

College of DENTAL TECHNOLOGISTS of Ontario

2023 Fair Registration Practices Report

Prepared for the Office of the Fairness Commissioner (OFC)



FAIRNESS COMMISSIONER
COMMISSAIRE À L'ÉQUITÉ

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1. Background

Under section 20 of the Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA), which is substantially similar to section 22.7(1) of Schedule 2 of the Regulated Health Professions Act, 1991 (RHPA),

“A regulated profession shall prepare a fair registration practices report annually or at such other times as the Fairness Commissioner may specify or at such times as may be specified in the regulations”.

Section 23 of FARPACTA and Section 22.9 of Schedule 2 of the RHPA then go on to indicate that the Fairness Commissioner shall specify the form in which these reports shall be prepared, along with the required filing dates. This section also stipulates that a regulator must make these reports public.

It is pursuant to these authorities that the Office of the Fairness Commissioner (OFC) has required that each regulator complete its 2023 Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2023.

The FRP:

- Collects information about the organization, applicants to the profession and current membership.
- Provides information to the public about how the organization has implemented fair registration practices during the reporting period.
- Helps the OFC to successfully undertake the education and compliance activities which include monitoring, applying a risk-informed compliance framework, assessing performance, and sharing best practices.
- Determines whether the regulator is complying with recently enacted legislative and regulatory provisions designed to reduce barriers for domestic labour mobility and internationally trained applicants.
- Identifies trends across regulated professions and regulated health colleges.

Please note that the 2023 version of the FRP has changed from the previous version in terms of both form and content as the OFC’s enabling statutes have evolved and as the office migrates to a more permanent portal-enabled database solution.

2. Organization information

Organization name	College of DENTAL TECHNOLOGISTS 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 DENTAL TECHNOLOGISTS of Ontario

Licensing requirements (brief description for each requirement listed):

Profession/ Trade Name	Dental Technologist
Academic requirement	1) successfully completed Grade 12 or its equivalent. 2) successfully completed an approved program in

	dental technology at a College of Applied Arts and Technology in Ontario, or at an educational institution outside of Ontario that the Registration Committee considers to be the equivalent to the educational program currently being taught in the Colleges of Applied Arts and Technology in Ontario. 3) If an applicant has graduated more than 24 months prior to the date of application for credentialing, they must provide evidence of 1300 experiential hours in dental technology practice gained three years before the date of application. Hours may be gained in any jurisdiction. (Policy)
Experience requirement	None
Language requirement	Proficiency in English or French
Additional information on licensing requirements (may include links to appropriate page on regulator website):	1) Competency Assessments (Knowledge-Based Assessment, Performance-Based Assessment and Jurisprudence & Ethics). 2) Proof of employment eligibility 3) Proof of professional liability insurance 4) Declarations of good character

4. Third party assessments

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

Organization name	Function
Canadian Alliance of Dental Technology Regulators (CADTR)	Academic credential evaluation

Canadian Alliance of Dental Technology Regulators (CADTR)	Competency-based assessment
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Fair access legislation requires regulators to take reasonable measures to ensure that any third parties undertake assessment of qualifications in a way that is transparent, objective, impartial and fair.

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

A Memorandum of Understanding (MOU) between CADTR and CDTO, effective January 1, 2021, establishes an accountability framework for monitoring CADTR's performance in compliance with CDTO's laws, standards, and principles of transparency, objectivity, impartiality, and fairness (TOIF). The MOU mandates regular reports to CDTO on several metrics, including: - Website availability and uptime - Duration, outcomes, and remediation of the credentialing process - Response times to applicant and regulator inquiries - Progress on services available in French and English - Time to release credential and DTETPA results - Applicant numbers for each entry route - Competency assessment standards and pass/fail rates - Reviews of policies on fees, credentialing documents, and competency assessments - Administrative reconsideration and appeal processes - Financial measures and targets in a 3-year and annual budget Although the MOU specifies a review every three years, CADTR has conducted annual reviews through Board meeting attendance and written reports to the CDTO Board. The CDTO's Registrar, a CADTR Board Director as well as the Board Chair, receives reports directly. CDTO having received regular reports is satisfied that CADTR is performing the credential and assessment services in a manner that complies with TOIF principles and applicable laws in Ontario. Should concerns regarding the efficiency or fairness of CADTR services be brought forward to CDTO by an applicant, the process the TPSP must follow is defined in the MOU.

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>The College amended its Registration Regulation to create an Emergency Class of Registration, effective August 31, 2023. This amendment provides flexibility during emergency situations, allowing former dental technologists, new applicants, and individuals from other jurisdictions to obtain a certificate of registration. This can be done when there are compelling reasons to activate this class, ensuring that minimum qualifications requirements are met. The Emergency Class of Registration aims to bolster Ontario’s health workforce and enhance health resource planning during emergencies. This class can be activated upon request by the Ministry of Health or the College in situations such as a pandemic or significant interruption of a registration pathway. Additionally, research was conducted to develop an emergency declaration policy and associated fees.</p>
2	<p>Proposed changes to the College’s Registration Regulation for education requirements to include Prior Learning Assessment and Recognition (PLAR). Pending MOH approval. Collaborated with CADTR to establish additional credentialing pathways for internationally educated and trained dental technology, promoting inclusivity and access to the profession. In December 2023, received conditional approval for Government funding to develop a pan-Canadian Prior Learning Assessment and Recognition (PLAR) aimed at reducing credentialing barriers for a diverse, and qualified pool of talent with skills acquired through non-traditional means (both formal and non-formal training).</p>
3	<p>Proposed changes to the College’s Registration Regulation include the creation of a Limited Class of Registration, pending MOH approval. The Limited Class aims to:</p> <ul style="list-style-type: none"> -Expand health human resource capacity. -Enhance Ontarians’ access to Registered Dental Technologists (RDTs). -Protect the public by reducing unauthorized practice. -Support labor mobility by registering competent dental technologists to practice in specific disciplines. -Reduce barriers to registration for skilled workers in one or more disciplines of dental technology. -Hold registered individuals accountable to the standards set by the College for safe, competent, and ethical care.
4	<p>Actioning the College’s commitment to Equity Diversity & Inclusion (EDI), Indigenous Peoples and reconciliation. Participated on Health Profession Regulators of Ontario (HPRO)’s Anti-Racism Working Group, which was funded by an \$88,000 grant from the Government of Canada to support the</p>

development of an EDI framework, an assessment tool, and an EDI toolkit for internal training across colleges. See HPRO’s Anti-Racism in Health Regulation Project Status dated April 4, 2023: https://cdto.ca/wp-content/uploads/Registrars-Report_ARHR-Project-status-update-April-4-2023.pdf Conducted research for an enriched webpage encompassing reconciliation, accessibility and diverse perspectives. Participated in EDI educational sessions, covering topics such as unconscious bias, Indigenous Peoples, and systematic racism. Co-hosted an Indigenous Peoples, Reconciliation & Anti-Bias workshop with other Ontario oral health colleges. Conducted an EDI Organization Self-Assessment using the Equity Impact Assessment tool to evaluate the current status and identify improvement areas. Identified actionable EDI initiatives across seven CPMF domains, guiding future actions toward greater diversity and fairness.

B. Risks and Mitigations

Risk	Mitigation Measure
<p>Not regulating dental lab associates who currently work under the supervision of an RDT or dentist.</p>	<p>Provide supports to qualified individuals (dental lab associates) through communication and increased pathways to registration (PLAR and Limited licenses). Outreach through attendance at events/conferences, such as Spectrum Day and Technorama. Create awareness through information posted to the website, The Bridge, social media posts using LinkedIn and Twitter, news releases and articles.</p>
<p>Not having a registration pathway for individuals that do not meet the non-exemptible academic requirements.</p>	<p>A Pan-Canadian Prior Learning Assessment and Recognition (PLAR) program is under development after receiving conditional approval of government funding proposal in December 2023. Collaborated with system partners towards the development and implementation of a pan-Canadian PLAR program,</p>

	<p>promoting inclusivity and access to the profession to achieve greater national consistency around dental technology practice as a substantially equivalent pathway to the approved program and the profession specific credential evaluation. PLAR can also be used to assess and recognize those applicants who cannot access or have limited proof of academic achievements (e.g., an institution or country affected by war, natural disaster, or political interference). Successful applicants would still be required to challenge the national registration examinations as an added safeguard to ensure readiness to practice safely, competently, and ethically. In the past five years, the number of RDTs has declined by 5.1% for active members while the number of dentists and the general population has increased by 10.8% and 5.8% respectively. This is due, in part, to the retirement of RDTs; over 40% of the College’s registrants are aged 55 and over. The profession is facing a critical shortage of registered dental technologists to practice dental technology and supervise the work of “bench workers.” The needs of the general population cannot be met if actions are not taken to address this decline.</p>
<p>Limited capacity to facilitate labor mobility from Canadian provinces or territories, like Alberta, where registered Dental Technicians are registered in four distinct disciplines of</p>	<p>Submitted amendments for a Limited Class of Registration under the College’s Registration Regulation to the Minister of Health which is currently under consideration. Implementing a</p>

dental technology practice. The CDTO does not have an equivalent class of registration to Alberta's Dental Technicians who are licensed to practice a single discipline.

Limited Class of Registration would enable labor mobility for applicants registered in a province or territory with single-discipline licensing. In Alberta, there is a successful model that registers dental technologists and dental technicians. A dental technician is an individual who has relevant education and has successfully completed a practical examination in one or more disciplines of dental technology. Dental technician licenses are issued for four distinct disciplines: (i) removable full prostheses; (ii) removable partial prostheses; (iii) fixed partial prostheses; (iv) fixed and removable orthodontic and periodontal appliances. The creation of a Limited Class of Registration provides potential applicants whose education does not meet the requirements for a General Certificate of Registration with the opportunity to become recognized oral health professionals. This would create a large pool of skilled workers who may be competent to practice in one or more disciplines of dental technology, addressing the shortage of RDTs and increasing access for dentists and patients to safe, quality dental prosthetics in remote communities. Evidence shows that RDTs generally do not practice in all disciplines of the profession and can work independently in a discipline if they meet its entry-to-practice competencies. Met with MOH and key system partners to advance the understanding of the profession,

	<p>the environment it operates in, and the drivers for a Limited Class of Registration. Met with the OFC, where the Commissioner applauded the College's forward-thinking and creative ways to provide competent applicants with new pathways, such as PLAR and Limited Class, to become recognized healthcare professionals and facilitate labor mobility.</p>
<p>Over the last five years, a significant decrease in approved program graduates applying for registration from 50% to 30%. This could be a result of the regulation permitting individuals to practice the profession under supervision.</p>	<p>CDTO and CADTR reached out to the Ontario dental technology program coordinators and management to better understand the information disseminated to students about career opportunities after graduating from the program and becoming licensed in Ontario. Received an invitation to address students earlier in the program to provide them with comprehensive information about career opportunities and the licensing process which will be scheduled for 2024. CDTO implemented an outreach and communication strategy to mitigate the increased attrition rate of Ontario dental technology graduates. Additionally, learnings from a Townhall were utilized to implement strategies encouraging program graduates to take the next step in their chosen career path. These strategies included: - Presentations to students in their third year and earlier contact - Incentives for attendance and participation in online surveys - Increased number of email communications using MailChimp - Use of various social media platforms</p>

	<p>to reach dental technology students and graduates - Outreach to RDT employers to encourage support for the next generation of RDTs</p>
<p>An outcome of completing the EDI Organizational Self-Assessment Tool was the identification of gaps in staff and Committee training, registration policies and programs which could lead to unfair registration decisions.</p>	<p>The College is in the preliminary stages of its Equity, Diversity, and Inclusion (EDI) journey, aiming to embed a culture of inclusion and anti-racism at the Board, staff levels, and in its registration processes. In 2023, the focus has been on training and education, covering topics such as unconscious bias, Indigenous Peoples, the history of residential schools, intergenerational impacts, and ongoing systemic racism, to broaden perspectives and foster empathy. The Board has approved a new strategic plan that identifies EDI under the strategic pillar of Regulatory Excellence. They have committed resources to EDI and Indigeneity in 2024 and onwards. College staff participated in training sessions on using the tool, which includes an Equity Impact Assessment to evaluate existing regulatory programs, standards, and policies. This tool identifies areas for improvement across seven domains: governance, resources, system partners, information management, regulatory policies, suitability to practice, and measurement/reporting. PLAR is also an opportunity for the College to make impactful changes towards EDI. Improving access for under-represented populations, increases the efficiency and effectiveness of</p>

	<p>registration, and making registration more accessible to dental lab associates currently working in Ontario and internationally trained individuals who do not meet the current academic requirements. Demonstrates CDTO's accountability and responsiveness to the changing labour market, mobility of skilled professionals, and needs of applicants with less duplication of effort and increases time and cost savings. The College has developed a draft EDI policy, committee competencies, and outreach strategies to attract diverse Board members who will make registration decisions. It has engaged in discussions with regulators who have developed training for individuals making assessment and registration decisions.</p>
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6. Changes to registration practices

During the January 1 to December 31, 2023 reporting period, College of DENTAL TECHNOLOGISTS 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	No	

through regulation, by-law or policy		
Timelines for registration, decisions and/or responses	Yes	The College put into place more rigorous internal processes to ensure compliance with new requirements specified in Section 2 of O. Reg. 508/22 (https://www.ontario.ca/laws/regulation/r22508) Applicants benefit from shorter timelines to receive written acknowledgement of their application and Registrar’s application or referral decisions.
Assessment of qualifications, including competency-based assessments and examinations	No	
Documentation requirements for registration	No	
Changes to internal review or appeal process	No	
New or consolidated class of certificates or licenses	Yes	On August 31, 2023, the amendments to the College’s Registration Regulation for an Emergency Class of Registration (ECR) came into force. This class of registration will be available when either the Ministry of Health (MOH) or the College invokes it, supporting the province’s health workforce. It provides flexibility during a declared emergency to register applicants expeditiously, including former dental technologists, new applicants, and individuals from other jurisdictions. The ECR allows individuals who do not meet all the requirements for a General Certificate of

		Registration to become registered quickly if they meet the ECR application requirements. Also, eligible ECR holders can transfer to the General Class. The College has developed a plan to create the necessary policies, processes, and administrative tools to implement the ECR when registrations under this class are initiated.
Registration and/or assessment fees	Yes	Fees increase annually by a minimum of CPI. When setting the registration and assessment fees the CDTO engages in a zero-based budgeting process, capturing the known and anticipated expenditures for the upcoming year. The types and level of expenditures are based on economic trends (inflation/CPI and interest rates), legislative directives, registrant numbers, operational efficiencies, and strategic initiatives that are now operational. To gain financial efficiencies, we work collaboratively with provincial and national system partners and seek external funding opportunities such as the Foreign Credential Recognition program and Canada Summer Jobs program. The College is able to hold fee increases to CPI by offsetting program costs with external funding.
Access by applicants to their records	No	

B. Training, policy and applicant supports

Registration process	Changes Made (Yes / No)	Description
Resources or training to support applicants to move through the licensing process	Yes	The College’s website “For Applicants” is updated with important information on the following: - Links to valuable CADTR credentialing, competency assessment, and policy information for all entry-to-practice

		<p>pathways. - Jurisprudence & Ethics Examination - exam application instructions, resources/tools, and key examination dates. - Application for a General Certificate of Registration instructions. Attended a virtual meeting with presentation to the Ontario approved dental technology program, walked them through the CADTR credentialing and competency assessment process, CDTO registration requirements, answered questions, provided links to resources/tools and copy of slide deck. Offered a townhall to applicants for the Performance-Based Assessment (PBA) explaining the exam structure, which is set-up like a lab. PBA requires candidates to demonstrate the entry to practice skills, tools and supplies to bring, permitted attempts and scheduling. Walked them through what to expect the day of PBA and an example of a station set-up, provided links to PBA resources and answered questions.</p>
<p>Training and resources for staff who deal with registration issues</p>	<p>Yes</p>	<p>Staff participated in education and training on various topics that impact fair registration practices: - Numerous registration and examination related webinars offered by CNAR (Canadian Network of Agencies of Regulation), CLEAR (Council on Licensure, Enforcement and Regulation), Steinecke Macuira Leblanc (SML), - Numerous EDI (Equity, Diversity, and Inclusion) webinars offered by CNAR and HPRO - CLEAR and CNAR Conferences - CASLPO Discussing Diversity, Dr. N. Jalal - CMLTO Regulation of Medical Laboratory Assistants and Technicians - Driving Diversity, Equity and Inclusion in the Workplace, Canadian Club Toronto - Indigenous Allyship, L. Pierre - Indigenous Awareness Training, First People</p>

		<p>Group - Just a little nudge: using behavioural tools to achieve positive change, C. Abel - National Centre of Truth and Reconciliation, National Day for Truth and Reconciliation - Unconscious Bias Workshop, HPRO - Numerous presentations at Council meetings: - CDTA Registration Model, T. Tremblay - Board Education, E. Richler, SML - Unauthorized Practice, J. Glick, Glick Law - Communication Strategy Updates, W. Chihaluca - Board Elections, L. Cheng and W. Chihaluca - Anti-Racism in Health Regulation, Graybridge Malkam - Connecting Equity Diversity Inclusion to Strategic Plan, J. Rigby - Recognition of Prior Learning, T. Geol - A Regulators Journey to Licensing Lab Technicians CMLTO, J. Tzoutzouris - ORAC (Ontario Regulators for Access Consortium) and TAPP (Testing Accommodations, Policies and Processes) meeting and environmental scan contributor - Registration Committee Training and Orientation materials – slide decks, toolkit and learning modules</p>
Anti-racism and inclusion-based policies and practices	No	

C. System partners

Registration process	Changes Made (Yes / No)	Description
Accreditation of educational programs	No	

Mutual recognition agreements	No	
Steps to increase accountability of third-party service provider(s)	No	

D. Responsiveness to changes in the regulatory environment

Registration process	Changes Made (Yes / No)	Description
Other	No	
Emergency registration plans	Yes	During 2023, developed an initial draft of the policy to open/close the Emergency Class of Registration and the supervision guidelines for Emergency Class Registrants (ECRs), considered fees for ECRs and required modifications of online the applicant portal to support this new class of registration. The policies and guidelines are to be presented to the Board for approval in 2024.
Technological or digital improvements	No	
Steps to address labour shortages in the profession or trade	Yes	The College proposed amendments to its Registration Regulation to create new pathways to registration through Prior Learning Assessment and Recognition (PLAR) and a Limited Class. These changes aim to increase the registrant base in the long run. The College initiated a dialogue with the Ministry of Health (MOH) to enhance understanding of the profession, its operating environment, the challenges of a declining registrant base, and the drivers for

		implementing a PLAR program and a Limited Class of Registration.
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7. Membership and application data

The Office of the Fairness Commissioner collects membership and application data from regulators through annual Fair Registration Practices Reports, which are also made available to the public. Information is collected for the purpose of discerning statistical changes and trends related to a regulator’s membership, application volumes, licensure/certification results, and appeals year over year.

A. Race-based data collected

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

Additional description:

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B. Other identity-based or demographic data collected

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

Additional description:

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C. Languages of service provision

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

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

D. Membership Profile

Profession Name	Total Number of Members
Dental Technologist	518

Class of License	Total Number of Members	Total Number of Internationally Educated Members
Full / General/ Independent Practice	489	133
Inactive (Non-practicing)	29	4

Gender	Number of Members
Male	370
Female	148
X (includes trans, non-binary, and two-spirit people)	0
Other / not collected	0

Jurisdiction of Initial Training	Number of Members
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Ontario	327
Other provinces and territories	6
United States	6
Other International	137
Multiple Jurisdictions	0
Other/not collected	42

Country of Initial Training	Number of Members
Albania	1
Argentina	1
Bosnia and Herzegovina	2
Bulgaria	4
China	6
Croatia	2
Czechia	1
Ecuador	1
Egypt	3
Fiji	1
Germany	6
Greece	2
Hungary	2
India	2
Iran	4
Iraq	2
Israel	5
Japan	1
Jordan	3
Kazakhstan	1
Latvia	1
Lebanon	6
Moldova	1
Philippines	3
Poland	16
Romania	9
Russia	5

Serbia	8
Slovenia	1
South Africa	6
South Korea	15
Syria	4
Ukraine	1
United Kingdom	10
Uruguay	1
Canada	333
United States of America	6
Other Countries	42

Official language of preference	Number of Members
English	518
French	0

Racial identity (optional)	Number of Members
Not collected	518

E. Data Notes

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F. Applicant Profile

Profession Name	Total Number of Applicants
Dental Technologist	16

Gender	Number of Applicants
Male	7
Female	9
X (includes trans, non-binary, and two-spirit people)	0
Other / not collected	0

Jurisdiction of Initial Training	Applications received in 2023	Applications with decisions pending
Ontario	14	1
Other provinces and territories	0	0
United States	0	0
Other International	2	0
Multiple Jurisdictions	0	0
Other/not collected	0	0

Country of Initial Training	Number of Applicants
South Korea	1
Israel	1
Canada	14

Official language of preference	Number of Members
English	16
French	0

Racial identity (optional)	Number of Members
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Not collected	16

G. Data Notes

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H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2023. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	14	0	0
Other provinces and territories	0	0	0
United States	0	0	0
Other International	2	0	0
Multiple Jurisdictions	0	0	0
Other/not collected	0	0	0

I. New Registrants

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

Class of registration	Total new registrants by class	Number of internationally educated registrants
Full / General/ Independent Practice	14	2

J. Data Notes

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K. Reviews and Appeals

Applicants for registration may appeal a registration decision. An **internal review or appeal** involves formal reconsideration of a registration decision further to an application and submissions by the applicant.

Jurisdiction of initial training	Number of internal reviews and appeals processed	Number of decisions changed following internal review or appeal
Ontario	0	0
Other provinces and territories	0	0
United States	0	0
Other International	0	0
Multiple Jurisdictions	0	0
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
Ontario	0	0
Other provinces and territories	0	0
United States	0	0

Other International	0	0
Multiple Jurisdictions	0	0
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. no appeals received	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. incomplete application	1

L. Data Notes

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8. Changes Related to New Legislative and Regulatory Requirements

By Ontario law, regulated occupations must provide registration practices that are transparent, objective, impartial and fair. Non-health occupations are governed by the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA)*, while health professions are governed by the *Regulated Health Professions Act, 2011 (RHPA)*.

In 2021, both statutes were amended to incorporate substantive provisions to:

- A. Eliminate the use of Canadian experience requirements except under prescribed circumstances.
- B. Streamline language proficiency testing requirements.
- C. Provide for the continuity of registration processes during emergency situations.
- D. Set registration time limits. (FARPACTA only)

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

A. Canadian Experience

Change required: No changes required

College of DENTAL TECHNOLOGISTS of Ontario has taken the following measures to comply with legislative requirements on eliminating Canadian experience requirements unless an exemption is granted or an alternative is identified that meets criteria prescribed in regulations (non-health regulators) or the exceptions in legislation are met (regulated health colleges).

B. Language Proficiency Testing

Change required: No changes required

College of DENTAL TECHNOLOGISTS of Ontario has taken the following measures to comply with recent legislative changes requiring that regulators accept language proficiency testing results derived from any of the tests accepted for immigration purposes to satisfy their language proficiency requirements:

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

- Success on a licensing exam or assessment

C. Emergency Registration

Change required: Yes

College of DENTAL TECHNOLOGISTS of Ontario has taken the following measures to comply with requirements to establish an emergency class (health colleges) or develop an emergency registration plan (non-health regulators).

In February 2023, the College circulated the draft amendments to the Registration Regulation for a 60-day consultation period to registrants and stakeholders. These amendments were also posted on the Ontario Regulatory Registry Website for 45 days with support from the Ministry of Health. The College consulted the Citizen's Advisory Group, which consists of patients and caregivers providing essential feedback on professional rules, standards of practice, policies, strategic priorities, and public communications. The College held meetings with the MOH, the Office of the Fairness Commissioner, and the Ontario Dental Association to discuss the proposed amendments. Then on May 1, 2023, the proposed amendments were submitted to the MOH, and on August 31, 2023, the Emergency Class of Registration provisions came into effect, with the remaining non-emergency provisions being tabled by the MOH. In addition, the College formulated a plan to implement the Emergency Class of Registration, including developing policies, supervision guidelines, administrative tools, fee considerations, and revisions to the online portal to receive ECR applications.

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.