

A TEN YEAR *journey to* FAIR ACCESS

ANNUAL REPORT 2016-2017



WHAT IS THE OFFICE OF THE FAIRNESS COMMISSIONER?



This OFC Annual Report covers the year beginning April 1, 2016 and ending March 31, 2017

Transparent Objective Impartial Fair

The Office of the Fairness Commissioner (OFC) operates within the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006*, to ensure that everyone who is qualified to practise in a profession or trade regulated in Ontario can get a licence to practise.

A licence is the authorization issued by a regulatory body enabling a person to practise a regulated profession or trade and/or to use a protected title.

The OFC works with the regulatory bodies that oversee the regulated professions and trades, to ensure that their licensing processes are transparent, objective, impartial and fair. Ultimately, the OFC's goal is to ensure that anyone qualified in a regulated profession or compulsory trade who wishes to practise in Ontario is not prevented from doing so by unnecessary barriers.





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COMMISSIONER'S MESSAGE

The mandate of the Office of the Fairness Commissioner (OFC) is an important one, underscoring fundamental values of fairness, accessibility and equal treatment that we all share as proud Ontarians.



Grant Jameson
Fairness Commissioner

I am honoured and proud to have been appointed as Ontario's Fairness Commissioner in April, 2017.

The mandate of the Office of the Fairness Commissioner (OFC) is an important one, underscoring fundamental values of fairness, accessibility and equal treatment that we all share as proud Ontarians.

One way in which I am publicly accountable for the work of my Office is to report annually on the implementation and effectiveness of the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006* (the Act) in helping

to ensure that the registration practices of regulated professions are transparent, objective, impartial and fair. It is my pleasure, as one of my first acts as Commissioner, to submit this report to the Honourable Laura Albanese, Minister of Citizenship and Immigration.

This past March marked the tenth anniversary of the Act, and of the creation of my Office. The Act stands to this day as a landmark achievement in progressive and practical government policy – an initiative that continues to serve as a model for the rest of the country, and indeed the world. I am proud to be taking the helm of this organization at this time, to build on the decade-long journey that has resulted in meaningful, tangible progress in providing fair access to Ontario's professions and compulsory trades.

At the time of its enactment, the Act was ground-breaking legislation designed to assist the integration of internationally trained individuals into Ontario's workforce. With a focus on the difficulties encountered by educated and qualified immigrants, the work of the Fairness Commissioner is a vital part of Ontario's economic and social strategy.

This annual report highlights accomplishments of my Office over the past ten years. The OFC now leads the world in creating a unique regulatory environment that mandates transparent, objective, impartial and fair registration procedures for professions and compulsory trades.

Ontario's success in creating an environment of fair access to professions and compulsory trades has been adopted by other provinces in Canada and by other countries around the world. This success would not have been possible without the understanding and cooperation of the regulated professions and trades. By continuing to incorporate measures to ensure fair-access principles in their licensing procedures, regulatory bodies are demonstrating their commitment to the objective that every qualified person who wants to practice their profession or trade in Ontario can get licensed to do so.

As Fairness Commissioner I will be building upon the substantial knowledge and achievements of the past ten years. Beginning by better aligning the OFC within the government's accountability framework, I will be leading the

OFC in adopting a modernized and targeted approach in carrying out its compliance oversight mandate. The OFC will recognize progress and improvements by regulators and focus more acutely on non-compliance through a risk-based approach to implementing fair-access legislation.

This annual report is only one means of communicating with our stakeholders. I will be contacting stakeholders throughout the coming year in connection with the work of the Office of the Fairness Commissioner.

I welcome questions at any time and invite everyone interested in Ontario's fair-access laws and how they are being enforced to visit our web site at www.fairnesscommissioner.ca.



A GROWING CONSTITUENCY

FACTS AND FIGURES

In the past ten years, since the enactment of the *Fair Registration Practices Code* and the work of the OFC, Ontario has undergone significant changes in the way regulated professions and trades are licensed.

Most of the changes to individual licensing practices have been incremental, but cumulatively they reduce and eliminate undue burdens, resulting in a fairer process. This in turn opens the door to experienced professionals and tradespeople being able to bring their skills, knowledge and judgment into Ontario's workforce.

In addition to the efforts to address specific licensing requirements, there has been a noticeable shift in how regulatory bodies *think* about licensing – with fair access now a prominent consideration as registration systems evolve and new regulated professions and trades are introduced. Regulators now routinely seek the Office of the Fairness Commissioner's advice before implementing new licensing requirements and policies.

In an environment where the number of licensed members of professions and trades is steadily rising, the OFC now holds influence on an increased number of people affected by fair access legislation. In 2007 the province counted 679,569 licensed professionals and tradespeople. Ten years later there were 1,153,273, which now include individuals in 22 of the 23 compulsory trades of the College. These are all well-educated, skilled workers, enhancing Ontario's economy and quality of life.



59%
increase in licensed professionals

In 2007, the OFC assessed the registration practices of a constituency of 679,569 licensed professionals. Ten years later, its mandate expanded to oversee 1,153,273 professionals through the addition of some regulators and compulsory trades.



17%
increase in regulatory bodies

The OFC now oversees the licensing practices of 42 regulatory bodies, with individuals from 23 compulsory trades, compared to 35 when the OFC launched in 2007.



Internationally Trained Professionals and Tradespeople – Steady Contributions to Ontario's Economy

A Decade of Growth

Top ten professions/trades with highest numbers of internationally trained members

Profession/Trade	2007	2016	% increase
Lawyers	539*	3,590	85.0
Teachers	20,297	38,641	47.5
Physiotherapists	1,127	2,058	45.2
Pharmacists	3,907	7,088	44.9
Dentists	2,122	3,309	35.9
Social Workers	1,127	1,694	33.5
Physicians	8,969	12,393	27.6
Engineers	16,931	21,946	22.9
Nurses	15,546	19,733	21.2
Engineering Technicians and Technologists	2,675	3,253	17.8

**The OFC started collecting data on internationally educated members from the Law Society of Upper Canada in 2009*

Top ten source countries, based on number of applicants, to Ontario's regulated professions/trades

Source Country	2008	2012	2016
India	1,952	3,894	3,118
U.S.	2,769	1,821	1,249
Philippines	1,524	2,760	1,255
China	691	880	377
U.K.	419	520	665
Australia	700	381	177
Iran	208	310	747
Pakistan	366	388	384
Egypt	146	111	278
Nigeria	138	159	76

A GROWING CONSTITUENCY

FACTS AND FIGURES

International Training

- The College of Pharmacists of Ontario has the largest percentage of internationally trained members, at 45%.
- Some professions and trades, such as Audiologists and Speech Language Pathologists, and Optometrists, have a high proportion of internationally trained individuals, the majority of whom were trained in the U.S., primarily because of a limited number of post-secondary programs available in Canada.
- Professions and trades with large number of members, such as teachers, engineers and nurses, have a relatively lower proportion of internationally trained members while the proportion of internationally trained applicants is higher.
- There is a trend towards increasing numbers of Canadians obtaining their professional training abroad and returning home to practice their respective professions and trades. They must complete all of the same steps required of newcomer professionals and tradespeople. In medicine, they appear to have a significant advantage in the process. In medicine, data from 2013-2015 indicated that Canadians who studied abroad were more likely to be successfully matched to a residency position than other internationally trained applicants. Data about the 2016 match rates for Canadians who studied medicine abroad is not available. The OFC will continue to monitor this issue.



Source Country Trends



SAUDI ARABIA is the largest source of internationally trained physician applicants. These are foreign visa trainees (residents) who will return to Saudi Arabia after completing their residency; residencies are paid for by the Saudi government.



IRAN is the second largest source of engineering applicants, behind India and ahead of China.



EGYPT is consistently the top source of internationally trained pharmacists in Ontario.



Historically, the **PHILIPPINES** has been one of the main sources of internationally trained nurses to other jurisdictions, including Ontario. Recently India has become the top source country for internationally trained nurses.



The College of Traditional Chinese Medicine Practitioners and Acupuncturists began registering members in 2013 and a significant number of new applicants and members were at the time trained in **CHINA**.

Fluctuations

Factors related to fluctuations in applications from internationally trained professionals and tradespeople:

- It may take one to three years (or longer) before newly arrived immigrants initiate their applications for licensure.

- Recent decreases in applicants initially trained in China (and other non-English speaking jurisdictions) may indicate a response to recent changes



in immigration policy, such as higher language benchmarks, pre-arrival credential assessments, and Express Entry.

- There are increased opportunities for applicants to start the licensure process outside Canada.
- There is increased availability of alternatives to satisfy entry-to-practice requirements prompted by recommendations from the OFC.



A GROWING CONSTITUENCY

FACTS AND FIGURES

2016 Snapshot

Ontario's Regulated
Professions and Trades Today

Licensed
Professionals

Licensed Internationally
Trained Professionals

Applications Received for
Professional Licensure

Applications from Internationally
Trained Professionals

2015

1,138,996

121,685

77,318

11,317

2016

1,153,273

128,431

81,857

12,973

Increase
from 2015

1.3%

5.5%

5.9%

14.6%

Professions/trades with highest percentage (%) of internationally trained members	Pharmacists	Audiologists/ Speech Path.	Dentists	Optometrists	Homeopaths	Architects	Physicians	Chiropractors	Engineers	Dental Technologists
2008	36	35	26	21	n/a*	27	27	28	25	26
2016	45	35	35	35	34	31	30	27	27	26

**The College of Homeopaths of Ontario was established by governing law effective July 1, 2015*

TIMELINE

A DECADE OF ACHIEVEMENT IN FAIR ACCESS

2006-2009

OFC opens its doors

Hon. Jean Augustine named Fairness Commissioner, the first position of its kind in the world

OFC begins gathering first-ever hard data on number of applicants and members for licensing in Ontario's regulated professions to establish the first database of its kind in Canada

OFC develops fair registration practices reporting guidelines and audit criteria and framework, to enable regulators to meet their legal obligations

OFC starts audits of registration practices of all regulated professions in Ontario

OFC surveys qualifications assessment agencies to learn more about the fairness of their assessments

2010-2012

OFC develops Canada's first method for assessing regulatory bodies' licensing practices to determine compliance with fair access legislation, and completes its first assessment of registration practices

OFC releases **Clearing the Path: Recommendations for Action in Ontario's Professional Licensing System**, setting out 17 specific recommendations to facilitate access to professions and trades

OFC releases **Getting Your Professional Licence in Ontario: The Experiences of International and Canadian Applicants**, a ground-breaking study documenting applicants' experiences

OFC works with Ontario regulators on implementation of the **Ontario Labour Mobility Act**

OFC introduces its **Strategy for Continuous Improvements** which sets out its approach to achieve implementation of its mandate

OFC publishes assessment outcomes of 34 regulators, resulting in an aggregate of 300 recommendations for improvement and 304 commendable practices



2013-2014

OFC releases **A Fair Way to Go: Access to Ontario's Regulated Professions and the Need to Embrace Newcomers in the Global Economy,**

a 77-page report
on the state of fairness
of Ontario's professional
licensing practices

OFC presents the forum
"Protection or Protectionism?"
to expand the fair-access discussion
to broader issues around global
competition, labour mobility and
immigration policy

OFC launches the **Exemplary
Practices Database**, an online
searchable tool citing more than 100
exemplary practices, as a guide and
motivator for better licensing

OFC launches and completes its
second comprehensive assessment
of fairness in licensing practices

OFC presents the **Fair Access
Forum: Transforming Access**,
welcoming 150 stakeholders
from diverse perspectives such
as regulatory bodies, post-
secondary institutions, bridging
programs, and qualifications
assessment agencies on how to
improve fair access to licensing

OFC publishes **Employment
Match Rates in the Regulated
Professions: Trends and
Policy Implications**, a study
comparing employment match
rates for immigrants educated
in a regulated profession with
those of their Canadian-born
and -educated counterparts

2015-2017

OFC publishes a report detailing the results of the **2nd assessment of registration practices**

After eight years of leadership,
the Hon. Jean Augustine retires as
Fairness Commissioner in 2015

OFC launches shorter, more
streamlined Fair Registration
Practices Reporting guidelines,
lessening the reporting burden
on regulators

OFC launches a series of online
learning modules in English and
French as a resource for regulators

OFC holds a **Learning Day**
attended by over 100 participants
from Ontario's 42 regulators

OFC undergoes a scheduled
mandate review

OFC begins research on a risk-based
approach to its work and develops a
proposed framework in consultation
with various stakeholders

Building on previous assessment
findings and data gathering,
OFC streamlines its approach
and processes and launches
its third cycle of assessment
of registration practices

THEN AND NOW POSITIVE CHANGE

The OFC's job is to make sure that licensing systems provide fair access to individuals qualified to practise.

In each profession and trade, licensing can be complex and multi-step. The OFC's assessments of registration practices have uncovered a wide variety of issues constituting barriers to access, leading to recommendations to regulators for both major and incremental changes to ensure fair access to Ontario's regulated professions and trades. Every one of these changes, however big or small, makes a difference to the applicants in accessing their profession or trade, enabling them to use their domestically and internationally acquired skills in Ontario.

Ontario's regulatory bodies have, for the most part, embraced the OFC's recommendations.

They have cooperated with OFC assessments and audits, and they have willingly implemented modifications to licensing practices to make them transparent, objective, impartial and fair.

The result is licensing processes that are overall fairer and easier to navigate than they were a decade ago.

Ten years after the OFC launched, there is much more consistency in determining and assessing competencies, qualifications and academic credentials, with clearer standards and definitions. These improvements enable more and more qualified people to practice their profession or trade and contribute to Ontario's growth and prosperity.

In the past decade, principles of fair access have been embraced by Ontario's regulatory bodies and are now intrinsic to their licensing practices. To cite just a few specific examples:

Law Society of Upper Canada

THEN: Internationally trained *common law* lawyers often had to take as many as 13 National Committee on Accreditation (NCA) exams or attend Law school and complete an articling program.

NOW: Many common law jurisdiction applicants are assigned to take five mandatory Canadian Law subjects. Now, applicants may choose from two experiential training paths: the Articling Program or the Law Practice Program (LPP).



Ontario College of Teachers

THEN: Applicants educated outside Ontario were required to obtain Ontario experience.

NOW: The Ontario College of Teachers has its own Fair Registration Practices Regulation, and there is no longer a Canadian experience requirement.

Ontario Association of Certified Engineering Technicians and Technologists

THEN: The Ontario Association of Engineering Technicians and Technologists (OACETT) required international applicants to prove facility with the working language, standards, codes and practices, typically through a one-year Canadian experience requirement.

NOW: OACETT has introduced an enhanced Professional Practice Exam for internationally trained professionals and a new English language requirements as an alternative to the one-year Canadian experience requirement.

Welcoming Skilled Refugees

Ontario's regulators are doing their part to recognize a changing marketplace.

Of particular note, to address an increasingly urgent issue new structural safeguards have been put in place and alternative documentation pathways are now available for skilled refugee claimants.

In a province that prides itself on its diversity, these efforts to improve access for internationally trained applicants make an enormous difference – both for the individuals involved and the province as a whole.

Royal College of Dental Surgeons of Ontario

THEN: Internationally trained applicants were required to complete a two year “bridging” program, which was an advanced standing placement where candidates had to complete the final third and fourth years of a Canadian or American based accredited dental program.

NOW: An alternative route has been introduced. The National Dental Examining Board equivalency process allows graduates of non-accredited programs to complete a series of assessments. Successful completion of the equivalency assessments allows applicants to bypass the bridging process and move forward in the registration process.

Ontario Association of Architects

THEN: A required admissions course was offered once a year during the Ontario Association of Architects (OAA) annual conference. The OAA required 5,600 hours of working experience for applicants to be eligible to become fully licensed.

NOW: The admissions course is offered in June during the OAA’s conference and on four consecutive Saturdays in October and November, providing greater access for applicants who could not attend the conference due to conflicting priorities. In 2011, the OAA reduced its experience requirement from 5,600 to 3,720 hours (from three to two years).



College of Occupational Therapists of Ontario

THEN: The academic equivalency assessment process only looked at the education of an internationally trained applicant and was not able to take into account the knowledge, skills and competencies that an applicant may have gained through professional practice. There were also few resources for internationally trained applicants to learn about the legislative framework of occupational therapy practice.

NOW: A more sophisticated system has been introduced, in which all internationally trained applicants planning to work anywhere in Canada (except Quebec) now go through a common assessment process that includes a competency assessment. Jurisprudence learning and assessment components were also introduced as part of the new process.

College of Physicians and Surgeons of Ontario

THEN: Most internationally trained immigrant physicians were required to complete a residency, depending on whether the College of Physicians and Surgeons (CPSO) deemed this necessary. The number of residency placements was and is limited and the spaces highly coveted and difficult to access, particularly for certain specialities. The OFC’s work showed that it is usually immigrant physicians who fail to be matched to a residency, and were therefore unable to become licensed. The OFC long advocated for supervised practice and practice-ready assessments to support a streamlined route to licensure for qualified international medical practitioners.

NOW: A Practice Ready Assessment program to support a streamlined route to licensure, for family medicine has been developed, involving the Ministry of Health and Long-Term Care, Touchstone Institute, CPSO, and other stakeholders. Launch of the program is imminent.



2016-2017 HIGHLIGHTS

Assessments of Regulatory Practices – Cycle 3

In April 2016, the OFC launched a new cycle of full assessments of regulators' registration practices.

As in previous assessments, the OFC aims to make recommendations on practices as needed, and then monitor the implementation of recommendations based on the regulators' plans. As part of this assessment process, the OFC will continue identifying commendable practices – programs, activities or strategies that go beyond the minimum standards set in the assessment guides (considering the regulatory body's resources and profession/trade-specific context).

For this cycle of assessments, the OFC further streamlined and enhanced the flexibility of its assessment program in response to stakeholder feedback.



Steps in the assessment process include:

1

Jointly develop assessment schedule



2

OFC initiates assessment and produces draft report based on requested documents



3

Regulator reviews draft report and responds



4

OFC produces revised assessment report

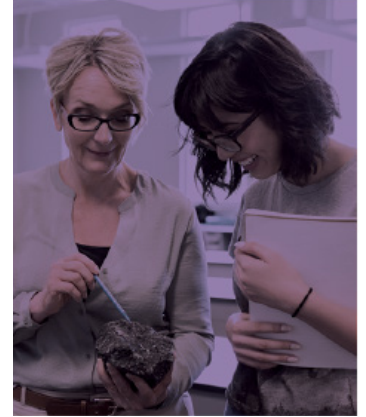
5

OFC and regulator meet



6

OFC produces final assessment report posted on the OFC website



7

Regulator produces action plan (if required)



A detailed explanation of the steps of the assessment process and completed assessment reports are available on the OFC website.

2016-2017 HIGHLIGHTS

Commendations and Concerns

Positive Progress

The following are examples of effective measures Ontario regulators have taken in the past year to improve fair access to licensing.

- Several regulators, including the **College of Physicians and Surgeons of Ontario** and the **College of Dietitians of Ontario**, introduced objective structured competency evaluations (OSCE) for internationally trained applicants. These OSCEs provide a more objective assessment of competencies compared to paper-based assessments and offer applicants a direct method of demonstrating their knowledge, skill and judgement.
- The **Ontario College of Teachers** amended the Teachers Qualification Regulation to allow for applications from internationally trained teachers who no longer hold certification in their original jurisdiction. The regulation used to only permit applications from those who held current certification in their original jurisdiction, and now allows for certification where they “hold, or previously held,” certification in another jurisdiction.
- The **College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario**, a new regulatory body which has been registering applicants since April 2013, is building its organizational competencies and operates in a very dynamic environment. Among its progressive efforts is the simplification of application forms to help applicants provide accurate and complete information and to allow the College’s staff to process applications more efficiently.
- The **College of Nurses of Ontario** is partnering with other provincial nursing regulators to harmonize assessment processes for internationally trained nurses.
- The **Ontario College of Pharmacists** revised the practical training program for internationally trained applicants in retail and hospital-based pharmacies. This provides flexibility by allowing assessors to validate applicant competence within the first four weeks of practical training, eliminating the requirement for all applicants to complete a 12-week program.
- The **Law Society of Upper Canada** created a new Examination Orientation Video for lawyers and paralegals to guide candidates through key protocols and procedures related to the licensing examination. The video is available on the Law Society of Upper Canada’s website in both French and English, and a transcript of the video is also available. The video is a resource to assist candidates in their preparations for the licensing examination, addressing frequently asked questions and providing sample visuals so candidates know what to expect on the day of the licensing exam.



- **Chartered Professional Accountants Ontario**, after experiencing an increase in call and email volumes related to education and experience resulted in longer response times, implemented a number of improvements, including simplification of website disclosure; development of frequently asked questions, quick reference guides, podcasts/videos and interactive tools; additional staff support allocated to servicing students; and an increase in direct communications to students to proactively address their queries and/or concerns.



- The **Ontario College of Social Workers and Social Service Workers** revised and refreshed the Registration section of the College website to provide a more user-friendly experience for members of the public. The website is easier to navigate and content has been updated so that it is easier to understand.
- The **Ontario Association of Architects** established an Interns' Forum to strengthen and improve the pathway to the profession from school to licensure.
- The **Ontario College of Trades** (responsible for 23 compulsory trades) established exemptions from certain fees for applicants and members who are reservists and veterans of the Canadian Armed Forces, to help support veterans in their transition from military to civilian life.



2016-2017 HIGHLIGHTS

Ongoing Vigilance

While progress is clearly being made, the OFC has identified ongoing developments that require continued vigilance. For example:

- **The College of Psychologists of Ontario** reintroduced a proposal to close the Psychological Associate class while maintaining a doctoral degree as the standard for entry to practice for Canadian and American educated applicants. The OFC had found the proposal unfair because it will restrict qualified applicants' access to the profession of psychology.
- **Professional Engineers Ontario** (PEO) continues to require one year of Canadian experience, unchanged from previous years and an ongoing concern. PEO is participating in a steering committee looking into alternatives and will determine next steps after the completion of the project.
- **The College of Nurses of Ontario** introduced changes to steps in the process for registration in 2016 involving review of applicant files previously referred to Touchstone Institute for Objective Structured Clinical Examinations. The OFC will continue to monitor the impacts of this change on internationally trained nurses to ensure further delays are not introduced in the process.
- **Chartered Professional Accountants Ontario** implemented several changes to its registration practices. Many of these changes are still in the early stages of implementation. The OFC has not yet fully assessed the impact of all of these changes but is committed to monitoring CPA Ontario as it continues to establish its new programs and pathways.





Advice to Regulators and Stakeholders

One of the functions of the OFC is to advise regulators on how to include fair access principles in their registration practices. From time to time, regulators will review their registration practices and seek the OFC's advice. This year, the OFC provided counsel to a number of regulators, including:

- Reviewing and commenting on proposed regulation changes for the **College of Opticians**, the **College of Optometrists** and the **College of Midwives**.
- Providing feedback and comments on development of a Language Fluency Policy and procedures related to assessment of registration practices for the **College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario**.
- Providing comments on the **Law Society of Upper Canada's** Pathway Pilot Project Evaluation and Enhancement to Licensing Report. The OFC and other stakeholders expressed concerns at the time that a decision to introduce those changes was not grounded in sufficient evidence. The LSUC responded to these concerns by withdrawing its proposal and continuing the review of licensing requirements, and initiating broader and more comprehensive stakeholder consultations. The OFC will monitor these developments and provide its input at the appropriate junctures in the consultation process.
- Providing comments on draft amendments to give legal effect to the merger of three accounting bodies as the **Chartered Professional Accountants of Ontario**.
- Advising the **College of Early Childhood Educators** and the **College of Psychologists of Ontario** on fair registration practices, reporting scope and procedures.
- Providing advice to the **Ontario College of Trades** on third-party assessment services regarding the backlog in assessment of equivalency.

OUTREACH/EDUCATION ACTIVITIES



The OFC continued its outreach and education efforts in the past year, with participation in events throughout Ontario and other jurisdictions, both to share information and best practices and to learn from other organizations and jurisdictions.

The OFC made presentations at various events throughout the year. In addition to regular meetings with regulatory bodies, highlights of OFC presentations and meetings in 2016-17 included:

Conference Board of Canada's Canadian Immigration Summit on *Creating Tomorrow's Immigration*



Celebration of Excellence Awards of the Ontario Association of Architects

Ontario Association of Certified Engineering Technicians and Technologists President's Dinner and AGM



Ontario Regulators for Access Consortium (ORAC) meetings

Care Centre for Internationally Educated Nurses 2016 Graduation and 15th Anniversary celebration



Canadian Society for Medical Laboratory Science Accreditation Taskforce Meeting



Interview with British Columbia's *Alternative Evaluation Framework*

2016 CLEAR
Annual Education
Conference



Foreign
Qualifications
Recognition (FQR)
Working Group
Data & Evaluation
meeting

ACCES Employment
30 Year Celebration
and annual
general meeting



ACCES & City
of Toronto
Employment
Event for
Newcomers and
Internationally
Trained
Professionals



Leaders'
Roundtable on
Immigration

Canadian
Race Relations
Foundation
(CRRF) National
Conference



Canadian Network
of Agencies
for Regulation
Conference



Ontario Council
of Agencies
Serving Immigrants
(OCASI) annual
general meeting

*360° View of
Culture and
Communication
World Café,*
Touchstone
Institute



Canadian
Information
Centre for
International
Credentials
Workshop:
"Assessing
Qualifications
of Refugees"

Reviewing and
commenting on
British Columbia's
Draft *Alternative
Qualifications
Assessment
Framework*



ADVICE TO GOVERNMENT

The Office of the Fairness Commissioner reports on a regular basis to the Ontario Ministry of Citizenship and Immigration (MCI) on its work through direct meetings, briefing notes and quarterly reports.

The OFC is accountable by statute in carrying out the mandate set out in the *Fair Access to Regulated Professions and Compulsory Trades Act* and the *Regulated Health Professions Act*. The Commissioner advises eight provincial ministries responsible for regulated professions and trades, to draw attention to issues and progress in the regulatory bodies they oversee.



LOOKING AHEAD

Moving forward, the coming year will be one of transition and continued progress.

The OFC will diligently continue its work enforcing Ontario's fair-access legislation so that each qualified person who wants to practice their profession or trade in Ontario can become licensed to do so through registration practices that are transparent, objective, impartial and fair.

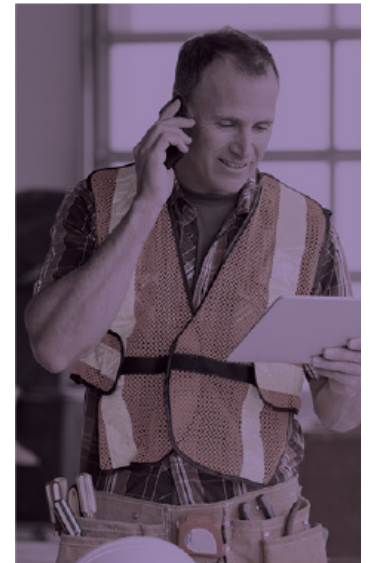


In undertaking this work, the OFC will better align its structure within the government's accountability framework by becoming a "commission public body" in September, 2017. At the same time, the Commissioner will set the foundation for a more modernized and targeted approach for the OFC to carry out its compliance and oversight mandate.

The OFC will develop a risk-based approach to implementing its fair-access legislation. The goal is to update its compliance strategy to focus attention where it is most warranted and most needed: To better respond to non-compliance, while at the same time ensuring progress and improvement.



This will enable both regulators and the Commissioner to use resources more efficiently, moving toward a more tailored and targeted implementation of transparent, objective, impartial and fair practices by each of the professions and regulated trades governed by the Act. At the same time, the Commissioner will be assessing and promoting the implementation of innovative ways for Ontario's professions and compulsory trades to recognize foreign acquired qualifications of applicants.



ONTARIO'S REGULATORY BODIES AND RESPONSIBLE MINISTRIES

MINISTRY OF AGRICULTURE, FOOD AND RURAL AFFAIRS

COLLEGE OF VETERINARIANS
OF ONTARIO

MINISTRY OF THE ATTORNEY GENERAL

ONTARIO ASSOCIATION OF
ARCHITECTS / INSTITUTE OF
CHARTERED ACCOUNTANTS OF
ONTARIO / PROFESSIONAL ENGINEERS
ONTARIO / CERTIFIED GENERAL
ACCOUNTANTS OF ONTARIO /
LAW SOCIETY OF UPPER CANADA /
CERTIFIED MANAGEMENT
ACCOUNTANTS OF ONTARIO

MINISTRY OF COMMUNITY AND SOCIAL SERVICES

ONTARIO COLLEGE OF SOCIAL
WORKERS AND SOCIAL
SERVICE WORKERS

MINISTRY OF EDUCATION

COLLEGE OF EARLY CHILDHOOD
EDUCATORS / ONTARIO COLLEGE
OF TEACHERS

MINISTRY OF HEALTH AND LONG-TERM CARE

COLLEGE OF AUDIOLOGISTS
AND SPEECH-LANGUAGE
PATHOLOGISTS OF ONTARIO /
COLLEGE OF CHIROPODISTS
OF ONTARIO / COLLEGE OF
CHIROPRACTORS OF ONTARIO /
COLLEGE OF DENTAL HYGIENISTS OF
ONTARIO / ROYAL COLLEGE OF
DENTAL SURGEONS OF ONTARIO /
COLLEGE OF DENTAL TECHNOLOGISTS
OF ONTARIO / COLLEGE OF
DENTURISTS OF ONTARIO / COLLEGE
OF DIETITIANS OF ONTARIO /
COLLEGE OF HOMEOPATHS OF
ONTARIO / COLLEGE OF
KINESIOLOGISTS OF ONTARIO /
COLLEGE OF MASSAGE THERAPISTS
OF ONTARIO / COLLEGE OF MEDICAL
LABORATORY TECHNOLOGISTS OF
ONTARIO / COLLEGE OF MEDICAL
RADIATION TECHNOLOGISTS OF
ONTARIO / COLLEGE OF MIDWIVES
OF ONTARIO / COLLEGE OF
NATUROPATHS OF ONTARIO /
COLLEGE OF NURSES OF ONTARIO /
COLLEGE OF OCCUPATIONAL
THERAPISTS OF ONTARIO / COLLEGE
OF OPTICIANS OF ONTARIO /
COLLEGE OF OPTOMETRISTS OF
ONTARIO / ONTARIO COLLEGE OF
PHARMACISTS / COLLEGE OF
PHYSICIANS AND SURGEONS OF
ONTARIO / COLLEGE OF
PHYSIOTHERAPISTS OF ONTARIO /

COLLEGE OF PSYCHOLOGISTS
OF ONTARIO / COLLEGE OF
REGISTERED PSYCHOTHERAPISTS OF
ONTARIO / COLLEGE OF RESPIRATORY
OF ONTARIO / COLLEGE OF
TRADITIONAL CHINESE MEDICINE
PRACTITIONERS AND ACUPUNCTURISTS
OF ONTARIO

MINISTRY OF NATURAL RESOURCES AND FORESTRY

ONTARIO PROFESSIONAL FORESTERS
ASSOCIATION / ASSOCIATION OF
ONTARIO LAND SURVEYORS

MINISTRY OF NORTHERN DEVELOPMENT AND MINES

ASSOCIATION OF PROFESSIONAL
GEOSCIENTISTS OF ONTARIO

MINISTRY OF LABOUR

ONTARIO COLLEGE OF TRADES
(23 COMPULSORY TRADES)

CONSTRUCTION / ELECTRICIANS
— CONSTRUCTION AND
MAINTENANCE / ELECTRICIANS
— DOMESTIC AND RURAL /
SPRINKLER AND FIRE PROTECTION
INSTALLER / HOISTING ENGINEERS
— MOBILE CRANE OPERATOR 1 /
HOISTING ENGINEERS — MOBILE
CRANE OPERATOR 2 / HOISTING
ENGINEERS — TOWER CRANE
OPERATOR / PLUMBERS /
REFRIGERATION AND AIR
CONDITIONING SYSTEMS MECHANICS
/ RESIDENTIAL (LOW RISE) SHEET
METAL INSTALLERS / RESIDENTIAL
AIR CONDITIONING SYSTEMS
MECHANICS / SHEET METAL
WORKERS / STEAMFITTERS

MOTIVE POWER / ALIGNMENT
AND BRAKES TECHNICIANS /
AUTO BODY AND COLLISION
DAMAGE REPAIRERS / AUTO
BODY REPAIRERS / AUTOMOTIVE
ELECTRONIC ACCESSORY
TECHNICIANS / AUTOMOTIVE
SERVICE TECHNICIANS / FUEL AND
ELECTRICAL SYSTEMS TECHNICIANS /
MOTORCYCLE TECHNICIANS /
TRANSMISSION TECHNICIANS /
TRUCK AND COACH TECHNICIANS /
TRUCK-TRAILER SERVICE TECHNICIANS

SERVICE / HAIRSTYLISTS

NO MINISTRY

ONTARIO ASSOCIATION
OF CERTIFIED ENGINEERING
TECHNICIANS AND
TECHNOLOGISTS /
HUMAN RESOURCES
PROFESSIONALS
ASSOCIATION



FINANCIAL STATEMENT

Statement of Revenues and Expenses Year Ended March 31, 2017

	2017	2016
Revenues		
Ministry of Citizenship and Immigration	\$ 1,372,500	\$ 1,714,748
Interest income	3,637	4,641
	1,376,137	1,719,389
Expenses		
Salaries, wages and benefits	854,178	1,195,399
Services	273,698	302,587
Office administration	131,688	147,234
Transportation and communications	17,532	26,674
	1,277,096	1,671,894
Excess of revenues over expenses before amortization	99,041	47,495
Amortization of capital assets	16,621	30,949
Excess of revenues over expenses for the year	\$ 82,420	\$ 16,546





Notes to Financial Statement

Significant accounting policies

Significant accounting policies followed in the preparation of these financial statements are:

a) Revenues

Funds provided by the Ministry of Citizenship and Immigration are recognized in the year in which they are earned.

b) Contributed services

The Office derived a significant benefit from the Ministry of Citizenship and Immigration. During the year, the Ministry contributed the services of the Fairness Commissioners. The historical value of these contributed services is \$110,000. As these costs are not borne by the Office, they are not reflected in these financial statements.

c) Measurement uncertainty

The presentation of financial statements in conformity with Canadian accounting standards for not for profit organizations requires management to make estimates and assumptions that affect the reported amount of revenues and expenditures during the reported period. Actual amounts could differ from these estimates.

Full audited financial statements are available on the OFC website or by contacting the OFC.



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ofc@ontario.ca / www.fairnesscommissioner.ca

The Office of the Fairness Commissioner is an arm's-length agency of the Ontario government, established under the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006*. Its mandate is to ensure that certain regulated professions and trades have registration practices that are transparent, objective, impartial and fair.

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