

College of KINESIOLOGISTS of Ontario

2025 Fair Registration Practices Report

Prepared for the Office of the Fairness Commissioner (OFC)



FAIRNESS COMMISSIONER
COMMISSAIRE À L'ÉQUITÉ

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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, 2025.

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 KINESIOLOGISTS 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 KINESIOLOGISTS of Ontario

Licensing requirements (brief description for each requirement listed):

Profession/ Trade Name	Kinesiologist
Academic requirement	In accordance with Ontario Regulation 401/12 under the Kinesiology Act, an applicant for a general class certificate

	<p>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.</p>
<p>Experience requirement</p>	<p>There are no experience requirements for initial registration.</p>
<p>Language requirement</p>	<p>In accordance with Ontario Regulation 401/12 under the Kinesiology Act, an 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 (https://coko.ca/wp-content/uploads/2024/11/Language-Proficiency-Policy-March-2024.pdf).</p>
<p>Additional information on licensing requirements (may include links to appropriate page on regulator website):</p>	<p>In accordance with Ontario Regulation 401/12 under the Kinesiology Act, to become registered with the COKO 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</p>

	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
World Education Services	Academic credential evaluation
International Credentials Assessment Service of Canada	Academic credential evaluation
International Credential Evaluation 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 conducted by one of the three approved credentialing agencies: 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 typically shorter than the average 4 weeks provided 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

upon request by the applicant, and then send the results directly to the College. The College periodically reviews the services and timelines provided by each organization to confirm processing times and any alternative services they may offer, such as the assessment of credentials for individuals who may have been displaced due to adverse circumstances in their countries (e.g., war, natural disasters, military conflicts, or internet interruptions).

5. Accomplishments, risks and mitigations

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

A. Accomplishments

1	The College’s mandatory Jurisprudence e-Learning Module was fully updated to reflect the current practice standards and to provide a clearer, more accessible learning experience for applicants. The update included both content revisions and a refreshed design to make the course easier to navigate and understand, helping applicants meet professional requirements with confidence. The revised online course was officially launched in October 2025.
2	In 2025, the College began upgrading its registration database to modernize processes, improve reporting and support data integration with the province’s referral tool, the Provincial Provider Registry. The system upgrade will also improve the College’s Public Register, a public-facing tool used to search and view information on registered kinesiologists. The upgrade is designed to reduce administrative barriers, streamline processes, and provide faster, easier access for applicants, members, and the public, supporting timely and efficient access to competent care. The enhanced registration system is expected to launch in mid-2026.
3	In December 2025, the College’s Council passed a motion for the College to begin collecting members’ demographic and race-based data to support equitable regulation and informed decision-making. Strong privacy and governance measures will ensure the data cannot influence registration or professional decisions, including secure storage, separation from registration and conduct systems, and the use of aggregated data only. Registrants will be

	informed about the purpose, protections, and opt-out options. Collection is planned to begin during the 2027 annual renewal.
4	In March 2025, the College adopted a Privacy Code establishing principles for the collection, use, and disclosure of personal information for applicants, registrants, clients, and others. The Code was developed in accordance with regulatory best practices and fully aligns with the Regulated Health Professions Act, 1991, the Personal Health Information Protection Act, 2004, and other relevant legislations. This initiative strengthens the College's commitment to privacy, accountability and public protection.
5	In March 2025, the College's Council amended By-law 19 to allow the Registrar to waive or reduce fees, except the application fee, in circumstances where it aligns with the public interest. This approach ensures that extenuating financial barriers beyond a member's or applicant's control do not prevent members or applicants from maintaining registration and accountability to the College. The College's approach was informed by regulatory best practices and designed to support fairness, transparency and ongoing public protection.
6	The Registration Committee completed its annual training in compliance with RHPA, 1991, requirements. The training covered the Committee's roles and responsibilities in serving the public under the College's mandate, ensuring that decisions are informed, consistent, and aligned with regulatory and public protection standards.

B. Risks and Mitigations

Risk	Mitigation Measure
Staff size. As a smaller-sized regulator, the College and Registration Department operates with a lean and efficient team.	Staff are trained across the department to learn and understand each others' roles and to take action when needed. For major milestones like Annual Renewal, a detailed work plan is developed and circulated to map responsibilities and important dates, so someone can fill in if necessary. In the event that additional staffing is needed, a temporary staff person can be hired for a limited period of time.

<p>Cost of Translation Services. The College is required to provide documents in English and French to applicants/registrants, as well as to provide English translations for Committee members who may not be bilingual.</p>	<p>The College contracted an independent, certified translator to help mitigate the costs associated with ad hoc translations.</p>
<p>Reporting and application tracking is limited by database management system.</p>	<p>Due to the fixed nature of the legacy database management system, the College is limited in terms of agile reporting and in-depth application tracking. The system upgrade project that started in 2025 and to be completed in 2026 is expected to address these concerns.</p>

6. Changes to registration practices

During the January 1 to December 31, 2025 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

<p>Registration process</p>	<p>Changes Made (Yes / No)</p>	<p>Description</p>
<p>Timelines for registration, decisions and/or responses</p>	<p>No</p>	
<p>Changes to internal review or appeal process</p>	<p>No</p>	

Assessment of qualifications, including competency-based assessments and examinations	Yes	The College continues to develop its entry-to-practice exam. In 2025 new exam questions were developed based on the Kinesiologist Core Competency Profile: Entry-to-Practice Competencies and added to the examination item bank. Also, two new test forms were approved to measure the competency of new applicants.
Registration requirements either through regulation, by-law or policy	No	
Documentation requirements for registration	No	

B. Training, policy and applicant supports

Registration process	Changes Made (Yes / No)	Description
Anti-racism and inclusion-based policies and practices	Yes	Equity, diversity, and inclusion are embedded within the College’s values. These values are demonstrated throughout our regulatory, governance, and operational practices. Membership with Health Profession Regulators of Ontario (HPRO) allows the College to contribute to an established and growing regulatory EDI network. This network meets monthly to share best practices, monitor emerging equity issues and implement strategies to improve inclusive regulatory practices. Insights gained through these engagements have informed enhancements to governance, operational policies/processes, such as the Fee Waiver and Reduction Policy, and professional practice resources and

		<p>guidance. For example, the College is planning to begin collecting race-based, demographic data from its registrants. This data, which will be collected in accordance with all applicable legislation and privacy best practices, will help ensure that accommodation, continuous improvements and other registration practices are fair, impartial, and meet accessibility standards in accordance with the RHPA, 1991 to protect the public. The College continues to collect voluntary demographic information, including race and gender when recruiting committee members, including the Item Writing and Examination Committees. This data allows the Governance and Nominations Committee to evaluate representation, identify gaps and oversee targeted strategies to ensure committees reflect the diversity of the membership. Early analysis has already informed adjustments to recruitment outreach, resulting in broader inclusion of candidates from underrepresented groups. Finally, staff and Council composition and governance structures continue to reflect a commitment to diversity and inclusive decision-making. By linking EDI initiatives, data-informed insights, applicant supports, and governance practices, the College demonstrates measurable progress in fostering an equitable, representative, and human-centered regulatory environment that prioritizes public protection and fair access to the profession.</p>
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C. System partners

Registration process	Changes Made (Yes / No)	Description
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<p>Steps to increase accountability of third parties</p>	<p>Yes</p>	<p>The College engages third-party service providers to support specific components of the registration process. For applicants who completed their education outside Canada, the College accepts credential evaluation reports prepared by approved testing agencies including World Education Services (WES), International Credentials Assessment Service of Canada (ICASC) and International Credentials Evaluation Service (ICES) to support verification of academic credentials. These agencies provide an independent assessment of the authenticity and Canadian equivalency of international educational credentials. The College reviews the evaluation report as part of its assessment of the applicant's qualifications; however, the College retains responsibility for determining whether the applicant's education meets the requirements for registration. The College develops and maintains full control over examination and jurisprudence content, while a third-party vendor delivers the examination and the jurisprudence course. The College retains full responsibility for all registration decisions and ensures that third-party activities align with the principles of transparency, objectivity, impartiality, and fairness through formal agreements, performance monitoring, and ongoing oversight. To strengthen accountability, the College has implemented the following measures: 1. Formal Service Agreements with Legal Oversight The College maintains formal legal agreements with third-party providers that clearly outline roles, responsibilities, service standards, and reporting requirements. Agreements include provisions related to data protection, service expectations, and corrective</p>
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	<p>action where necessary. Contracts are periodically reviewed with the support of legal specialists to ensure continued compliance with the RHPA, 1991 and related regulatory obligations.</p> <p>2. Examination Governance and Oversight The College develops and maintains all examination and jurisprudence content and oversees examination outcomes. Examination results, including pass and fail rates, are reviewed on an ongoing basis. Aggregate examination performance trends are shared with educational institutions to support collaboration on curriculum alignment and initiatives that strengthen applicant readiness for registration requirements.</p> <p>3. Vendor Performance Monitoring and Engagement The College monitors the performance of the third-party examination vendor against established service-level expectations, including timelines for scheduling, administration, and reporting of results. The College meets regularly with the vendor to review operational performance, examination integrity measures, and emerging protocols or innovations that may enhance security, accessibility, and the applicant experience.</p> <p>4. Accessibility, Integrity, and Operational Readiness The College works with the examination vendor to support accessible examination delivery, including clear accommodation processes and review of testing platform accessibility features. These measures are implemented in a manner that maintains the integrity and security of the examination. During high-volume examination periods, the College ensures adequate staffing resources are available to respond promptly to applicant inquiries and provide timely support. The College also works with the vendor to</p>
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		confirm that their staff and expertise meet the requirements outlined in the service agreement. 5. Applicant Information, Support, and Issue Escalation The College provides applicants with information sessions, guidance materials, and multiple communication channels to help them understand examination requirements and available support. Applicants may contact the College directly to seek assistance or raise service-related concerns. The College reviews such matters and works with the vendor promptly to investigate and address issues where appropriate. 6. Data Monitoring and Continuous Improvement The College reviews operational data related to third-party services, including examination outcomes, processing timelines, and applicant feedback, to identify potential barriers and opportunities for improvement. These insights inform ongoing enhancements to registration processes, applicant preparation supports, and vendor oversight practices. Through these measures, the College maintains active oversight of third-party service providers and ensures that accountability for registration practices remains with the College.
Mutual recognition agreements	No	
Accreditation of educational programs	No	

D. Responsiveness to changes in the regulatory environment

Registration process	Changes Made (Yes / No)	Description
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<p>Steps to address labour issues (minister/stakeholders consultations, check demand-supply gap, etc)</p>	<p>Yes</p>	<p>The College proactively monitors and addresses labour shortages by collaborating with professional associations, participating in workforce data initiatives, and engaging in policy development, all while ensuring that public protection remains central to decision-making. The College provided a written response to the As of Right legislation outlining the role of registered kinesiologists in the health care system. To inform workforce planning, the College participates in the Canadian Institute for Health Information (CIHI) Health workforce in Canada: Overview (released February 12, 2026), ensuring registered kinesiologists are accurately represented. The data help plan for a sustainable and equitable health workforce, inform registration planning, and guide collaboration with system partners. The College maintains ongoing engagement with kinesiology professional associations to support the integration of public protection considerations into workforce expansion and mobility discussions. While associations independently represent their members, the College provides neutral, evidence-informed input to inform decisions and support alignment with competency standards, safe practice, and high-quality, patient-centered care. The College monitors outcomes through registration data, performance indicators, and trends in complaints or practice issues to ensure that expanding access to the profession does not compromise safety or quality of care. Through these efforts, the College takes a proactive, evidence-informed approach to safeguarding the public while supporting a competent kinesiology workforce</p>
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		<p>in delivering safe, high-quality care to Ontarians. The College is reviewing and updating its educational equivalency review framework, including the assessment of applicants whose education does not meet current registration requirements, whether obtained in Canada or internationally. This work is undertaken to support fair and transparent registration decisions in accordance with the College’s mandate and has taken into account Ontario’s As of Right legislation.</p>
<p>Other</p>	<p>Yes</p>	<p>The College is reviewing and updating its educational equivalency review framework, including the assessment of applicants whose education does not meet current registration requirements, whether obtained in Canada or internationally. This work is undertaken to support fair and transparent registration decisions in accordance with the College’s mandate and has taken into account Ontario’s As of Right legislation. In 2025, the College continued to hold joint information sessions at universities across Ontario, providing an opportunity to exchange insights with learners and educators. These sessions offered information about the practice of kinesiologists, including typical roles and responsibilities and practice settings, based on data collected from registrants during the annual registration renewal. By sharing evidence-based insights about the profession, the College supports learner understanding, helps prospective applicants prepare for registration, and contributes to informed career decisions while reinforcing public protection and professional standards. The College also liaises with university career</p>

		centers and practicum or co-op programs, leveraging a publicly accessible repository of practising registered kinesiologists. This repository enables programs to identify potential mentors and explore job opportunities for students and prospective applicants. By connecting learners with practising kinesiologists, the College supports career readiness, fosters professional development, and ensures that students gain accurate insights into the scope and responsibilities of practice, all while maintaining transparency, fairness, and public protection.
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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:

The College plans to begin collecting race-based data from registrants in the 2027 renewal cycle, which begins on July 1, 2027.

B. Other identity-based or demographic data collected

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

Additional description:

The College collects identity-based data from registrants, including sex (male, female, or other), date of birth, language(s) of services, location of first, second and third practice, employment status, registration in other jurisdictions on Canada as unique identifiers for data reporting purposes. This information is used to support operational reporting, workforce planning, and public protection initiatives. Certain registry information, such as sex and location, is displayed on the College's public registry to accommodate patient preferences when seeking a practitioner. Data collection and reporting are conducted in compliance with privacy legislation and the College's confidentiality policies, ensuring that information is used responsibly to support safe, equitable, and transparent professional practice.

C. Languages of service provision

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

Language	Yes / No
English	Yes
French	Yes
Other (please specify)	N/A

D. Membership Profile

Profession Name	Total Number of Members
Kinesiologist	2960

Class of License	Total Number of Members	Number of Internationally Educated Members
Full / General/ Independent Practice	2546	52
Inactive Class	414	8

Gender	Number of Members
Male	1054
Female	1902
X (includes trans, non-binary, and two-spirit people)	1
Other / not collected	3

Jurisdiction of Initial Training	Number of Members
Ontario	2768
Other provinces and territories	132
United States	31
Multiple Jurisdictions	0
Other International	29
Other/not collected	0

Country of Initial Training	Number of Members
Australia	2
Chile	1
China	2

Colombia	1
Cuba	1
Estonia	1
Greece	1
India	4
Ireland	2
Iran	5
South Korea	1
Nigeria	1
Philippines	1
Poland	2
Romania	1
Serbia	1
Uzbekistan	1
United States of America	31
Canada	2900
Ukraine	1

Official language of preference	Number of Members
English	2960

Racial identity (optional)	Number of Members
Not collected	2960

E. Data Notes

For Question A.5, this value is provided based on the official language of correspondence with applicants.

F. Applicant Profile

Profession Name	Total Number of Applicants
Kinesiologist	468

Gender	Number of Applicants
Male	186
Female	282
X (includes trans, non-binary, and two-spirit people)	0
Other / not collected	0

Jurisdiction of Initial Training	Number of Applicants
Ontario	422
Other provinces and territories	26
United States	7
Other International	13
Multiple Jurisdictions	0
Other/not collected	0

Country of Initial Training	Number of Applicants
Brazil	1
Barbados	1
United Kingdom	1
India	3
Iran	7
United States of America	7
Canada	448

Official language of preference	Number of Applicants
English	467
French	1

Racial identity (optional)	Number of Applicants
Not collected	468

G. Data Notes

For items B.1 to B.5: In reporting on applications received for the purpose of this report, the College provides values from the perspective of applications received to write the entry to practice examination. In separate reporting to the Ministry of Health, the College has been asked to identify applications received for registration. “Applications for registration” has been confirmed as applications received from individuals who have already satisfied the requirements for registration, including the entry-to-practice examination.

H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2025. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	263	2	0
Other provinces and territories	18	0	0
United States	4	0	0
Other International	4	0	0
Multiple Jurisdictions	0	0	0
Other/not collected	0	0	0

Applications with decisions pending

The table below summarizes the inventory of applications in progress as of December 31, 2025. Again, some of these applications may have been received in the previous year.

Jurisdiction of initial training	Incomplete	Complete	Total
Ontario	18	0	18
Other provinces and territories	0	0	0
United States	0	0	0
Other International	0	0	0
Multiple Jurisdictions	0	0	0
Other/not collected	0	0	0

I. New Registrants

For the 2025 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	271	8
Inactive Class	13	0

J. Data Notes

The College's Registration Regulation allows for two classes of registration: the General Class and the Inactive Class. Registrants who wish to apply to the

Inactive Class, must first become registered in the General Class. In 2025 the College registered 289 new registrants. Five registrants got suspended for not renewing or resigned by December 31, 2025 and they are not included in B.9. Values in sections B.7, B.8 and B.9. refer specifically to completed applications where the applicant has sufficed all requirements for registration, including successful completion of the entry-to-practice examination.

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	13	6
Other provinces and territories	13	7
United States	2	2
Other International	7	5
Multiple Jurisdictions	0	0
Other/not collected	0	0

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

Jurisdiction of initial training	Number of applicants who sought external review or appeal	Number of decisions changed following external review or appeal
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Ontario	0	0
Other provinces and territories	0	0
United States	0	0
Other International	0	0
Multiple Jurisdictions	0	0
Other/not collected	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. Education program not considered substantially equivalent; candidates require to complete courses.	35
2. Certificate of registration to be issued upon completion of the entry-to-practice exam.	1
3. N/A	0

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	2
	0

courses 2. N/A	
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L. Data Notes

Section B.11 - In 2025, of the 35 applicants referred to a Registration Committee panel for substantial equivalency, 9 were US or internationally trained. Of these, 2 were directed to complete additional courses to meet the education equivalency requirements and 7 where approved.

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.