

# Chartered Professional ACCOUNTANTS of Ontario

## 2024 Fair Registration Practices Report

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Prepared for the Office of the Fairness Commissioner (OFC)



FAIRNESS COMMISSIONER  
COMMISSAIRE À L'ÉQUITÉ

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# 1. Background

Under section 20 of the Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA), which is substantially similar to section 22.7(1) of Schedule 2 of the Regulated Health Professions Act, 1991 (RHPA),

“A regulated profession shall prepare a fair registration practices report annually or at such other times as the Fairness Commissioner may specify or at such times as may be specified in the regulations”.

Section 23 of FARPACTA and Section 22.9 of Schedule 2 of the RHPA then go on to indicate that the Fairness Commissioner shall specify the form in which these reports shall be prepared, along with the required filing dates. This section also stipulates that a regulator must make these reports public.

It is pursuant to these authorities that the Office of the Fairness Commissioner (OFC) has required that each regulator complete its annual Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2024.

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

<b>Organization name</b>	Chartered Professional ACCOUNTANTS 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 Chartered Professional ACCOUNTANTS of Ontario

Licensing requirements (brief description for each requirement listed):

<b>Profession/ Trade Name</b>	Chartered Professional Accountant
<b>Academic requirement</b>	For students: completion of the CPA Professional Education Program (PEP) and the Common Final Examination (CFE). Advanced standing or course exemptions are considered for applicants based on their prior education or experience. For Mutual Recognition Agreements (MRAs): N/A (they are direct admission to membership)
<b>Experience requirement</b>	30 months of prescribed practical experience, not limited to Canadian experience, during which specific

	competencies must be obtained (internationally trained accountants and MRAs can be exempted if they already obtained the experience).
<b>Language requirement</b>	None
<b>Additional information on licensing requirements (may include links to appropriate page on regulator website):</b>	

### 4. Third party assessments

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

<b>Organization name</b>	<b>Function</b>
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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.

Chartered Professional ACCOUNTANTS of Ontario takes the following measure(s) to ensure fair and timely assessments:

CPA Ontario does not have any third-party service providers for assessments. All applications are assessed internally.
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### 5. Accomplishments, risks and mitigations

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

## A. Accomplishments

1	CPA Ontario continued its monthly webinar series to help Internationally Trained Accountants (ITAs) navigate the student registration process and to understand their requirements for admission. This outreach includes a Q&A at the end of each session where attendees can ask specific questions related to their particular situation.
2	In our ongoing efforts to diversify the profession’s pipeline, the CPA Ontario Foundation completed the second year of a multi-year partnership with Pathways to Education to support the mentoring and tutoring programs at their nine Ontario locations. The partnership with Pathways to Education is aligned with CPA Ontario’s goals to support the educational journey of aspiring CPAs from Black and Indigenous communities who face systemic barriers to pursuing their goals. The CPA Ontario Foundation also continued to award bursaries at 10 post-secondary institutions across the province, through programs entitled ‘Black Student Success’ and ‘Indigenous Student Success,’ to support aspiring CPA students from Black and Indigenous communities. These bursaries were awarded on the basis of demonstrated financial need. In 2024, the CPA Ontario Foundation introduced the first stage of the ‘Circle of Success’ educational grant designed to support Indigenous students on their CPA journey. Through the ‘Circle of Success’ educational grant, First Nations, Inuit, and Metis students receive a range of supports – from financial, community and network building, and mental health resources. The ‘Circle of Success’ educational grant aims to equip the next generation of Indigenous CPAs with the necessary knowledge, skills, network, and mentors at key stages of their educational journey. CPA Ontario remained active in its sponsorship and community partnerships to support Indigenous and Black students, with organizations such as Indspire and Canadian Association of Urban Finance Professionals.

## B. Risks and Mitigations

Risk	Mitigation Measure
Identifying and mitigating risks is an integral component of CPA Ontario’s enterprise risk management process. CPA Ontario faces the same information security risks that confront	CPA Ontario has taken steps to protect member and student information from unauthorized access through security measures. We continually strengthen (i.e. reduce vulnerabilities) and update

<p>all organizations, with threats such as phishing attacks, ransomware, malware, social engineering, and insider threats on the rise. These attacks are not only becoming more frequent but are also escalating in their sophistication and impact.</p>	<p>our systems to protect confidential information and reduce the likelihood of IT disruptions. We regularly educate, monitor, and test our employees to encourage the use of appropriate cybersecurity practices. We also follow best-practice security processes, protocols and standards and assess business partners to ensure they follow the same level of rigour.</p>
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## 6. Changes to registration practices

During the January 1 to December 31, 2024 reporting period, Chartered Professional ACCOUNTANTS 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

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Registration requirements either through regulation, by-law or policy	No	
New or consolidated class of certificates or licenses	No	
Assessment of qualifications, including competency-based assessments and examinations	No	

Documentation requirements for registration	No	
Timelines for registration, decisions and/or responses	No	
Registration and/or assessment fees	No	
Changes to internal review or appeal process	No	
Access by applicants to their records	No	
Other	No	

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

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Training and resources for staff who deal with registration issues	Yes	CPA Ontario continued to provide mandatory unconscious bias training for staff including but not limited to those involved in the membership registration and appeals processes. Building upon the previous knowledge from the mandatory training in 2023, this training focused on applying the tools and strategies to mitigate biases in the workplace.
Resources or training to support applicants to move through the licensing process	Yes	CPA Ontario hosted the “Career & Job Fair” in October 2024 in partnership with ACCES Employment. This conference was run by CPA Ontario’s Student Recruitment Team and a Subject Matter Expert from the Registrar’s Office Admissions Team attended to provide

		<p>support and answer questions from Internationally Trained Accountants (ITAs). In 2024, nine webinars were delivered about the ITA pathways (including eligibility, application process and requirements for admission) for ITAs overseas and in Canada, including members of the Institute of Chartered Accountants of India and the Institute of Chartered Accountants of Nigeria. A session was also held in collaboration with The Association of Filipino Canadian Accountants for their members. Webinars were open to anyone with an accounting designation from outside Canada, with some directed to specific countries/communities (e.g. The Institute of Chartered Accountants of Nigeria).</p>
<p>Anti-racism and inclusion-based policies and practices</p>	<p>Yes</p>	<p>CPA Ontario has a dedicated senior leadership position – namely a Vice President of Equity, Diversity, and Inclusion (EDI) – to drive inclusion policies and practices. We also have internal committees that support inclusion practices and organize learning sessions and other initiatives to increase awareness of the history, barriers faced, and cultural celebrations of diverse populations. Recent examples include training sessions on anti-racism, Indigenous reconciliation, and land acknowledgement workshops. CPA Ontario staff also have on-demand access to the Canadian Centre for Diversity &amp; Inclusion’s resources, including webinars and reports on relevant EDI topics. In addition, CPA Ontario continued to provide mandatory unconscious bias training for staff including but not limited to those involved in the membership registration and appeals processes. CPA Ontario also continued to build upon its initiatives to diversify the profession’s pipeline,</p>

	<p>including investments through the CPA Ontario Foundation. The CPA Ontario Foundation completed the second year of a multi-year partnership with Pathways to Education to support the mentoring and tutoring programs at their nine Ontario locations. The partnership with Pathways to Education is aligned with CPA Ontario's goals to support the educational journey of aspiring CPAs from Black and Indigenous communities who face systemic barriers to pursuing their goals. The CPA Ontario Foundation also continued to award bursaries at 10 post-secondary institutions across the province, through programs entitled 'Black Student Success' and 'Indigenous Student Success' to support aspiring CPA students from Black and Indigenous communities. These bursaries were awarded on the basis of demonstrated financial need. In 2024, the CPA Ontario Foundation introduced the first stage of the 'Circle of Success' educational grant designed to support Indigenous students on their CPA journey. Through the 'Circle of Success' educational grant, First Nations, Inuit, and Metis students receive a range of supports, from financial, community and network building, and mental health resources. The 'Circle of Success' educational grant is designed to support the next generation of Indigenous CPAs by equipping these students with the necessary knowledge, skills, network, and mentors at key stages of their educational journey.</p>
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**C. System partners**

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Steps to increase accountability of third-party service provider(s)	No	
Accreditation of educational programs	Yes	The University of Windsor developed a new program stream which has been accredited as an alternative pathway in their current program. The new program stream is a Graduate Diploma in Accounting. The Diploma was created as an additional pathway for students who want to exit the existing CPA Accredited Master of Business Administration (MBA). The University of Guelph has renamed their Master of Arts in Management (MAM) to a Master of Professional Accounting Program. The University of Waterloo developed a new stream (Bachelor of Sustainability and Financial Management) within their existing CPA Accredited Master of Accounting program. CPA Ontario approved the recognition of the new Professional Accounting, Graduate Certificate (PAC2) at Fanshawe College starting January 2025, which offers all prerequisite courses to students who have already obtained a degree.
Mutual recognition agreements	No	

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

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Emergency registration plans	Yes	In 2024, CPA Ontario provided the Office of the Fairness Commissioner a comprehensive

		Emergency Registration Plan (ERP), which includes mitigation strategies for various crises, including digital and physical risks.
Technological or digital improvements	No	
Steps to address labour shortages in the profession or trade	Yes	Data from the federal government’s Ministry of Employment and Social Development of Canada (ESDC) suggests there is not a labour market shortage for Chartered Professional Accountants (CPAs) in Canada. The number of job seekers from graduates, immigration, and mobility is broadly in line with the number of new job openings arising from expansion and replacement demand. ESDC’s Canadian Occupational Projections System indicates that for CPAs, the labour market is balanced with labour demand and supply expected to be broadly in line over the period 2024 to 2033. Despite the signs of a balanced labour market, CPA Ontario invests resources in comprehensive wrap-around initiatives aimed at cultivating and sustaining the pipeline of CPAs within the province. Our efforts are directed at a diverse range of potential CPA candidates, spanning from high school and post-secondary students to participants in the domestic workforce and internationally educated professionals (IEPs). The approach encompasses a range of targeted outreach programs including networking, skills-building, and wellness workshops. High School Initiatives: Inspiring Future CPAs CPA Ontario engages high school students with aspirational messaging and accessible pathways to the profession. Through in-person and virtual activities like workshops, the High School

	<p>Ambassador Program (HAP), and conferences ("No Limits," "Money Sense"), students explore what it means to be a CPA. Partnerships and teacher support programs, including the Teacher Colleague Program (TCP) and the Teacher Advisory Board (TAB), enhance outreach efforts. Post-Secondary Focus: Building the CPA Pipeline Collaborating with post-secondary institutions, CPA Ontario targets early engagement with first- and second-year students through presentations, conferences, and membership-based programs like the Post-secondary Ambassador Program (PSAP) and the Board of Ambassadors (BOA). Faculty support initiatives, CPA panels, and competitions reinforce the CPA pathway throughout students' academic journeys. Domestic Workforce Support: Career Transitions &amp; Upskilling CPA Ontario supports career changers and professionals seeking upskilling through information sessions, advisement, and partnerships with recruiters. CPA success stories and employer collaborations highlight the value of the designation, enhancing online engagement and expanding the CPA talent pool. IEP Outreach: Supporting International Professionals CPA Ontario helps Internationally Educated Professionals (IEPs) transition into the Canadian workforce with clear guidance on CPA pathways, partnerships with immigrant-serving organizations, and financial access support. In-person and virtual initiatives—such as consultations, conferences, and ongoing event series—remove barriers and facilitate integration. Moreover, CPA Ontario continues to innovate and implement new strategies and technologies to help build a sustainable</p>
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	<p>pipeline into the profession. This includes developing strategic relationships with PSIs, driving data-driven decision making, scaling up programs to drive leads, and advocating for changes to the high school accounting curriculum. Several years ago, the profession released the new Competency Map, which lays out the skills and competencies required of a newly certified CPA. Building on this work, the profession has started the development of a new CPA pre-certification program. It will translate the Competency Map into a modernized certification program which maintains the rigour inherent in the CPA certification but also factors in recent developments in education, technology and learning behaviour and preferences. The program is in the development phase and will offer an exciting opportunity to transform our profession and deliver even more value to organizations on the cusp of innovation.</p>
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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

	<p style="text-align: center;"><b>Race-based data collected?</b> <b>(Yes or No)</b></p>
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Members	Yes
Applicants	No

**Additional description:**

CPA Ontario began collecting demographic information from members in 2021 on a voluntary basis and continues to ask members annually to voluntarily self-identify their gender identity, racial/ethnic identity, 2SLGBTQ+ identity, and disability identity. Answers to these optional questions inform our equity, diversity and inclusion initiatives and the focus of the CPA Ontario Foundation. Members are provided with assurance that demographic information will only be shared in limited circumstances and only in aggregate form.

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

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

**Additional description:**

CPA Ontario began collecting demographic information from members in 2021 on a voluntary basis and continues to ask members annually to voluntarily self-identify their gender identity, racial/ethnic identity, 2SLGBTQ+ identity, and disability identity. Answers to these optional questions inform our equity, diversity and inclusion initiatives and the focus of the CPA Ontario Foundation. Members are provided with assurance that demographic information will only be shared in limited circumstances and only in aggregate form.

**C. Languages of service provision**

Chartered Professional ACCOUNTANTS of Ontario makes application materials and information available to applicants in the following languages.

<b>Language</b>	<b>Yes / No</b>
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English	Yes
French	No
Other (please specify)	

#### D. Membership Profile

Profession Name	Total Number of Members
Chartered Professional Accountant	104718

Class of License	Total Number of Members	Number of Internationally Educated Members
Full / General/ Independent Practice	104718	6410

Gender	Number of Members
Male	58554
Female	45282
X (includes trans, non-binary, and two-spirit people)	23
Other / not collected	859

Jurisdiction of Initial Training	Number of Members
Ontario	93484
Other provinces and territories	4824
United States	862
Other International	5548

Country of Initial Training	Number of Members
United Kingdom	3012
India	936
United States of America	862
South Africa	499
Hong Kong	406
Pakistan	179
Australia	145
Philippines	81
Ireland	70
Zimbabwe	45
New Zealand	39
Sri Lanka	20
Nigeria	18
Mexico	13
China	13
Japan	7
Brazil	7
Israel	7
Argentina	5
Kenya	4
Nepal	4
South Korea	4
Turkiye	4
Bangladesh	3
Peru	3
Netherlands	2
Venezuela	2
Ghana	2
Colombia	2
Iran	2
Malaysia	2
Belgium	1
Macedonia	1
Czechia	1
Ecuador	1
Italy	1

Estonia	1
Jamaica	1
Singapore	1
Lebanon	1
Malta	1
Tunisia	1
Germany	1
Canada	98308

Official language of preference	Number of Members
English	104718

Racial identity (optional)	Number of Members
Black	2172
East / Southeast Asian	12156
Indigenous	222
Latin American	754
Middle Eastern	968
South Asian	9176
White	33172
Other	1808
Not collected	44290

## E. Data Notes

CPA Ontario began collecting demographic information from members in 2021 on a voluntary basis and continues to ask members annually to voluntarily self identify their gender identity, racial/ethnic identity, 2SLGBTQ+ identity, and disability identity. Answers to these optional questions inform our equity, diversity and inclusion initiatives and the focus of the CPA Ontario Foundation.

Members are provided with assurance that demographic information will only be shared in limited circumstances and only in aggregate form.

## F. Applicant Profile

Profession Name	Total Number of Applicants
Chartered Professional Accountant	<b>3154</b>

Gender	Number of Applicants
Male	1411
Female	1421
X (includes trans, non-binary, and two-spirit people)	2
Other / not collected	320

Jurisdiction of Initial Training	Applications received in 2024	Applications with decisions pending (in progress at end of reporting year)
Ontario	2484	25
Other provinces and territories	339	15
United States	65	16
Other International	266	27

Country of Initial Training	Number of Applicants
India	130
United States of America	65
Hong Kong	58
South Africa	18

United Kingdom	18
Philippines	9
Pakistan	8
Australia	4
Ireland	4
Nigeria	3
Zimbabwe	2
China	2
Sri Lanka	2
Mexico	1
Estonia	1
Israel	1
Bangladesh	1
Nepal	1
Colombia	1
Turkiye	1
New Zealand	1
Canada	2823

Official language of preference	Number of Applicants
English	3154

Racial identity (optional)	Number of Applicants
Not collected	3154

### G. Data Notes

We do not collect race-based data with respect to applicants.

### H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2024. Some applications may have been received in the previous year.

<b>Jurisdiction of initial training</b>	<b>Successful</b>	<b>Unsuccessful</b>	<b>Withdrawn</b>
Ontario	2525	0	2
Other provinces and territories	333	0	13
United States	65	1	3
Other International	304	3	12

## **I. New Registrants**

For the 2024 reporting year, the breakdown of new registrants by class of registration is provided below:

<b>Class of registration</b>	<b>Total new registrants</b>	<b>Number of internationally educated registrants</b>
Full / General/ Independent Practice	3227	369

## **J. Data Notes**

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## **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	0	0
Other provinces and territories	0	0
United States	1	1
Other International	1	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
Ontario	0	0
Other provinces and territories	0	0
United States	0	0
Other International	0	0

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

Issue or reason raised	Number of appeals
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1. Applicant believed that they met the requirements of an exemption within the agreement.	1
2. Applicant believed the Registrar mis-applied the rules of the international agreement.	1

**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. Individual did not meet qualifications within the international agreements, so was ineligible.	2

## L. Data Notes

For B10, the number of decisions changed following internal review for "Other International" is set to 0. However, please note that a decision is currently pending.

## 8. Registration Timelines

## **Profession: Chartered Professional Accountant**

### **i. Domestic Labour Mobility Applicants**

9.1 (4) of FARPACTA prescribes that regulators must make a registration decision within 30 business days from the time that they receive a complete application “and everything required by the regulated profession in respect of the application.”

Chartered Professional ACCOUNTANTS of Ontario requires the following documentation before beginning to count the 30-day registration time-period. This would be the starting point of the registration process for the purpose the data summarized below.

- Completed application form
- Letter of standing / good character
- Payment of fee
- Other (please specify) Proof of ID, documentation subject to good character responses within the application.

For domestic labour mobility applications received between January 1, 2024 and November 30, 2024 and decisions made to December 31 (one month later), registration timelines and outcomes are summarized below:

<b>Registration decisions</b>	<b>30 days or less</b>	<b>More than 30 days</b>
<b>Full registration granted</b>	306	0
<b>Alternative registration granted</b>	0	0
<b>No registration granted</b>	0	0

### **ii. Internationally Trained Individuals**

Sections 5 and 6 of Ontario Regulation 261/22 made under FARPACTA establish two-time standards for ITIs:

- **A six-month time limit** for a regulator to make a registration decision following receipt of everything that it requires in respect of an application for registration. (This time limit must be met in 90% of all cases.)
- **A 12-month standard** for the regulator to report on its ability to register ITIs, who are eligible for registration without condition, from the earlier of the date that:
  - (a) the regulated profession receives everything it requires in respect of the individual's application for registration, or
  - (b) any third-party that assesses the individual's qualification on behalf of the regulated profession, receives everything it requires for this purpose.

Section 6 of the regulation further stipulates that the regulator's annual Fair Registration Practices Report shall include data on a regulator's compliance with the six-month standard, and its ability to meet the 12-month standard and, where the regulator has been unable to meet this one-year standard, the steps that the regulator is taking to meet this target.

Chartered Professional ACCOUNTANTS of Ontario requires the following documentation before beginning to count the six-month registration time-period for internationally educated individuals.

- Completed application form
- Examination results
- Letter of standing / good character
- Payment of fee
- Other (please specify) Proof of ID, proof of foreign pre-qualification experience where required by the international agreement, residency documents, documentation subject to good character responses within the application.

For applications from internationally trained individuals received between July 1, 2023 and June 30, 2024 and decisions made to December 31 (six months later), registration timelines and outcomes are summarized below.

<b>Registration decisions</b>	<b>6 months or less</b>	<b>More than 6 months</b>
<b>Full registration granted</b>	363	0

<b>Alternative registration granted</b>	0	0
<b>No registration granted</b>	4	0

Average time in weeks to communicate a registration decision following receipt of everything required by the regulator in respect of an application for registration.

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**For regulators where a third-party service provider is the first point of contact for applicants:**

Chartered Professional ACCOUNTANTS of Ontario addresses the twelve-month standard as follows:

N/A – No third-party service provider used.

## 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.