

# College of DIETITIANS of Ontario

## 2023 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. Changes Related to New Legislative and Regulatory Requirements
- 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 2023 Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2023.

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.

Please note that the 2023 version of the FRP has changed from the previous version in terms of both form and content as the OFC’s enabling statutes have evolved and as the office migrates to a more permanent portal-enabled database solution.

## 2. Organization information

<b>Organization name</b>	College of DIETITIANS of Ontario
--------------------------	----------------------------------

For questions about this report, please contact:

<b>Name</b>	Melanie Woodbeck
<b>Job Title</b>	Registrar
<b>E-mail</b>	melanie.woodbeck@collegeofdietitians.org
<b>Name</b>	Elaine Lew
<b>Job Title</b>	Director of Registration
<b>E-mail</b>	elaine.lew@collegeofdietitians.org

## 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 College of DIETITIANS of Ontario

Licensing requirements (brief description for each requirement listed):

<b>Profession/ Trade Name</b>	Dietitian
<b>Academic requirement</b>	Completion of an accredited program of academic and practical training or the equivalent in dietetics.
<b>Experience requirement</b>	Not required.
<b>Language requirement</b>	Language proficiency in English or French.

<b>Additional information on licensing requirements (may include links to appropriate page on regulator website):</b>	Additional requirements include: 1) Pass the Canadian Dietetic Registration Examination (CDRE) 2) Eligibility to work in Canada 3) Good Character requirements. 4) Current Dietetic Knowledge and Competence.

### 4. Third party assessments

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

<b>Organization name</b>	<b>Function</b>
EQual Canada	Other
WES	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.

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

EQual is an accreditation provider whom will provide accreditation services to academic and practical training dietetic programs in Canada. The former accreditation provider discontinued their provision of accreditation services. EQual has a Council/Forum which is made up of representatives all its sponsoring organizations/regulators, including the Alliance. The forum provides a venue for information sharing and feedback on EQual policies and processes. WES provides academic credential evaluation of international credentials and provides the Canadian equivalency. WES is used widely by regulators and other institutions. Timelines and assessments are considered to be fair and timely.

## 5. Accomplishments, risks and mitigations

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

### A. Accomplishments

1	Successful continued administration of both the PLAR Assessment exams (KCAT and PBA) via online-remotely proctored processes; offering the KCAT twice annually reduce assessment timelines for applicants.
2	Approval of CDO's Emergency Class of Registration in compliance with the Registration Requirements Regulation under the Regulated Health Professions Act, 1991.
3	Continued remote-work operations and acceptance of electronic documentation to facilitate efficient application and registration practices.

### B. Risks and Mitigations

Risk	Mitigation Measure
Adoption of a new accreditation provider.	The College worked closely with the Alliance of Canadian Dietetic Regulatory Bodies to establish a new accreditation provider that was approved by CDO's Board of Directors in July 2022. A transition period until December 31, 2023 (which was further extended until March 31, 2024) was adopted and communications with the dietetic education programs are ongoing to facilitate onboarding.
No availability of a dietetics bridging program.	CDO continues to liaise with faculty at the Toronto Metropolitan University regarding continuation/remodeling of the program for sustainability. CDO is also researching other dietetics

	bridging programs in Canada to determine the feasibility of establishing more options for bridging programs for applicants. However, the ability of candidates to retake the PLAR exams (KCAT and PBA) is not contingent on completion of bridging. Candidates can attempt up to three times and create their own learning plan based on a report of their knowledge and competency gaps.
--	---

## 6. Changes to registration practices

During the January 1 to December 31, 2023 reporting period, College of DIETITIANS 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
Registration requirements either through regulation, by-law or policy	Yes	Policy 2-10: Assessing Academic & Practical Training Requirements – Revisions to policy 2-10 incorporate CDO’s full adoption of the 2020 Integrated Competencies for Dietetic Education and Practice (ICDEP). This improves transparency for applicants on the competencies that they will be assessed under. Policy 2-30: Recognition of Accreditation and Competency Standards and Policy and Policy 4-20 Applicants from Accreditation Council for Education in Nutrition and Dietetics (ACEND) Accredited Programs – Following a thorough

	<p>comparison between the entry-level competencies for Canada and the United States accredited programs, policies 2-30 and 4-20 were revised to articulate a transition period to continue recognition of all ACEND accredited program until August 31, 2025. Following this date, only the ACEND Future Education Model (FEM) program will be recognized. Any applicants applying after August 31, 2025, from non-FEM programs will be required to undergo an equivalence assessment with the College. As per ACEND, all programs will be under the FEM structure by 2027, so the requirements to undergo CDO equivalence assessments for such applicants will be short-term. The transition period ensures a fair and transparent approach to CDO's current and future recognition of ACEND accredited programs. Policy 3-10: Verification of Dietetic Practice – Revisions reflect current administrative processes, including employer and private practice verification forms to confirm the applicant has practised dietetics for a minimum of 500 hours over the preceding three years to demonstrate evidence of current knowledge and competence in compliance with Policy 3-30: Assessing Currency for Applicants. Policy 4-20: Applicants from ACEND Accredited Programs – Revisions to policy 4-20 were also approved to recognize verification statements of equivalency from ACEND accredited academic programs as equivalent to Canadian academic standards. No further assessment of academic equivalence is required. Policy 5-40: Approval of Supervision Plans for Temporary Registrants Following Failure of the Canadian Dietetic Registration Examination (CDRE) – Revised to permit the option for virtual</p>
--	---

		supervision beyond the COVID-19 pandemic, which enhances options for temporary registrants in remote area and/or workplaces without other RDs to obtain supervision requirements. Policy 6-10: Eligibility for Prior Learning Assessment and Recognition (PLAR) – Revisions to Policy 6-10 recognize verification statements of equivalency from ACEND accredited academic programs as equivalent to Canadian academic standards. No further assessment of academic equivalence is required; these applicants may proceed directly to the second step in CDO’s PLAR process to attempt the Performance Based Assessment (PBA) exam for practical training assessment.
New or consolidated class of certificates or licenses	Yes	Emergency Class of Registration - The CDO’s Emergency Class strives to balance the provincial government’s expectations with ensuring that all those registered in this class can practise dietetics safely and ethically in the interest of public protection. This class of registration gives CDO the opportunity to be a responsive regulator to meet the needs of the health-care system during emergency circumstances.
Assessment of qualifications, including competency-based assessments and examinations	No	
Documentation requirements for registration	No	



Timelines for registration, decisions and/or responses	No	
Registration and/or assessment fees	Yes	Emergency Class of Registration – A fee was established at \$120, which is similar to the existing fee for CDO’s Temporary Class. The fee has been incorporated into CDO bylaw. The registrar may exercise their discretion to waive the fee for an Emergency Class of Registration, pending the emergency circumstances.
Changes to internal review or appeal process	No	
Access by applicants to their records	No	

**B. Training, policy and applicant supports**

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Training and resources for staff who deal with registration issues	Yes	The following educational sessions were attended in 2023 by the College’s Registration Program staff to enhance interactions and communications with applicants and apply an equity, diversity, and inclusion lens to the College’s registration policies and processes: • UnLearn & Learn Session: Truth and Reconciliation – Canadian Network of Agencies for Regulation (CNAR) • Accessibility Awareness: Building Workplaces that Work for All – HRx • Panel on Indigenous Reconciliation with the College of Dietitians of Alberta and the College of Dietitians of British Columbia – Moderated by CDO • Antisemitism in

	<p>Healthcare – College of Audiologists and Speech Language Pathologists • Building Bridges: Responding to Misconceptions of Transgender People – HRx • Session 1: Understanding Trauma-Informed Practice and Engagement – Healthcare Excellence Canada • Session 2: Trauma and Resiliency Informed Practice in Action - Healthcare Excellence Canada • Gender Diversity and Gender Inclusive Communications - CNAR • Black Futures Month: Cultivating Safer Workplaces for Black Employees – HRx • Cover Your Bases: Navigating Equity, Diversity &amp; Inclusion Considerations from Inside Out - Fasken • When the literature betrays the patient: Exploring systematic reviews through the lens of race correction - LKSKI Research • Equity, Diversity, Inclusion and Belonging (EDI-B) training workshop - Karen Chan from Fluid Exchange • ICRC training on Bias – SML • Understand Microaggressions and The Right Way to Respond (Mastery) – Matery Tech • Diversity &amp; Inclusion - Next Steps: Moving from Awareness to Action (Mastery) – Demio • Inclusion, Diversity, Equity and Access (IDEA) Webinar - CSAE • Empowering Yourself: A Guide to Self-Directed Learning in IDEA – CDI Consulting • Recognizing Risk in a Multicultural Workplace (Mastery) – Demio • Gender Diversity – CDO Staff Training • Everyone Everywhere All at Once: Belonging and Storytelling – Weir Foulds • Session 1: Inclusive Engagement_Mobilizing Action and Dismantling Systems of Oppression, Inequality and Inequity – HEC-ESC • Session 2: Inclusive Care_Mobilizing Action and Dismantling Systems of Oppression, Inequality and Inequity – HEC-ESC • Indigenous Allyship – HRx •</p>
--	--

		Overcoming 5 Common Pitfalls in DEI Training – CDI Consulting Inc.
Resources or training to support applicants to move through the licensing process	Yes	<p>The Independent Practicum (IP) Guide was revised to approve Foodservice Managers to sign off on the competencies of students completing IP Foodservice Management placements, provided there is oversight of the student’s Advisory Dietitian. This improves access to foodservice placements for IP students. Website revisions:</p> <ul style="list-style-type: none"> <li>• Educated Internationally webpage – revised to enhance clarity and reduce unnecessary information related to the credential assessment and PLAR for internationally educated applicants.</li> <li>• Fee page was updated to incorporate the increase in the Board approved annual registration fee, and associated late renewal fee 20% of the annual fee.</li> <li>• The KCAT web page was updated to provide information about the two administrations offered in 2023, updated technology requirements, and links to the updated KCAT Preparation Guide. This information assists candidates to best prepare for the exam. It is publicly available on CDO’s website, not just for candidates who are registered to take the KCAT.</li> <li>• The PBA web page was updated to provide information about the hybrid option for remote/in-person PBA administration offered in 2023, updated technology requirements, and links to the updated PBA Preparation Guide. This information clearly communicates the choice for candidates to take the PBA online or in-person and provides a valuable resource for candidates to prepare for the exam. This information is publicly available on CDO’s website, not just for candidates who are registered to take the PBA.</li> <li>• The CDRE</li> </ul>

		Preparation Guide is updated annually by the Alliance of Canadian Dietetic Regulatory Bodies. This resource is publicly available and posted on CDO's CDRE web page to help candidates prepare. • An Accreditation page was developed, given that the Partnership for Dietetic Education and Practice accreditation webpage will be winding down. The page now provides a link to EQual's website which lists programs in the accreditation process. This provides applicants with information on the accredited program options available in Canada. • Language Proficiency webpage was updated to reflect the policy changes to accept additional testing options for demonstrating language proficiency in compliance with the Registration Requirements Regulation under the RHPA.
Anti-racism and inclusion-based policies and practices	Yes	Beginning in 2023, CDO now administers the Knowledge and Competence Assessment Tool (KCAT), the academic assessment exam of the PLAR process, twice annually in February and September. Increasing the frequency of the KCAT helps expedite the assessment process and the continued offering of the KCAT via an online remote proctored process has improved equity and access for internationally educated applicants seeking registration with CDO.

**C. System partners**

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Steps to increase accountability of	Yes	The Alliance works closely with the 3rd party psychometric company that administers the CDRE. Beginning in 2023, the Alliance has a

third-party service provider(s)		dedicated part-time role (CDRE Manager) to assist in working with closely with the provider and overseeing exam development and administration. In addition, the CDO's registrar also acts as the Examination Officer and oversees the CDRE Manager.
Accreditation of educational programs	Yes	<p>In September 2021, the former accreditation provider announced they are discontinuing the provision of accreditation services, effective April 1, 2022, citing challenges related to financial sustainability. Given the Alliance of Canadian Dietetic Regulatory Bodies (Alliance) is responsible for ensuring a reliable national accreditation process, in late 2021, in partnership with the Alliance, the College took a collaborative role to select a new accreditation provider, when the former provider could no longer deliver accreditation services. The College's Board of Directors subsequently approved the new accreditation provider (EQual/Accreditation Canada) in July 2022, with a transition period until August 31, 2023, that was further extended until December 31, 2023 and again to March 31, 2024. The transition deadline only required that schools onboard with EQual by finalizing an agreement; it did not require programs to complete any accreditation assessments by this date. Throughout the selection and adoption of the new accreditation provider, the Alliance engaged openly with dietetic education programs. Several channels of communication followed, including multiple letters, presentations, information sessions, and individual meetings with dietetic education programs. In collaboration with EQual, the Alliance also negotiated reduced fees for the first few years, and recognition of previous</p>

		accreditation awards once a program becomes registered with EQual. Accreditation of dietetic education programs provides assurance to the College, the public, and other system partners that applicants have met the educational requirements to practise safely as a dietitian in Canada. Accreditation also expedites the process for the College to issue certificates of registration, as further assessment of an applicant's education is not required. All Ontario dietetic education programs have registered with EQual.
Mutual recognition agreements	No	

**D. Responsiveness to changes in the regulatory environment**

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Emergency registration plans	Yes	The College has the resources in place to start registering applicants in the emergency class of registration.
Technological or digital improvements	No	
Steps to address labour shortages in the profession or trade	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**

	<b>Race-based data collected? (Yes or No)</b>
Members	No
Applicants	No

Additional description:

--

**B. Other identity-based or demographic data collected**

	<b>Other identity-based or demographic data collected? (Yes or No)</b>
Members	Yes
Applicants	Yes

Additional description:

Birth date, language(s) of dietetic services, location of first dietetic practise, working status in dietetics, volunteer work in dietetics, registration in other jurisdictions as a dietitian, registration in non-dietetic professions within and outside Ontario.
---

**C. Languages of service provision**

College of DIETITIANS of Ontario makes application materials and information available to applicants in the following languages.

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

#### D. Membership Profile

Profession Name	Total Number of Members
Dietitian	4524

Class of License	Total Number of Members	Total Number of Internationally Educated Members
Full / General/ Independent Practice	4455	406
Temporary	69	2

Gender	Number of Members
Male	143
Female	4381

Jurisdiction of Initial Training	Number of Members
Ontario	3215
Other provinces and territories	901
United States	115
Other International	



	293
--	-----

<b>Country of Initial Training</b>	<b>Number of Members</b>
Canada	4116
United States of America	115
India	91
Iran	57
Pakistan	15
Lebanon	14
United Kingdom	14
Australia	9
Philippines	9
Brazil	7
Colombia	7
China	6
Hong Kong	5
Mexico	5
South Africa	5
Israel	4
South Korea	4
Jordan	3
United Arab Emirates	3
Argentina	2
Germany	2
Netherlands	2
Nigeria	2
Poland	2
Sudan	2
Trinidad and Tobago	2
Turkiye	2
Other Countries	19

<b>Official language of preference</b>	<b>Number of Members</b>
--	--------------------------

English	4406
French	118

Racial identity (optional)	Number of Members
Not collected	4524

### E. Data Notes

--

### F. Applicant Profile

Profession Name	Total Number of Applicants
Dietitian	<b>373</b>

Gender	Number of Applicants
Male	19
Female	354

Jurisdiction of Initial Training	Applications received in 2023	Applications with decisions pending
Ontario	193	19
Other provinces and territories	20	5
Other/not collected	52	3
United States	12	8

Other International	96	84
---------------------	----	----

Country of Initial Training	Number of Applicants
Canada	213
United States of America	12
Other Countries	52
India	32
Lebanon	7
Iran	6
Australia	5
Mexico	5
Brazil	4
South Africa	4
Colombia	3
Hong Kong	3
Philippines	3
United Arab Emirates	3
Jordan	2
Pakistan	2
Trinidad and Tobago	2
United Kingdom	2
Venezuela	2
China	1
Ghana	1
Greece	1
Israel	1
Italy	1
Jamaica	1
Kenya	1
Peru	1
Sri Lanka	1
Sudan	1
Turkiye	1

Official language of preference	Number of Members
English	358
French	15

Racial identity (optional)	Number of Members
Not collected	373

### G. Data Notes

--

### H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2023. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	325	0	0
Other provinces and territories	31	1	0
Other/not collected	53	0	0
United States	7	3	1
Other International	19	7	3

### I. New Registrants

For the 2023 reporting year, the breakdown of new registrants by class of registration is provided below:

Class of registration	Total new registrants by class	Number of internationally educated registrants
Full / General/ Independent Practice	239	12
Temporary	177	7

## 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	3	1
Other International	4	1
United States	1	1

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 International	0	0
United States	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. Administrative irregularities in the exam	5
2. Extraordinary, unforeseen, personal and not pre-existing circumstances that arise on the day of Exam	2

**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. Credential Assessment did not demonstrate evidence substantial equivalence to Canadian entry-level	3 14

<p>2. Did not successfully complete the PLAR process (PBA fail)</p> <p>3. Not authorized to work in Canada.</p>	<p>7</p>
---	----------

## L. Data Notes

In terms of credential assessments, applicants did not demonstrate evidence that their academic and practical training is substantially equivalent to Canadian entry-level standards. The alternate route for these applicants is to complete the PLAR process.

## 8. Changes Related to New Legislative and Regulatory Requirements

By Ontario law, regulated occupations must provide registration practices that are transparent, objective, impartial and fair. Non-health occupations are governed by the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA)*, while health professions are governed by the *Regulated Health Professions Act, 2011 (RHPA)*.

In 2021, both statutes were amended to incorporate substantive provisions to:

- A.** Eliminate the use of Canadian experience requirements except under prescribed circumstances.
- B.** Streamline language proficiency testing requirements.
- C.** Provide for the continuity of registration processes during emergency situations.
- D.** Set registration time limits. (FARPACTA only)

College of DIETITIANS of Ontario has made the following changes to comply with these new legal obligations:

## A. Canadian Experience

**Change required: No changes required**

College of DIETITIANS of Ontario has taken the following measures to comply with legislative requirements on eliminating Canadian experience requirements unless an exemption is granted or an alternative is identified that meets criteria prescribed in regulations (non-health regulators) or the exceptions in legislation are met (regulated health colleges).

## B. Language Proficiency Testing

**Change required: Yes**

College of DIETITIANS of Ontario has taken the following measures to comply with recent legislative changes requiring that regulators accept language proficiency testing results derived from any of the tests accepted for immigration purposes to satisfy their language proficiency requirements:

Updates were made to Policy 4-50: Language Proficiency in November 2022, to comply with the Registration Requirements Regulation under the Regulated Health Professions Act, 1991. Further revisions were made in 2024 (none in 2023).

College of DIETITIANS of Ontario offers applicants the following options to demonstrate language proficiency.

- IELTS (General)
- CELPIP (General)
- TEF Canada
- TCF Canada
- Other language proficiency tests
- Education in English or French

## C. Emergency Registration



**Change required: Yes**

College of DIETITIANS of Ontario has taken the following measures to comply with requirements to establish an emergency class (health colleges) or develop an emergency registration plan (non-health regulators).

The CDO established the Emergency class of registration in compliance with the Registration Requirements Regulation under the Regulated Health Professions Act, 1991. Application forms, processes and procedures have been developed for the Emergency class of registration.

## 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.