

Professional GEOSCIENTISTS of Ontario

2024 Fair Registration Practices Report

Prepared for the Office of the Fairness Commissioner (OFC)



FAIRNESS COMMISSIONER
COMMISSAIRE À L'ÉQUITÉ

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1. Background

Under section 20 of the Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA), which is substantially similar to section 22.7(1) of Schedule 2 of the Regulated Health Professions Act, 1991 (RHPA),

“A regulated profession shall prepare a fair registration practices report annually or at such other times as the Fairness Commissioner may specify or at such times as may be specified in the regulations”.

Section 23 of FARPACTA and Section 22.9 of Schedule 2 of the RHPA then go on to indicate that the Fairness Commissioner shall specify the form in which these reports shall be prepared, along with the required filing dates. This section also stipulates that a regulator must make these reports public.

It is pursuant to these authorities that the Office of the Fairness Commissioner (OFC) has required that each regulator complete its annual Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2024.

The FRP:

- Collects information about the organization, applicants to the profession and current membership.
- Provides information to the public about how the organization has implemented fair registration practices during the reporting period.
- Helps the OFC to successfully undertake the education and compliance activities which include monitoring, applying a risk-informed compliance framework, assessing performance, and sharing best practices.
- Determines whether the regulator is complying with recently enacted legislative and regulatory provisions designed to reduce barriers for domestic labour mobility and internationally trained applicants.
- Identifies trends across regulated professions and regulated health colleges.

2. Organization information

Organization name	Professional GEOSCIENTISTS of Ontario
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3. Registration requirements

Applicants to the regulated professions and compulsory trades must fulfil registration requirements to practice their profession or use a professional title. This section summarizes registration requirements for each profession or trade regulated by Professional GEOSCIENTISTS of Ontario

Licensing requirements (brief description for each requirement listed):

Profession/ Trade Name	Geoscientist
Academic requirement	Four-year B.Sc. degree in an area of geoscience, covering 27 courses from the following categories: Section 1A: foundation science courses (3). Section 1B: additional foundation science courses (6). Section 2A: foundation geoscience courses (4). Section 2B: additional foundation science courses (5). Section 2C: other geoscience courses (9).
Experience requirement	Geoscientist-in-Training (GIT): no experience necessary. Professional Geoscientist (P.Geo.): minimum of four years of geoscience work experience. Limited Professional Geoscientist (P.Geo.(Limited)):

	minimum of 10 years of geoscience work experience, with at least 2 most recent years in the area that the limitations will apply.
Language requirement	No language proficiency requirements, but English is the language that is used by PGO staff and for our application forms.
Additional information on licensing requirements (may include links to appropriate page on regulator website):	More information on registration requirements can be found at https://www.pgo.ca/registration/registration-types .

4. Third party assessments

Third party organizations that assess qualifications on behalf of the regulator.

Organization name	Function
World Education Services	Academic credential evaluation

Fair access legislation requires regulators to take reasonable measures to ensure that any third parties undertake assessment of qualifications in a way that is transparent, objective, impartial and fair.

Professional GEOSCIENTISTS of Ontario takes the following measure(s) to ensure fair and timely assessments:

World Education Services (WES) provides a course-by-course evaluation for Canadian equivalency. This is directed by the applicant, PGO has limited contact with WES. They do not assess qualifications with regards to the geoscience knowledge requirements, they only provide an equivalency report for internationally trained applicants.

5. Accomplishments, risks and mitigations

Key accomplishments and risks pertaining to fair registration practices during the reporting period are summarized below.

A. Accomplishments

1	PGO transitioned to full use of a competency-based assessment system for all practising applicants.
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B. Risks and Mitigations

Risk	Mitigation Measure
1. That PGO maintains the standards of practice once the Canadian work experience requirement is removed. 2. Slower processing of applications due to extra resources required for management of the CBA system.	1. Integration of the competency-based assessment system with work experience competencies to show understanding of the Canadian work environment. 2. Currently in the process of hiring a new staff member (completely new position) to improve efficiency and processing timelines.

6. Changes to registration practices

During the January 1 to December 31, 2024 reporting period, Professional GEOSCIENTISTS of Ontario has introduced the following changes impacting its registration processes. Changes, anticipated impacts, and risk mitigation are summarized below.

A. Registration requirements and practices

Registration process	Changes Made (Yes / No)	Description
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Registration requirements either through regulation, by-law or policy	Yes	Work experience is now using only the competency-based assessment system.
New or consolidated class of certificates or licenses	No	
Assessment of qualifications, including competency-based assessments and examinations	Yes	Competency-based assessment is now the only way to assess an applicant's work experience.
Documentation requirements for registration	No	
Timelines for registration, decisions and/or responses	No	
Registration and/or assessment fees	Yes	Annual dues were increased for the 2024 reporting period. Please see www.pgo.ca/uploaded/Forms/Credit%20Card%20Forms/APGO-fees-dues.pdf for a list of all fees.

Changes to internal review or appeal process	No	
Access by applicants to their records	No	
Other	No	

B. Training, policy and applicant supports

Registration process	Changes Made (Yes / No)	Description
Training and resources for staff who deal with registration issues	No	
Resources or training to support applicants to move through the licensing process	No	
Anti-racism and inclusion-based policies and practices	No	

C. System partners

Registration process	Changes Made (Yes / No)	Description
Steps to increase accountability of	No	

third-party service provider(s)		
Accreditation of educational programs	No	
Mutual recognition agreements	No	

D. Responsiveness to changes in the regulatory environment

Registration process	Changes Made (Yes / No)	Description
Emergency registration plans	Yes	Emergency registration plan was created in July 2024.
Technological or digital improvements	No	
Steps to address labour shortages in the profession or trade	No	

7. Membership and application data

The Office of the Fairness Commissioner collects membership and application data from regulators through annual Fair Registration Practices Reports, which are also made available to the public. 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.

A. Race-based data collected

	Race-based data collected? (Yes or No)
Members	No
Applicants	No

Additional description:

B. Other identity-based or demographic data collected

	Other identity-based or demographic data collected? (Yes or No)
Members	No
Applicants	No

Additional description:

C. Languages of service provision

Professional GEOSCIENTISTS of Ontario makes application materials and information available to applicants in the following languages.

Language	Yes / No
English	Yes
French	No
Other (please specify)	

D. Membership Profile

Profession Name	Total Number of Members
Geoscientist	3656

Class of License	Total Number of Members	Number of Internationally Educated Members
Full / General/ Independent Practice	2558	532
Limited practitioner	89	19
Non-practising registrants	303	65
Geoscientists-in-Training	706	165

Gender	Number of Members
Male	2605
Female	1040
X (includes trans, non-binary, and two-spirit people)	11

Jurisdiction of Initial Training	Number of Members
Ontario	2157
Other provinces and territories	680
United States	90
Other International	729

Country of Initial Training	Number of Members
Albania	6
Algeria	1
Argentina	4
Armenia	1

Australia	27
Austria	3
Bangladesh	11
Bolivia	2
Brazil	50
Bulgaria	3
Burkina Faso	3
Myanmar	1
Cameroon	6
Chile	4
China	45
Colombia	23
Costa Rica	3
Cuba	6
Czechia	1
Democratic Republic of the Congo	1
Ecuador	3
Egypt	5
Eritrea	4
Ethiopia	2
Finland	2
France	22
Germany	23
Ghana	10
Greece	1
Guyana	1
Hong Kong	3
Hungary	2
India	48
Indonesia	1
Iran	49
Iraq	4
Ireland	7
Israel	1
Italy	5
Cote d'Ivoire	1
Jamaica	7
Japan	1

Jordan	1
Kazakhstan	2
South Korea	2
Lebanon	6
Malaysia	1
Mexico	4
Morocco	2
Nepal	3
Netherlands	4
New Zealand	4
Nigeria	22
Pakistan	21
Peru	7
Philippines	25
Poland	5
Romania	13
Russia	21
Saudi Arabia	1
Serbia	5
Sierra Leone	1
Slovakia	1
Somalia	1
South Africa	40
Spain	5
Sri Lanka	3
Sudan	9
Suriname	2
Switzerland	3
Syria	3
Trinidad and Tobago	2
Tunisia	1
Turkiye	11
Uganda	1
United States of America	91
Ukraine	5
United Kingdom	78
Venezuela	5
Zambia	1

Zimbabwe	4
Canada	2837

Official language of preference	Number of Members
English	3656

Racial identity (optional)	Number of Members
Not collected	3656

E. Data Notes

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F. Applicant Profile

Profession Name	Total Number of Applicants
Geoscientist	369

Gender	Number of Applicants
X (includes trans, non-binary, and two-spirit people)	6
Male	240
Female	123

Jurisdiction of Initial Training	Applications received in 2024	Applications with decisions pending (in progress at end of reporting year)
Ontario	156	50
Other provinces and territories	56	15
Other International	129	62
United States	9	5
Other/not collected	19	19

Country of Initial Training	Number of Applicants
Australia	4
Brazil	6
Bulgaria	1
Cameroon	1
Chile	3
China	3
Colombia	9
Democratic Republic of the Congo	2
Ecuador	1
Egypt	1
France	4
Germany	1
Ghana	4
Hong Kong	4
India	16
Iran	11
Cote d'Ivoire	2
Jamaica	1
Jordan	1
Mexico	2
Morocco	1
Nepal	4
New Zealand	2

Nigeria	9
Pakistan	1
Peru	3
Philippines	4
Portugal	1
Romania	1
South Africa	4
Spain	2
Sri Lanka	2
Sudan	1
Suriname	1
Sweden	1
Syria	1
Tunisia	1
Turkiye	7
United Kingdom	3
Vietnam	1
Zimbabwe	1
United States of America	9
Canada	212
Other Countries	19
Czechia	1

Official language of preference	Number of Applicants
English	369

Racial identity (optional)	Number of Applicants
Not collected	369

G. Data Notes

H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2024. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	92	24	0
Other provinces and territories	45	3	0
Other International	38	34	0
United States	6	0	0
Other/not collected	0	0	0

I. New Registrants

For the 2024 reporting year, the breakdown of new registrants by class of registration is provided below:

Class of registration	Total new registrants	Number of internationally educated registrants
Full / General/ Independent Practice	53	13
Limited Practising	1	1
Geoscientist-in-Training	109	28

J. Data Notes

K. Reviews and Appeals

Applicants for registration may appeal a registration decision. An **internal review or appeal** involves formal reconsideration of a registration decision further to an application and submissions by the applicant.

Jurisdiction of initial training	Number of internal reviews and appeals processed	Number of decisions changed following internal review or appeal
Ontario	0	0
Other provinces and territories	0	0
United States	0	0
Other International	0	0

An **external review or appeal** involves review of a registration decision by an external appeal tribunal or court, such as the Health Professions Review and Appeal Board or Divisional Court.

Jurisdiction of initial training	Number of applicants who sought external review or appeal	Number of decisions changed following external review or appeal
Ontario	0	0
Other provinces and territories	0	0
United States	0	0
Other International	0	0

Issues raised in reviews and appeals can point to challenges in the registration process. The table below summarizes top issues or reasons that applicants raised during these appeal proceedings.

Issue or reason raised	Number of appeals
1. n/a	0

Internationally trained applicants face additional challenges in the registration process. The table below summarizes top reasons for not registering internationally trained individuals.

Reason for not registering	Number of internationally trained applicants
1. Did not meet the education requirements	61

L. Data Notes

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8. Registration Timelines

Profession: Geoscientist

i. Domestic Labour Mobility Applicants

9.1 (4) of FARPACTA prescribes that regulators must make a registration decision within 30 business days from the time that they receive a complete application “and everything required by the regulated profession in respect of the application.”

Professional GEOSCIENTISTS of Ontario requires the following documentation before beginning to count the 30-day registration time-period. This would be the starting point of the registration process for the purpose the data summarized below.

- Completed application form
- Letter of standing / good character
- Payment of fee
- Other (please specify) Redacted photo ID

For domestic labour mobility applications received between January 1, 2024 and November 30, 2024 and decisions made to December 31 (one month later), registration timelines and outcomes are summarized below:

Registration decisions	30 days or less	More than 30 days
Full registration granted	32	1
Alternative registration granted	0	0
No registration granted	0	0

ii. Internationally Trained Individuals

Sections 5 and 6 of Ontario Regulation 261/22 made under FARPACTA establish two-time standards for ITIs:

- **A six-month time limit** for a regulator to make a registration decision following receipt of everything that it requires in respect of an application for registration. (This time limit must be met in 90% of all cases.)
- **A 12-month standard** for the regulator to report on its ability to register ITIs, who are eligible for registration without condition, from the earlier of the date that:

- (a) the regulated profession receives everything it requires in respect of the individual's application for registration, or
- (b) any third-party that assesses the individual's qualification on behalf of the regulated profession, receives everything it requires for this purpose.

Section 6 of the regulation further stipulates that the regulator's annual Fair Registration Practices Report shall include data on a regulator's compliance with the six-month standard, and its ability to meet the 12-month standard and, where the regulator has been unable to meet this one-year standard, the steps that the regulator is taking to meet this target.

Professional GEOSCIENTISTS of Ontario requires the following documentation before beginning to count the six-month registration time-period for internationally educated individuals.

- Completed application form
- Credential assessment report
- Letter of standing / good character
- Payment of fee
- Other (please specify) Submission of competency-based assessment by validators, redacted photo ID

For applications from internationally trained individuals received between July 1, 2023 and June 30, 2024 and decisions made to December 31 (six months later), registration timelines and outcomes are summarized below.

Registration decisions	6 months or less	More than 6 months
Full registration granted	44	1
Alternative registration granted	0	0
No registration granted	39	3

Average time in weeks to communicate a registration decision following receipt of everything required by the regulator in respect of an application for registration.

9 weeks

For regulators where a third-party service provider is the first point of contact for applicants:

Professional GEOSCIENTISTS of Ontario addresses the twelve-month standard as follows:

Third-party service provider is not the first point of contact for PGO applications. PGO provides some information on processing steps and timelines, please see <https://www.pgo.ca/registration/membership-types/first-time-practising-how-long-does-it-take> for an example.

Glossary of terms

Applicant: An individual who has applied for membership in a regulated profession or compulsory trade, with the associated rights to practice their profession / trade or use a professional title.

Domestic labour mobility: Applications subject to the Canadian Free Trade Agreement, which stipulates that a certificate issued by one province or territory should be recognized by all others unless there is an exception due to public health, safety and security reasons.

Internationally educated / trained: An individual whose initial professional education was not from a Canadian educational institution, or who is applying for trade certification based on experience gained outside Canada. This category includes individuals with education / training in the US and other countries. It also includes individuals who completed their initial professional education outside Canada and later addressed gaps with courses or a bridging program based in Canada.

Jurisdiction of initial training: For professions, the jurisdiction in which an applicant obtained their initial professional education used in full or partial fulfilment of registration requirements. For trades, the jurisdiction of initial trade experience listed on a Trades Equivalency Assessment (TEA) application.

Member: An individual who has satisfied the conditions for registration in their profession / trade and has been granted the right to practice and/or the right to use a professional designation or title. Members may hold a full license to engage in independent practice, or they may hold an alternate class of registration.

Racial identity: Voluntary self-report data of racial identity as a social description. Follows categories identified in the Ontario Anti-Racism Directorate Data <<https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism>> .

Registration requirements: the entry-to-practice requirements that that an applicant must meet to be granted full membership in a regulated profession or trade, with the associated right to practice or right to use a professional title.

- **Academic requirement:** The formal education, or equivalent, that is required for licensing or certification in a particular regulated profession or trade.
- **Experience requirement:** The experiential training or work experience that is required for licensing or certification in a particular regulated profession or trade.
- **Language requirement:** The level of language proficiency that is required for licensing or certification in a particular regulated profession or trade, and the language proficiency tests accepted in fulfillment of this requirement.

Third party service provider: An external organization that assesses applicant qualifications on behalf of the regulator.