

# Professional ENGINEERS Ontario

## 2023 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 2023 Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2023.

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.

Please note that the 2023 version of the FRP has changed from the previous version in terms of both form and content as the OFC’s enabling statutes have evolved and as the office migrates to a more permanent portal-enabled database solution.

## 2. Organization information

<b>Organization name</b>	Professional ENGINEERS 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 Professional ENGINEERS Ontario

Licensing requirements (brief description for each requirement listed):

<b>Profession/ Trade Name</b>	Engineer
<b>Academic requirement</b>	The applicant shall demonstrate that he or she has obtained, i. a bachelor's degree in a Canadian engineering program that is accredited to the Council's satisfaction, or ii. equivalent engineering educational qualifications recognized by the Council. For (i) above, this is a four-year bachelor's

	<p>degree in an engineering program that's accredited by the Canadian Engineering Accreditation Board. For (ii) above, this is \"a bachelor's degree in an engineering program that is included in the International Institutions and Degrees Database (IIDD) administered by Engineers Canada, subject to successful completion of a confirmatory examination program\" of four exams.</p>
<p><b>Experience requirement</b></p>	<p>The applicant shall demonstrate that he or she has had 48 months of experience in the practice of professional engineering that, in the Council's opinion, provides sufficient experience to enable him or her to meet the generally accepted standards of practical skill required to engage in the practice of professional engineering. Up to 12 months of the practical experience may be acquired after the applicant has completed one-half of the classroom component of the degree or equivalent educational qualifications. The balance shall be acquired after the degree or equivalent educational qualifications are obtained.</p>
<p><b>Language requirement</b></p>	<p>There are no explicit language requirements but a reasonable proficiency in written and spoken English is needed for communication during the licensing process.</p>
<p><b>Additional information on licensing requirements (may include links to appropriate page on regulator website):</b></p>	<p>The Registrar shall issue a licence to a natural person who applies therefor in accordance with the regulations and, is not less than eighteen years of age; has</p>

	<p>complied with the academic requirements specified in the regulations for the issuance of the licence, including passing such examinations as the Council sets or approves in accordance with the regulations, or is exempted by the Council from complying with the requirements; has complied with the experience requirements specified in the regulations for the issuance of the licence; has complied with any other requirements specified in the regulations for the issuance of the licence (The applicant shall successfully complete the [national] professional practice examination.); and is of good character.</p>

### 4. Third party assessments

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

Organization name	Function
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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.

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

There are no third-party service providers that complete direct assessment of one or more registration requirements.

## 5. Accomplishments, risks and mitigations

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

### A. Accomplishments

1	On March 31, 2023, PEO Council passed a motion to make the necessary amendments to Regulation 941 to remove the Canadian experience requirement for licensure.
2	On July 1, 2023, PEO launched a FARPRACTA compliant user-friendly online application system for new P.Eng. applicants.
3	Also, in July, PEO offered Competency-Based Assessments to both applicants in the FARPACTA compliant process and legacy applicants who had yet to submit their experience.
4	PEO implemented an Inventory Management Plan to process legacy applicants in a fair, and transparent manner that is consistent the FARPACTA compliant process.
5	PEO met all the FARPACTA registration timelines for new P.Eng. and Limited Licence applicants.
6	In September 2023, PEO released the “Am I ready to apply?” survey to guide prospective candidates to determine if they have the necessary qualifications to apply.

### B. Risks and Mitigations

Risk	Mitigation Measure
Diploma mills proving B.Eng. degrees	Only accepted programs from recognized institutions are accepted.
Diploma fraud	E-transcripts are required for Canada and US. And World Education Services (WES) course-by-course report are required for international applicants.
Identity fraud	Only government issued ID is accepted.

Engineering work experience is exaggerated	PEO reserves the right to validate the validators, and contact the company where the experience took place.
Canadian P.Eng. is no longer required due to the removal of the 1-year Canadian Experience Requirement.	PEO reserves the right to validate international validators, and contact the international company where the experience took place.
Good character concerns	PEO requests evidence of good character and can perform a good character investigation based on evidence.
International and local candidates not competent in engineering standards used in Canada.	Competency-Based Assessment requires knowledge of engineering standards used in Canada or international equivalent standards.

## 6. Changes to registration practices

During the January 1 to December 31, 2023 reporting period, Professional ENGINEERS 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
Registration requirements either through regulation, by-law or policy	Yes	Canadian Experience Requirement removed from Regulation 941. Competency-Based Assessment (CBA) of experience was adopted via Council motion. This is applicable to all new and existing applicants. Use of Recognized Programs List adopted via Council motion. The

		Recognized Programs List is a subset of the International Institutions Degree Database (IIDD) that is maintained by Engineers Canada for use by Canadian engineering regulators.
New or consolidated class of certificates or licenses	No	
Assessment of qualifications, including competency-based assessments and examinations	Yes	Recognized Programs List was implemented for academic qualifications, and CBA was implemented for work experience competencies assessment. Applicants with a bachelor's degree in engineering from an international institution that is on the Recognized Programs List are required to pass a set of four confirmatory exams to establish equivalent academic qualifications to an accredited Canadian bachelor's degree in engineering. This is applicable to new applicants as of May 15, 2023, and domestic labour mobility applicants are excluded from this requirement. As of June 2023, existing applicants are required to use CBA for evaluation of experience requirements.
Documentation requirements for registration	Yes	Applicants whose degree is outside Canada and US are required to submit a course-by-course report through World Education Services (WES). PEO accepts e-transcripts from Canada and US. This is applicable to new applicants as of May 15, 2023, and domestic labour mobility applicants are excluded from this requirement.
Timelines for registration, decisions and/or responses	Yes	Incorporated the FARPACTA timelines: 10-business days for complete application review, and 6-months for a registration decision after receiving a complete application. This is applicable to new applicants as of May 15,



		2023, and domestic labour mobility applicants are excluded from this requirement.
Registration and/or assessment fees	No	
Changes to internal review or appeal process	Yes	All unsuccessful applicants now receive a Notice of Proposal which allows them to request a hearing. This is applicable to new applicants as of May 15, 2023, and domestic labour mobility applicants are excluded from this requirement. Previously, PEO would only issue a Notice of Proposal to applicants with specific issues, e.g., Unable or unwilling to meet academic requirements, unable to satisfy experience requirements, or unresolved character issues.
Access by applicants to their records	Yes	New online application portal provides applicants with easier access to their records.

**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	Staff training provided on FARPACTA compliant process and new online application system. Staff training provided on CBA reviews and CBA assessments.
Resources or training to support applicants to move through the licensing process	Yes	Prepared CBA guides and FAQs for applicants and validators.
Anti-racism and inclusion-based	Yes	Staff completed mandatory training in Equity, Diversity and Inclusion. CBA is more objective and inclusive of experiences outside of traditional engineering careers, and does not

policies and practices		require applicant interviews. CBA was developed in consultation with a psychometrician to ensure objectivity. The Recognized Programs List is more objective than previous individualized assessments that may have included applicant interviews. This mitigates the potential for reviewer biases to affect the assessment.
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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	PEO now uses a Recognized Programs List which is based on Engineers Canada’s IIDD. The IIDD identifies programs that are accredited by external regulatory bodies and substantially equivalent programs that meet the requirements for professional registration in the home jurisdiction.
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	A draft Emergency Registration Plan has been submitted to OFC for review.

Technological or digital improvements	Yes	New FARPACTA compliant online application system allows applicants to view their status real time. This is available to new applicants for a full P.Eng. licence as of May 15, 2023, excluding Domestic Labour Mobility applicants.
Steps to address labour shortages in the profession or trade	No	
Other	Yes	New Application Support and Customer Service teams have improved response times for PEO.

## 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

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

Additional description:

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

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

Additional description:

Gender identification is collected, however, applicants and registrants may choose not to disclose this information.
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## C. Languages of service provision

Professional ENGINEERS Ontario makes application materials and information available to applicants in the following languages.

<b>Language</b>	<b>Yes / No</b>
English	Yes
French	No
Other (please specify)	PEO does not provide application materials in languages other than English. Applicants are expected to have functional competency in written and spoken English, however, communication in other languages may be provided if the applicant has limited proficiency with spoken English.

## D. Membership Profile

<b>Profession Name</b>	<b>Total Number of Members</b>
Engineer	87385

<b>Class of License</b>	<b>Total Number of Members</b>	<b>Total Number of Internationally Educated Members</b>
Full Licence - Professional Engineer	86966	19652
Temporary Licence - Professional Engineer	66	56
Limited Engineering Licence	278	108
Licensed Engineering Technologist	75	1

<b>Gender</b>	<b>Number of Members</b>
Male	75480
Female	11898
X (includes trans, non-binary, and two-spirit people)	7

<b>Jurisdiction of Initial Training</b>	<b>Number of Members</b>
Ontario	55005
Other provinces and territories	12140
United States	2888
Other International	16925
Other/not collected	427

<b>Country of Initial Training</b>	<b>Number of Members</b>
China	1501
India	2102
Iran	1798
United States of America	2888
United Kingdom	2041
Afghanistan	7

Albania	58
Algeria	43
Argentina	53
Australia	207
Austria	15
Azerbaijan	5
Canada	67145
Brazil	154
Colombia	231
Egypt	920
Bangladesh	219
Other Countries	427
Bahrain	1
Barbados	3
Belarus	26
Bolivia	4
Bosnia and Herzegovina	113
Bulgaria	94
Burkina Faso	1
Burundi	1
Cameroon	6
Chile	24
Democratic Republic of the Congo	1
Costa Rica	4
Croatia	102
Cuba	52
Cyprus	8
Czechia	94
Denmark	16
Dominican Republic	5
Ecuador	7
El Salvador	15
Eritrea	2
Estonia	2
Ethiopia	12
Finland	18
France	221
Gabon	1

Georgia	2
Germany	203
Ghana	4
Greece	9
Guatemala	1
Guyana	31
Haiti	3
Honduras	5
Hungary	62
Indonesia	8
Iraq	358
Ireland	115
Israel	135
Italy	70
Jamaica	20
Japan	120
Jordan	83
Kazakhstan	5
Kenya	39
Kuwait	16
Kyrgyzstan	1
Latvia	16
Lebanon	111
Libya	9
Lithuania	12
Luxembourg	1
Malaysia	51
Malta	5
Mauritius	13
Mexico	62
Moldova	4
Morocco	17
Mozambique	1
Myanmar	6
Nepal	18
Netherlands	93
New Zealand	49
Nicaragua	5

Nigeria	72
Norway	24
Pakistan	515
Palestine State	9
Panama	1
Papa New Guinea	2
Paraguay	3
Peru	53
Philippines	241
Poland	408
Portugal	14
Qatar	1
Romania	921
Russia	346
Saudi Arabia	36
Senegal	2
Serbia	368
Singapore	84
Slovakia	40
Slovenia	1
Somalia	2
South Africa	178
South Korea	92
Spain	65
Sri Lanka	190
Sudan	23
Sweden	55
Switzerland	34
Syria	171
Tajikistan	2
Tanzania	1
Thailand	49
Trinidad and Tobago	83
Tunisia	14
Turkiye	162
Uganda	3
Ukraine	216
Uruguay	3



Uzbekistan	10
United Arab Emirates	43
Venezuela	130
Vietnam	13
Yemen	2
Zambia	2
Zimbabwe	4
Belgium	36
Hong Kong	138
Macedonia	59
Armenia	5
Kosovo	5
Sierra Leone	1
Suriname	1
Taiwan	32
Montenegro	10

Official language of preference	Number of Members
English	87385

Racial identity (optional)	Number of Members
Not collected	87385

## E. Data Notes

A.4: There are 16 registrants with the country of initial training as Yugoslavia, and these are included in the totals for the following countries: Croatia (3), Montenegro (10), Serbia (3). A.5: PEO does not collect information on official language preference at this time; licensees are expected to communicate in English, however, communication in French may be provided if the applicant has

limited proficiency with English. A.6: PEO does not collect racial identity information at this time.

## F. Applicant Profile

Profession Name	Total Number of Applicants
Engineer	8530

Gender	Number of Applicants
Male	6980
Female	1544
X (includes trans, non-binary, and two-spirit people)	6

Jurisdiction of Initial Training	Applications received in 2023	Applications with decisions pending
Ontario	4185	4046
Other provinces and territories	1082	583
United States	206	156
Other International	3000	2771
Other/not collected	57	48

Country of Initial Training	Number of Applicants
Afghanistan	11
Albania	6
Algeria	6
Argentina	2
Armenia	3
Australia	30

Austria	1
Azerbaijan	1
Bahrain	2
Bangladesh	20
Belarus	2
Bolivia	1
Brazil	55
Bulgaria	1
Burkina Faso	1
Cameroon	4
Canada	5267
Chile	7
China	79
Colombia	37
Croatia	1
Cuba	4
Cyprus	13
Czechia	3
Denmark	1
Dominican Republic	3
Ecuador	3
Egypt	77
El Salvador	1
Eritrea	1
Ethiopia	14
France	33
Germany	9
Ghana	5
Greece	2
Guyana	1
Honduras	2
Hungary	2
India	1132
Iran	348
Iraq	22
Ireland	9
Israel	9
Italy	14

Jamaica	3
Japan	3
Jordan	34
Kazakhstan	1
Kenya	1
Latvia	4
Lebanon	40
Libya	1
Lithuania	2
Malaysia	16
Mauritius	3
Mexico	19
Morocco	7
Myanmar	3
Nepal	51
Netherlands	3
New Zealand	2
Nigeria	47
Norway	2
Pakistan	71
Other Countries	57
Palestine State	5
Peru	14
Philippines	137
Poland	7
Portugal	1
Qatar	3
Romania	16
Russia	15
Rwanda	1
Saudi Arabia	7
Serbia	4
Singapore	15
South Africa	16
South Korea	18
Spain	19
Sri Lanka	29
Sudan	8

Sweden	4
Switzerland	1
Syria	36
Thailand	6
Trinidad and Tobago	3
Tunisia	5
Turkiye	40
Uganda	1
Ukraine	15
Venezuela	16
Vietnam	4
Yemen	2
Zambia	1
Zimbabwe	1
Macedonia	1
Hong Kong	94
Belgium	3
United Arab Emirates	24
United Kingdom	133
United States of America	206
Uruguay	2
Taiwan	2

<b>Official language of preference</b>	<b>Number of Members</b>
English	8530

<b>Racial identity (optional)</b>	<b>Number of Members</b>
Not collected	8530

## G. Data Notes

B.2: A total of 7604 applicants in reporting year had open applications at year end; all were for legacy applicants who applied before May 15, 2023. B.4: PEO does not collect information on official language preference at this time; licensees are expected to communicate in English, however, communication in French may be provided if the applicant has limited proficiency with English. B.5: PEO does not collect racial identity information at this time.

## H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2023. 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	2605	34	2466
Other provinces and territories	853	7	325
United States	155	3	115
Other International	817	22	821
Other/not collected	10	1	25

## I. New Registrants

For the 2023 reporting year, the breakdown of new registrants by class of registration is provided below:

<b>Class of registration</b>	<b>Total new registrants by class</b>	<b>Number of internationally educated registrants</b>
Full Licence - Professional Engineer	4397	953
Temporary Licence - Professional Engineer	18	16
Limited Engineering Licence	7	3
	19	

Licensed Engineering Technologist		0
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## 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	3	2
United States	2	2
Other International	3	3

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		
United States		

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

Issue or reason raised	Number of appeals
1. Demonstrate experience requirement is met	8

**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. Experience not satisfactory	14
2. Good Character not demonstrated	1

## L. Data Notes

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## 8. Changes Related to New Legislative and Regulatory Requirements

By Ontario law, regulated occupations must provide registration practices that are transparent, objective, impartial and fair. Non-health occupations are governed by the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA)*, while health professions are governed by the *Regulated Health Professions Act, 2011 (RHPA)*.

In 2021, both statutes were amended to incorporate substantive provisions to:

- A. Eliminate the use of Canadian experience requirements except under prescribed circumstances.
- B. Streamline language proficiency testing requirements.
- C. Provide for the continuity of registration processes during emergency situations.
- D. Set registration time limits. (FARPACTA only)

Professional ENGINEERS Ontario has made the following changes to comply with these new legal obligations:

### A. Canadian Experience

#### **Change required: Yes**

Professional ENGINEERS Ontario has taken the following measures to comply with legislative requirements on eliminating Canadian experience requirements unless an exemption is granted or an alternative is identified that meets criteria prescribed in regulations (non-health regulators) or the exceptions in legislation are met (regulated health colleges).

PEO has removed the specific requirement for Canadian experience for all categories of registration ahead of the required compliance deadline. The requirement was informally removed prior to the launch of PEO's new licensing process on May 15, 2023, and was formally removed from O. Reg. 941 by amendment 332/23, which came into effect on November 1, 2023.

### B. Language Proficiency Testing

**Change required: No changes required**

Professional ENGINEERS Ontario has taken the following measures to comply with recent legislative changes requiring that regulators accept language proficiency testing results derived from any of the tests accepted for immigration purposes to satisfy their language proficiency requirements:



Professional ENGINEERS Ontario offers applicants the following options to demonstrate language proficiency.

- Success on a licensing exam or assessment
- Education in English or French

### **C. Emergency Registration**

**Change required: Yes**

Professional ENGINEERS Ontario has taken the following measures to comply with requirements to establish an emergency class (health colleges) or develop an emergency registration plan (non-health regulators).

As a result of the Covid-19 pandemic, all application processes to an electronic submission of PDF documents via email, and enabled staff to complete processing via secure remote connection to PEO's network. In July 2022, an online process was introduced to complete applications via PEO's secure application portal. A new online licensing process was implemented and launched as of May 15, 2023, with a change to submission requirements to enable compliance with new timelines for registration decisions. PEO has created a draft Emergency Registration Plan that was forwarded to the Office of the Fairness Commissioner for review.

### **D. Registration timelines (FARPACTA Regulators only)**

**Profession: Engineer**

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.”

Professional ENGINEERS 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
- Payment of fee
- Other (please specify) Applicants must submit a current resume and an acceptable government-issued identification document, as well as providing disclosure of previous applications to PEO or other engineering regulators, including the regulator where the applicant holds their current P.Eng. registration. Applicants must also disclose any judgements relating to civil, criminal or other proceedings as part of a good character assessment.

For domestic labour mobility applications received between January 1, 2023 and November 30, 2023, 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>	762	28
<b>Alternative registration granted</b>	0	0
<b>No registration granted</b>	5	5

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.

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

- Completed application form
- Credential assessment report
- Competency-based assessment results
- Examination results
- Payment of fee
- Other (please specify) Applicants must submit a government-issued identification document and complete a good character assessment. Applicants who don't have an accredited Canadian engineering degree must provide transcripts and a credential assessment report from World Education Services, and must complete a set of four confirmatory exams. The professional practice exam requirement is completed during the six-month period for processing of registration decisions.

Measures undertaken to date to comply with new registration time limits for internationally trained individuals are as follows:

As of May 15, 2023, new applicants are required to demonstrate completion of academic requirements and experience requirements at the time of application. Applicants are required to pass the National Professional Practice Exam during the six-month registration assessment period. Applicants prior to May 15, 2023, are processed according to its legacy process that allowed applicants to complete licensing requirements after submission of an application, and the time required to complete requirements can vary depending on the time needed to complete academic requirements, to acquire the necessary 48-

months of practical engineering experience, and to pass the National Professional Practice Exam. This can take significant time to complete, and the median time for completion is approximately 3.5 years for internationally-trained applicants, versus approximately 3.75 years for applicants with an accredited Canadian degree. PEO is taking steps to expedite processing of applications where possible, and to close applications that have been inactive or that are effectively abandoned by the applicant. PEO expects to report on its progress to complete legacy applications in subsequent Fair Registration Practices reports. PEO is attempting to expedite

Please note that new legal time limits came into effect as of July 1, 2023. Because of longer time periods for internationally educated applicants, regulators will only be required to report publicly on achieving these requirements in the 2024 Fair Registration Practices Report.

## 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.