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Q1

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

College of Dietitians of Ontario
Contact Name: Deborah Cohen, Director of Registration
deborah.cohen@collegeofdietitians.org

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,

No,

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

No regulation or by-law revisions. Policy Revisions: Policy 2-10: Assessing Academic and Practical Training Requirements - Revisions clarify what is already being operationalized for credential assessments. Only courses that were completed within a degree-granting program (e.g., Bachelor, Master, or PhD) are included. Courses completed within diploma, certificate or continuing education programs are not considered, as they are not at the bachelor level required for dietetic education. CDO's PLAR process (considered to be a fairer assessment of an applicant's current knowledge and competence than a credential assessment) accounts for knowledge gained from any non-degree granting programs/courses. Policy 4-20: Applicants from Accredited Programs in the United States (US) - Revisions specify that graduates from US-accredited International Dietitian Education (IDE) programs are recognized by the Registration Committee as being equivalent to programs accredited in Canada. This improves access to registration and reduces CDO staff workload and Registration Committee (RC) resources as further assessment of qualifications is not required. Policy 4-50: Language Proficiency - Revisions specify more options for applicants to demonstrate language proficiency by submitting a transcript from a university or College with degree granting authority, indicating successful completion of a program that is at least one academic year in duration. Policy 5-40: Approval of Supervision Plans for Temporary Registrants Following Failure of Canadian Dietetic Registration Examination (CDRE) - Revisions permit online/virtual supervision due to the pandemic. This provides more options for Temporary Registrants to find supervisors while they continue to work and prepare to write the CDRE a second time. Policy 6-10: Eligibility for Prior Learning Assessment and Recognition (PLAR) underwent several revisions: • Recognizes cumulative equivalence of all academic training (not just a bachelor's degree in dietetics/nutrition), provided this is at a minimum bachelor level and there is evidence of courses in all three core areas of dietetic practice (e.g., nutrition care, population/public health, foodservice management). • Applicants who completed education in the United States (US) are not required to submit a World Education Services (WES) assessment if the degree was from a university with Regional Accreditation. • A one-time exception to the three-year expiry date of a candidate's Knowledge and

Competence Assessment Tool (KCAT) Level I (sufficient academic knowledge and competence) result for eligibility to write the Performance Based Assessment (PBA) in 2021 was incorporated, considering the 2020 PBA was cancelled due to the pandemic. • An additional PLAR pathway recognizes a Level I result on the KCAT and successful completion of an Independent Practicum (assessed to be equivalent to an accredited program of practical training by a panel of Registration Committee) as eligible for registration. These revisions to Policy 6-10 consider the varied academic preparation of internationally educated applicants while ensuring an applicant's training is reasonably related to dietetics. Revisions provide consistency between the WES assessment requirements of Policy 2-10: Assessing Academic & Practical Training Requirements and Policy 6-10: Eligibility for PLAR, reduces documentation requirements from US applicants, while considering consistency in bachelor's degree level equivalence between US and Canada. The revisions also enhance access to CDO's PLAR process for internationally educated applicants and provide more PLAR pathway options for applicants seeking registration as a dietitian in Ontario. Policy 6-20: Candidates Requiring Special Accommodations for the Prior Learning Assessment and Recognition Examinations - Revisions help streamline and provide greater transparency for applicants regarding CDO's process for accommodation requests from candidates. Both the national licensing exam and PLAR exam accommodations follow a similar process. Policy 6-40: Candidates Unable to Write KCAT/PBA Due to Compelling Reasons - Revisions clearly articulate that an administrative fee of \$55 will be charged to recoup the College's costs associated with managing withdrawals from the PLAR examination. This fee has been operationally charged and is the same fee charged for the national licensing exam to recover costs. This policy change provides greater transparency for applicants. Fees may be waived at the discretion of the Registrar on a case-by-case basis.

Q3

New or consolidated class of certificates or licenses

No

Q4

Assessment of qualifications

Yes,

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

The Registration Committee (RC) implemented a requirement for two (2) independent consultants to conduct credential assessments for each applicant. This has resulted in more robust assessments and ensures consistency between the reports of the two consultants on which the RC heavily bases their decision-making.

Q5

Timelines for registration, decisions and/or responses

No

Q6

Registration and assessment fees

Yes,

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

The first step in the College's PLAR process, the Knowledge and Competence Assessment Tool (KCAT) fee was increased from \$400 to \$425. The Canadian Dietetic Registration Examination (CDRE) fee increased from \$525 to \$600. These fee increases are set on a cost-recovery basis to account for the additional work involved in moving these exams to an online remote-proctored process. An online exam improves accessibility for candidates since these exams can be taken from anywhere.

Q7

Resources for applicants

Yes,

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

Website Revisions: • Application pages now clearly state that CDO will accept electronic documentation to improve efficiencies for receipt of documentation for application processing. • Return to practise application page specifies waving of fees for applicants who wish to reinstate with CDO to assist the Ontario health care system during the pandemic (remained in place until October 31, 2022). • Independent Practicum Guide - Applicants who graduated from their academic degree more than three years prior to beginning an Independent Practicum must provide a detailed summary of how the applicant and their Advisory Dietitian determined they have current dietetic knowledge to establish readiness to complete an Independent Practicum. In addition, as a risk management strategy, and to provide more rigor to the Independent Practicum requirements, revisions were incorporated to require at least two supervisory dietitians to evaluate students within at least two different nutrition care placements. • Updated PLAR exam KCAT & PBA Preparation Guides, to assist candidates to best prepare. • Updated web pages regarding PLAR process and dates, format, and technology requirements for both KCAT and PBA online assessments. Improves transparency, expectations, and access to assessments by applicants. • Updated web page for applicants from the United States (US) to clearly communicate that graduates from US accredited Internally Dietitian Education programs are recognized by CDO. Improves transparency and access to registration for applicants.

Q8

Changes to internal review or appeal process

Yes,

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

PLAR Policy Revisions: Policy 6-70: Appeal Process - Eligibility or Disqualification Decisions Policy 6-80: Appeal Process - Results of KCAT or PBA Revisions of these two policies better utilize CDO resources to reduce the number of Registration Committee (RC) members required to review appeal requests. Rather than the full RC, a panel of the RC may review PLAR appeal requests.

Q9

Access by applicants to their records

No

Q10

Mutual recognition agreements

No

Q11

Training and resources for staff regarding registration

Yes,

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

- Fixing “Good Character” Registration Requirements – SML Law Firm
- How to Rock at Virtual Communication – U of Toronto School of Continuing Studies
- Hot Topics in Testing: Security in Remote Proctored Exams - Canadian Network of Agencies for Regulation (CNAR)
- Promoting Diversity and Inclusion in the Workplace – Fasken
- How to Change - Harvard Behavioral Science Talk
- Don’t Get Lost in Translation: Adapting Exams for Multiple Languages – Yardstick/Meazure Learning
- Collecting Race-Based and Other Identities-Based Data – Health Professional Regulators of Ontario (HPRO) and OFC
- Remote Proctoring – CNAR
- No one knows how toilets work - How to change minds and build support for your ideas – Society of Ontario Adjudicators and Regulation (SOAR)
- Project Management for Non-Project Managers - Live Wire Consulting Services
- Building Bridges & Communicating Effectively – Lifeworks
- Assessor Bias Training – Dr. Javeed Sukhera
- Unconscious Bias and Cultural Competency E-Forum – College of Audiologists & Speech-Language Pathologists (CASLPO)
- Fostering Cultural Appreciation in Nutrition and Dietetics – Rosie Mensah, RD

Q12

Relationship with third party service provider(s)

Yes,

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

Prolydian is a new vendor being used to house the exam content for the Performance Based Assessment (PBA), the second exam in the CDO’s PLAR process. This enables CDO to deliver the PBA via a secure online remotely proctored process to enhance the PBA access for all candidates, including those located outside of Ontario. Legal advice was consulted to ensure compliance with privacy and security.

Q13

Accreditation of educational programs

Yes,

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

In October 2021, the Partnership for Dietetic Education and Practice (PDEP) announced that Dietitians of Canada (DC) will terminate their contract as the service provider for accreditation of dietetic education programs as of March 31, 2022. The Alliance of Canadian Dietetic Regulatory Bodies proceeded to explore options for new accreditation providers, to ensure continued efficient registration of applicants from accredited dietetic training programs. In 2022, a new accreditation provider, EQual/Accreditation Canada, was selected and approved by CDO's board and the 9 other provincial regulatory boards as the accreditation provider. More details will be provided in CDO's 2022 FRP Report.

Q14

Technological or digital improvements

Yes,

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

- The PLAR assessment exams are now offered via an online remotely proctored process to enhance accessibility of the assessment exams to applicants.
- Implemented DocuSign, an electronic documentation program to improve efficiencies for the Registration Committee (RC) to approve decision worksheets for file reviews, decision and reasons letters, panel assignments (for the RC chair), and to improve staff operational processes to screen registrants for good conduct for return to practise, vetting for recruitment for RC consultant work, and recruitment for subject matter experts for the PLAR process.
- CDO application processes accepts more applicant documentation (e.g., transcripts, confirmation of practical training, WES reports, language proficiency tests) electronically.
- Centralized registration@collegeofdietitians.org email.

Q15

Anti-racism and inclusion-based policies and practices

Yes,

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

Refer to revisions to Policy revisions section above.

Q16

Organizational structure

No

Q17

No

Contingency or continuity of operations plans

Q18

No

Documentation requirements for registration

Q19

No

English / French language proficiency testing

Q20

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

1

Offering the PLAR process examinations via an online remote-proctored process (which can be taken from anywhere) to improve access for internationally educated applicants.

2

Revisions to Policy 6-10: Eligibility for PLAR which improves access to the PLAR process and provides more approved PLAR pathways for internationally educated applicants seeking registration as a dietitian in Ontario.

3

Continued seamless and efficient operations of the Registration Program via a remote office format during the pandemic.

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 **Impact of staff turnover/burnout on business continuity and retention of institutional knowledge. Mitigation Measure: Succession planning improved, enhanced documentation of processes, creative remote team building activities incorporated to recognize and value employees.**
 - 2 **Pause of Bridging Program at Toronto Metropolitan University (TMU), attributed to funding, for Internationally Educated Applicants. Mitigation Measure: CDO continues to liaise with faculty at TMU regarding continuation/remodeling of the program for sustainability. Provincial and Federal funding sources that CDO is aware of have been shared with TMU. CDO is also researching other dietetics bridging programs in Canada to determine the feasibility of establishing more options for bridging programs for applicants. However, the ability of candidates to retake the PLAR exams (KCAT and PBA) is not contingent on completion of bridging. Candidates can attempt up to 3 times and create their own learning plan based on a report of their knowledge and competency gaps.**
 - 3 **Adoption of the new board-approved accreditation provider by dietetic education programs. Mitigation Measure: The Alliance of Canadian Dietetic Regulatory Bodies (Alliance) expediently acquired an experienced alternative third-party accreditation provider following the announcement in Oct 2021, of the previous accreditation provider’s withdrawal of services on March 31, 2022. The Alliance proceeded to communicate and collaborate with dietetic educators towards the new accreditation adoption process. This includes providing free training, a gradual fee schedule, ensuring that dietitians will remain part of the accreditation process, and that programs will continue to be evaluated based on the national Canadian Integrated Competencies for Dietetic Education and Practice.**
-

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

**English ,
French**

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.

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	127
Total Female	4224
Total Non-binary	0
Gender not provided	1
Overall Total	4352

Q25

No

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

Q26

Do you collect other identity-based or demographics data?

Yes,
Other (please specify):
Birth date, language(s) of dietetic services, location of first dietetic practice, working status in dietetics, volunteer work in dietetics, registration in other jurisdictions as a dietitian, registration in non-dietetic professions within and outside Ontario.

Q27

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

Yes,
If yes, please indicate the type: :
To be determined.

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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	4206
Provisional/Limited License/Certificate	0
Emergency License/Certificate	0
All other classes	146
Overall Total	4352

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	3061
Other Canadian Provinces and Territories	895
USA	110
Other Countries	286
Multiple and/or Unspecified Jurisdiction	0
Total	4352

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	India = 92
2	Iran = 55
3	Pakistan = 15
4	Lebanon = 13
5	United Kingdom = 12
6	Philippines = 11
7	Australia = 9
8	Columbia = 8
9	Brazil = 7
10	China = 5
11	Hong Kong = 4
12	Mexico = 4; South Korea = 4 (both countries at 4)

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Q31	Total Male	20
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 Female	373
	Total Non-binary	0
	Gender not provided	0
	Overall Total	393

Q32 **No**

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

Q33 **Yes,**

Do you collect other identity-based or demographics data? If yes, please indicate the type: :

Birth date, gender, preferred language of correspondence.

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:

8

Q35	Number of Applicants	222
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 Licensed/Certified	246
	Average Time to Process Application in Weeks from First Point of Applicant Contact	28
	Average Time to Process Application in Weeks from Receipt of all Required Documents	25

Q36	Number of applicants	31
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 fully licensed/certified	35
	Average Time to Process Application in Weeks from First Point of Applicant Contact	29
	Average Time to Process Application in Weeks from Receipt of all Required Documents	27

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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	47
Number of applicants fully licensed/certified	43
Average Time to Process Application in Weeks from First Point of Applicant Contact	2
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

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	81
Number of applicants fully licensed/certified	13
Average Time to Process Application in Weeks from First Point of Applicant Contact	78
Average Time to Process Application in Weeks from Receipt of all Required Documents	73

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

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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	284
Number of applicants fully licensed/certified	133
Average Time to Process Application in Weeks from First Point of Applicant Contact	8
Average Time to Process Application in Weeks from Receipt of all Required Documents	7

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	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

Q42

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

Note: a General Certificate of Registration can only be issued through Labour Mobility or after passing the national licensing exam for all other applicants. Applicants can obtain a Temporary Certificate and practise dietetics until they write the national licensing exam (offered twice per year) and receive a pass result, deeming them eligible for a General license.)

Statistics for Temporary Certificates of Registration issued are provided below for reference:

Ontario = 191

Average Time to Process Application in Weeks from First Point of Applicant Contact = 3.18 weeks

Average Time to Process Application in Weeks from Receipt of all Required Documents = 0.34 weeks

Other Canadian Provinces and Territories = 21

Average Time to Process Application in Weeks from First Point of Applicant Contact = 2.61

Average Time to Process Application in Weeks from Receipt of all Required Documents = 0.9

Certificate-to-certificate (labour mobility) = 4

Average Time to Process Application in Weeks from First Point of Applicant Contact = 4

Average Time to Process Application in Weeks from Receipt of all Required Documents = 0

International Jurisdictions (not USA) = 12

Average Time to Process Application in Weeks from First Point of Applicant Contact = 1.08

Average Time to Process Application in Weeks from Receipt of all Required Documents = 0.16

USA = 1

Average Time to Process Application in Weeks from First Point of Applicant Contact = 5

Average Time to Process Application in Weeks from Receipt of all Required Documents = 0

Applicants from multiple and/or jurisdictions not specified = 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

Applicants from accredited Canadian post-secondary institutions = 206

Average Time to Process Application in Weeks from First Point of Applicant Contact = 2.8

Average Time to Process Application in Weeks from Receipt of all Required Documents = 0.3

Applicants from unaccredited Canadian post-secondary institutions = 4

Average Time to Process Application in Weeks from First Point of Applicant Contact = 17

Average Time to Process Application in Weeks from Receipt of all Required Documents = 16

Q43

Jurisdiction where applicants obtained their initial education Please 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	India = 25
2	Philippines = 7
3	Lebanon = 6
4	United Kingdom = 4
5	South Africa = 4
6	Hong Kong = 4
7	Australia = 4
8	Jordan = 4
9	Nigeria = 4
10	Pakistan = 4
11	Qatar = 4
12	Bangladesh = 1 (also at 1 = Brazil, Dominican Republic, Ethiopia, Germany, Greece, Israel, Jamaica, Mexico, New Zealand, Switzerland, Trinidad and Tobago, Turkiye (Turkey), United Arab Emirates, Venezuela)

Q44

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

344

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	107
3 months – less than 6 months	106
6 months – less than 12 months	91
12 months – less than 18 months	28
18 months – less than 24 months	9
24 months and greater	3

Q46

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

16

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Q47		7
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	7
	3 months – less than 6 months	1
	6 months – less than 12 months	5
	12 months – less than 18 months	3
	18 months – less than 24 months	0
	24 months and greater	0
	TOTAL	16

Q48		191
Other Licenses/Certificates of Registration ProcessedPlease 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	191
	Other Canadian Provinces and Territories	23
	Certificate to Certificate (Labour Mobility)	4
	USA	1
	Other International	12
	Multiple and/or Unspecified Jurisdictions	0
	TOTAL	229

Q49		0
Other Licenses/Certificates of Registration ProcessedPlease 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.	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

Q50		0
Other Licenses/Certificates of Registration ProcessedPlease 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.	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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Q51		1
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.	Ontario	
	Other Canadian Provinces	0
	USA	0
	OtherCountries	7
	Multiple and/or Unspecified Countries	0
	TOTAL	8

Q52		8
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.	Ontario	
	Other Canadian Provinces	1
	USA	1
	OtherCountries	1
	Multiple and/or Unspecified Countries	0
	TOTAL	11

Q53		8
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	
	Other Canadian Provinces	1
	USA	1
	OtherCountries	1
	Multiple and/or Unspecified Countries	0
	TOTAL	11

Q54		3
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	
	Other Canadian Provinces	0
	USA	0
	OtherCountries	1
	Multiple and/or Unspecified Countries	0
	TOTAL	4

Q55	
List the top three reason for appeals (by percentage) of a registration decision	
1	Administrative irregularities in the exam = 56%
2	Extraordinary, unforeseen, personal, and not pre-existing circumstances that arise on the day of the Exam = 44%

Q56

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

- | | |
|---|--|
| 1 | Credential Assessment did not demonstrate evidence of a program of academic training that is substantially equivalent to Canadian entry-level standards = 10% |
| 2 | Credential Assessment did not demonstrate evidence of a program of academic and practical training that is substantially equivalent to Canadian entry-level standards = 60% |
| 3 | No Authorization to Work in Canada = 30% |
-

Q57

List the top Five Reasons (by percentage) for not Issuing a License/Certification to Canadian Graduates

- | | |
|---|---|
| 1 | Unable to demonstrate currency of knowledge and competence – must complete further requirements as per Policy 3-30: Assessing Currency for Applicants (e.g., pass the CDRE or submit a portfolio of continuing education activities) = 60% |
| 2 | No authorization to work in Canada (e.g., expired work permit, work permit restrictions to work in health care) = 20% |
| 3 | Did not pay licensure fees for return to practise and application file was closed as per file closure policy = 20% |
-

Q58

Respondent skipped this question

Please provide any additional comments you may have:
