

# College of VETERINARIANS of Ontario

## 2025 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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Glossary of terms

# 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, 2025.

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>	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):

<b>Profession/ Trade Name</b>	<b>Veterinarian</b>
<b>Academic requirement</b>	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.
<b>Experience requirement</b>	There is no experience requirement.
<b>Language requirement</b>	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><b>Additional information on licensing requirements (may include links to appropriate page on regulator website):</b></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. Applicants seeking a General, Restricted, Academic and Post-graduate and Resident Licence in Ontario are required to successfully complete the Jurisprudence Examination. In conjunction with other licensing requirements, the Jurisprudence Examination is used by the College to verify the readiness of applicants to practice veterinary medicine, in a safe and professional manner, in Ontario by evaluating their ability to apply the Ontario legislative framework governing veterinarians (including legislation, regulations, practice standards, policy statements and position statements).</p>

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## 4. Third party assessments

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

<b>Organization name</b>	<b>Function</b>
Canadian Veterinary Medical Association - National Examining Board	Knowledge based exam
American Association of Veterinary State Boards	Academic credential evaluation
American Veterinary Medical Association - Educational Commission for Foreign Veterinary Graduates	OSCE / Skill based exam
American Veterinary Medical Association - Educational Commission for Foreign Veterinary Graduates	Academic credential evaluation
American Veterinary Medical Association - Educational Commission for Foreign Veterinary Graduates	Knowledge based exam
International Council for Veterinary Assessment	Competency-based assessment
American Association of Veterinary State Boards	Knowledge based exam
Canadian Veterinary Medical Association - National Examining Board	Academic credential evaluation
Canadian Veterinary Medical Association - National Examining Board	OSCE / Skill 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 utilizes assessment outcomes from multiple third-party providers. Primary oversight is through the College's relationship with the Canadian Veterinary Medical Association – National Examining Board (NEB). The following explains these relationships. The College and the NEB have a Memorandum of Agreement (MOA) that describes the NEB's provision of evaluation services at the request and on behalf of the College. The document summarizes the roles and responsibilities of the NEB and the College concerning these evaluation services. The term of the MOA is five years. The 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 (CCVR) and yearly national meetings are held with CCVR and NEB to keep up-to-date on the NEB's activities. The 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 NEB is represented by a Canadian veterinarian on the ECFVG board. The 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 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 AAVSB 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	<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. An evaluation was completed by the Centre of Canadian Language Benchmarks in 2024 with the final report delivered in December 2024. The results of the evaluation was shared with the College's Council in 2025, who accepted the results of the evaluation. The College will be updating its English/French Language Proficiency policy document in 2026, bringing the minimum score requirements in line with the newly accepted benchmarks. The tests required under FARPACTA will also be incorporated into the updated policy.</p>
2	<p>Limited Licensure Assessment Project - The College is involved in the development of the Limited Licensure Assessment with the Canadian Council of Veterinary Registrars (CCVR) and the Canadian Veterinary Medical Association (CVMA). A pilot study was conducted in 2024, which used 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. The study included applicants with at least five years of practice experience from a licensed jurisdiction to undergo the assessment in the area of small/companion animal, equine or production animal. The results of the pilot were evaluated and a full report was shared with the CCVR in February 2025. The College's Council reviewed this report in 2025 and approved of this pathway as an acceptable competency examination and assessment pathway. The CCVR is currently working with the CVMA related to the implementation of the pathway.</p>
3	<p>Licensure related concepts under the Veterinary Professionals Act - The College's Transition Council completed its work on the proposed regulatory concepts, which included licensure concepts. The regulatory concepts were submitted to the Ministry of Agriculture, Food and Agribusiness (OMAFRA) in 2025. The Transition Council was also engaged in establishing by-law concepts for the future College of Veterinary Professionals of Ontario, which included proposed fees for applying for a licence and ongoing licence fees.</p>

4	Jurisprudence requirements under the Veterinary Professionals Act - The College's Transition Council provided direction on the format of the future jurisprudence requirement that will be mandated under the VPA. This requirement is to be in the format of an online learning module, with knowledge testing questions. The College has begun the process of creating this requirement.
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**B. Risks and Mitigations**

Risk	Mitigation Measure
Third-party agreement with the CVMA-NEB.	The College is in the process of negotiating our third 5-year agreement, with the intention of having this established by June of 2026. This agreement will outline a revised set of objectives and expectations, in line with FARPACTA requirements. At this time, our existing agreement continues, until a new agreement is reached.

**6. Changes to registration practices**

During the January 1 to December 31, 2025 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
Timelines for registration, decisions and/or responses	No	

Changes to internal review or appeal process	No	
Assessment of qualifications, including competency-based assessments and examinations	Yes	<p>NAVLE retake policy change - The ICVA revised its NAVLE retake policy in 2023, introducing a five-attempt limit that was applied retroactively, meaning all previous attempts were counted toward that limit. This represented a significant change for Canadian candidates, as Canada had previously imposed no attempt limit on the NAVLE. At the same time, the ICVA introduced a waiver process to allow candidates who had reached the limit to request an additional attempt. A further policy change was announced in November 2025. Under this most recent update, all candidates will now receive five attempts going forward, regardless of their prior attempt history, and the waiver process has been removed. The ICVA noted that the waiver process had proven difficult to apply uniformly and consistently across candidates, which contributed to its decision to eliminate it. These updates were made in response to feedback from candidates and regulators, and they create a more consistent, transparent, and equitable approach to NAVLE retakes.</p> <p>Competency Examination and Assessment Policy - In conjunction with the review and acceptance of the evaluation reports on the Limited Licensure pilot project, the Registration Committee reviewed and amended the College's Competency Examination and Assessment Policy statement, which was updated to reflect that a limited licensure pathway would be accepted, once implemented and available.</p>

		This policy was sent to Council for its review and Council approved of this policy update.
Registration requirements either through regulation, by-law or policy	No	
Documentation requirements for registration	No	

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

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Anti-racism and inclusion-based policies and practices	Yes	Licensure staff continue to attend learning opportunities related to registration, with recent efforts providing some focus on strengthening cultural competency. 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.

**C. System partners**

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Steps to increase accountability of third parties	Yes	The Canadian Council of Veterinary Registrars (CCVR), of which the College is a part of, has been engaged in conversations with the National Examining Board (NEB) as it relates to the services that they provide in assessing candidate competency. As part of this work, the existing agreement outlining the expectations of the NEB and its services to the CCVR partners is in the process of being modernized.
Mutual recognition agreements	No	
Accreditation of educational programs	No	

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

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Steps to address labour issues (minister/stakeholders consultations, check demand-supply gap, etc)	Yes	The College continues to be actively engaged in discussions and projects related to the improved access to veterinary services in Ontario. The College works closely 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 through discussing and taking action on new models of veterinary care delivery, team-based care, and spectrum of care options. The College has been involved in co-hosting conversations with these partners in an 'elevating the veterinary team'

		<p>podcast series. 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, as it relates to the implementation of 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. Our new legislation, The Veterinary Professionals Act, will assist us in further managing workforce related issues under a new model which will also regulate veterinary technicians. Pivotal Research Inc. has been engaged by the College to study the implementation of the Veterinary Professionals Act and its impact on the readiness of veterinary professionals to embrace team-based care in Ontario over the next several years. The College is involved in ongoing discussions with First Nations communities to better understand the needs for remote indigenous communities and how to best address them. Workforce Data Project - The College's Legacy Council approved the establishment of a veterinary professionals data advisory group to support workforce planning initiatives through informed data collection strategies. This will help enable the College to supply current, relevant and timely information about veterinary professionals.</p>
Other	Yes	<p>Deemed Certification legislation - While the College's application process for labour mobility applicants allows Veterinarians to become licensed in Ontario within a short</p>

		<p>time frame, in response to the introduction of deemed certification legislation, the College developed a pathway and application process for those who are actively licensed in another Canadian jurisdiction and may be interested in practising in Ontario under deemed certification.</p> <p><a href="https://www.cvo.org/applicants/applicants-licensed-in-canada/deemed-certification-applicants">https://www.cvo.org/applicants/applicants-licensed-in-canada/deemed-certification-applicants</a></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

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

Additional description:

The College is exploring ways to collect this data in the future, which includes assessing software options that would allow for this to be done responsibly.

### 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:

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

### **C. Languages of service provision**

College of VETERINARIANS of 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)	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. <a href="https://www.cvo.org/francais">https://www.cvo.org/francais</a>

### **D. Membership Profile**

<b>Profession Name</b>	<b>Total Number of Members</b>
Veterinarian	5781

<b>Class of License</b>	<b>Total Number of Members</b>	<b>Number of Internationally Educated Members</b>
Full / General/ Independent Practice	5469	1648
Restricted	229	223
Academic	14	14
Educational	9	6
Postgraduate and Resident	49	43
Public Service	10	6
Short Term	1	1

<b>Gender</b>	<b>Number of Members</b>
Male	2047
Female	3718
X (includes trans, non-binary, and two-spirit people)	9
Other / not collected	7

<b>Jurisdiction of Initial Training</b>	<b>Number of Members</b>
Ontario	3416
Other provinces and territories	424
United States	130
Other International	1811

<b>Country of Initial Training</b>	<b>Number of Members</b>
Afghanistan	2
Albania	1
Argentina	4
Australia	130
Austria	4

Bangladesh	4
Belarus	1
Belgium	8
Bosnia and Herzegovina	2
Brazil	40
Bulgaria	6
Canada	3840
Cayman Islands	13
Chile	5
China	6
Colombia	16
Costa Rica	3
Croatia	5
Czechia	3
Denmark	1
Dominican Republic	1
Ecuador	4
Egypt	163
Finland	1
France	12
Germany	11
Grenada	53
Honduras	1
Hungary	11
India	387
Iran	89
Iraq	9
Ireland	89
Israel	4
Italy	6
Japan	5
Jordan	2
Kenya	7
South Korea	16
Lebanon	1
Lithuania	2
Malaysia	5
Mexico	45

Morocco	3
Netherlands	2
New Zealand	19
Nigeria	10
Pakistan	82
Paraguay	1
Peru	4
Philippines	11
Poland	18
Portugal	2
Romania	14
Russia	8
Saint Kitts and Nevis	93
Saudi Arabia	1
Serbia	11
Slovakia	5
South Africa	12
Spain	15
Sri Lanka	27
Sudan	3
Sweden	2
Switzerland	5
Syria	3
Taiwan	4
Thailand	3
Trinidad and Tobago	13
Tunisia	3
Turkiye	3
Ukraine	7
United Kingdom	241
United States of America	130
Uruguay	1
Venezuela	3
Vietnam	1
Zambia	1
Zimbabwe	2

Official language of preference	Number of Members
English	5781

Racial identity (optional)	Number of Members
Not collected	5781

### E. Data Notes

The College does not collect language of preference.

### F. Applicant Profile

Profession Name	Total Number of Applicants
Veterinarian	565

Gender	Number of Applicants
Female	368
Male	193
Other / not collected	4

Jurisdiction of Initial Training	Number of Applicants
Ontario	117
Other provinces and territories	50
United States	27

Other International	371
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Country of Initial Training	Number of Applicants
Afghanistan	1
Algeria	1
Argentina	4
Australia	20
Belgium	2
Brazil	24
Canada	167
Cayman Islands	1
Chile	1
China	1
Colombia	6
Costa Rica	1
Czechia	1
Ecuador	4
Egypt	23
Finland	1
France	6
Grenada	6
Hungary	2
India	73
Iran	24
Ireland	17
Italy	2
Japan	1
Lithuania	1
Malaysia	2
Mexico	11
Morocco	2
Netherlands	1
New Zealand	1
Nigeria	4
Pakistan	8

Peru	1
Philippines	1
Poland	4
Portugal	1
Saint Kitts and Nevis	23
Serbia	1
Slovakia	1
South Korea	3
Spain	4
Sudan	1
Syria	1
Trinidad and Tobago	3
Tunisia	1
Turkiye	1
Ukraine	2
United Kingdom	68
United States of America	27
Venezuela	1
Zimbabwe	1
Jordan	1

<b>Official language of preference</b>	<b>Number of Applicants</b>
English	565

<b>Racial identity (optional)</b>	<b>Number of Applicants</b>
Not collected	565

### **G. Data Notes**

The College does not collect language preference.
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## H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2025. 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	108	0	2
Other provinces and territories	46	0	1
United States	16	0	0
Other International	328	10	15

### Applications with decisions pending

The table below summarizes the inventory of applications in progress as of December 31, 2025. Again, some of these applications may have been received in the previous year.

<b>Jurisdiction of initial training</b>	<b>Incomplete</b>	<b>Complete</b>	<b>Total</b>
Ontario	14	0	14
Other provinces and territories	4	0	4
United States	11	0	11
Other International	128	0	128

## I. New Registrants

For the 2025 reporting year, the breakdown of new registrants by class of registration is provided below:

<b>Class of registration</b>	<b>Total new registrants</b>	<b>Number of internationally educated registrants</b>
Full / General/ Independent Practice	316	193
Restricted	77	76
Academic	5	4
Educational	4	2
Postgraduate and Resident	34	33
Short Term	33	17

## 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.

<b>Jurisdiction of initial training</b>	<b>Number of internal reviews and appeals processed</b>	<b>Number of decisions changed following internal review or appeal</b>
Other/not collected	0	0

An **external review or appeal** involves review of a registration decision by an external appeal tribunal or court, such as the Health Professions Review and Appeal Board or Divisional Court.

Jurisdiction of initial training	Number of applicants who sought external review or appeal	Number of decisions changed following external review or appeal
Other/not collected	0	0

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

Issue or reason raised	Number of appeals
1. We did not have any appeals	0

**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 2. Suitability to practise concerns.	8 2

## L. Data Notes

The College did not have any applicants appeal a decision, or seek a second review in 2025.

## 8. New legislative and regulatory requirements

In 2024, the government introduced legislative and regulatory amendments to FARPACTA that create four new legal obligations that come into effect on **January 1<sup>st</sup>, 2026**. These obligations relate to:

- Assessment of Qualifications
- Third Party Accountability
- Alternative Documentation Policies
- Parallel Processing Plans

The following are steps that **College of VETERINARIANS of Ontario** has taken during the reporting period to meet these legal obligations.

### A. Assessment of Qualifications

These provisions outline specific steps that a regulated profession must take to ensure that its assessment of applicant qualifications is done in a way that is transparent, objective, impartial and fair. They require regulators to:

- a. Provide clear and accurate information regarding the assessment of qualifications, including information about assessment criteria, methods, timelines and costs.
- b. Ensure that assessment approaches are competency-based, non-duplicative and unbiased.
- c. Make examinations and other types of assessments available at least three times per year where there is sufficient demand.

- d. Communicate assessment decisions in writing, within 10 business days after an assessment decision is made, with reasons for the decision and details of competency gaps in cases of negative decisions.
- e. Provide a process for applicants to request an appeal or review of an assessment decision.

The following are steps that College of VETERINARIANS of Ontario has taken to date to meet this new legal obligation.

a. The College provides up-to-date information on applying for a licence, including details about the assessment of qualifications – such as assessment criteria, methods, timelines and costs. Information about competency assessments approved by the College that are delivered by third-party assessment providers are available here: <https://www.cvo.org/applicants/examination-assessment-pathways>. The College also provides information about the Jurisprudence examination, including its availability, format, procedures, content, registration process and fees. Details can be found here: <https://www.cvo.org/applicants/jurisprudence-exam-information>

b. The competency assessments approved by the College and delivered by third party assessment providers are based on the competencies required for veterinary practice. Assessment criteria ensure that all examinations and assessments are current, reliable, valid, competency based, non duplicative, and free from bias. To support these standards, the College maintains a Memorandum of Agreement (MOA) with the Canadian Veterinary Medical Association–National Examining Board (CVMA NEB) for the administration of credential assessments and national examinations. In addition, the College is a member of the Canadian Council of Veterinary Registrars (CCVR), which has adopted the North American Essential Competency Profile—a common framework that describes the competencies expected of veterinarians in practice. This shared framework further reinforces the consistency, fairness, and quality of the assessments used in the College’s licensure pathways. The College’s Jurisprudence Examination is developed using a formal blueprint, and the College remains committed to keeping the examination current and aligned with regulatory expectations. A psychometrician monitors exam items and candidate performance to ensure the ongoing quality and fairness of the assessment. This examination helps ensure that applicants entering the profession have a solid understanding of Ontario’s legislative framework, including the systems designed to mitigate risks in veterinary practice and the privileges, responsibilities, and obligations associated with licensure and

public protection. c. The competency assessments approved by the College and delivered by third party assessment providers are offered at least three times per year. There are assessments, including the Evaluated Clinical Experience under the PAVE pathway and the Clinical Year under the NEB and Clinical Year Pathway where the candidate intake numbers are set by the individual education programs. The College's Jurisprudence exam is available in 6, two-week exam windows. d. Competency assessment decisions are sent to candidates via electronic communication. This is most often completed through online applicant portals that the third-party assessment providers use, where individuals can log in and obtain their score reports. The College is working with the CVMA NEB to update the MOA to ensure that candidates receive assessment decisions in writing, within 10 business days after an assessment decision is made, with reasons for the decision and details of competency gaps in cases of negative decisions. Applicants receive the Jurisprudence exam results immediately after taking the test. The score reports provide the applicant with the overall outcome of their exam, in addition to feedback on performance related to areas/domains/competencies of the exam that the applicant did not perform as well on. e. Should an applicant have concerns about an assessment made, irregularities that occur during the examination process, or other extenuating circumstances that may have affected their examination performance, the College and our third-party providers have established appeal processes where an applicant can submit a request for a review of their assessment decision. Detailed instructions on how to begin the appeal process for the College's Jurisprudence Examination are provided in the Candidate Instruction Guide, available here: <https://www.cvo.org/applicants/jurisprudence-exam-information>. The College also provides links to the appeal processes of the third party assessment providers, available here: <https://www.cvo.org/applicants/examination-assessment-pathways>. The College has established a policy that outlines how applicants can submit complaints about their experiences with third-party assessment providers. This policy, titled Submitting a Complaint About a Third Party Assessment Provider Policy and can be found here: <https://www.cvo.org/getmedia/804dc36a-e11f-4153-8580-7cb6aebdab26/Submitting-a-Complaint-About-a-Third-Party-Assessment-Provider-Policy.pdf>

## **B. Third Party Accountability**

These provisions specify the reasonable measures that a regulated profession must take to ensure that third party assessments of qualifications are undertaken in a way that is transparent, objective, impartial and fair. They require regulators to:

- a. Provide information to applicants on the role of the third party.
- b. Establish a process to address complaints by applicants about their experiences with third party assessment providers and inform applicants about the complaints process.
- c. Enter into an agreement with the third party that specifies:
  - o The assessment criteria and methods that the third party is required to use in assessments and the minimum exam scores for a pass.
  - o How frequently exams and other types of assessments are offered and, wherever feasible, indicating that applicants will have access to exams and other types of assessments at least three times in a calendar year.
  - o The timelines for completing each step of the assessment process and the knowledge and expertise requirements for assessors.

The following are steps that College of VETERINARIANS of Ontario has taken to date to meet this new legal obligation.

- a. The College provides up-to-date information on the role of third-party assessment providers, including details about the assessment of qualifications – such as assessment criteria, methods, timelines and costs. Information about competency assessments approved by the College that are delivered by third-party assessment providers are available here: <https://www.cvo.org/applicants/examination-assessment-pathways>.
- b. The College has established a policy that outlines how applicants can submit complaints about their experiences with third-party assessment providers. This policy, titled Submitting a Complaint About a Third Party Assessment Provider Policy and can be found here: <https://www.cvo.org/getmedia/804dc36a-e11f-4153-8580-7cb6aebdab26/Submitting-a-Complaint-About-a-Third-Party-Assessment-Provider-Policy.pdf>
- c. Canadian Veterinary Medical Association - National Examining Board (NEB) The College is working with the CVMA NEB to

update the currently existing MOA. The revised MOA will specify the assessment criteria and methods that the third party provider must use, including the minimum examination scores required to achieve a pass. It will also outline how frequently examinations and other assessments are offered, ensuring that candidates have access to them at least three times per calendar year. In addition, the updated MOA will include processing timelines for completing each step of the assessment process, along with requirements for assessor qualifications and ongoing training.

### **C. Alternative Documentation**

These provisions require that each regulator have an alternative documentation policy and submit it for review and approval by the Fairness Commissioner. The policy must provide for the regulator to accept reasonable alternatives to the documentation that is normally required if such documentation cannot be obtained for reasons beyond an applicant's control.

The College of VETERINARIANS of Ontario submitted a policy to the OFC by January 1, 2026.

Yes

### **D. Parallel Processing Plans**

These provisions require that each regulator develop a parallel processing plan and submit it for review and approval by the Fairness Commissioner. The policy must permit applicants who experience a delay in one part of the registration process to proceed with other parts of the registration process wherever possible.

The College of VETERINARIANS of Ontario submitted a plan to the OFC by January 1, 2026.

Yes

## **9. Registration Timelines**

## **Profession: Veterinarian**

### **A. Domestic Labour Mobility Applicants**

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

Prior to July 1, 2025, the corresponding time limit was 30 business days.

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
- Letter of standing / good character
- Criminal record check
- Other (please specify)    Payment of Fee

#### **January 1 to June 30, 2025**

For domestic labour mobility applications received between January 1, 2025 and June 30, 2025 registration timelines and outcomes are summarized below:

<b>Registration decisions</b>	<b>30 business days or less</b>	<b>More than 30 business days or decision pending</b>
<b>Full registration granted</b>	23	0
<b>Alternative registration granted</b>	7	0
<b>No registration granted</b>	0	0

#### **July 1 – December 31, 2025**

For domestic labour mobility applications received between July 1, 2025 and November 30, 2025 and decisions made to December 31 (one month later), registration timelines and outcomes are summarized below.

Registration Decisions	30 calendar days or less	More than 30 calendar days or decision pending
Full registration granted	17	0
Alternative registration granted	2	0
No registration granted	0	0

## B. Internationally Trained Individuals

Sections 5 and 6 of Ontario Regulation 261/22 made under FARPACTA set out two separate standards to measure how efficiently a regulated profession is processing applications that it receives from ITIs.

- **Three-month decision standard:** Under section 5, a regulator must make registration decisions for an ITI within three months following receipt of everything that it requires in respect of an application for registration, in at least 90% of all cases. Prior to July 1, 2025, the corresponding time limit was six months.
- **One-year reporting standard:** Under section 6, regulated professions must report on their 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 the registration, or:
  - b) any third party that assess 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 must include data on a regulator's compliance with the decision time standard, and its ability to meet the one-year reporting standard and, where the regulator has been unable to meet this one-year standard, the steps that the regulator is taking to meet this standard.

**i) Decision Standard**

College of VETERINARIANS of Ontario requires the following documentation before beginning to count the decision time standard for internationally trained individuals.

- Completed application form
- Credential assessment report
- Competency-based assessment results
- Examination results
- Letter of standing / good character
- Other (please specify) Payment of fee, Language Proficiency

**July 1, 2024 – June 30, 2025**

For applications from internationally trained individuals received between July 1, 2024 and June 30, 2025 and decisions made to December 31 (six months later), registration timelines and outcomes are summarized below.

<b>Registration decisions</b>	<b>Six months or less</b>	<b>More than six months or decision pending</b>
<b>Full registration granted</b>	157	0
<b>Alternative registration granted</b>	104	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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## July 1, 2025 onwards

The new **three-month registration decision time standard**, which came into force on July 1, 2025, requires that each regulated profession communicate its registration decisions to ITIs within three months of receiving complete applications, in at least 90% of all cases.

College of VETERINARIANS of Ontario has taken or is taking the following steps to comply with communicating registration decisions to ITIs within three months of receiving complete applications.

Yes, the College currently meets the three-month registration decision standard in at least 90% of all cases.

## ii) One-year reporting standard

A regulator's ability to meet the one-year reporting standard is particularly important since this statistic incorporates the time required to complete third-party (TP) assessments. Often, the TP assessment stage consumes the largest portion of an ITI's licensure journey. This section of the report addresses the role of a TP in the regulator's registration process, data sharing mechanisms, and data on actual times in relation to the one-year reporting standard.

**Third party assessment is the first point of contact** for applicants in the registration process:

Yes

**Name and assessment function of the third party** is below:

CVMA-NEB: 1) Academic credential evaluation, 2) Knowledge based exam 3) Competency-based assessment 4) OSCE / Skill based exam

## Data sharing

**College of VETERINARIANS of Ontario** has negotiated a mechanism for this third party to record and communicate the date on which the third party received everything that it requires for the purpose of assessing the ITIs qualifications (starting point for the one-year clock)

Yes

**This data sharing mechanism and the measures used by the regulator to track actual times from this date to communication of a registration decision are described below: against the one-year reporting standard is below:**

The College has access to a regulator’s portal within the CVMA-NEB database, which allows the College to review an applicant’s examination status, including registration dates and dates of completion. The MOA that the College is currently updating with the CVMA-NEB will allow this to continue, with the addition of this requirement.

**For ITI applications that College of VETERINARIANS of Ontario received between January 1, 2024, and December 31, 2024, and registration decisions issued up until December 31, 2025, registration timelines and outcomes are summarized below.** (Please note: The end date of December 31, 2024, is to allow for a one-year time period to communicate registration decisions)

<b>Registration decisions</b>	<b>Decision Made in One Year or Less</b>	<b>Decision Made in More than One Year or Decision Pending</b>
<b>Full registration granted</b>	156	0
<b>Alternative registration granted</b>	138	0
<b>No registration granted</b>	2	0

College of VETERINARIANS of Ontario has taken / is taking the following steps to **meet the one-year reporting standard.**

The College currently meets the one-year standard.

## 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.