

# Professional ENGINEERS 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>	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>	Four years bachelors engineering degree from either: Canadian Engineering Accreditation Board (CEAB)

	or Recognized Programs List (RPL) plus completion of confirmatory examination program.
<b>Experience requirement</b>	48-months of professional experience as provided in a Competency-Based Assessment.
<b>Language requirement</b>	No additional language requirements beyond what is required for immigration.
<b>Additional information on licensing requirements (may include links to appropriate page on regulator website):</b>	Evidence of Good Character

## 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.

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

PEO does not use third-party services to conduct assessments.
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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	Reduced the legacy inventory from 35k in July 2023 to 18k in December 2024.
2	In Fall 2024 for the first time, the number of FARPACTA technical exam registrants has surpassed legacy registrants.
3	PEO's online portal now contains functionality to seamlessly allow a re-applicant to apply again for their PEng.
4	PEO's online portal now contains functionality to seamlessly allow inter provincial mobility applications.

### B. Risks and Mitigations

Risk	Mitigation Measure
In summary, most active applicants are currently either writing technical exams or the NPPE. Meaning, how quickly their application is processed depends on them.	Our team is working on improving both the NPPE and technical examinations processes to give applicants opportunities to complete their examinations sooner..

## 6. Changes to registration practices

During the January 1 to December 31, 2024 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
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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	Yes	CBA guides edited to incorporate ISO Plain Language Standard.
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	Yes	There is a new process to allow applicants to re-write their CBA in lieu of a hearing. Also, if a legacy applicant fails the 5 Quality Criteria they are given an opportunity to submit a CBA.
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	EDI and bias awareness training. And, annual AODA training.
Resources or training to support applicants to move through the licensing process	Yes	CBA webinars were presented to assist new applicants.
Anti-racism and inclusion-based policies and practices	Yes	PEO is implementing the Council approved Anti-racism and Equity Code and hired EDI staff.

**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	No	
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	Completed as per FARPACTA requirements.
Technological or digital improvements	Yes	A previously noted both re-applicants and inter provincial applicants benefit from the online portal.
Steps to address labour shortages in the profession or trade	Yes	PEO is collaborating with stakeholders such as the Ministry of Labour, Ministry of Natural Resources, Ministry of Environment, Ministry of Transportation, and niche Engineering Consultants to determine what needs there are for professional engineers.

## 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

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

Additional description:

Gender, age, graduation date
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## C. Languages of service provision

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

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

## D. Membership Profile

Profession Name	Total Number of Members
Engineer	89225

Class of License	Total Number of Members	Number of Internationally Educated Members

Professional Engineer	88788	27177
Limited Engineering Licence	282	123
Licensed Engineering Technologist	93	2
Temporary Licence	62	55

Gender	Number of Members
Male	76508
Female	12555
X (includes trans, non-binary, and two-spirit people)	17
Other / not collected	145

Jurisdiction of Initial Training	Number of Members
Ontario	51406
Other provinces and territories	10462
United States	1850
Other International	25157
Other/not collected	350

Country of Initial Training	Number of Members
Canada	61868
Afghanistan	19
Albania	75
Algeria	79
Argentina	66
Armenia	8
Australia	130
Austria	15
Azerbaijan	10
Bahrain	1
Bangladesh	730

Barbados	4
Belarus	29
Bolivia	4
Bosnia and Herzegovina	123
Brazil	234
Bulgaria	112
Burkina Faso	1
Burundi	1
Cameroon	16
Chile	38
China	3012
Colombia	309
Costa Rica	12
Cote d'Ivoire	1
Croatia	104
Cuba	67
Cyprus	22
Czechia	82
Democratic Republic of the Congo	4
Denmark	7
Dominican Republic	20
Ecuador	16
Egypt	1558
El Salvador	20
Eritrea	6
Estonia	3
Ethiopia	45
Finland	11
France	204
Gabon	2
Georgia	3
Germany	131
Ghana	57
Greece	45
Guatemala	2
Guinea	2
Guyana	67
Haiti	5

Belgium	15
Honduras	12
Hong Kong	144
Hungary	66
Iceland	2
India	3804
Indonesia	24
Iran	3574
Iraq	553
Ireland	124
Israel	136
Italy	76
Jamaica	25
Japan	21
Jordan	163
Kazakhstan	7
Kenya	46
Kuwait	30
Kyrgyzstan	4
Latvia	17
Lebanon	227
Lesotho	1
Libya	42
Lithuania	11
Madagascar	1
Malawi	1
Malaysia	29
Malta	7
Mauritius	20
Mexico	139
Moldova	8
Morocco	38
Mozambique	1
Myanmar	11
Nepal	77
Netherlands	38
New Zealand	44
Nicaragua	6

Niger	1
Nigeria	290
Norway	6
South Korea	143
Other Countries	351
Oman	1
Pakistan	1333
Palestine State	22
Panama	1
Papa New Guinea	2
Paraguay	5
Peru	73
Philippines	292
Poland	415
Portugal	16
Qatar	5
Kosovo	7
Macedonia	62
Romania	1010
Russia	383
Rwanda	2
Saudi Arabia	33
Senegal	5
Serbia	395
Sierra Leone	2
Singapore	13
Slovakia	49
Somalia	4
South Africa	185
Spain	66
Sri Lanka	322
Sudan	49
Suriname	1
Sweden	11
Switzerland	34
Syria	275
Taiwan	64
Tajikistan	4

Tanzania	4
Thailand	14
Trinidad and Tobago	118
Tunisia	28
Turkiye	249
Uganda	8
Ukraine	244
United Arab Emirates	72
United Kingdom	1533
United States of America	1850
Uruguay	5
Uzbekistan	12
Venezuela	172
Vietnam	32
Yemen	3
Zambia	6
Zimbabwe	8
Montenegro	11

Official language of preference	Number of Members
English	89225
French	0

Racial identity (optional)	Number of Members
Not collected	89225

## E. Data Notes

Country of Initial Training: Other Countries includes 1 member with training in Turkmenistan and 350 members with education records not available - membership predates PEO's registration database.

## F. Applicant Profile

Profession Name	Total Number of Applicants
Engineer	1442

Gender	Number of Applicants
Male	1222
Female	214
X (includes trans, non-binary, and two-spirit people)	1
Other / not collected	5

Jurisdiction of Initial Training	Applications received in 2024	Applications with decisions pending (in progress at end of reporting year)
Ontario	325	118
Other provinces and territories	553	54
United States	67	11
Other International	497	105

Country of Initial Training	Number of Applicants
Canada	878
Algeria	10
Argentina	1
Armenia	1
Australia	2
Austria	1

Bangladesh	10
Bosnia and Herzegovina	2
Brazil	4
Bulgaria	3
Chile	2
China	44
Colombia	8
Cuba	1
Egypt	18
Ethiopia	2
France	24
Germany	3
Ghana	1
Guyana	1
Hong Kong	10
India	82
Iran	86
Iraq	4
Ireland	1
Israel	1
Italy	2
Jamaica	1
Jordan	4
Lebanon	18
Libya	1
Madagascar	1
Malaysia	2
Mauritius	1
Mexico	2
Morocco	5
Nepal	5
Netherlands	3
New Zealand	2
Nigeria	16
Pakistan	13
Palestine State	2
Peru	2
Philippines	9



Poland	1
Romania	11
Russia	4
Saudi Arabia	1
Slovakia	2
South Africa	9
South Korea	3
Spain	4
Sri Lanka	1
Sweden	3
Switzerland	1
Syria	9
Trinidad and Tobago	2
Tunisia	1
Turkiye	5
Ukraine	2
United Arab Emirates	1
United Kingdom	18
United States of America	67
Venezuela	5
Vietnam	1
Yemen	1
Zimbabwe	1

<b>Official language of preference</b>	<b>Number of Applicants</b>
English	1442

<b>Racial identity (optional)</b>	<b>Number of Applicants</b>
Not collected	1442

## G. Data Notes

Total Number of Applicants: Professional Engineer	1395	Limited Engineering Licence	8	Licensed Engineering Technologist	16
Temporary Licence	23				

## 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.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	192	1	
Other provinces and territories	493	1	
United States	51		
Other International	381	2	

## I. New Registrants

For the 2024 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	4972	2689
Temporary Licence	28	23
Limited Engineering Licence	10	5
Licensed Engineering Technologist	21	1

## J. Data Notes

Jurisdiction of Initial Training: Unsuccessful and Pending decisions all relate to Full/General/Independent (Professional Engineer) applicants; Applicants with Unsuccessful decisions due to no response or withdrew Request for Hearing; Appeal decisions pending: 2 Ontario, 1 Other Canada, 2 Other International

## 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	16	13
Other provinces and territories	3	2
Other International	5	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	1	
Other provinces and territories	1	

Other International	4	
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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	18
	6
2. Hearing requested to demonstrate licensing requirements are met	2
3. Re-assessment or additional exam attempt	

**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. No response to Notice of Proposal to refuse licence	4
2. Application withdrawn by applicant	1

## L. Data Notes

All reviews relate to decisions for Full Licence (Professional Engineer). Registration decision is to either approve or issue Notice of Proposal to refuse a licence. Appeals by applicants correspond to a request for hearing by an independent registration tribunal. Applicants may have an alternative for additional assessment that resolves the Notice of Proposal without a hearing. One applicant from United States was denied a licence due to no response to their Notice of Proposal.

## 8. Registration Timelines

### 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
- Letter of standing / good character
- Payment of fee
- Other (please specify) Validation form from other provincial regulator.

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:

Registration decisions	30 days or less	More than 30 days
Full registration granted	938	0

<b>Alternative registration granted</b>	0	0
<b>No registration granted</b>	1	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.

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
- Letter of standing / good character
- Payment of fee
- Other (please specify) Confirmatory examination program if non-CEAB and in Recognized Programs List (RPL)

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>	192	0
<b>Alternative registration granted</b>	0	0
<b>No registration granted</b>	1	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:**

Professional ENGINEERS Ontario addresses the twelve-month standard as follows:

## 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.