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Q1

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

Organization: College of Kinesiologists of Ontario
Name of the regulated profession: College of Kinesiologists of Ontario
Contact Name: Fiona Teape, Director of Registration
Contact Email: registration@coko.ca
Contact Phone Number: 416-961-7000 ext. 105

Q2

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

Yes,

Description of change/improvement that would impact fair registration outcomes:

Review of the Inactive Certificate of Registration and Reissuance of the General Class Policies Following an initial review of draft changes to the Inactive Certificate of Registration and Reinstatement to the General Class policies in November 2020, the Registration Committee requested further research and consultation prior to moving the item forward to Council. Throughout 2021 staff carried out this work and finalized a response with additional supporting information and recommendations, for review by the Registration Committee in early 2022 as part of a suite of policy updates. The proposed amendments to the Inactive Certificate of Registration policy seek to address the nuanced nature of kinesiology practice and to minimize ambiguity by providing a very clear and transparent outline of the eligibility requirements, the application process, and conditions imposed on the Inactive Class. The proposed changes to Reissuance of the General Class policy are complementary to the Inactive policy update, setting out the process and requirements of returning to the General Class after a period of Inactive Class licensure. Review of the Language Proficiency Policy The Language Proficiency Policy sets out the English and French proficiency requirements for kinesiologists, in accordance with the RHPA. Prompted by a discontinuation notice from one of the recognized testing services included in the policy, the CKO initiated a comprehensive review with the intent of updating content and benchmarks, providing clearer instructions, and including guiding principles. This work remained ongoing throughout 2021, with a plan for the Registration Committee to review the recommendations as part of a suite of policy reviews in early 2022. The impact of this change will help ensure the College's language proficiency policy remains current and on par with our regulatory counterparts. Draft Registration Timeline Policy In keeping with the goal of ensuring that the registration process is fair, transparent, and consistent, and in the interests of governing the internal maintenance and closure of invalid or partially completed applications, a formal written registration timeline policy is being developed. The impact of this policy will ready the CKO for the proposed regulatory reforms around decision and response timelines, as well as closer align us with the OFC's over-arching mandate of transparency. This work remained ongoing throughout late 2021, with a plan for the Registration Committee to review the recommendations as part of a suite of policy reviews in early 2022.

Q3

No

New or consolidated class of certificates or licenses

Q4

Assessment of qualifications

Yes,

Description of change/improvement that would impact fair registration outcomes:

Postponement of the Spring 2021 Entry-to-Practice Examination The spring sitting of the CKO entry-to-practice examination, which was scheduled to take place on April 10, 2021, was rescheduled to September 2022 across all writing centres. The CKO made the difficult decision to postpone the exam due to the COVID-19 pandemic and the reintroduction of provincial restrictions to in-person group gatherings following the rise in variants COVID-19 cases. The exam was held on September 18, 2021. The CKO made accommodations for applicants to reduce the risk related to traveling during the pandemic, as well as granting other accommodation request. Face masks and hand sanitizers were also shipped to the exam provider and provided to examination candidates and exam invigilators during the exam. In response to the ongoing uncertainty around in-person examinations, and following initial discussions in 2020, the CKO finalized a contract with our exam provider for the online administration of the spring entry-to-practice exam for April 2022. The CKO staff have worked extensively with our exam provider to convert the exam questions to an online format and develop exam protocol proctor instructions. The CKO will administer the exam in a hybrid format moving forward, allowing the exam to be taken in person for those who request it. It is expected that the permanent administration of a remotely proctored, online examination will eliminate any future prolonged postponements of the exam, such as the delays encountered in April 2020 and April 2021 as a result of the COVID-19 pandemic. Review of Jurisprudence Handbook and e-Learning Module The CKO reviewed and submitted draft changes to the College Jurisprudence Handbook to Council in December 2021. The review is in line with the CKO's operational plan for continuous improvement of its Standards and Guidelines and the changing regulatory environment. Updates include, but are not limited to, information specific to treatment of spouses and sexual abuse, treatment of family members, use of title and specialties. The changes were approved by Council. Next steps include reviewing and updating the corresponding English and French content of the jurisprudence e-modules with our vendor partners, with work anticipated to conclude in mid-2022. The impact of the proposed updates and revisions will align the handbook with current practice standards, legislation and rules related to the practice of kinesiology in Ontario.

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Q5

Timelines for registration, decisions and/or responses

Yes,

Description of change/improvement that would impact fair registration outcomes:

See Question 2. Proposed Registration Timeline Policy

Q6

Registration and assessment fees

Yes,

Description of change/improvement that would impact fair registration outcomes:

Due to the continued financial hardships experienced by kinesiologists because of the COVID-19 pandemic, in 2021 the CKO Council decided to waive the late penalty fee and reinstatement fee for a second year. The late penalty fee was waived for a 60-day period, beginning September 1, 2021, for registrants who renewed after the August 31, 2021 deadline. Additionally, registrants who were suspended for non-renewal, but applied for reinstatement before October 31, were not charged a reinstatement fee or a late fee. Registrants were also able to make individual payment arrangements, such as fee payment by installments. While not having a direct impact on the College, this decision shows the CKO's ongoing commitment to fairness in its processes, and its willingness to make appropriate application accommodations if necessary and when feasible.

Q7

Resources for applicants

Yes,

Description of change/improvement that would impact fair registration outcomes:

In 2021 the CKO enhanced its online engagement with new applicants via a video sharing platform account, developing original video content relating to a variety of registration-related topics: How to register with CKO, Preparing for the CKO exam, What is CKO, and All about CKO in under 30 Seconds. The preparing for the CKO exam video has attracted over 1400 views. The impact of these online, narrated videos is an increased awareness and transparency around the College's processes. They provide applicants an additional medium by which to access information about the CKO, provided in a concise and straightforward manner and by extension reducing emails and inquiries to the College.

Q8

Changes to internal review or appeal process

No

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Q9

No

Access by applicants to their records

Q10

No

Mutual recognition agreements

Q11

Training and resources for staff regarding registration

Yes,

Description of change/improvement that would impact fair registration outcomes:

Two new staff were onboarded to the registration department, with a structured training plan covering the role and responsibilities, department processes, and use of the database management system. Additionally, throughout the year staff attended online webinars regarding best practices and demonstrated enhancements in the database management platform. The CKO subscribed to a national user group associated with our database management platform, which allows staff to continuously gain knowledge through easily accessible educational tools and forums. Registration management participated in an online regulatory government seminar on administrative rule making. Registration staff also attend the annual orientation meeting for Registration Committee members, where in-depth training was provided on conflict of interest, bias, combatting systemic racism, risk assessment and mitigation. The ongoing training ensures that registration staff are well versed in fairness principles, understand the obligations of the College and are aware of and avoid making registration decisions that may be consciously or unconsciously biased, discriminatory or violate an applicant's human rights.

Q12

Relationship with third party service provider(s)

Yes,

Description of change/improvement that would impact fair registration outcomes:

Database Management In 2021, the CKO database vendor completed a full mapping of its database management system (DMS). Work is underway to address recommendations and the appropriate updates to the DMS to ensure its functionality and ability to meet the reporting and data management requirements of the College. The impact of these developments will result in increased processing efficiencies within the registration unit, allowing College staff to concentrate their efforts on other areas.

Exam Administrators For the September 2022 exam sitting, the CKO worked with exam administrators to reduce the risk related to sitting the exam during COVID-19, including instructions around distancing and masking. Face masks and hand sanitizers were also shipped to the exam provider and provided to examination candidates and exam invigilators during the exam. Additionally, in September 2021 the CKO finalized a contract and work plan with its exam provider to move from in-person to online administration of the exam in April 2022. The College is exploring a hybrid exam format, leaving room for accommodation of those applicants unable to write the exam online. It is expected that the permanent administration of a remotely proctored, online examination will eliminate any future prolonged postponements of the exam such as the ones seen in April 2020 and April 2021.

Kinesiologist Core Competency Profile and Educational Equivalency Framework The CKO is undertaking a review of its Kinesiologist Core Competency Profile and Educational Equivalency Framework. The Core Competency Profile is a collection of validated statements or 'competencies' that describe the performance required to demonstrate competence in the role of a kinesiologist at the-entry-to-practice level. The profile provides the foundation for the development of the College's entry-to-practice exam and the Exam Blueprint, which describes the structure of the exam. In 2021, following an extension period of research and consultation, the CKO issued a Request for Proposal (RFP) in keeping with the CKO's procurement policy. The CKO had initial meetings with possible vendors to discuss the scope of work and aim to select a vendor in early 2022. While the real impact to the CKO remains unknown, given the scope and reach of the Core Competency Profile, we anticipate a refresh to various areas of the registration portfolio, including the entry to practice examination.

Q13

Accreditation of educational programs

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

The Registration Committee considered and approved a submission for substantial equivalency of a non-kinesiology program to a four-year kinesiology undergraduate program from an Ontario university. This approval will decrease internal review times for future applicants from this university program, as it has now been established as acceptable by the Committee. This will also create an established path for graduates wishing to challenge the entry-to-practice exam and obtain registration with the CKO.

Q14

Technological or digital improvements

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

In early 2021, the CKO completed the digitalization of existing registrant records from the previous paper-based format. With CKO working remotely for most of 2021, prior to the digitalization of files access to historic records for referential purposes or at the request of applicants was delayed. The digitalization has significantly improved process and response times for CKO staff. The longevity of registrant records is also preserved, as a standalone paper format is always at minor risk (though incredibly low) for accidental damage/destruction. The CKO also improved automated processes within the database system, for example streamlining the delivery of tax receipts as an automated self-service through the membership database. See also Question 12. Database.

Q15

Anti-racism and inclusion-based policies and practices

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

The College continued to play an active leadership role in the Health Profession Regulators of Ontario's (HPRO)'s Anti-Racism initiatives, including an HPRO-commissioned external expert report, providing advice and recommendations for acknowledging the diversity that exists in our communities of patients/clients, and health professionals and increasing sensitivity, and taking action to improve equity and inclusiveness by regulators and the broader healthcare system. The independent Anti-Racism study results and recommendations may be viewed on the HPRO website. The College is also engaging external consultants with respect to delivering EDI-B training to Council, committees, volunteers, and staff. This is an extensive project that the College has initiated, and a phased rollout will include applying an anti-racism lens to by-laws, policies and decision-making processes, as well as developing tools for Council, committees, volunteers and staff. As these changes are ongoing, the impact cannot be assessed. Notwithstanding this, applicants, registrants, and the public can be assured that there are processes and procedures in place at all levels of the College operations to address systemic racism and discrimination; and that the principles of fairness, objectivity, transparency, and impartiality underpin the CKO entry to practice program.

Q16

Organizational structure

No

Q17

Contingency or continuity of operations plans

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

As a result of the postponement to the entry to practice exam in 2020 and 2021 due to the COVID-19 pandemic, applicants had only one opportunity to challenge the exam each year. To prevent any future postponements of this nature, the CKO has entered into a contract with our exam administrator to deliver an online, remotely proctored exam beginning in April 2022. CKO staff continued to work from home in 2021. The College is reviewing options for establishing a graduate or hybrid home and office working arrangement, with the appropriate precautions in place. As staff remains working from home, the CKO has continued to research and invest in the technology to best streamline the working experience (e.g., reviewing existing telecommunication platforms and replacing when necessary, digitizing records). The impact of these efforts ensure the College continues to operate at the highest level of efficiency while staff work remotely.

Q18

Documentation requirements for registration

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

Alternatives to Registration Requirements: The CKO continued to provide applicants with alternatives to the supporting documents required for registration in response to the COVID-19 Pandemic and the limitations they experienced with acquiring and mailing original documents. View further information on alternatives to the supporting documents required for registration during the COVID 19 Pandemic (<https://www.coko.ca/covid-19/submitted-documents-during-the-covid-19-pandemic/>). This change provided applicants the flexibility of meeting the CKO registration requirements without barriers and ensured that applications were processed without delays. This allowed successful applicants to become registered and move on with their careers.

Q19

English / French language proficiency testing

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

See Question 2. Review of Language Proficiency Policy.

Q20

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

- 1 **Finalizing a contract and the ongoing preparation of the online administration of the entry to practice examination in April 2022.**
 - 2 **CKO’s resilience in the face of the COVID-19 pandemic, as the College continued to complete timely reviews and issue timely approvals and decisions throughout the pandemic.**
 - 3 **The development of the Registration Timeline Policy will ultimately result in greater transparency and consistency in our practices, and better align the CKO with the OFC mandate.**
-

Q21

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

- 1 **Administering an in-person only exam left the CKO exposed to ever-changing COVID-19 pandemic restrictions, resulting in the delay of the Spring 2021 exam session. This ultimately impacted the number of applicants we could register in the year, as completion of the exam is a non-exemptible requirement for registration. To prevent any future delays of this nature, the College has moved towards in online exam administration.**
 - 2 **Paper based records resulted in a delay to access to records while the staff worked remotely. Also there existed a small, but relevant, risk of accidental damage to records, particularly with the office primarily empty. To prevent incidents such as this in the future, the College moved to electronic record and digitalized registrant files.**
-

Q22

No

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

Q23

QUANTITATIVE SECTION The following quantitative information is collected for the purpose of discerning statistical changes and trends related to a regulator's membership, application volumes, licensure/certification results, and appeals year over year. Languages Indicate the languages in which you make available application materials and information about the application process.

English ,

French

Q24

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

Total Male	1062
Total Female	1978
Total Non-binary	0
Gender not provided	0
Overall Total	3040

Q25

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

No

Q26

Do you collect other identity-based or demographics data?

Yes,

Other (please specify):

Date of birth (age), level of education, address (geographic location).

Q27

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

If yes, please indicate the type::

The College of Kinesiologists of Ontario is in the early stages of identifying and defining categories for voluntary race-based data collection for the Annual Renewal period, with a target of 2023/2024 fiscal year. This work coincides with the College's ongoing Equity, Diversity, Inclusion and Belonging (EDIB) initiatives both as an organization and as part of the collaborative work with the Health Profession Regulators of Ontario (HPRO) EDI-B working group.

Q28

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

Full/Independent Practice	2392
Provisional/Limited License/Certificate	0
Emergency License/Certificate	0
All other classes	648
Overall Total	3040

Q29

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

Ontario	2862
Other Canadian Provinces and Territories	127
USA	27
Other Countries	24
Multiple and/or Unspecified Jurisdiction	0
Total	3040

Q30

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

1	United States - 27
2	Poland - 3
3	China - 2
4	Iran - 2
5	UK - 2
6	Columbia, Spain, Cuba, Chile, Australia, South Korea, Latvia, Greece, Ireland, India, Romania, Uzbekistan, Philippines, Serbia - 1

Q31

Applications Data Demographics Data Indicate the number of applicants who filed an application between January 1 and December 31 of the reporting year, in each applicable category.

Total Male	156
Total Female	255
Total Non-binary	0
Gender not provided	0
Overall Total	411

Q32

In relation to the applications, you received:Do you collect race-based data?

No

Q33

Do you collect other identity-based or demographics data?

Yes,
If yes, please indicate the type: :
Date of birth (age), level of education, address (geographic location)

Q34

Category of Applicants Number of applicants who voluntarily or involuntarily (through inactive and lapsed applications) withdrew from the application process between January 1 and December 31, 2021:

46

Q35

Please indicate the total number of applicants from Ontario who filed an application between January 1 and December 31, 2021 for the following categories as applicable.

Number of Applicants	398
Number of Applicants Licensed/Certified	42
Average Time to Process Application in Weeks from First Point of Applicant Contact	34
Average Time to Process Application in Weeks from Receipt of all Required Documents	2

Q36

Please indicate the total number of applicants from Canadian provinces and territories (excluding Ontario) who filed an application between January 1 and December 31, 2021 for each of the following categories as applicable.

Number of applicants	11
Number of applicants fully licensed/certified	2
Average Time to Process Application in Weeks from First Point of Applicant Contact	31
Average Time to Process Application in Weeks from Receipt of all Required Documents	2

Q37

Please indicate the total number of certificate-to-certificate (labour mobility) applicants who filed an application between January 1 and December 31, 2021 for each of the categories as applicable.

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

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Q38

Please indicate the total number of applicants from international jurisdictions (not including USA) who filed an application between January 1 and December 31, 2021 for each of the categories as applicable.

Number of applicants	1
Number of applicants fully licensed/certified	0
Average Time to Process Application in Weeks from First Point of Applicant Contact	0
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

Q39

Please indicate the total number of applicants from multiple and/or jurisdictions not specified who filed an application between January 1 and December 31, 2021 for each of the categories as applicable.

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

Q40

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

Number of applicants	409
Number of applicants fully licensed/certified	44
Average Time to Process Application in Weeks from First Point of Applicant Contact	34
Average Time to Process Application in Weeks from Receipt of all Required Documents	2

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Q41

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

Number of applicants	1
Number of applicants fully licensed/certified	0
Average Time to Process Application in Weeks from First Point of Applicant Contact	0
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

Q42

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

Regarding "Average Time to Process Application in Weeks from First Point of Applicant Contact" processing time for a single application is impacted by the following factors

- (i) when an applicant decides to take the entry to practice examination, as they have 1 year to do so after being found eligible, but may request further extension from the Registration Committee;
- (ii) after passing the exam, the candidate has 1 year to complete the registration process with the College.

Additionally, the overall timeline to process (i.e., finalize) an application is impacted by the scheduling of the entry-to-practice examination, which occurs twice a year. In 2021, timelines were further delayed due to the April 2021 entry-to-practice examination being postponed to September 2021, because of the COVID-19 pandemic and in-person gathering restrictions. As a result, the first opportunity 2021 applicants had to write the exam was in September 2021. In regular circumstances, assessment timelines would average lower. Furthermore, successful candidates could only finalize their applications in the last quarter of the year after the release of results, the number of fully licensed applicants from those applying in 2021 were also lower-than-average.

Regarding the categories "Applicants from accredited Canadian post-secondary institutions" and "Applicants from unaccredited Canadian Post-secondary", the General Regulation under the Kinesiology Act requires that an applicant must:

- (i) have graduated from a program in kinesiology that was offered at the bachelor level at an Ontario university and which was at least four years in duration, or
- (ii) have successfully completed a program which a panel of the Registration Committee considers to be substantially equivalent to a program referred to in sub-clause (i);

For the purpose of completing this section of the report, the term "accredited" was interpreted as satisfying clauses (i) or (ii) of the General Regulation, and "institution" was interpreted as a program in kinesiology offered at the bachelor level at an Ontario university.

Q43

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

1	Iran
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Q44

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

236

Q45

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

0 – less than 3 months	1
3 months – less than 6 months	54
6 months – less than 12 months	82
12 months – less than 18 months	56
18 months – less than 24 months	5
24 months and greater	38

Q46

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

611

Q47

Please provide a breakdown (and total) of active applications according to the length of time (age) that they have been open.

0 – less than 3 months	1
3 months – less than 6 months	173
6 months – less than 12 months	181
12 months – less than 18 months	78
18 months – less than 24 months	57
24 months and greater	121
TOTAL	611

Q48

Other Licenses/Certificates of Registration Processed Please indicate the number of applicants who were issued an alternative class of license* that your organization processed in the reporting year (January 1- December 31, 2021). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.* An alternative class of license/certificate enables the holder to practice with limitations, but additional requirements must be met for the member to be fully licensed/certified.

Ontario	0
Other Canadian Provinces and Territories	0
Certificate to Certificate (Labour Mobility)	0
USA	0
Other International	0
Multiple and/or Unspecified Jurisdictions	0
TOTAL	0

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

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

Q51	Ontario	73
Number of Reviews and Appeals Processed State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2021). For applicants who were subject to an internal review or who were referred to a statutory committee of your governing council, such as a Registration Committee. Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Other Canadian Provinces	22
	USA	5
	Other Countries	3
	Multiple and/or Unspecified Countries	0
	TOTAL	103

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

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

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

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

1	n/a
2	n/a
3	n/a

Q56
List the top five reasons (by percentage) for not Issuing a License/Certification to Internationally Trained Individuals

1	Education - program was not considered substantially equivalent, and candidates asked to complete additional course requirements – 100%
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Q57
List the top Five Reasons (by percentage) for not Issuing a License/Certification to Canadian Graduates

1	Education - program was not considered substantially equivalent, and candidates asked to complete additional course requirements – 100%
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Q58 Respondent skipped this question

Please provide any additional comments you may have:
