



FAIRNESS COMMISSIONER

COMMISSAIRE À L'ÉQUITÉ

THE OFC NEWSLETTER

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REGULATOR SPOTLIGHT

Periodically, the Office of the Fairness Commissioner (OFC) highlights regulators that have adopted innovative approaches to improve their fair registration practices.

This March, we want to spotlight the Ontario Association of Certified Engineering Technicians and Technologists (OACETT), which has managed to successfully eliminate its previous one-year Canadian Experience Requirements (CER) from its registration process, in favour of a competency-based examination.

The following infographic was authored by OACETT and presents this regulator's solution and the process through which it was developed.

The OFC wishes to congratulate OACETT for its proactive efforts to remove this registration barrier.

A copy of this infographic may be downloaded from the OFC website by clicking on [OACETT CER Solution](#).



How to Eliminate the Canadian Experience Requirement

SOLUTION proposed by

Ontario Association of Certified Engineering Technicians and Technologists



1) TASK FORCE

In November 2013, a task force (with members from industry and academia) was created to address the Ontario Human Rights Commission's finding that Canadian experience requirements can constitute discrimination in employment unless proven otherwise.

2) RECOMMENDATION

In 2015, an Enhanced Professional Practice Exam (PPE) is proposed to substitute the one year Canadian experience.



3) EMPLOYER INTERVIEWS

TEN industry employers were interviewed in 2015 to help understand what was needed to develop a supplementary manual, seminar and exam for Internationally Educated Professionals (IEPs).

4) THE INTERVIEW QUESTIONS

Questions covered employee workplace performance:

- Understanding and applying legislation.
- Understanding and applying health and safety regulations.
- Understanding Canadian workplace culture and cultural norms.



What challenges do new employees (either Canadian or internationally trained) have with respect to this aspect of workplace performance?

Have you noticed any differences between the integration process of Canadian trained new employees and internationally trained employees with respect to this aspect of workplace performance?

5) NEW EXAM

With proper research and due diligence, OACETT's Internationally Educated Professional Practice Exam (IEPPE) was created.



- The IEPPE has four sections: Law, Ethics, Practice, and Enhanced Practice
- The PPE is three and a half hours long
- Online 24/7 with a proctor overseeing by webcam
- 130 multiple choice questions

6) ENHANCED SECTION

- The enhanced section focuses on Legislation and Professional Practice, Workplace Culture, and Health and Safety, and includes 30 additional questions.



AN INTERVIEW WITH OACETT

In order to assist other regulators that are considering ways to eliminate their own CERs, the OFC has provided the following Qs and As that elaborate on OACETT's experience.



Please provide some details on your consultations with employers.

Multiple employers were interviewed to provide their insights into the perceived gaps of internationally educated professionals (IEPs). They covered private and government organizations and came from a variety of engineering technology and applied sciences disciplines. Several of the employers were IEPs and shared their personal experiences of integrating into and succeeding in Canadian engineering technology and applied sciences workplaces. These employer insights were interwoven into the exam.

After the consultations, did you continue to maintain a professional relationship with the employers?

Many of the employers who were contacted already had OACETT certified members and had been advocates for certified technicians and technologists. A strong relationship continues with the employers who provided input on the creation of the alternate solution to a 1-year Canadian work experience.

How would OACETT define the distinct elements of a Canadian workplace culture that were canvassed in its examination?

Canadian workplace culture includes the legislation, standards and codes used in the workplace that are specific to Canada. This includes the policies and procedures that Canadian employees are following, the documents being used, and the symbols that hold meaning for the employees in the Canadian workplace (logos, brands, and safety symbols). It also includes employee and management behaviours including those typically found in Canada.

What did OACETT identify as critical competencies that demonstrated knowledge of the Canadian workplace?

Success as an engineering technician or technologist does not just depend upon knowledge of legislation, codes and standards. It also depends upon appropriately applying the legislation, codes and standards to the Canadian workplace

context. Effective practice must, therefore, integrate both knowledge and how it is applied

To provide more knowledge, additional information was included about the federal, provincial and local departments and agencies to be familiar with along with the relevant legislation, codes or standards they are responsible for, the tendering process, understanding contracts, and the government procurement process.

Additional health and safety information in the workplace was also included to close gaps with unfamiliarity with Canadian practices. This included information on basic health and safety strategies including why workplace health and safety is important, internal responsibility systems for workplace health and safety, the rights of employees, health and safety representatives and committees, and the types of workplace health and safety hazards.

Could you share feedback from professionals that completed the Internationally Educated Professional Practice Exam (IEPPE)?

Several months after the launch of the IEPPE, several of the first candidates to complete the exam were interviewed about their experiences. All were happy and grateful to have an efficient and accessible way to demonstrate their understanding of the Canadian workplace. They all felt this process allowed them to access the Canadian labour market sooner and more effectively.

2022 FAIR REGISTRATION PRACTICES (FRP) REPORTS

The OFC will be sending out the 2022 FRP report in **May 2023**.

We anticipate that the 2022 FRP report will be largely like the 2021 report in its format and content, but regulated professions can expect changes to the 2023 report to address and incorporate recent legislative and regulatory changes.

Regulators will have 60 business days to complete and file their submissions with the OFC.

The OFC continues to work towards building a data portal as more permanent solution for future FRP submissions including the 2023 report. We hope to share more on the data portal later in the year.

EMERGENCY REGISTRATION PLANS (ERP)



In 2022, the Government of Ontario introduced an amendment to the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006* to require that professional regulators enact emergency registration plans (ERPs)

More particularly, regulators must create and file an ERP with the Office of the Fairness Commissioner (OFC) by July 2, 2024, ensure that it addresses the stipulated elements, and keep the plan up to date.

Please refer to the following links for additional details: [Fair Access to Regulated Professions and Compulsory Trades Act, 2006](#) and [Ontario Regulation 261/22](#).

Given the requirements, we are offering information and advice to regulated professionals to assist them to:

- Develop their ERPs and understand how the OFC intends to determine if the obligation have been met; and
- Adopt associated best practices in their organizations.

The ERP obligation and guidelines are now included in the OFC's [Legislated Obligations and Best Practices Guide-Regulated Professions and Compulsory Trades](#).

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