

# College of KINESIOLOGISTS of Ontario

## 2023 Fair Registration Practices Report

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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

<b>Organization name</b>	College of KINESIOLOGISTS of Ontario
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For questions about this report, please contact:

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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 KINESIOLOGISTS of Ontario

Licensing requirements (brief description for each requirement listed):

<b>Profession/ Trade Name</b>	<b>Kinesiologist</b>
<b>Academic requirement</b>	In accordance with Ontario Regulation 401/12 under the Kinesiology Act, an applicant for a general class certificate of registration must: (i) (a) have graduated with a bachelor's degree in kinesiology that is at least four years in length from an Ontario University, or (b) successfully completed a program which a panel of the Registration Committee considers to be substantially equivalent to a bachelor's degree in Kinesiology described in (a); (ii) successfully completed the entry-to-

	practice examination set by Council; and (ii) successfully completed the College's jurisprudence course.
<b>Experience requirement</b>	No requirement at the point of initial registration.
<b>Language requirement</b>	In accordance with Ontario Regulation 401/12 under the Kinesiology Act, the applicant must possess sufficient language proficiency, in either English or French, to be able to communicate and comprehend effectively, both verbally and in writing. The requirements are further set out in the College's Language Proficiency Policy ( <a href="https://www.coko.ca/wp-content/uploads/2024/04/Language-Proficiency-Policy-March-2024.pdf">https://www.coko.ca/wp-content/uploads/2024/04/Language-Proficiency-Policy-March-2024.pdf</a> ).
<b>Additional information on licensing requirements (may include links to appropriate page on regulator website):</b>	In accordance with Ontario Regulation 401/12 under the Kinesiology Act, to become registered with the CKO an applicant must also provide proof of sufficient professional liability insurance (PLI) coverage or an undertaking to the College that they will provide proof of PLI coverage. Additionally, they must submit the application fee, registration fee, and a Criminal Record Check that includes a search of the national CPIC database.

### 4. Third party assessments

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

Organization name	Function
International Credentials Assessment Service of Canada	Academic credential evaluation
International Credential Evaluation Services	Academic credential evaluation
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 KINESIOLOGISTS of Ontario takes the following measure(s) to ensure fair and timely assessments:

The College requires that applicants who obtained their undergraduate degree from outside Canada to complete a degree assessment assessment conducted by one of the three approved credentialing agency: World Education Services (WES), International Credentials Assessment Service of Canada (ISCSAC) or International Credential Evaluation Services (ICES). Their services are relied upon to determine the comparative level and length of the degree to a 4-year bachelor’s degree and a conversion of the credit weight. The turnaround time for this type of assessment is relatively shorter than the average 4 weeks estimated by the vendors. Please note, the actual course content is reviewed by a Registration Committee panel to determine substantial equivalency, in accordance with section 5.1(a)(ii) of Ont. Reg. 401/12. All three organizations provide their services at the request of the applicant. The College periodically reviews the services and timelines provided by each organization to understand processing times and any alternative services they may offer, such as assessing educational credentials of those who have been displaced because of adverse circumstances in their countries.

## **5. Accomplishments, risks and mitigations**

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

## A. Accomplishments

1	<p>Updating the Kinesiologist Core Competency Profile: This project was initiated at the end of 2022, with the selection of subject matter experts (SME) and the appointment of a steering committee completed. Beginning in January 2023, the project progressed through numerous activities, including SME interviews, a focus group with members of the CKO's University Liaison Committee (made up of university representatives across Ontario), and ongoing input from the steering committee. A draft of the updated competency profile was circulated to registrants in the Fall 2023, and received a response rate of over 25% of registrants completing the hour-long survey. This level of participation was notably high for psychometric surveys of this nature, signifying strong buy-in from the membership. Towards the end of the year the survey results underwent psychometric analysis, with final recommendations set to be considered by Council in early 2024. This initiative directly relates to fair registration practices by ensuring that the standards against which applicants are assessed/tested are current, relevant, and reflective of the profession's needs. Updating the competency profile helps maintain a transparent and equitable registration process, where candidates are evaluated based on up-to-date criteria. The next steps will be to review all existing exam content for remapping in 2024, and developing new exam content based on the updated competencies.</p>
2	<p>Refreshing Registration Committee and Examination Committee Orientation Materials: To enhance the effectiveness of the CKO's registration processes, we undertook a thorough review of the orientation materials and resources for the Registration Committee and Examination Appeals Committee. This review aimed to provide committee members with clearer guidance on their roles, responsibilities, and the CKO's overall mandate. By improving these materials, we have endeavored to ensure that all committee members are well-prepared to make informed, fair, and consistent decisions. Specifically to the Examination Appeals Committee, the CKO also conducted and provided an analysis of appeal trends over several years, including the nature of appeals, outcomes and pass rates of candidates following successful appeals. This approach directly supports fair registration practices by ensuring that appeals are handled with a high level of competence, fairness, and consistency. By analyzing trends and outcomes, committee members can identify patterns and make more informed decisions, thereby enhancing the</p>

	overall integrity and fairness of the registration process. This initiative underscores the CKO's commitment to transparency and excellence in the registration process.
3	Developing Emergency Class Certificate of Registration and Emergency Class Policy In response to new regulatory requirements, the CKO developed an Emergency Class Certificate of registration throughout early 2023. All regulators were provided with specific criteria that needed to be included, but otherwise had the flexibility to design their own regulator. Despite the tight timelines and the necessity to balance this with our ongoing regulatory responsibilities, the CKO drafted regulation that is both fair and protective of the public interest by ensuring that emergency registrants are still appropriately qualified. Accompany the new class, the CKO developed an Emergency Class policy to guide Council in implementing the certificate; this was approved by Council in September 2023. This policy provides greater clarity beyond what is outlined in the regulation, ensuring a more structured and transparent process. In late 2023, in an effort to ensure we are fully prepared in the event of a future emergency circumstance, the CKO also began working on our database system to implement the license.
4	Improved Application Tracking & Timelines: In response to amendments to the RHPA (i.e., O. Reg. 508/22) concerning application timelines, the CKO implemented a more robust system for tracking new applications and recording staff response times. Additionally, monthly Registration Committee panel meetings were scheduled to ensure that referrals were reviewed promptly. To support this initiative, panel meetings were scheduled in advance throughout the year, allowing us to better communicate to applicants when their applications would be reviewed. This initiative directly relates to fair registration practices by streamlining and enhancing the transparency of the application process. Implementing a more robust tracking system and scheduling regular panel meetings helps ensure that applications are processed in a timely manner. Also, having meetings scheduled in advance provides applicants with greater certainty around when their applications will be reviewed by a panel, and minimizes the likelihood of delays caused by schedule conflicts amongst committee panel members.

**B. Risks and Mitigations**

Risk	Mitigation Measure
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<p>Resource Constraints As a smaller regulatory college, it can at times be challenging meeting the demands of applicants, particularly during peak registration periods.</p>	<p>To mitigate risks, the CKO has implemented measures such as cross-training staff members to handle multiple functions. Additionally, the CKO engages with other health regulators to exchange insights and best practices in utilizing staff and resources. Strategic time management also helps to ensure adequate coverage during critical periods, minimizing disruptions to registration process. During the peak annual renewal period, the CKO also hired a temporary student through the government summer jobs program to assist the Registration Department.</p>
<p>Technology The College’s existing technological infrastructure poses constraints on its operational flexibility and efficiency.</p>	<p>To mitigate this risk, the College implemented a database upgrade in Spring 2023 aimed at enhancing system stability, functionality and security. The Registration Department also initiated regular meetings with its IT support team to scope for future system enhancements in 2024.</p>
<p>Legislative Directives A series of legislative directives, characterized by their urgency, required swift adjustments that diverted focus from core registration objectives throughout 2023. In addition to developing the emergency class certificate of registration and supporting policy and procedures, the CKO also had to implement processes to support new timelines and revise other existing policies.</p>	<p>To mitigate the impact of these directives, the CKO adopted a proactive approach, closely monitoring regulator updates through subscriptions and environmental scans. This allowed for the Registration Department to be at the forefront of any changes. Additionally, the CKO regularly collaborated with other health regulatory colleges to share expertise on policy development and to compare approaches.</p>



## 6. Changes to registration practices

During the January 1 to December 31, 2023 reporting period, College of KINESIOLOGISTS 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>Language Proficiency Policy The Language Proficiency Policy sets out the English and French proficiency requirements for kinesiologists, in accordance with the RHPA. In response to amendments to the RHPA (i.e., O. Reg. 508/22) that came into effect on January 1, 2023, the CKO updated its existing policy to include tests approved under the Immigration and Refugee Protection Act (IRPA) for use in assessing proficiency. The policy was also edited to support a plain language approach, with unnecessary preambles removed.</p> <p>Revising the policy to include the additional language exams accepted under the IRPA is likely to have the greatest impact on internationally educated applicants. It will streamline the process for those who already completed a language proficiency test for immigration purposes. As well, it will reduce entry-to-practice barriers, such as additional costs and preparation time. Ultimately, it will allow individuals to demonstrate their language proficiency through various tests that are accessible and widely recognized.</p> <p>Professional Liability Insurance Policy The</p>

		<p>Professional Liability Insurance (PLI) Policy sets out the liability insurance requirements for all kinesiologists, in accordance with the RHPA, the General Regulation of Kinesiology Act and CKO bylaws. The policy was last revised in June 2017, and certain sections of the policy still referred to out-of-date sections of the RHPA and organizational bodies. The policy was reviewed and approved by the Registration Committee in November 2023. It is slated for review for approval by Council in 2024. Updating the PLI policy for relevance and clarity will enhance understanding, compliance and protection.</p>
New or consolidated class of certificates or licenses	Yes	<p>Emergency Class Certificate of Registration: As mentioned in an earlier section of the report, in response to new regulatory requirements, the CKO developed an Emergency Class Certificate of registration. The certificate was approved by Council in April 2023. Although regulators were provided with specific criteria that needed to be included, they otherwise had the flexibility to design their own approach. The CKO drafted regulation that it believes is both fair and protective of the public interest by ensuring that emergency registrants are still appropriately qualified. Introducing an emergency class of certificate will ensure that qualified individuals can quickly join the workforce or provide essential services, by enabling expedited processing. This also demonstrates the CKO's commitment to preparedness.</p>
Assessment of qualifications, including competency-based	Yes	<p>Kinesiologist Core Competency Profile As mentioned in an earlier section of this report, throughout 2023 the profession's core competency profile underwent a psychometric</p>

assessments and examinations		revalidation; it is scheduled to conclude in early 2024. Through this review process the CKO can be assured that the Competency Profile remains aligned with current best practices, emergency trends and evolving standards. It will also ensure that kinesiologists entering the profession possess the skills and knowledge necessary to meet requirements of their role. Once finalized, the CKO's entry-to-practice exam items will need to be reviewed and, if applicable, mapped to new competencies or disposed of. Additionally, new exam items will need to be developed. One implication of this change is that, once complete, a transition period will be needed to allow for students and universities to adjust to the updates. This period may also involve some confusion or discrepancies in interpretations as stakeholders familiarize themselves with the new requirements. For this reason, the new competencies will first be reflected in the April 2025 exam session, to allow for adjustments. The CKO has also announced these changes through its website, newsletter and other social media channels, as well as shared with its system partners.
Documentation requirements for registration	No	
Timelines for registration, decisions and/or responses	Yes	In response to amendments to the RHPA (i.e., O. Reg. 508/22) that came into effect on January 1, 2023, which required the Registrar to provide an applicant with written acknowledgement within 15 days after receiving an application and after receiving materials or information, the CKO implemented a new system of tracking

		<p>application response times. Although the CKO was meeting these requirements before the new regulation, this method will allow for more accurate reporting and tracking. Overall, reinforcing timelines with improved monitoring should yield benefits in terms of efficiency, accountability and applicant satisfaction.</p>
<p>Registration and/or assessment fees</p>	<p>Yes</p>	<p>In June 2023, following a period of public consultation that included two virtual town halls with registrants, the CKO increased its registration fees. The fee increases will help ensure that the CKO's core operations are sustainable, as the fee structure has not changed since the CKO was first proclaimed in 2013. The CKO original fees were initially set to cover the costs for 10 years, and the CKO successfully operated without passing any additional costs to the membership. However, increasing costs over the last 10 years, including the recent and dramatic rise in inflation, the greater demands of investigatory oversight, and the costs of outreach strategies, required a fee increase to ensure core operations remain sustainable. In terms of benefits to applicants, the CKO believes that the higher fees will allow the organization to invest in improvements to its services, such as upgrading technology systems and enhancing membership support. However, the CKO understands that higher fees may create financial barriers for some individuals. To this end, the CKO has an existing policy in place where, in exceptional circumstances, members may be approved for alternate payment programs.</p>

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

**B. Training, policy and applicant supports**

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Training and resources for staff who deal with registration issues	Yes	In 2023, all CKO staff underwent EDI-B training sessions with Dr. Nafeesa Jalal, a respected facilitator who has worked with several health regulators to build understanding, competence and capacity around diversity, equity, inclusion, anti-racism and allyship. As part of the onboarding session for Registration Committee members, they receive training covering human rights, accommodation, fairness and anti-discrimination. Registration staff also completed the following training: • training facilitated by the College of Audiologists and Speech Language Pathologists of Ontario addressing antisemitism in healthcare; • a series of online training modules offered by Cancer Care Ontario addressing Indigenous Relationship and Cultural Awareness; • A webinar facilitated by Charity Village providing an overview of OHSA and AODA compliance responsibilities for nonprofits; • A webinar facilitated by Hays Recruitment, "Going Back to Basics with DEI" • CLEAR Introduction to Regulatory Governance Webinar Modules on (1) Foundations of Professional and Occupational Regulation, (2) Assessing Competence, and (3) Administrative

		<p>Rulemaking • CNAR Virtual Discussion on “What is Regulatory Excellence?” • Advancing Health Equity in Ontario’s Healthcare Delivery: A focus on access to care and underserved populations delivered by Ontario Health Senior registration staff attended the 2023 CNAR Annual Conference and attended sessions including “Strategies to Build Working Relationships and Overcome Obstacles in Professional Regulation”, “Compassion in Regulation: Taking a People-Focused Approach”, and “Trauma Informed Professional Regulation”. In 2023, the registration leadership team participated in meetings as part of HPRO’s EDI Network Meeting, where commendable practices in EDI are shared and the group discusses how regulators can move from identification to implementation of EDI principles. In 2023, staff joined the Diversity, Equity &amp; Inclusion Committee and Examination, Resources and Advisor Committee at the Council on Licensure, Enforcement and Regulation (CLEAR) to gain a better understand of best practices and resources in these areas. As part of the strategic plan development in 2024, Council will have the opportunity to more directly address the creation of policies and goals to support future EDI initiatives at the CKO.</p>
<p>Resources or training to support applicants to move through the licensing process</p>	<p>Yes</p>	<p>In 2023, the CKO hosted two online webinars for registered exam candidates with updated content; this information was subsequently posted to the CKO’s social media channel and a link provided to all candidates post-meeting. The CKO periodically reviewed and update the website to provide clarity around the application requirements and exam process. The Frequently Asked Questions section of the website pertaining to the exam was updated,</p>

		<p>incorporating questions received during the exam webinar and from students during university visits. It is important that the FAQ section remain relevant in addressing exam candidates' concerns. In the spirit of transparency, following Council's approval of the fee increase, the CKO posted a document on its website outlining and comparing the fees impacted by the change. It also emphasized the effective date (September 1, 2023), which fell after the annual renewal period ended.</p>
<p>Anti-racism and inclusion-based policies and practices</p>	<p>Yes</p>	<p>Since 2020, CKO staff have been active participants on various Health Profession Regulators of Ontario (HPRO) anti-racism initiatives, including the Anti-Racism in Health Regulation Project Steering Committee and the Anti-BIPOC Racism Working Group. In 2023, this work culminated with the creation of an Assessment and Action Guide and Equity Impact Assessment tools for all 26 regulatory health colleges. The CKO has used these tools to evaluate its own approach to equity, diversity, and inclusion in different domains, including its Registration processes and activities. This analysis will inform the upcoming strategic planning (Spring 2024) session, where Council will have the opportunity to refine and shape their approach to EDI and adopt a more intentional approach. In recruiting volunteers for the Core Competency Profile revalidation, the CKO sought to select individuals that reflected the general population. To this end, the application form included a section for candidates to voluntarily provide demographic information including race and gender.</p>

### C. System partners

Registration process	Changes Made (Yes / No)	Description
Steps to increase accountability of third-party service provider(s)	Yes	The CKO works directly with a third-party service provider to administer its entry-to-practice examination (although the CKO develops the exam content and format, and establishes the frequency through regular and careful analysis of various factors including the costs associated with exam administration and development, trends in cohort size year-over-year, and the allocation of the organizations overall budget). The CKO also receives period support from external vendors to advance specific registration initiatives (for example, the Core Competency Profile revalidation). The CKO developed a vendor assessment form that will be implemented in 2024, to review and provide feedback to third-party providers on annual basis. This increased accountability should help improve the overall experience for applicants in the long run.
Accreditation of educational programs	No	
Mutual recognition agreements	No	

### D. Responsiveness to changes in the regulatory environment

Registration process	Changes Made (Yes / No)	Description
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<p>Emergency registration plans</p>	<p>Yes</p>	<p>The emergency registration plan is comprehensively covered with the CKO’s risk management plan. The risk management plan is reviewed at least biannually by Council, and at any other time if needed; it reviewed more regularly internally. This frequency of reviews ensures that the plan remains current and effective in addressing emergency risks. As new threats and challenges arise, adjustments are made to maintain the robustness and relevant of the plan. From an emergency perspective, the plan includes considerations of potential security breaches, catastrophic events and emergency circumstances, as well as contains the efforts made to mitigate these risks. For example, the recent increase in cybersecurity threats remains a significant concern. Recognizing the heightened risk, the CKO elevated the risk rating. This adjustment required implementing stronger security measures, including the previously mentioned database system update, as well as increasing staff training on cyber security awareness. These proactive steps aim to safeguard the integrity and confidentiality of the registration process, ensuing applicants’ information is protected.</p>
<p>Technological or digital improvements</p>	<p>Yes</p>	<p>As previously mentioned, during the reporting year the CKO made updates to its database system to enhance its stability, functionality and security. This upgrade ensures more reliable and efficient handling of registration data behind the scenes, reducing downtime and technical issues that previously impacted the annual renewal process from July to September. Applicants should experience fewer disruptions, leading to a smoother</p>

		overall renewal process. The Registration Department began working with IT support to map the technical requirements for the implementation of an emergency class certificate in the database system. This proactive measure will ensure that the CKO is prepared to respond to any emergency circumstances promptly and efficiently.
Steps to address labour shortages in the profession or trade	Yes	While the CKO, as a regulator, has not traditionally monitored labour market supply directly, it has remained committed to ensuring that its registration practices do not create unnecessary barriers for those seeking to practice kinesiology in Ontario. The CKO engages in regular dialog with the professional associations and other system partners, who in turn keep us apprised of labor-related issues impacting their members. The CKO also hosts a joint annual meeting with the professional associations and Ontario university representatives through the University Liaison Committee, where updates are provided on trends that may impact the labor market. Throughout the year the CKO conducts information sessions with university classes across Ontario, where we have the opportunity to exchange insights with learners and educators on a myriad of issues.
Other	No	

## 7. Membership and application data

The Office of the Fairness Commissioner collects membership and application data from regulators through annual Fair Registration Practices Reports, which are also made available to the public. Information is collected for the purpose of discerning

statistical changes and trends related to a regulator’s membership, application volumes, licensure/certification results, and appeals year over year.

### A. Race-based data collected

	<b>Race-based data collected? (Yes or No)</b>
Members	No
Applicants	No

Additional description:

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### B. Other identity-based or demographic data collected

	<b>Other identity-based or demographic data collected? (Yes or No)</b>
Members	Yes
Applicants	Yes

Additional description:

Date of birth, languages of services, location of first, second and third practice, working status, registration in other jurisdictions on Canada.
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### C. Languages of service provision

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

<b>Language</b>	<b>Yes / No</b>
English	Yes

French	Yes
Other (please specify)	

#### D. Membership Profile

Profession Name	Total Number of Members
Kinesiologist	2899

Class of License	Total Number of Members	Total Number of Internationally Educated Members
Full / General/ Independent Practice	2479	46
Inactive	420	11

Gender	Number of Members
Female	1858
Male	1041

Jurisdiction of Initial Training	Number of Members
United States	29
Other International	28
Ontario	2723
Other provinces and territories	119

Country of Initial Training	Number of Members
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Canada	2842
United States of America	29
Uzbekistan	1
Australia	2
India	1
South Africa	3
Ukraine	2
Serbia	1
Romania	1
Poland	2
Philippines	1
Latvia	1
South Korea	1
Iran	3
Ireland	1
Estonia	1
Spain	1
Cuba	1
Colombia	1
China	2
Chile	1
Greece	1

Official language of preference	Number of Members
French	22
English	2877

Racial identity (optional)	Number of Members
Not collected	2899

## E. Data Notes

Section A.5 - The CKO currently does not maintain a record of registrant's official language preference. The values provided in the report were sourced by reviewing registrants' responses to the "language of care" question within the renewal form. In the reporting year of 2023, no applicant requested a French renewal form.

## F. Applicant Profile

Profession Name	Total Number of Applicants
Kinesiologist	530

Gender	Number of Applicants
Female	321
Male	207
X (includes trans, non-binary, and two-spirit people)	2

Jurisdiction of Initial Training	Applications received in 2023	Applications with decisions pending
Ontario	473	152
Other provinces and territories	32	14
United States	7	5
Other International	11	10
Other/not collected	7	7

Country of Initial Training	Number of Applicants
Canada	505
United States of America	7
China	2

United Kingdom	1
India	2
Ireland	2
Iran	4
Other Countries	7

Official language of preference	Number of Members
French	10
English	520

Racial identity (optional)	Number of Members
Not collected	530

### G. Data Notes

Section B.2 - The Total Number of Applicants value provided for "other/not collected" reflects applications where the applicant did not specify the jurisdiction of initial training. Section B.3 - The Total Number of Applicants value provided for "other countries" reflects applications where the applicant did not specify the country of initial training. Additionally, values in the "Applications with Decisions Pending" represent applications where the candidate has not sufficiently completed the application process. All applications received in 2023 were assessed and candidates advised of outstanding requirements. Section B.4 - The CKO currently does not record applicants' official language preference. The values provided in the report were sourced by reviewing applicant responses to the "language of care" question within the application form. In the reporting year of 2023, no applicant requested a French application form or utilized the French speaking version of our online jurisprudence module.

### 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.

<b>Jurisdiction of initial training</b>	<b>Successful</b>	<b>Unsuccessful</b>	<b>Withdrawn</b>
Ontario	225	0	54
Other provinces and territories	14	0	0
United States	2	0	0
Other International	1	1	0
Other/not collected	0	0	0

## **I. New Registrants**

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

<b>Class of registration</b>	<b>Total new registrants by class</b>	<b>Number of internationally educated registrants</b>
Full / General/ Independent Practice	242	3

## **J. Data Notes**

In accordance with Ontario Regulation 401/12 under the Kinesiology Act, an applicant approved to sit the CKO's entry-to-practice exam has three attempts or four years to successfully challenge the exam. Upon success at the exam, the same regulation also provides the applicant one year to finalize the application and become registered. This explanation is intended to address the difference in total application received by the CKO annually, and the total number of applicants registered in the same reporting year.



## 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	9	2
Other provinces and territories	8	3
United States	8	4
Other International	10	4

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

Jurisdiction of initial training	Number of applicants who sought external review or appeal	Number of decisions changed following external review or appeal
Ontario	0	0
Other provinces and territories	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
1. Program reviewed for substantial equivalency; applicant believed they met education requirements.	35

**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. Education program not considered substantially equivalent; candidates required to complete courses.	5
2. Education program not considered substantially equivalent; application refused.	1

## L. Data Notes

Section B.10 - In accordance with Ontario Regulation 401/12, all applicants to the College must have (a) graduated with bachelor's degree in Kinesiology that is at least four years in length from an Ontario University, or (b) successfully completed a program which a panel of the Registration Committee considers to

be substantially equivalent to a bachelor's degree described in (a). In 2023, following initial assessment by staff, 35 applicants were referred to a panel of the Registration Committee for a substantial equivalency review. "Number of decisions changed following internal review/appeal", is interpreted as the number of applications where the Registration Committee Panel determined the applicant's program met the education equivalency requirement. Section B.12 - In 2023, of the 35 applicants referred to a Registration Committee panel, ten were internationally trained. Of these ten, one was refused and five were directed to complete additional courses to meet the education equivalency requirements. The remaining unlicensed internationally trained applicants from the 2023 cohort continue to remain eligible, but have not completed one or more of the outstanding requirements.

## 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 KINESIOLOGISTS of Ontario has made the following changes to comply with these new legal obligations:

### A. Canadian Experience

**Change required: No changes required**

College of KINESIOLOGISTS 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).

## **B. Language Proficiency Testing**

**Change required: Yes**

College of KINESIOLOGISTS 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 Language Proficiency Policy sets out the English and French proficiency requirements for kinesiologists, in accordance with the RHPA. In response to amendments to the RHPA (i.e., O. Reg. 508/22) that came into effect on January 1, 2023, the CKO updated the policy to include tests approved under the Immigration and Refugee Protection Act (Canada) for use in assessing proficiency. The policy was also revised to support a plain language approach, with unnecessary preambles removed.

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

- IELTS (General)
- CELPIP (General)
- TEF Canada
- TCF Canada
- Other language proficiency tests
- Success on a licensing exam or assessment

- Education in English or French
- Affidavit
- Other (please specify) Licensure with another regulatory body.

## C. Emergency Registration

### **Change required: Yes**

College of KINESIOLOGISTS 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).

As previously mentioned, the CKO drafted proposed regulation to support emergency class certificate of registration, which was approved by the Ontario Government with minimal revisions. The CKO also developed, and Council approved, an Emergency Class Policy, which builds on the new regulation by providing a clearer understanding of what would constitute an emergency circumstance that would necessitate opening this class of certificate. The College has also started developing an emergency class certificate within the registration database; this work is anticipated to conclude mid-2024. In terms of ongoing projects, College staff drafted proposed bylaw amendments for emergency class application and registration fees, which was considered by the Registration Committee in November 2023. The Registration Committee provided feedback and requested additional changes prior to it being recommended to Council. The College connected with other regulators with similar emergency class requirements to collaborate on a guideline for supervisors in the emergency class. At the end of 2023, the College started to review its bylaws pertaining to Council elections and committee appointments, to define the eligibility of emergency class license holders to participate in each of these activities. This work is ongoing.



## 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.