

Professional GEOSCIENTISTS of Ontario

2025 Fair Registration Practices Report

Prepared for the Office of the Fairness Commissioner (OFC)



FAIRNESS COMMISSIONER
COMMISSAIRE À L'ÉQUITÉ

Content

1. Background
2. Organization information
3. Registration requirements
4. Third party assessments
5. Accomplishments, risks and mitigations
6. Changes to registration practices
7. Membership and application data
8. New legislative and regulatory requirements
9. Registration Timelines

Glossary of terms

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, 2025.

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 |
|--------------------------|---------------------------------------|

For questions about this report, please contact:

| | |
|------------------|-----------------|
| Name | Eilidh Lewis |
| Job Title | Registrar |
| E-mail | elewis@pgo.ca |
| Name | Melanie Siewert |
| Job Title | CEO |
| E-mail | ceo@pgo.ca |

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)): 4 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 |
| Association of Professional Engineers and Geoscientists of Alberta | Jurisprudence exam |

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. PGO has an MOU with the Association of Professional Engineers and Geoscientists of Alberta (APEGA) to run the National Professional Practice Exam on behalf of geoscience and engineering regulators in Canada. There is a committee where representatives from each jurisdiction get together to oversee the administration of the exam.

5. Accomplishments, risks and mitigations

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

A. Accomplishments

| | |
|---|---|
| 1 | Hired new registration staff member, improving efficiency in the registration department. |
| 2 | Prepared and submitted drafts for FARPACTA legislation changes. |

B. Risks and Mitigations

| Risk | Mitigation Measure |
|--|--|
| Consistency of CBA assessments by registration committee volunteers. The time taken to complete assessments. | Ongoing and regular training of committee members. Evaluation of the possibility of a staff position to focus on completing a first pass of CBA assessments to speed up time and efficiency. |

6. Changes to registration practices

During the January 1 to December 31, 2025 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 |
|---|--------------------------------|--------------------|
| Timelines for registration, decisions and/or responses | No | |
| Changes to internal review or appeal process | No | |
| Assessment of qualifications, including competency-based assessments and examinations | No | |
| Registration requirements either through regulation, by-law or policy | No | |
| Documentation requirements for registration | No | |

B. Training, policy and applicant supports

| Registration process | Changes Made (Yes / No) | Description |
|-----------------------------|--------------------------------|--------------------|
|-----------------------------|--------------------------------|--------------------|

| | | |
|--|----|--|
| Anti-racism and inclusion-based policies and practices | No | |
|--|----|--|

C. System partners

| Registration process | Changes Made (Yes / No) | Description |
|---|-------------------------|-------------|
| Steps to increase accountability of third parties | No | |
| Mutual recognition agreements | No | |
| Accreditation of educational programs | No | |

D. Responsiveness to changes in the regulatory environment

| Registration process | Changes Made (Yes / No) | Description |
|--|-------------------------|-------------|
| Steps to address labour issues (minister/stakeholders consultations, check demand-supply gap, etc) | No | |
| Other | 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 | Yes |
| Applicants | Yes |

Additional description:

| |
|--|
| Country of birth and citizenship information |
|--|

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 | 3758 |

| Class of License | Total Number of Members | Number of Internationally Educated Members |
|--------------------------------------|-------------------------|--|
| Full / General/ Independent Practice | 2557 | 551 |
| Limited practitioner | 88 | 19 |
| Non-practising registrants | 370 | 82 |
| Geoscientists-in-Training | 743 | 185 |

| Gender | Number of Members |
|-----------------------|-------------------|
| Male | 2661 |
| Female | 1091 |
| Other / not collected | 6 |

| Jurisdiction of Initial Training | Number of Members |
|----------------------------------|-------------------|
| Ontario | 2218 |
| Other provinces and territories | 703 |
| United States | 88 |
| Other International | 749 |

| Country of Initial Training | Number of Members |
|----------------------------------|-------------------|
| Albania | 6 |
| Algeria | 1 |
| Argentina | 4 |
| Armenia | 1 |
| Australia | 26 |
| Austria | 3 |
| Bangladesh | 11 |
| Bolivia | 2 |
| Brazil | 56 |
| Bulgaria | 2 |
| Burkina Faso | 2 |
| Cameroon | 8 |
| Chile | 7 |
| China | 47 |
| Colombia | 24 |
| Costa Rica | 2 |
| Cuba | 5 |
| Czechia | 1 |
| Democratic Republic of the Congo | 1 |
| Ecuador | 5 |
| Egypt | 6 |
| Eritrea | 3 |
| Ethiopia | 2 |
| Finland | 2 |
| France | 22 |
| Germany | 23 |
| Ghana | 15 |
| Greece | 1 |
| Guyana | 3 |
| Honduras | 1 |
| Hong Kong | 3 |
| Hungary | 2 |
| India | 45 |
| Indonesia | 1 |
| Iran | 52 |

| | |
|---------------------|----|
| Iraq | 2 |
| Ireland | 8 |
| Israel | 1 |
| Italy | 4 |
| Cote d'Ivoire | 2 |
| Jamaica | 7 |
| Japan | 1 |
| Jordan | 1 |
| Kazakhstan | 2 |
| South Korea | 1 |
| Lebanon | 5 |
| Malaysia | 1 |
| Mexico | 4 |
| Morocco | 2 |
| Namibia | 1 |
| Nepal | 4 |
| Netherlands | 4 |
| New Zealand | 4 |
| Nigeria | 28 |
| Pakistan | 20 |
| Peru | 6 |
| Philippines | 28 |
| Poland | 5 |
| Romania | 14 |
| Russia | 20 |
| Saudi Arabia | 1 |
| Serbia | 5 |
| Sierra Leone | 1 |
| Slovakia | 1 |
| Somalia | 1 |
| South Africa | 39 |
| Spain | 6 |
| Sri Lanka | 4 |
| Sudan | 10 |
| Suriname | 3 |
| Switzerland | 1 |
| Syria | 3 |
| Trinidad and Tobago | 1 |

| | |
|--------------------------|------|
| Tunisia | 1 |
| Turkiye | 11 |
| Uganda | 1 |
| Ukraine | 6 |
| United Kingdom | 74 |
| United States of America | 88 |
| Venezuela | 5 |
| Zambia | 1 |
| Zimbabwe | 4 |
| Canada | 2921 |

| Official language of preference | Number of Members |
|---------------------------------|-------------------|
| English | 3758 |

| Racial identity (optional) | Number of Members |
|----------------------------|-------------------|
| Not collected | 3758 |

E. Data Notes

A.5. PGO only offers service in English.

F. Applicant Profile

| Profession Name | Total Number of Applicants |
|-----------------|----------------------------|
| Geoscientist | 443 |

| Gender | Number of Applicants |
|-----------------------|-----------------------------|
| Male | 278 |
| Female | 159 |
| Other / not collected | 6 |

| Jurisdiction of Initial Training | Number of Applicants |
|---|-----------------------------|
| Ontario | 145 |
| Other/not collected | 82 |
| Other provinces and territories | 65 |
| United States | 5 |
| Other International | 146 |

| Country of Initial Training | Number of Applicants |
|------------------------------------|-----------------------------|
| Algeria | 2 |
| Australia | 3 |
| Brazil | 10 |
| Burkina Faso | 2 |
| Cameroon | 5 |
| Chile | 2 |
| China | 4 |
| Colombia | 4 |
| Cuba | 1 |
| Denmark | 1 |
| Ecuador | 1 |
| Egypt | 3 |
| France | 6 |
| Germany | 4 |
| Ghana | 11 |
| India | 26 |
| Iran | 14 |
| Cote d'Ivoire | 1 |

| | |
|--------------------------|-----|
| Jamaica | 1 |
| Liberia | 1 |
| Libya | 1 |
| Mexico | 2 |
| Namibia | 1 |
| Nigeria | 8 |
| Pakistan | 3 |
| Peru | 2 |
| Philippines | 4 |
| Romania | 1 |
| Russia | 1 |
| South Africa | 2 |
| Sri Lanka | 1 |
| Sudan | 4 |
| Tunisia | 1 |
| Turkiye | 3 |
| Ukraine | 1 |
| United Kingdom | 7 |
| United States of America | 5 |
| Yemen | 1 |
| Zimbabwe | 1 |
| Canada | 210 |
| Other Countries | 82 |

| Official language of preference | Number of Applicants |
|--|-----------------------------|
| English | 443 |

| Racial identity (optional) | Number of Applicants |
|-----------------------------------|-----------------------------|
| Not collected | 443 |

G. Data Notes

B.2. Not collected data is from applications where PGO has not yet received transcripts, so country of initial training is unknown at this time. B.3. Other countries refers to those whose country of initial training is unknown at this time.

H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2025. Some applications may have been received in the previous year.

| Jurisdiction of initial training | Successful | Unsuccessful | Withdrawn |
|----------------------------------|------------|--------------|-----------|
| Ontario | 124 | 38 | 0 |
| Other/not collected | 0 | 96 | 0 |
| Other provinces and territories | 61 | 9 | 0 |
| United States | 1 | 1 | 0 |
| Other International | 56 | 57 | 0 |

Applications with decisions pending

The table below summarizes the inventory of applications in progress as of December 31, 2025. Again, some of these applications may have been received in the previous year.

| Jurisdiction of initial training | Incomplete | Complete | Total |
|----------------------------------|------------|----------|-------|
| Ontario | 16 | 0 | 16 |
| Other/not collected | 29 | 0 | 29 |
| Other provinces and territories | 6 | 0 | 6 |
| United States | 3 | 0 | 3 |
| Other International | 42 | 0 | 42 |

I. New Registrants

For the 2025 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 | 82 | 18 |
| Geoscientist-in-Training | 160 | 39 |

J. Data Notes

B.7. Other/not collected refers to applications that are not yet complete, so data is unknown.

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 |
|------------------------|-------------------|
| | |

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 | 58 |

L. Data Notes

B.12. No appeals of registration decisions in 2025.

8. New legislative and regulatory requirements

In 2024, the government introduced legislative and regulatory amendments to FARPACTA that create four new legal obligations that come into effect on **January 1st, 2026**. These obligations relate to:

- Assessment of Qualifications
- Third Party Accountability
- Alternative Documentation Policies
- Parallel Processing Plans

The following are steps that **Professional GEOSCIENTISTS of Ontario** has taken during the reporting period to meet these legal obligations.

A. Assessment of Qualifications

These provisions outline specific steps that a regulated profession must take to ensure that its assessment of applicant qualifications is done in a way that is transparent, objective, impartial and fair. They require regulators to:

- a. Provide clear and accurate information regarding the assessment of qualifications, including information about assessment criteria, methods, timelines and costs.
- b. Ensure that assessment approaches are competency-based, non-duplicative and unbiased.
- c. Make examinations and other types of assessments available at least three times per year where there is sufficient demand.

- d. Communicate assessment decisions in writing, within 10 business days after an assessment decision is made, with reasons for the decision and details of competency gaps in cases of negative decisions.
- e. Provide a process for applicants to request an appeal or review of an assessment decision.

The following are steps that Professional GEOSCIENTISTS of Ontario has taken to date to meet this new legal obligation.

1. PGO provides clear instructions on the website regarding the educational requirements, assessment criteria, timelines and costs. Please refer to <https://www.pgo.ca/registration/membership-types/practising/professional-geo> for details specific to the application for full practising registration and <https://www.pgo.ca/registration/registration-requirement> for information specific to the registration requirements. 2. Evaluation of an applicant's educational requirements is done using a competency table, which all applicant's, regardless of educational background, must complete in order to be eligible for registration. Work experience is evaluated using a competency-based assessment system, where the applicant must show competency in 4 areas: professionalism, scientific method, area of geoscience practice and complimentary competencies, for a total of 29 competencies. Applicants must be able to demonstrate that they have the knowledge and experience for entry to practice. 3. The only required exam or assessment for PGO applicants is the NPPE exam. The NPPE exam is run using a virtual proctoring system and is held five times per year. More information can be found at <https://www.nppexam.ca/>. 4. Registration committee meetings are held every 6-8 weeks, and decisions are provided to applicants within the following week. 5. Applicants are provided with a 30 day period from the date of their decision letter to request a reconsideration of their application, if they feel that some requirements have not been appropriately assigned, or if they feel that they can meet missing requirements in another way. This information would be reviewed, and the decision information sent to the applicant. The applicant would have a further 30 days from the date of this decision to submit a request for an appeal. Appeal information can be found at <https://www.pgo.ca/uploaded/files/registration/PGO-Appeals-Process-July-2022.pdf>. This information is detailed in the decision letter that is sent to the applicant.

B. Third Party Accountability

These provisions specify the reasonable measures that a regulated profession must take to ensure that third party assessments of qualifications are undertaken in a way that is transparent, objective, impartial and fair. They require regulators to:

- a. Provide information to applicants on the role of the third party.
- b. Establish a process to address complaints by applicants about their experiences with third party assessment providers and inform applicants about the complaints process.
- c. Enter into an agreement with the third party that specifies:
 - o The assessment criteria and methods that the third party is required to use in assessments and the minimum exam scores for a pass.
 - o How frequently exams and other types of assessments are offered and, wherever feasible, indicating that applicants will have access to exams and other types of assessments at least three times in a calendar year.
 - o The timelines for completing each step of the assessment process and the knowledge and expertise requirements for assessors.

The following are steps that Professional GEOSCIENTISTS of Ontario has taken to date to meet this new legal obligation.

a. PGO provides information about the use of World Education Services (WES) to internationally trained applicants. Applicants are directed to the standalone website for information about the NPPE exam. b. Any complaints about third parties can be directed to PGO staff. c. Third party agreements have been signed with both WES and APEGA.

C. Alternative Documentation

These provisions require that each regulator have an alternative documentation policy and submit it for review and approval by the Fairness Commissioner. The policy must provide for the regulator to accept reasonable alternatives to the documentation that is normally required if such documentation cannot be obtained for reasons beyond an applicant's control.

The Professional GEOSCIENTISTS of Ontario submitted a policy to the OFC by January 1, 2026.

Yes

D. Parallel Processing Plans

These provisions require that each regulator develop a parallel processing plan and submit it for review and approval by the Fairness Commissioner. The policy must permit applicants who experience a delay in one part of the registration process to proceed with other parts of the registration process wherever possible.

The Professional GEOSCIENTISTS of Ontario submitted a plan to the OFC by January 1, 2026.

Yes

9. Registration Timelines

Profession: Geoscientist

A. Domestic Labour Mobility Applicants

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

Prior to July 1, 2025, the corresponding time limit was 30 business days.

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
- Results of jurisprudence examination
- Letter of standing / good character
- Other (please specify) Redacted photo ID

January 1 to June 30, 2025

For domestic labour mobility applications received between January 1, 2025 and June 30, 2025 registration timelines and outcomes are summarized below:

| Registration decisions | 30 business days or less | More than 30 business days or decision pending |
|---|---------------------------------|---|
| Full registration granted | 35 | 1 |
| Alternative registration granted | 0 | 0 |
| No registration granted | 2 | 0 |

July 1 – December 31, 2025

For domestic labour mobility applications received between July 1, 2025 and November 30, 2025 and decisions made to December 31 (one month later), registration timelines and outcomes are summarized below.

| Registration Decisions | 30 calendar days or less | More than 30 calendar days or decision pending |
|---|---------------------------------|---|
| Full registration granted | 31 | 0 |
| Alternative registration granted | 0 | 0 |
| No registration granted | 0 | 0 |

B. Internationally Trained Individuals

Sections 5 and 6 of Ontario Regulation 261/22 made under FARPACTA set out two separate standards to measure how efficiently a regulated profession is processing applications that it receives from ITIs.

- **Three-month decision standard:** Under section 5, a regulator must make registration decisions for an ITI within three months following receipt of everything that it requires in respect of an application for registration, in at least 90% of all cases. Prior to July 1, 2025, the corresponding time limit was six months.
- **One-year reporting standard:** Under section 6, regulated professions must report on their 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 the registration, or:
 - b) any third party that assess 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 must include data on a regulator's compliance with the decision time standard, and its ability to meet the one-year reporting standard and, where the regulator has been unable to meet this one-year standard, the steps that the regulator is taking to meet this standard.

i) Decision Standard

Professional GEOSCIENTISTS of Ontario requires the following documentation before beginning to count the decision time standard for internationally trained individuals.

- Completed application form
- Credential assessment report
- Other (please specify) Submission of competency-based assessment by validators, redacted photo ID

July 1, 2024 – June 30, 2025

For applications from internationally trained individuals received between July 1, 2024 and June 30, 2025 and decisions made to December 31 (six months later), registration timelines and outcomes are summarized below.

| Registration decisions | Six months or less | More than six months or decision pending |
|---|---------------------------|---|
| Full registration granted | 17 | 2 |
| Alternative registration granted | 0 | 0 |
| No registration granted | 2 | 0 |

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

Average decision time is 9 weeks (63 days), with the minimum time of less than a week to a maximum time of 31 weeks (219 days).

July 1, 2025 onwards

The new **three-month registration decision time standard**, which came into force on July 1, 2025, requires that each regulated profession communicate its registration decisions to ITIs within three months of receiving complete applications, in at least 90% of all cases.

Professional GEOSCIENTISTS of Ontario has taken or is taking the following steps to comply with communicating registration decisions to ITIs within three months of receiving complete applications.

Currently PGO is at approximately 80% compliance with the three-month decision time standard. In the cases where the three-month time-line was not met it was because

registration officials were waiting for extra documentation from applicants, or when multiple reviews of documents are required by registration committee members.

ii) **One-year reporting standard**

A regulator's ability to meet the one-year reporting standard is particularly important since this statistic incorporates the time required to complete third-party (TP) assessments. Often, the TP assessment stage consumes the largest portion of an ITI's licensure journey. This section of the report addresses the role of a TP in the regulator's registration process, data sharing mechanisms, and data on actual times in relation to the one-year reporting standard.

Third party assessment is the first point of contact for applicants in the registration process:

No

Name and assessment function of the third party is below:

| |
|--|
| |
|--|

Data sharing

Professional GEOSCIENTISTS of Ontario has negotiated a mechanism for this third party to record and communicate the date on which the third party received everything that it requires for the purpose of assessing the ITIs qualifications (starting point for the one-year clock)

No

This data sharing mechanism and the measures used by the regulator to track actual times from this date to communication of a registration decision are described below: against the one-year reporting standard is below:



For ITI applications that Professional GEOSCIENTISTS of Ontario received between January 1, 2024, and December 31, 2024, and registration decisions issued up until December 31, 2025, registration timelines and outcomes are summarized below.

(Please note: The end date of December 31, 2024, is to allow for a one-year time period to communicate registration decisions)

| Registration decisions | Decision Made in One Year or Less | Decision Made in More than One Year or Decision Pending |
|---|--|--|
| Full registration granted | 41 | 0 |
| Alternative registration granted | 0 | 0 |
| No registration granted | 0 | 14 |

Professional GEOSCIENTISTS of Ontario has taken / is taking the following steps to **meet the one-year reporting standard.**

The 14 with no registration granted have not yet completed the application process.

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.