

#40

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, July 19, 2023 3:07:47 PM  
**Last Modified:** Tuesday, September 19, 2023 10:17:35 AM  
**Time Spent:** Over a month  
**IP Address:** 64.229.122.96

---

## Page 1: Fair Registration Practices Report 2022

**Q1**

Please indicate which regulator you are and your main point of contact should we require follow up.

Professional Geoscientists Ontario (PGO)  
 Eilidh Lewis (Registrar)  
 Email: elewis@pgo.ca  
 Phone: 905-244-3857

---

**Q2****No**

Section 1 - During the reporting period (January 1st–December 31st, 2022), please indicate if your organization has introduced any changes in the following areas impacting your registration processes by clicking on each of the appropriate boxes below. Registration requirements either through regulation, by-law or policy.

---

**Q3****No**

Assessment of qualifications

---

**Q4**

Timelines for registration, decisions and/or responses

**Yes,**

Description of change/improvement that would impact fair registration outcomes:

There were some staff changes in 2022, which has led to the registration process becoming more efficient and streamlined, improving the timelines for registration.

---

**Q5****No**

Registration and assessment fees

---

**Q6****No**

Resources for applicants

---

## 2022 Fair Registration Practices Report

<b>Q7</b> Changes to internal review or appeal process	<b>Yes,</b> Description of change/improvement that would impact fair registration outcomes: Simplification and update of the Appeal process, which improves the fairness of Registration Appeal Decision recommendations.
<b>Q8</b> Access by applicants to their records	<b>No</b>
<b>Q9</b> Mutual recognition agreements	<b>No</b>
<b>Q10</b> Training and resources for staff regarding registration	<b>No</b>
<b>Q11</b> Relationship with third party service provider(s)	<b>No</b>
<b>Q12</b> Accreditation of educational programs	<b>No,</b> Description of Change/Improvement that would impact Fair Registration Outcomes: Geoscience programs are not accredited.
<b>Q13</b> Technological or digital improvements	<b>No</b>
<b>Q14</b> Anti-racism and inclusion-based policies and practices	<b>No</b>
<b>Q15</b> Organizational structure	<b>Yes,</b> Description of Change/Improvement that would impact Fair Registration Outcomes: The previous Registrar left PGO June 2022. The Assistant Registrar was promoted to Acting Registrar in the interim. The registration process has become more efficient and streamlined, improving the timelines for registration.

**Q16**

**No**

Contingency or continuity of operations plans

---

**Q17**

**No**

Documentation requirements for registration

---

**Q18**

**No**

English / French language proficiency testing

---

**Q19**

Section 2 – If applicable, please list your organization's top three accomplishments during the reporting period that relate to fair registration practices.

1

**Applicant's must pass a professional practice and ethics exam prior to registration as full or limited professionals. A review was conducted in 2022 and the decision was made to remove the PGO specific questions that were additions to the exam, as well as the essay question, bringing PGO in line with other geoscience regulators in Canada. This improved the overall pass scores of the exam.**

---

**Q20**

**Respondent skipped this question**

Section 3 – If applicable, please list the top three risks that impacted your organization's ability to achieve better registration outcomes for applicants during the reporting period. Please also indicate the measures you have taken to mitigate the impacts of these risks.

---

**Q21**

Section 4 – Do you believe that you have a Canadian Experience Requirement (CER)? If so, please describe the applicant competencies that you seek to develop through this requirement in the comment box below CER: work experience or experiential training obtained in Canada.

**Yes,**

Other (please specify):

All those being considered for registration as full practising professional geoscientists must have at least 12 months of Canadian, or equivalent, work experience. PGO does accept work experience from other countries, however, the applicant must have at least 12 months of experience from a Canadian, or equivalent, work environment. The reasons for this requirement are: 1. To make sure that the applicant can comply with relevant legislation, regulations and statutory reporting requirements. 2. Apply ethical principles. 3. Maintain constructive working relationships. 4. Respond to obligations and responsibilities to the public, to the natural environment, to clients, and to employers. 5. Contribute to health and safety in the workplace. 6. Deliver and comprehend oral and written communication.

**Q22**

**QUANTITATIVE SECTION** The following quantitative 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. **Languages** Indicate the languages in which you make available application materials and information about the application process.

**English**

**Q23**

**Membership Data Demographics Data** As of December 31, 2022, please indicate the number of members in each gender category identified below and the number of total members.

Total Male	<b>2482</b>
Total Female	<b>948</b>
Total Non-binary	<b>0</b>
Gender not provided	<b>0</b>
Overall Total	<b>3430</b>

**Q24**

In relation to your members: Do you collect race-based data?

**No**

**Q25**

Do you collect other identity-based or demographics data?

**Yes,**

Other (please specify):

We collect country of birth and citizenship information

**Q26**

Do you plan to collect race-based data in the future?

**No**

## 2022 Fair Registration Practices Report

### Q27

Class of License/Certificate Data As of December 31, of the reporting year, please indicate the number of members under each class or license category as applicable.

Full/Independent Practice	<b>2420</b>
Provisional/Limited License/Certificate	<b>90</b>
Emergency License/Certificate	<b>0</b>
All other classes	<b>920</b>
Overall Total	<b>3430</b>

### Q28

Jurisdiction where members were initially trainedAs of December 31, of the reporting year, please indicate the membership type and total number of registered members for each category listed below.

Ontario	<b>2104</b>
Other Canadian Provinces and Territories	<b>608</b>
USA	<b>88</b>
Other Countries	<b>630</b>
Multiple and/or Unspecified Jurisdiction	<b>0</b>
Total	<b>3430</b>

### Q29

Please indicate the total number of registered members for the top 12 international countries or jurisdictions where these individuals obtained their initial education in the profession or trade.

1	<b>USA - 88</b>
2	<b>UK - 78</b>
3	<b>China - 42</b>
4	<b>Iran - 41</b>
5	<b>India - 39</b>
6	<b>Brazil - 35</b>
7	<b>South Africa - 34</b>
8	<b>Australia - 29</b>
9	<b>France - 22</b>
10	<b>Russia - 21</b>
11	<b>Germany - 18</b>
12	<b>Philippines - 18</b>

## 2022 Fair Registration Practices Report

### Q30

Applications Data Demographics Data Indicate the number of applicants who filed an application between January 1 and December 31 of the reporting year, in each applicable category.

Total Male	<b>134</b>
Total Female	<b>61</b>
Total Non-binary	<b>0</b>
Gender not provided	<b>0</b>
Overall Total	<b>195</b>

### Q31

**No**

In relation to the applications, you received: Do you collect race-based data?

### Q32

Do you collect other identity-based or demographics data?

**Yes,**

If yes, please indicate the type: :

We collect country of birth and citizenship information

### Q33

Category of Applicants Number of applicants who voluntarily or involuntarily (through inactive and lapsed applications) withdrew from the application process between January 1 and December 31, 2022:

0

### Q34

Please indicate the total number of applicants from Ontario who filed an application between January 1 and December 31, 2022 for the following categories as applicable.

Number of Applicants	<b>99</b>
Number of Applicants Licensed/Certified	<b>73</b>
Average Time to Process Application in Weeks from First Point of Applicant Contact	<b>13</b>
Average Time to Process Application in Weeks from Receipt of all Required Documents	<b>7</b>

### Q35

Please indicate the total number of applicants from Canadian provinces and territories (excluding Ontario) who filed an application between January 1 and December 31, 2022 for each of the following categories as applicable.

Number of applicants	<b>31</b>
Number of applicants fully licensed/certified	<b>26</b>
Average Time to Process Application in Weeks from First Point of Applicant Contact	<b>13</b>
Average Time to Process Application in Weeks from Receipt of all Required Documents	<b>7</b>

## 2022 Fair Registration Practices Report

### Q36

Please indicate the total number of certificate-to-certificate (labour mobility) applicants who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	<b>20</b>
Number of applicants fully licensed/certified	<b>20</b>
Average Time to Process Application in Weeks from First Point of Applicant Contact	<b>4</b>
Average Time to Process Application in Weeks from Receipt of all Required Documents	<b>1</b>

### Q37

Please indicate the total number of applicants from international jurisdictions (not including USA) who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	<b>43</b>
Number of applicants fully licensed/certified	<b>38</b>
Average Time to Process Application in Weeks from First Point of Applicant Contact	<b>12</b>
Average Time to Process Application in Weeks from Receipt of all Required Documents	<b>6</b>

### Q38

Please indicate the total number of applicants from multiple and/or jurisdictions not specified who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	<b>0</b>
Number of applicants fully licensed/certified	<b>0</b>
Average Time to Process Application in Weeks from First Point of Applicant Contact	<b>0</b>
Average Time to Process Application in Weeks from Receipt of all Required Documents	<b>0</b>

## 2022 Fair Registration Practices Report

### Q39

Please indicate the total number of applicants from accredited Canadian post-secondary institutions who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	0
Number of applicants fully licensed/certified	0
Average Time to Process Application in Weeks from First Point of Applicant Contact	0
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

### Q40

Please indicate the total number of applicants who re-registered after withdrawing from the application process between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	0
Number of applicants fully licensed/certified	0
Average Time to Process Application in Weeks from First Point of Applicant Contact	0
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

### Q41

Please provide any additional comments you may have for questions 33-41.

Respondent skipped this question



**Q42**

Jurisdiction where applicants obtained their initial education Please indicate the total number of applicants for the top 12 international countries or jurisdiction where applicants obtained their initial education in the profession or trade.

1	<b>Nigeria - 4</b>
2	<b>United Kingdom - 3</b>
3	<b>Pakistan - 3</b>
4	<b>Iran - 3</b>
5	<b>Switzerland - 2</b>
6	<b>Sudan – 2</b>
7	<b>South Africa - 2</b>
8	<b>Russia - 2</b>
9	<b>Philippines - 2</b>
10	<b>Peru - 2</b>
11	<b>Columbia - 2</b>
12	<b>Cameroon - 2</b>

---

**Q43**

Processing Time As of December 31, 2022, how many full licenses/certificates did your organization issue?

43

---

**Q44**

Please indicate the total number of applicants who received full licensure/certification between January 1 and December 31, 2022, according to the following timelines.

0 – less than 3 months	<b>41</b>
3 months – less than 6 months	<b>1</b>
6 months – less than 12 months	<b>1</b>
12 months – less than 18 months	<b>0</b>
18 months – less than 24 months	<b>0</b>
24 months and greater	<b>0</b>

---

**Q45**

Age of Active Applications As of December 31, 2022 what were the total number of active applications in your case inventory?

34

---

## 2022 Fair Registration Practices Report

<b>Q46</b>	0 – less than 3 months	<b>23</b>
Please provide a breakdown (and total) of active applications according to the length of time (age) that they have been open.	3 months – less than 6 months	<b>4</b>
	6 months – less than 12 months	<b>2</b>
	12 months – less than 18 months	<b>5</b>
	18 months – less than 24 months	<b>0</b>
	24 months and greater	<b>0</b>
	<b>TOTAL</b>	<b>34</b>

<b>Q47</b>	Ontario	<b>2</b>
Other Licenses/Certificates of Registration ProcessedPlease indicate the number of applicants who were issued an alternative class of license* that your organization processed in the reporting year (January 1-December 31, 2022).Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.* An alternative class of license/certificate enables the holder to practice with limitations, but additional requirements must be met for the member to be fully licensed/certified.	Other Canadian Provinces and Territories	<b>0</b>
	Certificate to Certificate (Labour Mobility)	<b>0</b>
	USA	<b>0</b>
	Other International	<b>0</b>
	Multiple and/or Unspecified Jurisdictions	<b>0</b>
	<b>TOTAL</b>	<b>2</b>

<b>Q48</b>	Ontario	<b>0</b>
Other Licenses/Certificates of Registration ProcessedPlease indicate the number of applications, If applicable, who were issued an emergency license/certificate that your organization processed in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Other Canadian Provinces and Territories	<b>0</b>
	Certificate to Certificate (Labour Mobility)	<b>0</b>
	USA	<b>0</b>
	Other International	<b>0</b>
	Multiple and/or Unspecified Jurisdictions	<b>0</b>
	<b>TOTAL</b>	<b>0</b>

<b>Q49</b>	Ontario	<b>0</b>
Other Licenses/Certificates of Registration ProcessedPlease indicate the number of Provisional license/certificate or alternative class of license/certificate holders who were fully licensed/certified by your organization which were processed in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Other Canadian Provinces and Territories	<b>0</b>
	Certificate to Certificate (Labour Mobility)	<b>0</b>
	USA	<b>0</b>
	Other International	<b>0</b>
	Multiple and/or Unspecified Jurisdictions	<b>0</b>
	<b>TOTAL</b>	<b>0</b>

## 2022 Fair Registration Practices Report

<b>Q50</b>	Ontario	<b>0</b>
Number of Reviews and Appeals Processed State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2022). For applicants who were subject to an internal review or who were referred to a statutory committee of your governing council, such as a Registration Committee. Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Other Canadian Provinces	<b>0</b>
	USA	<b>0</b>
	OtherCountries	<b>0</b>
	Multiple and/or Unspecified	<b>0</b>
	Countries	
	<b>TOTAL</b>	<b>0</b>

<b>Q51</b>	Ontario	<b>0</b>
State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2022). For applicants who initiated an appeal of a registration decision. Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Other Canadian Provinces	<b>0</b>
	USA	<b>0</b>
	OtherCountries	<b>0</b>
	Multiple and/or Unspecified	<b>0</b>
	Countries	
	<b>TOTAL</b>	<b>0</b>

<b>Q52</b>	Ontario	<b>0</b>
State the number of reviews and appeals heard in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Other Canadian Provinces	<b>0</b>
	USA	<b>0</b>
	OtherCountries	<b>0</b>
	Multiple and/or Unspecified	<b>0</b>
	Countries	
	<b>TOTAL</b>	<b>0</b>

<b>Q53</b>	Ontario	<b>0</b>
State the number of registration decisions changed following an appeal and/or review that your organization processed in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Other Canadian Provinces	<b>0</b>
	USA	<b>0</b>
	OtherCountries	<b>0</b>
	Multiple and/or Unspecified	<b>0</b>
	Countries	
	<b>TOTAL</b>	<b>0</b>

<b>Q54</b>	
List the top three reason for appeals (by percentage) of a registration decision	
1	<b>Did not meet the work experience requirements (95%)</b>
2	<b>Did not meet the educational requirements (5%)</b>

**Q55**

List the top five reasons (by percentage) for not Issuing a License/Certification to Internationally Trained Individuals

- |   |   |
|---|---|
| 1 | <b>Did not meet the education requirements (75%)</b>  |
| 2 | <b>Did not the work experience requirements (25%)</b> |
- 

**Q56**

List the top Five Reasons (by percentage) for not Issuing a License/Certification to Canadian Graduates

- |   |  |
|---|--|
| 1 | <b>Did not meet the education requirements (95%)</b> |
| 2 | <b>Did not the work experience requirements (5%)</b> |
- 

**Q57**

**Respondent skipped this question**

Please provide any additional comments you may have:

---