



FAIRNESS COMMISSIONER

COMMISSAIRE À L'ÉQUITÉ

THE OFC NEWSLETTER

DECEMBER 2024

2023-2024 OFC ANNUAL REPORT

A Breakthrough Year for Fair Registration Practices



The Office of the Fairness Commissioner (OFC) is pleased to announce that our latest annual report has been published on our website in the [Publications](#) section.

This annual report covers the period from April 1, 2023, to March 31, 2024, during which the OFC embarked on many important initiatives designed to achieve better outcomes for applicants to the professions and skilled trades. The report also provides statistical information, discusses current issues, highlights several breakthrough practices that regulators have adopted and describes how our agency has implemented its risk-informed compliance framework.

For more details and to view the entire report, please click on [OFC Annual Report 2023-2024](#).

OFC WEBINAR

November 21, 2024



In late November 2024, the OFC hosted a webinar for regulated professions (regulators) on their responsibilities to engage in discussions on labour market supply and demand dynamics in their professions. The event was well attended by representatives of both regulated professionals and oversight ministries.

The event kicked off with the Fairness Commissioner's presentation on section 6(2) of the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006* (FARPACTA). This provision indicates that a regulated profession has a duty to establish a legal duty to work with its responsible 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. It was then followed by presentations from two regulated professions on collaborative responses to labour pressures in the education sector.

First, Beth Deazeley, the Registrar and CEO of the College of Early Childhood Educators presented alongside Katie Williams, Director at the Early Years Branch at the Ministry of Education, on the development of the Ontario Child Care Workforce Strategy, designed to enable implementation of \$10-a-day childcare.

This presentation, grounded in registration data and research findings, highlighted the critical need to collect data to guide registration and retention issues, as well as to pursue ecosystem thinking, where regulators need to engage with upstream (i.e.: post-secondary institutions) and downstream (i.e.: employers) stakeholders to address these subjects in a coordinated fashion.

Next, Marianne Tompkins-Carter, Manager of Evaluation Services, Ontario College of Teachers, along with Danielle Melville, Human Resource Services Officer, Hamilton-Wentworth District School Board spoke about the collaborative delivery of information sessions to guide internationally educated teachers through the hiring and registration processes. Their presentation emphasized that the recruitment of internationally trained teachers is critical to address labor market shortages and to reflect the diversity of Ontario students.

Both presentations brought unique perspectives to a conversation about the “wicked problem” of labour supply, emphasizing the complexities and shared areas of responsibility within the registration ecosystem.

The OFC intends to leverage these discussions in further conversations with regulated professions on how they can meet this legal obligation.

HAPPY HOLIDAYS



Commissioner Glasberg and the entire team at the Office of the Fairness Commissioner would like to wish you all a very Happy Holiday season and a peaceful and prosperous New Year.

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