

College of RESPIRATORY THERAPISTS 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 RESPIRATORY THERAPISTS 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 RESPIRATORY THERAPISTS of Ontario

Licensing requirements (brief description for each requirement listed):

Profession/ Trade Name	Respiratory Therapist
Academic requirement	An applicant for registration must have graduated from an approved Canadian Respiratory Therapy program or have demonstrated through the CRTO's assessment process that they have the required entry-to-practice competencies.
Experience requirement	The CRTO does not have an experience requirement. However, applicants for registration must meet the currency requirement. As of January 1, 2025, with the

	<p>amendments to the Registration Regulation (O. Reg. 596/94), the currency requirements are: CRYPTO applicants must have completed their education program (or assessment) within three years before the date of their application for registration, or have practiced Respiratory Therapy for at least 1,125 hours within the three years before the date of their application. For more information, please see the Applications for Registration or Reinstatement – Currency Requirement Policy: https://www.crto.on.ca/pdf/Policies/Policy.RG-410.pdf. For more information, please see the Applications for Registration or Reinstatement – Currency Requirement Policy: https://www.crto.on.ca/pdf/Policies/Policy.RG-410.pdf.</p>
<p>Language requirement</p>	<p>An applicant for registration must be able to communicate effectively in English or French in a healthcare environment. The applicant will meet the language fluency requirement if their first language is English or French, the language of their RT program instruction is English or French, or the applicant has achieved an acceptable score on a CRYPTO-accepted language test. For approved tests and scores, please refer to the Language Proficiency Requirements Policy https://www.crto.on.ca/pdf/Policies/Policy.RG-407.pdf.</p>
<p>Additional information on licensing requirements (may include links to appropriate page on regulator website):</p>	<p>Registration requirements are outlined in the Registration Regulation (O. Reg. 596/94 Part VIII under the Respiratory Therapy Act, 1991: https://www.ontario.ca/laws/regulation/940596#BK9. To make registration information more accessible, they are also listed on the CRYPTO’s registration requirements web page: https://www.crto.on.ca/applicants/registration-requirements-and-how-to-meet-them-2/.</p>

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4. Third party assessments

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

Organization name	Function
Equal / Accreditation Canada	Academic credential evaluation
Health Professions Testing Canada	Knowledge based exam

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 RESPIRATORY THERAPISTS of Ontario takes the following measure(s) to ensure fair and timely assessments:

Equal/Accreditation - Canada's health education accreditation program assesses educational programs against standards developed by the Health Standards Organization (HSO). Equal provides accreditation services for 18 health profession education programs, including Respiratory Therapy. The program involves a six-stage accreditation process conducted over a six-year cycle. All Ontario RT educational programs, as well as most Canadian RT programs and one international RT program, are assessed and certified under the same Accreditation Canada standard. The National Alliance of Respiratory Therapy Regulatory Bodies (NARTRB), of which the CRTO is a member, has an agreement with Equal. The CRTO maintains a parallel Client Agreement with Equal, which the Registrar reviews and renews annually. Equal holds quarterly meetings for all members, which provide an opportunity to discuss regulatory matters and policies, program insights and results, and policy changes. Concerns regarding the fairness of the accreditation process may be raised with Equal by any educational facility or Equal member. Additionally, members can participate in accreditation surveys to share their expertise. Health Professionals Testing Canada (HPTC) - The HPTC develops and administers the national registration

examination approved by the CRTO Council. The HPTC exam is based on the most current National Competency Framework, which sets the examination weighting matrix. The CRTO has a Service Agreement with HPTC that is reviewed and renewed annually. As part of this agreement, HPTC provides the CRTO with copies of all formal reports, analyses, studies, or other documentation regarding the examination's validation, reliability, scoring method, or other relevant characteristics. In the agreement, the HPTC agrees to perform its obligations in a manner consistent with its privacy policy and in accordance with the principles of transparency, objectivity, impartiality, and fairness.

5. Accomplishments, risks and mitigations

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

A. Accomplishments

1	Enhanced communication strategy for Registration Regulation changes – In 2025, the CRTO implemented a strengthened communication strategy to ensure applicants clearly understood the updated registration requirements. As part of this work, the CRTO reviewed and updated relevant policies, factsheets and guidelines to reflect the changes introduced in the 2025 Registration Regulation. The CRTO also expanded its website, adding updated written resources to help applicants understand the revised requirements. Staff completed plain language training to improve the clarity and accessibility of all applicant-facing materials. Throughout 2025, the CRTO continued to monitor and revise the information on its website and to update written correspondence to help applicants more easily understand the registration requirements. This work will continue into 2026 to ensure information remains accurate and accessible, and to help applicants understand the registration requirements.
2	IT infrastructure – In 2025, the CRTO developed a detailed cybersecurity plan and established clear procedures for responding to suspected cybersecurity incidents. Staff received training on how to prevent and respond to IT-related disruptions and risks to data integrity, including phishing attempts, ransomware attacks, and unauthorized disclosure of personal or confidential

	<p>information. To further safeguard applicant and member information, the CRTO implemented multi-factor authentication for system access and enhanced email security and protection measures. The organization also continued developing its IT operating procedures and began work on staff, Council and Committee members-focused AI policies to support responsible and secure technology use. These initiatives strengthened the CRTO's overall risk management framework and improved the resilience of its IT infrastructure.</p>
3	<p>In 2025, a graduating cohort from a new Respiratory Therapy program in Ontario completed their studies before the program had been approved by the Registration Committee. At its May 2025 meeting, the Registration Committee approved a pathway for graduates of this program to become registered. This pathway enabled graduates to obtain a Graduate Certificate of Registration with terms, conditions, and limitations (TCLs) that extended beyond the usual graduate period (which would typically end once the graduate passed the national credentialing exam, the HPTC). To have these TCLs lifted, graduates were required to apply to the Registration Committee and provide evidence, such as competency sign-offs, demonstrating that they could safely perform the activities prior to having the TCLs on their certificate being modified or lifted. This pathway was established to safeguard public safety while ensuring fair and equitable registration practices for these graduates.</p>

B. Risks and Mitigations

Risk	Mitigation Measure
<p>Misalignment with regulatory requirements - Registration</p>	<p>Due to changes to O. Reg. 596/94 (Registration Regulation), heightened reporting requirements, legislative changes, and increased applications, particularly from internationally educated health professional applicants, delays in the registration process and misalignment with regulatory requirements may occur. To mitigate and control this risk, comprehensive registration policies and procedures are in place and are</p>

	<p>reviewed frequently. Furthermore, staff cross-training, resource sharing among other colleges, and support from legal counsel help reduce misalignment with regulatory requirements. Ongoing monitoring and reporting of registration processing timelines (e.g., quarterly Council Key Performance Indicator Reports) and reporting requirements, such as the College Performance Measurement Framework and Fair Registration Practices Report, ensure that the CRTO's registration requirements are met and aligned with legislative mandates.</p>
<p>IT and Records Management</p>	<p>The CRTO stores all membership and organizational data electronically, making information security a top priority. To reduce risks such as outages, data loss, and unauthorized access, the CRTO engaged ISA Cybersecurity to review its IT security systems. Their assessment focused on network security and the protection of user accounts, email, and devices, and resulted in a set of recommendations ranging from critical to low risk. Work to address these items is underway. A Cybersecurity Breach Coach also reviewed the CRTO's Incident Response Plan, which guides how cybersecurity incidents are detected, assessed, managed, and communicated. The CRTO has begun implementing security improvements and has introduced organization wide cybersecurity training to help staff recognize and respond to threats. The organization is</p>

	<p>also transitioning to a new database system. While this may temporarily slow some processes as staff adjust, the CRTO is mitigating the impact through training and vendor support. The CRTO is additionally assessing risks associated with the growing use of AI tools. While AI can improve efficiency, it also introduces concerns related to privacy, confidentiality, fairness, and information security. To address these risks, the CRTO is developing policies that set clear expectations for responsible AI use, prevent unauthorized disclosure of confidential information, and ensure that decisions affecting Members, applicants, the public, and system partners remain subject to meaningful human oversight.</p>
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6. Changes to registration practices

During the January 1 to December 31, 2025 reporting period, College of RESPIRATORY THERAPISTS of Ontario has introduced the following changes impacting its registration processes. Changes, anticipated impacts, and risk mitigation are summarized below.

A. Registration requirements and practices

Registration process	Changes Made (Yes / No)	Description
Timelines for registration, decisions and/or responses	No	

Changes to internal review or appeal process	No	
Assessment of qualifications, including competency-based assessments and examinations	No	
Registration requirements either through regulation, by-law or policy	Yes	<p>The new Registration Regulation took effect on January 1, 2025. Key changes include:</p> <p>Suitability to Practice: Applicants for registration must be mentally and physically competent to practise respiratory therapy. The previous version of the regulation did not specify the requirement for “physical” competency. This does not affect current Members.</p> <p>Education: RT education programs are now approved by the Registration Committee based on criteria defined in a CROTO Council-approved policy (e.g., the program’s accreditation status). Graduates from unapproved Canadian RT programs are referred to the CROTO’s entry-to-practice assessment process. This does not affect current Members.</p> <p>Examinations: New Limit on Exam Attempts - Individuals who fail the exam three (3) times will not be eligible to rewrite until they submit a study plan for approval by the CROTO Registration Committee. Once the Study Plan is approved and the CROTO confirms the individual’s eligibility to retake the exam, they may attempt the exam one more time. If the individual is unsuccessful in this fourth (4th) attempt, they will not be permitted to take the exam again until they have re-enrolled and again successfully completed an approved RT educational program. The CROTO offered an extension for individuals who were in</p>

	<p>the process of completing the exam before the new Registration Regulation took effect. This extension applies specifically to current applicants for registration and to Graduate Members who submitted their applications to the CRTO before January 1, 2025, and who did not pass the January 2025 exam (or earlier). These individuals were granted three additional attempts to pass the exam, regardless of how many times they have previously attempted it. However, if they have been unsuccessful in three or more attempts, they will need to complete a CRTO-approved study plan before each subsequent exam attempt. This extension will expire after the July 2026 exam. After that date, no individual will be permitted to take the exam more than four times.</p> <p>The Entry-to-Practice Exam Policy (https://www.crto.on.ca/pdf/Policies/Policy.RG-406.pdf) has been revised to align with recent regulatory amendments. Additionally, the Examination Fact Sheet (https://www.crto.on.ca/pdf/FactSheets/Exam.FS-310.pdf) has been updated accordingly.</p> <p>Currency: Applicants for Registration - Effective January 1, 2025, to meet the currency requirement, applicants for registration must: have completed their education program (or assessment) within three years before the date of their application for registration or have practiced Respiratory Therapy for at least 1,125 hours within those three years.</p> <p>Language Proficiency Requirements: In June 2025, the Language Proficiency Requirements Policy (https://www.crto.on.ca/pdf/Policies/Policy.RG-407.pdf) was revised to reflect updated TEF test scores. The intent and direction of the policy have not changed.</p>
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Documentation requirements for registration	Yes	<p>In 2025, the CRTO updated its Vulnerable Sector Check (VSC) Policy based on our learnings from the initial policy implementation in 2024 and legal advice. The revisions were intended to improve clarity and introduce appropriate flexibility for applicants who may face practical barriers in obtaining or submitting a VSC, while maintaining public-safety safeguards and the integrity of the screening requirement. The revised policy streamlines documentation expectations, clarifies how submissions are assessed, and provides alternative pathways in limited circumstances where a standard VSC cannot be obtained. These updates are designed to reduce unnecessary delays and uncertainty for applicants while preserving the CRTO’s ability to verify suitability for registration. As of Right Exemption - The As of Right exemption allows out of province regulated Respiratory Therapists (inter jurisdictional RTs) to begin practising in Ontario while their registration with the College of Respiratory Therapists of Ontario (CRTO) is being completed. To practise under the As of Right exemption, applicants must submit an As of Right attestation. Through this attestation, applicants confirm that they meet all regulatory conditions set out in the Exemption – Restricted Titles Regulation and acknowledge that they will lose the exemption if any of those conditions are no longer met. The attestation supports safe and timely labour mobility while maintaining public protection during the registration process.</p>
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B. Training, policy and applicant supports

Registration process	Changes Made (Yes / No)	Description
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<p>Anti-racism and inclusion-based policies and practices</p>	<p>Yes</p>	<p>The CRTO’s legal counsel provides an annual training session for the Registration Committee and Registration staff. The session covers key topics such as decision-making processes, assessing qualifications, and making registration and review decisions. The 2025 training also addressed the revised requirements under the Registration Regulation, including the education requirement, the currency requirement of 1,125 practice hours within the three years prior to application, the maximum number of exam attempts permitted, and professional suitability considerations. The orientation further outlined special considerations that may arise during applicant assessments and explained the procedures for applying those considerations. In addition, the session reviewed issues related to human rights, HPARB, and the responsibilities of the Office of the Fairness Commissioner (OFC). These training sessions guided the Registration Committee in reviewing and approving registration policies to ensure alignment with the updated regulation.</p>
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C. System partners

<p>Registration process</p>	<p>Changes Made (Yes / No)</p>	<p>Description</p>
<p>Steps to increase accountability of third parties</p>	<p>Yes</p>	<p>The CRTO conducts a thorough review of third-party service providers prior to contracting. For example, the most recent Equal (Accreditation Canada’s health education accreditation program service provider) contract underwent reviews by CRTO and legal counsel and revisions before approval. The Client</p>

		<p>Agreement with Accreditation Canada is reviewed and renewed annually. The agreement sets out Accreditation Canada's obligations to meet its stated timelines for delivering its services. The agreement also includes confidentiality, diversity and inclusion provisions. In addition, the CRTO, as a member of the EQual Council, attends its regular business meetings and provides input on its procedures and processes. The Service Agreement with Health Professions Testing Canada (HPTC), the national provider of the RT exam, is reviewed and renewed annually. As part of this agreement, HPTC provides the CRTO with copies of all formal reports, analyses, studies, or other documentation regarding the examination's validation, reliability, scoring method, or other relevant characteristics. In the agreement, HPTC agrees to fulfil its obligations in a manner consistent with its privacy policy and in accordance with the principles of transparency, objectivity, impartiality and fairness. In addition, as a member of the National Alliance of Respiratory Therapy Regulatory Bodies (NARTRB), the CRTO attends the HPTC's annual general meetings and provides input on its procedures and processes.</p>
<p>Mutual recognition agreements</p>	<p>Yes</p>	<p>The CRTO has established a voluntary Memorandum of Understanding (MOU) with five other provincial respiratory therapy regulators to utilize the CRTO's Internationally Educated Health Professionals (IEHP) Entry to Practice Competency Assessment. Introduced in 2014, the assessment provides a pathway to registration for internationally educated respiratory therapists who have not graduated from a Canadian accredited program, while</p>

		ensuring they demonstrate competencies equivalent to those of Canadian trained graduates. The MOU supports a more harmonized and consistent approach to assessment and registration across participating jurisdictions.
Accreditation of educational programs	Yes	The Registration Committee reviews and annually approves the list of respiratory therapy programs accredited by Accreditation Canada, in accordance with the Approval of Canadian Education Programs policy: https://www.crto.on.ca/pdf/Policies/Policy.RG-408.pdf . Accreditation Canada's health education accreditation program assesses educational programs against standards developed by the Health Standards Organization (HSO). Accreditation Canada provides accreditation services for 18 health profession education programs, including Respiratory Therapy. The program involves a six-stage accreditation process conducted over a six-year cycle. All Ontario RT educational programs, as well as most Canadian RT programs and one international RT program, are assessed and certified under the same Accreditation Canada standard. The National Alliance of Respiratory Therapy Regulatory Bodies (NARTRB), of which the CRTO is a member, has a parallel agreement with Equal. The CRTO maintains a Client Agreement with Equal, which is reviewed and renewed annually. The Client Agreement sets out Accreditation Canada's obligations to meet its stated timelines for delivering its services. The agreement also includes confidentiality provisions and diversity and inclusion provisions. Educational facilities may appeal Equal's decisions following completion of the

		assessment. A program that underperforms against accreditation standards and receives a non-accreditation decision may appeal the decision or reapply after a 12-month waiting period. For a list of approved respiratory therapy programs, please see: https://accreditation.ca/assessment-programs/health-education-accreditation/programs/ .
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D. Responsiveness to changes in the regulatory environment

Registration process	Changes Made (Yes / No)	Description
Steps to address labour issues (minister/stakeholders consultations, check demand-supply gap, etc)	Yes	The CRTC attempts to strengthen the labour market of its profession by streamlined Registration Processes: The CRTC continuously reviews and updates its registration processes to make them more efficient and accessible. This includes simplifying application procedures and reducing processing times for internationally educated applicants. Enhanced Support for Internationally Educated Applicants: The CRTC provides one-on-one support and comprehensive orientation sessions to help internationally educated respiratory therapists navigate the licensing process. Key Performance Indicators (KPIs)- The CRTC is monitoring Members’ demographic data and reporting the information to the Council on a quarterly basis. Continuous Professional Development: The CRTC’s Professional Development Program ensure respiratory therapists maintain their skills and knowledge. This helps retain current practitioners and attract new practitioners to the profession,

		<p>thereby addressing labour shortages by keeping the workforce robust and up to date. Collaboration with Other Regulated RT Provinces: The CRO works closely with the National Alliance of Respiratory Therapy Regulatory Bodies (NARTRB) and educational institutions to ensure that respiratory therapy programs align with current industry needs and standards. The NARTRB established the Entry-to-Practice National Competency Framework, which guides the development and assessment of respiratory therapists. Initially established in 2016, the Framework was updated in 2024. The 2024 competency framework will be integrated into the curriculum of RT educational programs by September 2025, and the Health Professions Testing Canada Exam by 2028. This collaboration helps ensure that graduates are well prepared to enter the workforce, helping address labour shortages by providing a steady supply of qualified professionals.</p>
Other	No	

7. Membership and application data

The Office of the Fairness Commissioner collects membership and application data from regulators through annual Fair Registration Practices Reports, which are also made available to the public. Information is collected for the purpose of discerning statistical changes and trends related to a regulator’s membership, application volumes, licensure/certification results, and appeals year over year.

A. Race-based data collected

	Race-based data collected? (Yes or No)
Members	No
Applicants	No

Additional description:

We are not currently collecting race-based data, but we are actively researching, planning, and developing the process required to begin doing so. Our team participates in an Equity, Diversity, and Inclusion (EDI) data-collection working led by HPRO, where we are exploring opportunities to collaborate with other colleges to share resources and improve the efficiency and cost-effectiveness of future data-collection efforts. We also engaged with a citizens Advisory Group that helps us design inclusive approaches grounded in diverse perspectives and lived experience. This partnership ensures that any future data-collection initiatives are thoughtful, ethical, and aligned with the needs of the communities we serve. We have also established a membership with the Canadian Center for Diversity and Inclusion (CCDI). This organization has a library of resources that we consult as we continue to map out our initial launch of raced based and identity-based data collection.

B. Other identity-based or demographic data collected

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

Additional description:

Please see the response above. To add that our goal is to build a data-collection framework that supports meaningful equity work while maintaining trust, transparency, and respect for the individuals represented in the data.

C. Languages of service provision

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

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

D. Membership Profile

Profession Name	Total Number of Members
Respiratory Therapist	4212

Class of License	Total Number of Members	Number of Internationally Educated Members
Full / General/ Independent Practice	3850	67
Inactive	309	5
Graduate	52	4
Limited	1	0

Gender	Number of Members
Female	3145
Male	1066
X (includes trans, non-binary, and two-spirit people)	1

Jurisdiction of Initial Training	Number of Members
Ontario	3939
Other provinces and territories	197
United States	59
Other International	17

Country of Initial Training	Number of Members
United States of America	59
Canada	4136
China	1
India	7
Iran	1
Philippines	4
Qatar	2
Ukraine	1
Venezuela	1

Official language of preference	Number of Members
English	4098
French	114

Racial identity (optional)	Number of Members
Not collected	4212

E. Data Notes

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F. Applicant Profile

Profession Name	Total Number of Applicants
Respiratory Therapist	277

Gender	Number of Applicants
Male	79
Female	197
X (includes trans, non-binary, and two-spirit people)	1

Jurisdiction of Initial Training	Number of Applicants
Ontario	231
Other provinces and territories	21
United States	6
Other International	19

Country of Initial Training	Number of Applicants
Canada	252
Algeria	1
Ethiopia	1
India	4
Philippines	11
Qatar	1
Saudi Arabia	1
United States of America	6

Official language of preference	Number of Applicants
French	9
English	268

Racial identity (optional)	Number of Applicants
Not collected	277

G. Data Notes

Does not include applications submitted without application fees.

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	209	0	2
Other provinces and territories	14	0	0
United States	1	0	0
Other International	3	1	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	20	1	21
Other provinces and territories	7	1	8
United States	5	1	6
Other International	16	2	18

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	171	2
Graduate Certificate of Registration	45	1
Inactive Certificate of Registration	1	0

J. Data Notes

B.7 Does not include pending applications. It includes applications submitted prior to 2025 for which a decision was made in 2025. B.8 Does not include withdrawn or denied applications. B.9 Includes new members registered during the reporting year; some may have subsequently changed their status from a General or Graduate Certificate of Registration to an Inactive Certificate of Registration. For the "Full/General/Independent Practice"

category, this may include members registered with terms, conditions, and limitations while holding a General Certificate of Registration.

K. Reviews and Appeals

Applicants for registration may appeal a registration decision. An **internal review or appeal** involves formal reconsideration of a registration decision further to an application and submissions by the applicant.

Jurisdiction of initial training	Number of internal reviews and appeals processed	Number of decisions changed following internal review or appeal

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

Issues raised in reviews and appeals can point to challenges in the registration process. The table below summarizes top issues or reasons that applicants raised during these appeal proceedings.

Issue or reason raised	Number of appeals

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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. The applicant did not meet the non-exemptible registration requirements.	1

L. Data Notes

B.11 One appeal was made to HPARB in 2024, and the outcome of that appeal was issued in 2025. HPARB confirmed the decision of the Registration Committee. No appeals were made in 2025.

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.