

College of VETERINARIANS of Ontario

2023 Fair Registration Practices Report

Prepared for the Office of the Fairness Commissioner (OFC)



FAIRNESS COMMISSIONER
COMMISSAIRE À L'ÉQUITÉ

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1. Background

Under section 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

Organization name	College of VETERINARIANS of Ontario
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3. Registration requirements

Applicants to the regulated professions and compulsory trades must fulfil registration requirements to practice their profession or use a professional title. This section summarizes registration requirements for each profession or trade regulated by College of VETERINARIANS of Ontario

Licensing requirements (brief description for each requirement listed):

Profession/ Trade Name	Veterinarian
Academic requirement	Applicants must provide proof of completing a degree in veterinary medicine from an American Veterinary Medical Association - Council on Education accredited veterinary school or an acceptable unaccredited school that is listed with the American Veterinary Medical Association.
Experience requirement	There is no experience requirement.
Language requirement	Applicants must demonstrate proficiency in either English or French to be eligible for licensure. An applicant has met the language proficiency

	<p>requirement if their primary and secondary education was conducted in English or French, or if their veterinary education was conducted in English or French. Applicants must successfully complete an English or French Language test acceptable to the College if their primary and secondary education and veterinary education was conducted in a language other than English or French.</p>
<p>Additional information on licensing requirements (may include links to appropriate page on regulator website):</p>	<p>Applicants must demonstrate their suitability to practise through self declaration statements, letters of standing and submission of a criminal record check. Applicants must successfully complete a College-approved examination and assessment pathway as this is an indicator that they have the necessary knowledge, skills and abilities to meet entry to practice requirements.</p>

4. Third party assessments

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

Organization name	Function
American Association of Veterinary State Boards	Academic credential evaluation
American Association of Veterinary State Boards	Knowledge based exam
Canadian Veterinary Medical Association - National Examining Board	Knowledge based exam

American Veterinary Medical Association – Educational Commission for Foreign Veterinary Graduates	Academic credential evaluation
International Council for Veterinary Assessment	Competency-based assessment
Canadian Veterinary Medical Association - National Examining Board	Academic credential evaluation
Canadian Veterinary Medical Association - National Examining Board	OSCE / Skill based exam
American Veterinary Medical Association - Educational Commission for Foreign Veterinary Graduates	OSCE / Skill based exam
American Veterinary Medical Association - Educational Commission for Foreign Veterinary Graduates	Knowledge based exam

Fair access legislation requires regulators to take reasonable measures to ensure that any third parties undertake assessment of qualifications in a way that is transparent, objective, impartial and fair.

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

The College and the Canadian Veterinary Medical Association – National Examining Board (CVMA-NEB) have a Memorandum of Agreement (MOA) that describes the NEB’s provision of evaluation services (credential authentication, language assessment and examinations services) at the request and on behalf of the College. The document summarizes the respective roles and responsibilities of the NEB and the College concerning these evaluation services. The term of the MOA is five years. The CVMA-NEB and College staff meet annually so that both organizations can update each other in terms of current activities, processes and policies. The College is a member of the Canadian Council of Veterinary Registrars and yearly national meetings are held with CCVR and NEB to keep up-to-date on the NEB’s activities. The CVMA-NEB has a relationship with the American Veterinary Medical Association – Educational Commission for Foreign Veterinary Graduates (ECFVG). Both the NEB and the ECFVG use the same examinations as

part of their certification programs-namely the Basic and Clinical Sciences Examination (BCSE) and the Clinical Proficiency Examination (CPE)-and each agency accepts BCSE and CPE score transfers from the other agency. The CVMA-NEB is represented by a Canadian veterinarian on the ECFVG board. The CVMA-NEB has a relationship with the International Council for Veterinary Assessment (ICVA). The ICVA owns the North American Veterinary Licensing Exam which is an exam that is required for both AVMA-COE accredited veterinary school graduates and acceptable unaccredited veterinary school graduates. The CVMA-NEB is represented by a Canadian veterinarian on the ICVA board. The American Association of Veterinary State Boards (AAVSB) offers the Program for the Assessment of Veterinary Education Equivalence (PAVE). The College is a member of the American Association of Veterinary State Boards and a College staff member sits on the AAVSB PAVE Committee.

5. Accomplishments, risks and mitigations

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

A. Accomplishments

1	CVO Jurisprudence Exam - The College completed its first annual revision cycle for updating the CVO Jurisprudence Exam in 2023. The CVO Jurisprudence Exam Advisory Group has been established and is responsible for supporting the exam maintenance and scoring process and engaging in exam administration and maintenance policy development in order to facilitate continuous quality improvement of the CVO Jurisprudence Exam. A revised version of the CVO Jurisprudence Exam was introduced to exam candidates in July 2023.
2	Licensure Risk Assessment Tool - The Registration Committee has reviewed and adopted a revised version of the Licensure Risk Assessment Tool. This tool has been in place since 2020 and assists the Committee's decision-making when considering a limited licence request, exempting a licensure requirement or determining if an applicant meets all licensure requirements.

3	<p>Limited Licensure Assessment Project - The College is involved in the development of the Limited Licensure Assessment Project with the Canadian Council of Veterinary Registrars (CCVR) and the Canadian Veterinary Medical Association (CVMA). A consultant was hired and development work has begun. The project is developing tools comprised of a portfolio assessment and a supervised clinical practice assessment in order to evaluate the competence of an experienced veterinarian who wishes to work in a limited scope. Applicants with at least five years of practice experience from a licensed jurisdiction will be able to undergo the assessment in the area of small/companion animal, equine or production animal. The long term intention is that successful applicants will be eligible to apply for a licence limited to their area of demonstrated competence. The pilot of the assessment process is taking place in 2024 and the results of the pilot will be analyzed.</p>
4	<p>Language Skills Evaluation Project - In September 2023, the College's Council approved funding for a project to set new language benchmarks for veterinary medicine in Ontario so that the College can meet its legislated requirements under FARPACTA related to language proficiency testing. Completion of this project is expected by December 2024.</p>

B. Risks and Mitigations

Risk	Mitigation Measure
<p>CVO Jurisprudence Exam Accommodations Policy - During the licence application process, an applicant can request testing accommodations for the CVO Jurisprudence Exam. This policy has not had any significant revisions since it was introduced in 2015.</p>	<p>This policy was flagged for revision as it had become apparent that applicants could benefit from further clarity from the College on how to apply for testing accommodations, what documentation must be submitted and how requests will be considered. This was an opportunity to increase transparency for applicants about the College’s requirements and decision-making process. The Exam Advisory Group (EAG) discussed and supported the policy revisions at its meeting on March</p>

	<p>2, 2023 and directed that it be forwarded to the Registration Committee for decision. The Registration Committee reviewed and adopted the revised policy at its March 28, 2023 meeting.</p>
<p>Graduated Licensing - In 2021, the College Council formed the Standard of Care Working Group to better understand apparent confusion related to the standards and College expectations and its link to related anxiety in practice. One of the recommendations that came from the Working Group to Council in March 2022 was the need to create programs that support newly licensed veterinarians to practice in Ontario, including the specific consideration of whether a graduated licensure system was needed to better control the entry to practice period of newly licensed veterinarians.</p>	<p>The Registration Committee was directed by Council to study this issue and explore whether new supports are needed and whether a graduated entry to practice model would be appropriate. The Committee completed its analysis and in December 2023 provided a briefing note and its research to Council. Council discussed graduated licensing as an option to support newly licensed veterinarians in practice in Ontario. Council directed the Registration Committee to develop and implement a work plan to provide resources and supports to newly licensed veterinarians, employers and mentors and to continue research in this area. The Committee will discuss this further in 2024. In 2023, the College launched a webpage dedicated to new professionals.</p>

6. Changes to registration practices

During the January 1 to December 31, 2023 reporting period, College of VETERINARIANS of Ontario has introduced the following changes impacting its registration processes. Changes, anticipated impacts, and risk mitigation are summarized below.

A. Registration requirements and practices

Registration process	Changes Made (Yes / No)	Description
Registration requirements either through regulation, by-law or policy	Yes	CVO Jurisprudence Exam Accommodations Policy - During the licence application process, an applicant can request testing accommodations for the CVO Jurisprudence Exam. This policy has not had any significant revisions since it was introduced in 2015. This policy was flagged for revision as it had become apparent that applicants could benefit from further clarity from the College on how to apply for testing accommodations, what documentation must be submitted and how requests will be considered. This was an opportunity to increase transparency for applicants about the College's requirements and decision-making process. The Exam Advisory Group (EAG) discussed and supported the policy revisions at its meeting on March 2, 2023 and directed that it be forwarded to the Registration Committee for decision. The Registration Committee reviewed and adopted the revised policy at its March 28, 2023 meeting.
Timelines for registration, decisions and/or responses	No	
Assessment of qualifications, including competency-based assessments and examinations	No	

Documentation requirements for registration	No	
Changes to internal review or appeal process	No	
New or consolidated class of certificates or licenses	No	
Registration and/or assessment fees	Yes	At its meeting in June 2022, Council approved an amendment to the fees in the College's By-Laws. The principal change was an \$85 increase to the primary licensure fee which applies to all licence categories except for Educational and Short Term. This change was also reflected in the partial year fees. The partial year fees categories are used by new graduates and other new licensees entering the profession partway through the year and have also been adjusted These changes came into effect for the 2023 licensure year. Licensure fees had not previously been adjusted since 2017.
Access by applicants to their records	No	

B. Training, policy and applicant supports

Registration process	Changes Made (Yes / No)	Description
Resources or training to support applicants to move through the licensing process	No	

<p>Training and resources for staff who deal with registration issues</p>	<p>Yes</p>	<p>Licensure staff have attended a variety of learning opportunities related to registration. Topics include: gender diversity, communicating with confidence and compassion, psychometric and test development, preparing candidates for remote proctored assessments, anti-racism, inclusive leadership through a cultural competence lens, expanding eligibility pathways beyond traditional academic requirements, decision and reason writing training. The College continues to conduct an annual orientation session for all Registration Committee members. This orientation covers fairness in decision making, conflict of interest and confidentiality. New staff and committee members are required to complete a learning module in Human Rights Principles. The Committee training schedule is reviewed and updated each year. Council has regular education sessions throughout the year. Council members are required to complete an orientation session and a learning module on accessibility and the needs and experiences of persons with disabilities.</p>
<p>Anti-racism and inclusion-based policies and practices</p>	<p>Yes</p>	<p>In the 2020 CVO Fair Registration Practices Report a link to the College’s commitment to inclusion statement was provided. Included in the Council approved action plan to foster partnerships and processes to reduce bias and racism and promote equity is to conduct an independent review of College processes and practices to identify and address bias and systemic racism. All Things Equitable Inc. was engaged to perform this independent review for the College in May 2021. The audit was completed in 2022 and has led to a 2023 action</p>

		plan. https://www.cvo.org/about/our-commitment-to-inclusion
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C. System partners

Registration process	Changes Made (Yes / No)	Description
Accreditation of educational programs	No	
Mutual recognition agreements	No	
Steps to increase accountability of third-party service provider(s)	No	

D. Responsiveness to changes in the regulatory environment

Registration process	Changes Made (Yes / No)	Description
Other	No	
Emergency registration plans	Yes	The College has an established business contingency plan for emergency situations. Licensure of veterinarians is a college activity that has been designated as essential to continue during an emergency. During an emergency situation, the College has options available to ensure that the College can continue to license veterinarians. During public health emergencies, the College's Registration Committee is comfortable participating in virtual meetings to review licensure requests in a timely manner. The College also has a

		<p>Licensure of Veterinarians in Emergency Situations policy and this has been in place since 2004. The policy was updated in 2016. This policy specifically speaks to the College’s Short Term licence and it is intended for veterinarians coming into the province for a short period of time to address a specific emergency. The policy can be used when there is an emergency declared by a government body. The policy waives the documentation requirement to have letters of standing sent from other jurisdictions, instead CVO staff will confirm that the applicant holds active licensure in good standing through direct communication with the regulator of the originating jurisdiction. Under this specific policy the fees associated with the application and licence are waived. The College will file an emergency registration plan with the Fairness Commissioner by July 2, 2024.</p>
Technological or digital improvements	No	
Steps to address labour shortages in the profession or trade	Yes	<p>The College is actively engaged in discussions and projects related to the issue of labour shortages within the veterinary profession in Ontario. The College has been engaged in discussions with our colleagues at the Ontario Veterinary Medical Association and the Ontario Veterinary College at the University of Guelph related to ways to support the profession and increase the number of veterinarians working within the province. The College has been involved in co-hosting conversations with these partners to explore the Future of Veterinary Medicine related to sustainability and workforce shortage. The College has worked</p>

	<p>with the beef sector to ensure access to veterinary care within this area for rural and remote areas. The College Council has approved sandbox projects that allow for testing of regulatory boundaries that will allow better access to care. The College is working with national partners, the Canadian Council of Veterinary Registrars and the Canadian Veterinary Medical Association, to develop and pilot limited licensure assessment tools which will allow for the ability to assess competence of internationally educated veterinarians in three streams of practice – small/companion animal, production animal and equine. The College continues to work on policy development related to telemedicine and the provision of after-hours care while considering workforce issues which impact these policies. Our new legislation, The Veterinary Professionals Act, which recently passed will assist us in further managing workforce related issues under a new model which will also regulate veterinary technicians.</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

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

Additional description:

The College collects information related to age, address, education and employment.

C. Languages of service provision

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

Language	Yes / No
English	Yes
French	No
Other (please specify)	The College provides application materials and information about the application process in English. The College has a webpage that provides basic information pertaining to licensure in French. https://www.cvo.org/francais

D. Membership Profile

Profession Name	Total Number of Members
Veterinarian	5508

Class of License	Total Number of Members	Total Number of Internationally Educated Members
Full / General/ Independent Practice	5209	1391
Restricted	214	208
Academic	16	15
Educational	12	8
Postgraduate and Resident	41	26
Public Service	14	8
Short Term	2	2

Gender	Number of Members
Male	2019
Female	3477
X (includes trans, non-binary, and two-spirit people)	5
Other / not collected	7

Jurisdiction of Initial Training	Number of Members
Ontario	3423
Other provinces and territories	427
United States	119
Other International	1539

Country of Initial Training	Number of Members
Albania	1
Argentina	3
Australia	114
Austria	4
Bangladesh	4
Belarus	1
Belgium	7
Bosnia and Herzegovina	2
Brazil	25
Bulgaria	6
Canada	3850
Chile	6
China	8
Colombia	15
Costa Rica	2
Croatia	5
Czechia	2
Denmark	1
Dominican Republic	1
Ecuador	3
Egypt	143
France	16
Germany	12
Grenada	51
Hungary	10
India	336
Iran	72
Iraq	10
Ireland	79
Israel	2
Italy	6
Japan	4
Jordan	1
Kenya	7
South Korea	14
Lebanon	1

Lithuania	1
Malaysia	2
Mexico	34
Morocco	1
Netherlands	3
New Zealand	23
Nigeria	6
Pakistan	78
Paraguay	1
Peru	4
Philippines	11
Poland	17
Portugal	3
Romania	14
Russia	6
Serbia	10
Slovakia	5
Slovenia	1
South Africa	12
Spain	11
Sri Lanka	29
Sudan	2
Sweden	1
Switzerland	6
Syria	3
Thailand	1
Trinidad and Tobago	11
Tunisia	3
Ukraine	5
United Kingdom	173
United States of America	119
Uruguay	1
Venezuela	3
Zambia	1
Turkiye	3
Saint Kitts and Nevis	69
Cayman Islands	11

Official language of preference	Number of Members
English	5508

Racial identity (optional)	Number of Members
Not collected	5508

E. Data Notes

The College does not collect language of preference.

F. Applicant Profile

Profession Name	Total Number of Applicants
Veterinarian	465

Gender	Number of Applicants
Male	179
Female	285
X (includes trans, non-binary, and two-spirit people)	1

Jurisdiction of Initial Training	Applications received in 2023	Applications with decisions pending
Ontario	132	12
Other provinces and territories	33	5

United States	20	3
Other International	280	79

Country of Initial Training	Number of Applicants
Australia	16
Austria	1
Belgium	1
Brazil	6
Bulgaria	1
Canada	165
Cayman Islands	2
Chile	2
Colombia	2
Czechia	1
Dominican Republic	1
Ecuador	3
Egypt	32
France	4
Germany	3
Greece	1
Grenada	8
India	73
Iran	21
Ireland	10
Israel	1
Japan	2
South Korea	3
Lebanon	1
Mexico	10
New Zealand	6
Nigeria	3
Pakistan	12
Paraguay	1
Peru	2
Philippines	1

Portugal	2
Saint Kitts and Nevis	11
South Africa	1
Spain	2
Sri Lanka	1
Syria	1
China	3
Trinidad and Tobago	3
Ukraine	3
United Kingdom	21
United States of America	20
Uruguay	1
Vietnam	1

Official language of preference	Number of Members
English	465

Racial identity (optional)	Number of Members
Not collected	465

G. Data Notes

The College does not collect language preference.

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.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	126	0	2
Other provinces and territories	31	0	4
United States	19	0	0
Other International	254	7	16

I. New Registrants

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

Class of registration	Total new registrants by class	Number of internationally educated registrants
Full / General/ Independent Practice	270	138
Restricted	96	95
Academic	3	3
Educational	3	2
Postgraduate and Resident	25	19
Public Service	2	1
Short Term	30	15

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	
Other provinces and territories	0	
United States	0	
Other International	25	1

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		
Other provinces and territories		
United States		
Other International	1	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 has not sufficiently demonstrated competence	1
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Internationally trained applicants face additional challenges in the registration process. The table below summarizes top reasons for not registering internationally trained individuals.

Reason for not registering	Number of internationally trained applicants
1. Have not demonstrated adequate knowledge and competency to meet entry to practise requirements.	7

L. Data Notes

One file was returned to the Registration Committee from HPARB in 2023.

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)

College of VETERINARIANS of Ontario has made the following changes to comply with these new legal obligations:

A. Canadian Experience

Change required: No changes required

College of VETERINARIANS of 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).

B. Language Proficiency Testing

Change required: Yes

College of VETERINARIANS of 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:

Language Skills Evaluation Project - In September 2023, the College's Council approved funding for a project to set new language benchmarks for veterinary medicine in Ontario so that the College can meet its legislated requirements under FARPACTA related to language proficiency testing. Completion of this project is expected by December 2024. The College is currently accepting all of the new tests through our language proficiency policy. Since 2013, the College's

language proficiency policy has indicated to applicants that they are able to provide other evidence (besides from the listed acceptable language tests) that they are able to communicate in English or French at a level of proficiency that is sufficient for the practise of veterinary medicine. These requests are reviewed on a case-by-case basis.

College of VETERINARIANS of Ontario offers applicants the following options to demonstrate language proficiency.

- IELTS (General)
- CELPIP (General)
- TEF Canada
- TCF Canada
- Other language proficiency tests
- Education in English or French
- Other (please specify) TOEFL, CAEL, MELAB

C. Emergency Registration

Change required: Yes

College of VETERINARIANS of 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).

The College will file an emergency registration plan by July 2, 2024

D. Registration timelines (FARPACTA Regulators only)

Profession: Veterinarian

- 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.”

College of VETERINARIANS 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
- Examination results
- Letter of standing / good character
- Criminal record check
- Payment of fee

For domestic labour mobility applications received between January 1, 2023 and November 30, 2023, registration timelines and outcomes are summarized below:

Registration decisions	30 days or less	More than 30 days
Full registration granted	37	0
Alternative registration granted	23	0
No registration granted	3	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.

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

- Completed application form
- Competency-based assessment results
- Examination results
- Letter of standing / good character
- Payment of fee
- Other (please specify) degree in veterinary medicine, criminal record check, immigration status/work permit

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

- a) Six-month time limit - It is expected that the College can meet the 6-month time limit to make a registration decision following receipt of everything that it requires in respect of an application for registration in 90% of all cases.
- b) 12-month standard - It is expected that in the majority of applications the 12-month standard to register internationally educated veterinarians will be met. There may be a small number of applications where this standard is not achieved as this will depend on the applicant's ability to successfully complete the CVO Jurisprudence Exam, demonstrate suitability to practise and provide proof of appropriate authorization to engage in the practise of veterinary medicine in Canada as per the Immigration Act. The College continues to have discussions with its partners of the Canada and US licensing system (including other provincial regulators and the national third party assessment organization) to review processes and seek efficiencies to the system in a way that balances both public safety and access to the profession.

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.