



FAIRNESS COMMISSIONER
COMMISSAIRE À L'ÉQUITÉ

THE OFC NEWSLETTER

SUMMER 2023

BRIDGING THE LABOUR GAP:

HOW TWO REGULATORS ARE MEETING THE CHALLENGE



In recent years, Ontario has experienced increasingly serious labour shortages in certain professions and compulsory trades. Professional regulators have an important role to play in addressing this issue.

Under section 2.1 of Schedule 2 of the *Regulated Health Professions Act, 1991*, it is the duty of every health regulatory college to work in consultation with the Minister of Health to ensure, as a matter of public interest, that the people of Ontario have access to adequate numbers of qualified, skilled and competent regulated health professionals.

The provincial government has recently proposed a similar legal obligation for non-health professions under *Bill 79, the Working for Workers Act, 2023*, which is currently before the legislature.

Many regulators are taking innovative steps to address labour market pressures. In this edition of the *Newsletter*, the Office of the Fairness Commissioner (OFC) will highlight initiatives taken by the College of Nurses of Ontario (CNO) and Skilled Trades Ontario (STO).



The College of Nurses of Ontario

As the regulatory body responsible for nursing professionals in Ontario, CNO plays a critical role in promoting safe and competent nursing care in the province. Over the years, the increasing demand for healthcare services coupled with the Covid-19 pandemic, have put immense pressure on nursing staff, which has led to departures from the profession. To address this challenge, CNO has adopted a host of innovative strategies, one of which we will highlight below.

In collaboration with Ontario Health and employers, CNO has implemented the Supervised Practice Experience Partnership, which enables nurses to meet two CNO requirements while working under supervised practice: the evidence of safe practice requirement and the language proficiency requirement. So far, over 2,000 internationally trained nurses have been able to register following completion of this program.

Coupled with recent amendments to CNO's temporary class regulation, that permit applicants to work while meeting registration and examination requirements, these changes have already fundamentally improved the registration journeys of internationally educated nurses.



Skilled Trades Ontario

Many industry sectors, including construction, manufacturing and automotive, are experiencing a historic shortage of qualified skilled tradespersons. STO is focused on filling this gap by, among other things, promoting careers in the trades.

In May 2023, STO hosted its first-ever *industry summit on apprenticeship*. This inaugural event highlighted the importance of apprenticeship training in shaping the future of skilled trades in Ontario. During the summit, STO made public its strategic framework, which consists of four pillars to guide the agency over the next three years:

- Supporting an innovative apprenticeship and certification model.
- Promoting and advancing the skilled trades.
- Facilitating research in the skilled trades.
- Building a diverse, equitable, inclusive skilled trades sector.

In addition, beginning last fall, the Ministry of Labour, Immigration, Training and Skills Development (MLITSD) and STO launched the *Level Up! Career fair series* across the province, which offered more than 13,000 students, parents and educators an opportunity to explore careers available in the Ontario skilled trades sector. The fairs were a success and will be returning in the fall of 2023.

Please see [Home Page – Skilled Trades Ontario](#) for more details on these and other initiatives.

The work of the CNO and STO represent excellent examples of what we call *ecosystem thinking*, where the immigration, education, assessment, registration and employment processes are treated as part of a single pathway. These regulators have fashioned linkages upstream and downstream to provide a more seamless glidepath for qualified individuals to join their chosen trade or profession, and to, thereby, help close the skills gap.

2021 QUICK FACTS

MEMBERSHIP IN REGULATED PROFESSIONS AND REGULATED HEALTH COLLEGES

In late 2022, the OFC received the Fair Registration Practices reports that the regulated professions and regulated health colleges prepared for 2021. Links to these reports are now available on our website under the [Professions and Trades](#) section.

In the May Newsletter, we provided readers with some statistical arrangements and are offering additional insights in this edition in an infographic format.



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2021 QUICK FACTS

MEMBERSHIP IN REGULATED PROFESSIONS AND REGULATED HEALTH COLLEGES

15 REGULATED PROFESSIONS

(Skilled Trades Ontario is also responsible for 23 compulsory trades)

Covered by the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006.*

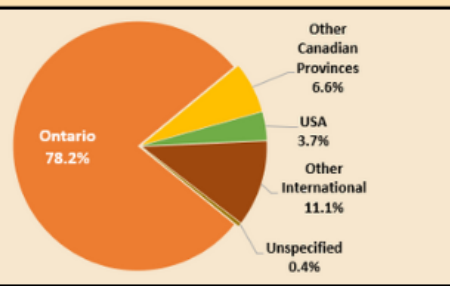
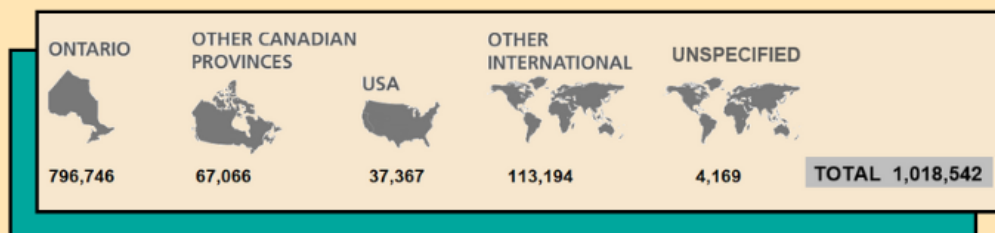
26 REGULATED HEALTH COLLEGES

Covered by the *Regulated Health Professions Act, 1991.*

MEMBERS

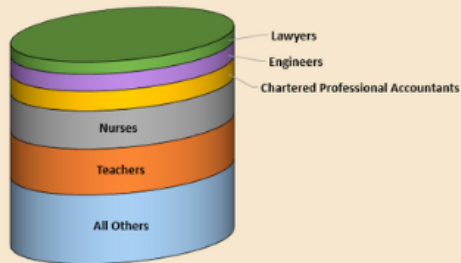
Anyone who is licensed to practice a regulated profession in Ontario is a member of that profession.

1. NUMBER OF MEMBERS AND WHERE THEY WERE TRAINED



2. FIVE PROFESSIONS WITH THE LARGEST NUMBER OF MEMBERS

	①	②	③	④	⑤	
Profession	Teachers	Nurses	Chartered Professional Accountants	Engineers	Lawyers	All Others
Number of members (total 1,018,542)	230,911	192,401	98,921	86,392	61,428	348,489
Percentage of members compared to total members in all professions	22.7%	18.9%	9.7%	8.5%	6.0%	34.2%



3. TOP 10 PROFESSIONS WITH THE LARGEST NUMBER OF INTERNATIONALLY TRAINED MEMBERS

	①	②	③	④	⑤
Profession	Teachers	Nurses	Engineers	Physicians	Pharmacists
Number of Internationally Trained Members	38,627	25,187	24,066	13,534	8,356
Percentage of members compared to total members in the profession	17%	13%	28%	31%	48%

	⑥	⑦	⑧	⑨	⑩
Profession	Lawyers	Chartered Professional Accountants	Dentists	Engineering Technicians and Technologists	Physiotherapists
Number of Internationally Trained Members	6,458	5,489	4,980	3,802	3,281
Percentage of members compared to total members in the profession	11%	6%	43%	17%	31%

This information is also available in the [Publications](#) section of our website.

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