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Page 1: Fair Registration Practices Report 2021

Q1

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

Professional Geoscientists Ontario (PGO)
 Eilidh Lewis, Deputy Registrar (Acting Registrar)

Q2 No

Section 1 - During the reporting period (January 1st–December 31st, 2021), 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

New or consolidated class of certificates or licenses

Q4 No

Assessment of qualifications

Q5 No

Timelines for registration, decisions and/or responses

Q6 No

Registration and assessment fees

Q7 No

Resources for applicants

2021 Fair Registration Practices Report

Q8	No
Changes to internal review or appeal process	
Q9	No
Access by applicants to their records	
Q10	No
Mutual recognition agreements	
Q11	No
Training and resources for staff regarding registration	
Q12	No
Relationship with third party service provider(s)	
Q13	No
Accreditation of educational programs	
Q14	No
Technological or digital improvements	
Q15	Yes,
Anti-racism and inclusion-based policies and practices	<p>Description of Change/Improvement that would impact Fair Registration Outcomes:</p> <p>PGO formed a Diversity and Inclusion Committee in late 2020, which was later made a standing committee as of September 16, 2021. The webpage for the diversity and inclusion committee was launched in early 2021, https://www.pgo.ca/diversity-inclusion. Training was made available to all staff and volunteers under the topics of the fundamentals of diversity and inclusion, and unconscious bias, during the summer of 2021. A survey was also prepared and sent to registrants and stakeholders with an aim to understanding the challenges that are faced by professionals in the geoscience industry, the report can be viewed at https://www.pgo.ca/uploaded/files/events/pgo-2021-diversity-and-inclusion-survey-report.pdf.</p>
Q16	No
Organizational structure	

Q17
No

Contingency or continuity of operations plans

Q18
No

Documentation requirements for registration

Q19
No

English / French language proficiency testing

Q20
Respondent skipped this question

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

Q21
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.

Q22

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: A. To make sure that the applicant can comply with relevant legislation, regulations and statutory reporting requirements. B. Apply ethical principles. C. Maintain constructive working relationships. D. Respond to obligations and responsibilities to the public, to the natural environment, to clients, and to employers. E. Contribute to health and safety in the workplace. F. Deliver and comprehend oral and written communication.

Q23**English**

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.

Q24

Membership Data Demographics Data As of December 31, 2021, please indicate the number of members in each gender category identified below and the number of total members.

Total Male	2371
Total Female	866
Total Non-binary	0
Gender not provided	7
Overall Total	3244

Q25**No**

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

Q26

Do you collect other identity-based or demographics data?

Yes,
Other (please specify):
We collect country of birth and citizenship information.

Q27**No**

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

Q28

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	2349
Provisional/Limited License/Certificate	81
Emergency License/Certificate	0
All other classes	814
Overall Total	3244

Q29

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

Ontario	Practising – 1366, non-practising – 154, limited practising – 58, GIT – 388, Total – 1966.
Other Canadian Provinces and Territories	Practising – 491, non-practising – 68, limited practising – 6, GIT – 47, Total – 612.
USA	Practising – 76, non-practising – 4, limited practising – 3, GIT – 3, Total – 86.
Other Countries	Practising – 416, non-practising – 53, limited practising – 14, GIT – 97, Total – 580.
Multiple and/or Unspecified Jurisdiction	n/a
Total	Practising – 2349, non-practising – 279, limited practising – 81, GIT – 535, Total – 3244.

Q30

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	UK - 70
2	China - 41
3	India - 41
4	Iran - 40
5	Brazil - 31
6	South Africa - 31
7	Australia - 23
8	Russia - 21
9	Germany - 18
10	France - 17
11	Nigeria - 14
12	Philippines - 14

Q31

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	224
Total Female	120
Total Non-binary	0
Gender not provided	0
Overall Total	344

2021 Fair Registration Practices Report

Q32

No

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

Q33

Yes,

Do you collect other identity-based or demographics data?

If yes, please indicate the type: :
We collect country of birth and citizenship information.

Q34

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, 2021:

0

Q35

Please indicate the total number of applicants from Ontario who filed an application between January 1 and December 31, 2021 for the following categories as applicable.

Number of Applicants	169
Number of Applicants Licensed/Certified	130
Average Time to Process Application in Weeks from First Point of Applicant Contact	9
Average Time to Process Application in Weeks from Receipt of all Required Documents	4

Q36

Please indicate the total number of applicants from Canadian provinces and territories (excluding Ontario) who filed an application between January 1 and December 31, 2021 for each of the following categories as applicable.

Number of applicants	76
Number of applicants fully licensed/certified	63
Average Time to Process Application in Weeks from First Point of Applicant Contact	8
Average Time to Process Application in Weeks from Receipt of all Required Documents	3

2021 Fair Registration Practices Report

Q37

Please indicate the total number of certificate-to-certificate (labour mobility) applicants who filed an application between January 1 and December 31, 2021 for each of the categories as applicable.

Number of applicants	62
Number of applicants fully licensed/certified	62
Average Time to Process Application in Weeks from First Point of Applicant Contact	2
Average Time to Process Application in Weeks from Receipt of all Required Documents	1

Q38

Please indicate the total number of applicants from international jurisdictions (not including USA) who filed an application between January 1 and December 31, 2021 for each of the categories as applicable.

Number of applicants	79
Number of applicants fully licensed/certified	51
Average Time to Process Application in Weeks from First Point of Applicant Contact	12
Average Time to Process Application in Weeks from Receipt of all Required Documents	6

Q39

Please indicate the total number of applicants from multiple and/or jurisdictions not specified who filed an application between January 1 and December 31, 2021 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

2021 Fair Registration Practices Report

Q40

Please indicate the total number of applicants from accredited Canadian post-secondary institutions who filed an application between January 1 and December 31, 2021 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 indicate the total number of applicants who re-registered after withdrawing from the application process between January 1 and December 31, 2021 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

Q42

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

Q.40. There are no accredited geoscience degrees in Canada.

Q43

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	Iran - 8
2	Brazil - 7
3	India - 6
4	Nigeria - 6
5	Philippines - 6
6	Australia - 4
7	China - 4
8	Pakistan - 3
9	Argentina - 2
10	Cameroon - 2
11	Columbia - 2
12	Egypt - 2

Q44

Processing Time As of December 31, 2021, how many full licenses/certificates did your organization issue?

107 full practising certificates were issued in 2021.

Q45

Please indicate the total number of applicants who received full licensure/certification between January 1 and December 31, 2021, according to the following timelines.

0 – less than 3 months	103
3 months – less than 6 months	2
6 months – less than 12 months	2
12 months – less than 18 months	0
18 months – less than 24 months	0
24 months and greater	0

Q46

Age of Active Applications As of December 31, 2021 what were the total number of active applications in your case inventory?

24 open applications as of December 31, 2021.

2021 Fair Registration Practices Report

Q47

Please provide a breakdown (and total) of active applications according to the length of time (age) that they have been open.

0 – less than 3 months	3
3 months – less than 6 months	9
6 months – less than 12 months	12
12 months – less than 18 months	0
18 months – less than 24 months	0
24 months and greater	0
TOTAL	24

Q48

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, 2021).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.

Ontario	91
Other Canadian Provinces and Territories	19
Certificate to Certificate (Labour Mobility)	0
USA	0
Other International	24
Multiple and/or Unspecified Jurisdictions	0
TOTAL	134

Q49

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, 2021). 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.

Ontario	0
Other Canadian Provinces and Territories	0
Certificate to Certificate (Labour Mobility)	0
USA	0
Other International	0
Multiple and/or Unspecified Jurisdictions	0
TOTAL	0

Q50

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, 2021). 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.

Ontario	0
Other Canadian Provinces and Territories	0
Certificate to Certificate (Labour Mobility)	0
USA	0
Other International	0
Multiple and/or Unspecified Jurisdictions	0
TOTAL	0

2021 Fair Registration Practices Report

Q51

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, 2021). 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.

Ontario	1
Other Canadian Provinces	0
USA	0
OtherCountries	0
Multiple and/or Unspecified	0
Countries	
TOTAL	1

Q52

State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2021). 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.

Ontario	1
Other Canadian Provinces	0
USA	0
OtherCountries	0
Multiple and/or Unspecified	0
Countries	
TOTAL	1

Q53

State the number of reviews and appeals heard in the reporting year (January 1-December 31, 2021). 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.

Ontario	1
Other Canadian Provinces	0
USA	0
OtherCountries	0
Multiple and/or Unspecified	0
Countries	
TOTAL	1

Q54

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, 2021). 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.

Ontario	0
Other Canadian Provinces	0
USA	0
OtherCountries	0
Multiple and/or Unspecified	0
Countries	
TOTAL	0

Q55

List the top three reason for appeals (by percentage) of a registration decision

- | | |
|---|---|
| 1 | Did not meet the work experience requirements (50%) |
| 2 | Did not meet the educational requirements (50%) |

Q56

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

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

Q57

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

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

Q58

Please provide any additional comments you may have:

Q51, 52 and 53 refer to 1 appeal that was submitted, reviewed and heard in 2021.
