

# College of VETERINARIANS of Ontario

## 2024 Fair Registration Practices Report

---

**Prepared for the Office of the Fairness Commissioner (OFC)**



**FAIRNESS COMMISSIONER**  
COMMISSAIRE À L'ÉQUITÉ

### **Content**

1. Background
  2. Organization information
  3. Registration requirements
  4. Third party assessments
  5. Accomplishments, risks and mitigations
  6. Changes to registration practices
  7. Membership and application data
  8. Registration Timelines
- 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, 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>	College of VETERINARIANS of Ontario
--------------------------	-------------------------------------

For questions about this report, please contact:

<b>Name</b>	Mike Aube
<b>Job Title</b>	Principal, Licensure & Professional Corporations
<b>E-mail</b>	maube@cvo.org

## 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>

--	--

## 4. Third party assessments

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

<b>Organization name</b>	<b>Function</b>
American Association of Veterinary State Boards	Knowledge based exam
American Association of Veterinary State Boards	Academic credential evaluation
American Veterinary Medical Association - Educational Commission for Foreign Veterinary Graduates	Academic credential evaluation
International Council for Veterinary Assessment	Competency-based assessment
American Veterinary Medical Association - Educational Commission for Foreign Veterinary Graduates	Knowledge based exam
Canadian Veterinary Medical Association - National Examining Board	Knowledge based exam
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

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 Examination - The College completed its annual revision cycle for updating the CVO Jurisprudence Exam in 2024, resulting in a new version that launched on July 15, 2024. Within this revision process, the administration of the field test of the new version was expanded to include the applicants graduating from the Ontario Veterinary College and all other applicants taking the exam in the April 2024 exam window. This change was made to improve the reliability of the field test, which was previously limited to applicants graduating from the Ontario Veterinary College (OVC). Improved reliability was sought as the graduating OVC class is a homogeneous group and this group performs very similarly. This field test group is now representative of the entire test taker population and supports a more effective measurement of reliability.
2	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 will be shared with national partners and used to establish updated language proficiency requirements including acceptable tests and minimum score levels in 2025.
3	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. As a next step,

	CCVR member Councils will review the report and national adoption of the assessment pathway is expected. Implementation of the assessment pathway will be the responsibility of the CVMA and steps to launch this pathway will begin once the provincial regulatory councils have indicated their support.
--	--

## B. Risks and Mitigations

Risk	Mitigation Measure
CVO Jurisprudence Examination - examination dates	The College transitioned to coordinating exam windows for applicants in April 2024. The College recognizes the content, accessibility and availability of the exam is key to applicants moving towards licensure. The move from offering the exam on a continuous basis to exam windows enables the College to find a balance with having the exam frequently and regularly available to applicants while also ensuring the exam remains current, relevant and secure. Exam windows enable College staff to be available to readily assist applicants with resources and support. There were four exam windows in 2024 and six, two-week exam windows are planned for 2025.

## 6. Changes to registration practices

During the January 1 to December 31, 2024 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	<p>CVO Jurisprudence Exam - In September 2024, the Registration Committee updated the policy on the maximum number of exam attempts. Previously, applicants were allowed three attempts to pass the exam. If they failed on the third attempt, their application would be reviewed by the Registration Committee as they did not meet the qualifications for a licence. After analyzing the outcomes of applicants who had exhausted their attempts and the Committee's decisions on requests for additional attempts, the Committee decided to remove the limit on exam attempts. This change allows applicants to continue the licensing process with unlimited attempts, ensuring they cannot practise until they pass the exam and meet all other requirements. Applicants can still only take the Jurisprudence exam once per exam window and must complete a remediation session with College staff after two unsuccessful attempts. The Committee acknowledges that the Jurisprudence requirements will evolve with the new Veterinary Professionals Act, 2024, and will continue to review the appropriate number of exam attempts in future iterations of the requirement. This policy can be found here: <a href="https://www.cvo.org/applicants/jurisprudence-exam-information">https://www.cvo.org/applicants/jurisprudence-exam-information</a></p>
New or consolidated class of certificates or licenses	No	

Assessment of qualifications, including competency-based assessments and examinations	Yes	<p>NAVLE retake policy change - In September 2023, the ICVA announced that it would be implementing revisions to the NAVLE retake policy for candidates and starting with the November-December 2024 administration, all candidates will be permitted to take the NAVLE up to five times, including incomplete attempts. If a graduate of an accredited veterinary school is not successful within three attempts, they will be required to complete the Clinical Proficiency Examination (CPE) and any other prerequisites to the CPE, such as the Preliminary Surgical Assessment (PSA) in Canada, after successfully completing the NAVLE. This three-attempt limit policy remains unchanged for graduates of AVMA accredited veterinary schools. Graduates of an AVMA listed unaccredited veterinary school prior to this policy change were permitted an unlimited number of attempts at the NAVLE. The ICVA has implemented this policy change for two main reasons, first, limiting the number of test attempts by a candidate is a best practice for maintaining test security, since it reduces the exposure of test items. Second, allowing the candidate to repeat the test multiple times may lead to the assessment providing less accurate information as to the candidate's knowledge level. The data collected supports that candidates who were unsuccessful more than 5 times rarely successfully complete the exam in subsequent attempts. Candidates may appeal to the ICVA Board of Directors for approval to take the NAVLE more than five times. If a candidate wants to be approved for a NAVLE attempt after they have failed five previous times, they go through an appeal process with the ICVA, which includes the</p>
---	-----	---

		candidate securing verification from a licensing board that they will accept the candidate's NAVLE score if they pass the test on that attempt.
Documentation requirements for registration	No	
Timelines for registration, decisions and/or responses	No	
Registration and/or assessment fees	Yes	Licence Application fee and CVO Jurisprudence Exam fee - In September 2023, Council approved a proposal to modify the licence application fee and the CVO Jurisprudence Exam fee. The licence application fee had not been reviewed by Council since 2013 and the CVO Jurisprudence Exam fee had not been reviewed since 2015. After a 60-day consultation period, Council approved of an increase to the licence application fee and the CVO Jurisprudence Exam fee in March 2024, which went into effect on October 1, 2024. These fees are displayed on the College's website: <a href="https://www.cvo.org/applicants/applicant-fees">https://www.cvo.org/applicants/applicant-fees</a>
Changes to internal review or appeal process	No	
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	Licensure staff continue to attend a variety of learning opportunities related to registration. 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. In 2024, the College launched a video series to support the orientation of Committee members and cover just culture, code of conduct, compassionate regulation, inclusion, diversity, equity and accessibility.
Resources or training to support applicants to move through the licensing process	No	
Anti-racism and inclusion-based policies and practices	Yes	In March 2024, the College's Council attended a half-day workshop about anti-racism. Several of the College's Council members are also members of the Registration Committee.

## 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)	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 will be modernized.
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	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 Licensure of Veterinarians in Emergency

		<p>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 filed an emergency registration plan with the Fairness Commissioner in July 2024.</p>
Technological or digital improvements	No	
Steps to address labour shortages in the profession or trade	Yes	<p>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' podcast series. The College has worked with the beef sector to ensure access to veterinary care</p>

		<p>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. 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 has begun discussions with First Nations communities to determine the needs for remote indigenous communities and how to best address them.</p>
--	--	--

## 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:

--

### 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

Profession Name	Total Number of Members
Veterinarian	5695

Class of License	Total Number of Members	Number of Internationally Educated Members
Full / General/ Independent Practice	5363	1502
Restricted	245	240
Academic	17	16
Educational	10	7
Postgraduate and Resident	45	32
Public Service	13	8
Short Term	2	2

Gender	Number of Members
Male	2058
Female	3622
X (includes trans, non-binary, and two-spirit people)	9
Other / not collected	6

Jurisdiction of Initial Training	Number of Members
----------------------------------	-------------------

Ontario	3460
Other provinces and territories	428
United States	125
Other International	1682

Country of Initial Training	Number of Members
Afghanistan	2
Albania	1
Argentina	3
Australia	124
Austria	4
Bangladesh	4
Belarus	1
Belgium	8
Bosnia and Herzegovina	2
Brazil	29
Bulgaria	6
Canada	3888
Cayman Islands	13
Chile	6
China	5
Colombia	16
Costa Rica	3
Croatia	5
Czechia	2
Denmark	1
Dominican Republic	1
Ecuador	3
Egypt	156
France	15
Germany	11
Greece	1
Grenada	51
Honduras	1
Hungary	10

India	370
Iran	81
Iraq	9
Ireland	82
Israel	4
Italy	4
Japan	4
Jordan	1
Kenya	7
South Korea	18
Lithuania	1
Malaysia	4
Mexico	42
Morocco	2
Netherlands	3
New Zealand	22
Nigeria	8
Pakistan	83
Paraguay	1
Peru	4
Philippines	11
Poland	17
Portugal	3
Romania	14
Russia	7
Saint Kitts and Nevis	79
Saudi Arabia	1
Serbia	10
Slovakia	5
Slovenia	1
South Africa	14
Spain	12
Sri Lanka	28
Sudan	2
Sweden	2
Switzerland	6
Syria	3
Taiwan	5

Thailand	2
Trinidad and Tobago	14
Tunisia	3
Turkiye	3
Ukraine	7
United Kingdom	193
United States of America	125
Uruguay	1
Venezuela	3
Vietnam	1
Zambia	1

Official language of preference	Number of Members
English	5695

Racial identity (optional)	Number of Members
Not collected	5695

## E. Data Notes

The College does not collect language of preference.
--

## F. Applicant Profile

Profession Name	Total Number of Applicants
Veterinarian	528

<b>Gender</b>	<b>Number of Applicants</b>
Male	199
Female	326
X (includes trans, non-binary, and two-spirit people)	2
Other / not collected	1

<b>Jurisdiction of Initial Training</b>	<b>Applications received in 2024</b>	<b>Applications with decisions pending (in progress at end of reporting year)</b>
Ontario	138	11
Other provinces and territories	44	4
United States	20	6
Other International	326	94

<b>Country of Initial Training</b>	<b>Number of Applicants</b>
Afghanistan	3
Argentina	1
Australia	20
Belgium	4
Brazil	14
Canada	184
Cayman Islands	2
Chile	1
China	1
Colombia	2
Costa Rica	2
Ecuador	3
Egypt	31
France	1
Grenada	4

Guatemala	1
Honduras	2
Hungary	1
India	77
Iran	20
Iraq	1
Ireland	13
Israel	2
Japan	2
Lebanon	1
Malaysia	2
Mexico	13
Morocco	1
New Zealand	2
Nigeria	3
Pakistan	12
Peru	1
Philippines	2
Poland	1
Portugal	1
Romania	2
Russia	2
Saint Kitts and Nevis	13
Saudi Arabia	1
Serbia	1
South Africa	2
South Korea	4
Spain	3
Sudan	2
Sweden	1
Thailand	2
Trinidad and Tobago	6
Ukraine	2
United Kingdom	35
United States of America	20
Zimbabwe	1

Official language of preference	Number of Applicants
English	528

Racial identity (optional)	Number of Applicants
Not collected	528

### G. Data Notes

The College does not collect language preference.
---

### 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	129	0	2
Other provinces and territories	41	0	2
United States	18	0	0
Other International	281	5	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	305	159
Restricted	103	103
Academic	1	1
Educational	3	2
Postgraduate and Resident	24	18
Public Service	1	1
Short Term	32	15

## J. Data Notes

--

## 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
Other International	1	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.

<b>Jurisdiction of initial training</b>	<b>Number of applicants who sought external review or appeal</b>	<b>Number of decisions changed following external review or appeal</b>
Other International	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.

<b>Issue or reason raised</b>	<b>Number of appeals</b>
1. We did not have any external appeals. (HPARB)	0

**Internationally trained applicants** face additional challenges in the registration process. The table below summarizes top reasons for not registering internationally trained individuals.

<b>Reason for not registering</b>	<b>Number of internationally trained applicants</b>
1. Have not demonstrated adequate knowledge and competency to meet entry to practise requirements	5

## L. Data Notes



# 8. Registration Timelines

## 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, 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	39	0
Alternative registration granted	23	0
No registration granted	2	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
- Credential assessment report
- Competency-based assessment results
- Examination results
- Letter of standing / good character
- Payment of fee
- Other (please specify)    Language Proficiency

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.

Registration decisions	6 months or less	More than 6 months
Full registration granted	46	0
Alternative registration granted	16	0
No registration granted	3	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.

1

**For regulators where a third-party service provider is the first point of contact for applicants:**

College of VETERINARIANS of Ontario addresses the twelve-month standard as follows:

The College's third-party assessment providers issue either a certificate of completion (CVMA-NEB, AVMA-ECFVG, and AAVSB) or a score report (ICVA) to internationally educated veterinarians who successfully complete the assessment process. Once they receive this certificate or score report, they can apply for a General licence with the College of Veterinarians of Ontario (CVO) if they intend to practise in Ontario.

The licensing process for internationally educated veterinarians involves completing their application, submitting required documents, and passing the CVO Jurisprudence Exam. This process can take approximately 2 to 8 weeks, depending on the documents submitted (e.g., letters of standing from international jurisdictions) and the availability of the CVO Jurisprudence Exam, which is offered in six 2-week windows per year.

After successfully completing the CVO Jurisprudence Exam and submitting all required

documents, applicants can pay the appropriate licence fee and request licence processing. The College aims to process the licence within two business days. Additionally, the College provides a Career Map outlining the steps in the licensing process and links to further information: <https://www.cvo.org/getmedia/eb0f074c-7f0d-4136-b1c1-c0a454d1b798/Career-Map.pdf>

## 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.