



FAIRNESS COMMISSIONER

COMMISSAIRE À L'ÉQUITÉ

THE OFC NEWSLETTER

APRIL 2023

WORKING FOR WORKERS ACT, 2023

PROPOSED AMENDMENTS TO FAIR ACCESS LEGISLATION FOR THE NON-HEALTH PROFESSIONS



In 2021, the government amended the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006* (FARPACTA) through the ***Working for Workers Act, 2021*** to help remove registration barriers, such as the requirement for Canadian experience as a qualification for registration.

In 2022, FARPACTA was further amended through the ***Working for Workers Act, 2022*** and O. Reg 261/22 to establish timelines within which regulated professions must respond to applications from domestic labour mobility applicants and internationally trained individuals, as well as other measures to reduce barriers for international candidates.

On March 20, 2023, the government introduced additional proposed amendments to FARPACTA through the ***Working for Workers Act, 2023***.

Here are some details respecting the amendments contained in the ***Working for Workers Act, 2023***:

Public Interest & Labour Market Considerations

The proposed amendment would, if passed, stipulate that a regulated profession has a duty to work with the appropriate Minister to ensure, as a matter of public interest, that

the people of Ontario have access to adequate numbers of qualified, skilled and competent regulated professionals.

Alternatives to Canadian Experience Requirements

The proposed amendment would, if passed, provide that a regulated profession may accept Canadian experience in satisfaction of qualification for registration only if also accepts alternatives to such experience that meet the criteria prescribed by the regulations.

Clarifying the Meaning of Entry to Practice to a Profession

The proposed amendment would, if passed, define the term “registration” in FARPACTA to mean, subject to the regulations, “the granting of membership in a regulated profession for entry to the practice of the profession, with or without conditions, whether by registration, licensure, admission, enrolment or other means without regard to the terminology used by the regulated profession, but does not include the granting of a special designation, whether by way of a licence, certificate, or any other means, to those who are already registered”.

Authority to Delegate Powers

The proposed amendment would, if passed, identify the further powers under FARPACTA that the Minister may delegate to the Fairness Commissioner or any person employed in the Ministry of Labour, Immigration, Training and Skills Development.

The legislature will be considering these amendments which are contained in [Bill 79, Working for Workers Act, 2023 - Legislative Assembly of Ontario \(ola.org\)](https://www.ola.org/legislation/bills-acts/working-for-workers-act-2023)

MEET THE STAFF AT THE OFC



In September 2022, Aaliya Correa joined the Office of the Fairness Commissioner (OFC) as a Policy Analyst Intern. The OFC is fortunate to have such an eager and bright young woman join our team. We wanted to spotlight Aaliya and show her off to our subscribers.

Please tell us about yourself: Who are you? What do you do at the OFC?

I recently completed my undergraduate degree at the University of Toronto in June of 2022 with a major in political science and a minor in Canadian studies and geography. Currently I am a policy analyst intern at the OFC under the Indigenous Internship Program (IIP). Approaching nine months into the internship program I am learning new skills everyday and am grateful for the opportunity to excel in my interest in policy work as a young Indigenous

woman in government. As a policy analyst intern at the OFC, I assist with preparing research, analytical reports, presentations, and recommendations to management.

How did you find yourself at the OFC?

After completing my undergraduate studies, I knew I wanted to gain more experience in the policy field of government. My passion for developing and implementing meaningful policies, programs and positive change for Ontarians led me to my application to the OFC. The OFC's goals and initiatives stood out to me, and I was interested in being a part of an agency that strives for fair access to internationally trained professionals looking to work in Ontario; especially seeing as it is very apparent and growing topic in our economy today.

How do you focus on your own growth and development?

I find it beneficial to ask questions when anything is unclear to me, and to request involvement in projects that are of interest to me and that would assist my growth and development in the direction of work that I am interested in. It is also amazing to have a great manager and director that support my growth and involve me in projects that they think would be beneficial for me to take part in as well.

What superpower do you bring to your work?

Being a young woman starting in government, as well as freshly graduated from University, I bring a new perspective to issues that challenge today's society. I enjoy brainstorming new ideas that create positive change and require thinking outside the box.

Where do you see yourself in a few years?

In a few years I see myself moving along in the Ontario Public Service (OPS) in a position that allows for continuous growth and learning. By this time, I see myself having made various connections and networking as well as having made progress from when I first joined the OPS. In addition to this in a few years time I see myself having completed or in the progress of completing a Master's degree in Public Policy.



Office of the Fairness Commissioner
www.fairnesscommissioner.ca
180 Dundas St. W., Suite 300, Toronto, ON, M7A 2S
E-mail: ofc@ontario.ca

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