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Q1

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

Professional Engineers Ontario
David Smith, Director, External Relations (dsmith@peo.on.ca)

Q2

Section 1 - During the reporting period (January 1st–December 31st, 2022), 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.

No,

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

No changes were made to registration requirements for licensing of practitioners.

Q3

Assessment of qualifications

No,

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

PEO continued to use online assessment of academic information and virtual interviews in place of former paper-based documents and in-person interviews. PEO Council passes motions in November 2022 to define equivalent academic qualifications to meet academic requirements for licensure and to introduce competency-based assessment as a process to evaluate the completion of experience requirements for licensing. The definition of equivalent academic qualifications applies to applicants who don't have an accredited Canadian engineering degree; applicants will meet the requirement if they have a recognized 4-year bachelor's degree in engineering and pass a set of four confirmatory exams. This will be implemented for new applications that are subject to full FARPACTA compliance, and may be implemented on legacy applications where an applicant would benefit from the policy. Similarly, competency-based assessment is to be implemented for new applications and for legacy applicants where this can be reasonably implemented.

Q4

Timelines for registration, decisions and/or responses

Yes,

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

A number of volunteer reviewers stepped down from the academic assessment process, causing a delay and accumulation of files for assessment in major disciplines. This has affected the timelines for assessment of applicants with academic training in Civil and Electrical engineering, and related disciplines.

Q5

Registration and assessment fees

No,

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

There were no changes to associated application fees, examination fees, or registration fees for 2022.

Q6

Resources for applicants

No,

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

There were no changes to available resources for 2022.

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Q7 Changes to internal review or appeal process	No, Description of change/improvement that would impact fair registration outcomes: There were no changes made to the processes to review assessment decisions or to appeal final registration decisions.
Q8 Access by applicants to their records	No
Q9 Mutual recognition agreements	No, Description of change/improvement that would impact fair registration outcomes: PEO is not a signatory to any mutual recognition agreements (MRA) with other engineering regulators. MRAs are signed by the national body, Engineers Canada, regarding academic qualifications, and there is discretion as to how educational programs under those MRAs are considered as part of the academic assessments completed by PEO. There were no new MRA's signed by Engineers Canada during 2022.
Q10 Training and resources for staff regarding registration	No
Q11 Relationship with third party service provider(s)	No, Description of change/improvement that would impact fair registration outcomes: There were no changes in 2022 to existing services provided by third party providers.
Q12 Accreditation of educational programs	No, Description of Change/Improvement that would impact Fair Registration Outcomes: PEO doesn't perform accreditation of educational programs. PEO recognizes engineering programs that are accredited by the Canadian Engineering Accreditation Board, and it may consider accreditation of international engineering programs by other established accreditation bodies, as part of its assessment of applicants' academic qualifications.

Q13

Technological or digital improvements

Yes,

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

PEO introduced an online application process via the PEO Members Portal in July 2022, to replace the previous fillable PDF application form. Applicants must create a user account to submit their application information and payment of application fees. Applicants continue to submit academic documents and experience records separately via email. All technical exams and the National Professional Practice Exam are administered as online exams with supervision by remote live proctors.

Q14

Anti-racism and inclusion-based policies and practices

Yes,

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

PEO approved version 1.1 of its Anti-Racism & Equity Code ("ARE Code") in April 2022. The ARE Code applies to PEO in its roles as a regulator, service provider, employer, and organization. The eight (8) Principles and related commentary articulated in the ARE Code serve as a foundation and a framework to inform PEO's more particularized strategies and actions.

Q15

Organizational structure

Yes,

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

A new management structure was established within PEO's Licensing and Registration division, with a Director responsible for overall operations and managers responsible for Applications & Academic Assessment and Experience Assessment. A Project Management Office was established to oversee development of licensing process changes for PEO to meet compliance with FARPACTA amendments that come into effect on March 31, 2023, for Domestic Labour Mobility applicants; on July 31, 2023, for required timelines for new applicants for a P.Eng. licence, temporary licence, or limited licence; and, on December 2, 2023 for the removal on Canadian experience as a mandatory licensing requirement.

Q16

Contingency or continuity of operations plans

Yes,

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

A project plan was created to ensure readiness to achieve compliance with new FARPACTA requirements for acceptance of new applications and completion of registration decisions within prescribed timelines. The intent was to implement changes to licensing procedures and policies to be able to meet requirements prior to the effective dates for full compliance.

Q17

Documentation requirements for registration

No,

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

PEO continued its efforts to digitize all paper-based files in its inventory of open applications.

Q18

English / French language proficiency testing

No,

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

PEO does not require applicants to be tested for proficiency in either the English or French languages. There is a requirement under subsection 41(4) of Regulation 941, pursuant to the Professional Engineers Act, that applicants who are referred to PEO's Experience Requirements Committee shall be interviewed if there is concern about an applicant's ability to communicate adequately in English.

Q19

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

1

Implemented online applications via the PEO Portal

2

Launched a project to plan and implement compliance with FARPACTA changes

3

PEO Council passed motions regarding academic equivalency and competency-based assessment of experience

Q20

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 | Reduced participation by volunteer reviewers for assessments |
| 2 | Availability of resources to implement required technological improvements |
| 3 | Timely completion of organizational changes and appointment of key staff |
-

Q21

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.

Yes,
 Other (please specify):
 There is an explicit requirement under subsection 33(1) of Regulation 941, pursuant to the Professional Engineers Act, that applicants must acquire at least 12 months of the required 48 months of relevant engineering experience in a Canadian jurisdiction, under the supervision of a licensed practitioner. The intent is to amend the regulation to remove this explicit requirement and in practice, PEO will change its current policies so that all applicants are relieved of a requirement to have mandatory Canadian experience.

Q22

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

English

Q23

Membership Data Demographics Data As of December 31, 2022, please indicate the number of members in each gender category identified below and the number of total members.

Total Male	74844
Total Female	11261
Total Non-binary	4
Overall Total	86109

Q24

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

No,
 Other (please specify):
 Application forms and registration database are not currently configured to collect identity-based data other than for gender-identification.

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Q25

Do you collect other identity-based or demographics data?

No,

Other (please specify):

Application forms and registration database are not currently configured to collect identity-based data other than for gender-identification for new applicants.

Q26

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

No,

If yes, please indicate the type::

PEO doesn't have a current plan to begin collecting this type of information.

Q27

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	86109
Provisional/Limited License/Certificate	341
Emergency License/Certificate	0
All other classes	66
Overall Total	86516

Q28

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	48358
Other Canadian Provinces and Territories	10656
USA	2240
Other Countries	25262
Total	86516

Q29

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 - 3099
2	Iran, Islamic Republic of - 2999
3	China - 2812
4	United Kingdom - 2001
5	Egypt - 1405
6	Pakistan - 1111
7	Romania - 1085
8	Bangladesh - 617
9	Iraq - 499
10	Poland - 491
11	Serbia - 408
12	Russian Federation - 394

Q30

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

Total Male	6327
Total Female	1435
Total Non-binary	1
Gender not provided	25
Overall Total	7788

Q31

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

No

Q32

Do you collect other identity-based or demographics data?

No,
 If yes, please indicate the type: :
 Application forms and registration database are not currently configured to collect identity-based data other than for gender-identification.

Q33

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, 2022:

1503

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Q34	Number of Applicants	3131
Please indicate the total number of applicants from Ontario who filed an application between January 1 and December 31, 2022 for the following categories as applicable.	Number of Applicants Licensed/Certified	393
	Average Time to Process Application in Weeks from First Point of Applicant Contact	13

Q35	Number of applicants	328
Please indicate the total number of applicants from Canadian provinces and territories (excluding Ontario) who filed an application between January 1 and December 31, 2022 for each of the following categories as applicable.	Number of applicants fully licensed/certified	41
	Average Time to Process Application in Weeks from First Point of Applicant Contact	13

Q36	Number of applicants	925
Please indicate the total number of certificate-to-certificate (labour mobility) applicants who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.	Number of applicants fully licensed/certified	817
	Average Time to Process Application in Weeks from First Point of Applicant Contact	11

Q37	Number of applicants	3325
Please indicate the total number of applicants from international jurisdictions (not including USA) who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.	Number of applicants fully licensed/certified	308
	Average Time to Process Application in Weeks from First Point of Applicant Contact	9

Q38	Respondent skipped this question	
Please indicate the total number of applicants from multiple and/or jurisdictions not specified who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.		

Q39	Number of applicants	3305
Please indicate the total number of applicants from accredited Canadian post-secondary institutions who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.	Number of applicants fully licensed/certified	55
	Average Time to Process Application in Weeks from First Point of Applicant Contact	33

Q40

Respondent skipped this question

Please indicate the total number of applicants who re-registered after withdrawing from the application process between January 1 and December 31, 2022 for each of the categories as applicable.

Q41

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

No additional comments.

Q42

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

1	India - 1656
2	Iran, Islamic Republic of - 417
3	Pakistan - 150
4	China - 135
5	Egypt - 123
6	Philippines - 85
7	Nigeria - 74
8	United Kingdom - 74
9	Hong Kong - 60
10	Brazil - 60
11	Bangladesh - 52
12	Colombia - 47

Q43

Processing Time As of December 31, 2022, how many full licenses/certificates did your organization issue?

4516

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Q44		685
Please indicate the total number of applicants who received full licensure/certification between January 1 and December 31, 2022, according to the following timelines.	0 – less than 3 months	685
	3 months – less than 6 months	533
	6 months – less than 12 months	216
	12 months – less than 18 months	506
	18 months – less than 24 months	454
	24 months and greater	2122

Q45
Age of Active Applications As of December 31, 2022 what were the total number of active applications in your case inventory?

35062

Q46		2624
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	2624
	3 months – less than 6 months	5020
	6 months – less than 12 months	4284
	12 months – less than 18 months	3331
	18 months – less than 24 months	2620
	24 months and greater	17183
	TOTAL	35062

Q47		3
Other Licenses/Certificates of Registration Processed Please indicate the number of applicants who were issued an alternative class of license* that your organization processed in the reporting year (January 1- December 31, 2022). 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	3
	Other Canadian Provinces and Territories	9
	USA	9
	Other International	7
	TOTAL	28

Q48

Respondent skipped this question

Other Licenses/Certificates of Registration Processed Please indicate the number of applications, If applicable, who were issued an emergency license/certificate that your organization processed in the reporting year (January 1-December 31, 2022). 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.

Q49

Other International	5
TOTAL	5

Other Licenses/Certificates of Registration Processed Please indicate the number of Provisional license/certificate or alternative class of license/certificate holders who were fully licensed/certified by your organization which were processed in the reporting year (January 1-December 31, 2022). 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.

Q50

Ontario	2
OtherCountries	3
TOTAL	5

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, 2022). 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.

Q51

Ontario	2
OtherCountries	3
TOTAL	5

State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2022). 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.

Q52

OtherCountries	1
TOTAL	1

State the number of reviews and appeals heard in the reporting year (January 1-December 31, 2022). 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.

Q53

OtherCountries	0
TOTAL	0

State the number of registration decisions changed following an appeal and/or review that your organization processed in the reporting year (January 1-December 31, 2022). 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.

Q54

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

1	Disputed experience assessment - 60%
2	Disputed character issue - 30%
3	Disputed assigned examination program - 10%

Q55

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

1	Didn't complete required exams by deadline - 85%
2	Withdrew application - 10%
3	Didn't meet licensing requirements - 5%

Q56

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

1	Didn't complete required exams by deadline - 75%
2	Withdrew application - 20%
3	Didn't meet licensing requirements - 5%

Q57

Please provide any additional comments you may have:

No additional comments.
