurisdiction of Initial Training	Applications received in 2024	Applications with decisions pending (in progress at end of reporting year)
Ontario	1061	6
Other provinces and territories	39	0
United States	461	5
Other International	53	4

Country of Initial Training	Number of Applicants
Canada	1100
United States of America	461
Australia	5
United Kingdom	15
India	11
Iran	3
Ireland	7
Kyrgyzstan	1
Lebanon	1
Qatar	1
Romania	1
Russia	1
Turkiye	1
Czechia	1
Mexico	1
Philippines	1
Poland	1
Syria	1

United Kingdom	1
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Official language of preference	Number of Applicants
English	1614

Racial identity (optional)	Number of Applicants
Not collected	1614

G. Data Notes

The data in B.1 to B.5 refers to applications for Autonomous Practice: Behaviour Analyst registering through Transitional Routes #1 and #2:
<https://cpbao.ca/aba/how-to-apply-aba/behaviour-analyst-autonomous-practice-transitional-route-1/> <https://cpbao.ca/aba/how-to-apply-aba/behaviour-analyst-autonomous-practice-transitional-route-2/> Applicants can apply for registration via the Transitional Routes from July 1, 2024 (the date of proclamation of the new Act) until June 30, 2026.

H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2024. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	1077	1	0
Other provinces and territories	38	0	0
United States	440	1	0

Other International	49	2	0
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I. New Registrants

For the 2024 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	1531	44

J. Data Notes

The data in B.7 refers to applications for Autonomous Practice: Behaviour Analyst registering through Transitional Routes #1 and #2:
<https://cpbao.ca/aba/how-to-apply-aba/behaviour-analyst-autonomous-practice-transitional-route-1/> <https://cpbao.ca/aba/how-to-apply-aba/behaviour-analyst-autonomous-practice-transitional-route-2/> Applicants for Transitional Route 2 whose applications were marked 'Successful' are those who have been granted eligibility to write the Ontario Examination for Professional Practice in Applied Behaviour Analysis (OEPPABA), being offered in Spring 2025. The data in B.8 refers to applications for Autonomous Practice: Behaviour Analyst registering through Transitional Route #1:
<https://cpbao.ca/aba/how-to-apply-aba/behaviour-analyst-autonomous-practice-transitional-route-1/>

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	1	0
United States	1	0
Other International	2	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	0	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

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 and training requirements	2

L. Data Notes

Pursuant to section B.10, the 'No of internal reviews and appeals processed' applies to applicants who applied through Transitional Route #2 and whose application was referred to the Registration Committee after an initial review by registration staff. Referrals occur when there is a doubt as to whether the applicant has education and training that meets the registration requirements. We interpret 'No of decisions changed following internal review' to regard cases wherein the Registration Committee has determined that the applicant's academic credentials meet the requirements set out in the registration regulation.

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.