

College of Registered PSYCHOTHERAPISTS of Ontario

2023 Fair Registration Practices Report

Prepared for the Office of the Fairness Commissioner (OFC)



FAIRNESS COMMISSIONER
COMMISSAIRE À L'ÉQUITÉ

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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

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| Organization name | College of Registered PSYCHOTHERAPISTS 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 College of Registered PSYCHOTHERAPISTS of Ontario

Licensing requirements (brief description for each requirement listed):

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| Profession/ Trade Name | Psychotherapist |
| Academic requirement | Applicants who apply through the application type CRPO |

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| | <p>recognized/accepted program, non-recognized program, or Indigenous registration pathway will be required to demonstrate they have either completed or substantially completed: a CRPO recognized/accepted program; a program that is substantially equivalent to a CRPO recognized/accepted program; or other education and training, which must include one or more programs in psychotherapy, together with any further education or training, or combination of education and training, that when taken together is substantially equivalent to a CRPO recognized/accepted program. Applicants who apply through the temporary or labour mobility application type will not be required to provide detailed information about their education and training.</p> |
| <p>Experience requirement</p> | <p>All applicants must be “current”, or up-to-date, in the practice of the profession. Currency hours can be accumulated anywhere in the world. Applicants who apply through the application type CRPO recognized/accepted program, non-recognized program, or Indigenous registration pathway will be required to demonstrate currency in one of the following ways: Education and training program completed within the past 12 months from the date of application; or currently completing education and training program and one or more of the following apply: in final semester;</p> |

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| | <p>completed 90% of the program; or completed the program with the exception of a thesis; or completed 450 direct client contact and 100 clinical supervision hours within the past 12 months from the date of application; or completed 750 currency hours within the three years immediately prior to the date of application. Currency hours include a broad range of professional activities related to the practise of psychotherapy, such as direct client contact, professional development, and providing clinical supervision.</p> <p>Applicants who apply through the labour mobility application type will be asked to describe the nature of their psychotherapy practice within the three-year period prior to submitting their application. Applicants who apply through the temporary application type will be required to demonstrate currency in one of the following ways: education and training program completed within the past 12 months from the date of application; or completed 750 currency hours within the three years immediately prior to the date of application. Currency hours include a broad range of professional activities related to the practise of psychotherapy, such as direct client contact, professional development, and providing clinical supervision.</p> |
| <p>Language requirement</p> | <p>All applicants must have reasonable fluency in English or French. Language fluency can be demonstrated if English or French is: the applicant's first</p> |

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| | <p>language; or the applicant's language of primary, secondary, or post-secondary education; or the language the applicant uses in delivering services to clients. Successful completion of a psychotherapy bridging program also indicates English or French language proficiency. If none of the above apply, the applicant will be required to submit evidence of successful completion of a language proficiency test.</p> |
| <p>Additional information on licensing requirements (may include links to appropriate page on regulator website):</p> | <p>1) Applicants must have completed, no earlier than two years before the date of their application, the Professional Practice & Jurisprudence e-Learning (JRP) Module. The module must be successfully completed before the applicant can access the application form. 2) An applicant's previous conduct must afford reasonable grounds for the belief that they will practise psychotherapy in a safe and professional manner. Applicants are required to disclose a variety of information, including but not limited to: findings of guilt for any criminal offence; current or past proceedings for professional misconduct; anything that may call into question an applicant's ability to practise psychotherapy safely and professionally; and physical or mental conditions that currently impair the applicant's ability to practise psychotherapy. 3) Detailed information about CRPO's application process and requirements are available</p> |

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| | here: https://www.crpo.ca/applying-to-crpo/ |
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4. Third party assessments

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

| Organization name | Function |
|--|-----------------------------|
| COMPASS Centre for Examination Development | Competency-based assessment |

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

CRPO has a contract with the COMPASS Centre for Exam Development that stipulates their obligations related to ensuring fair and timely access to the assessment. This includes: scheduling at least two exam sittings per year; providing adequate advance notice of sitting dates; releasing results between six and eight weeks after the sitting date; and providing appropriate accommodations to exam writers. Additionally, COMPASS provides an incident report after each exam sitting to report on any technical or administration issues so that they can be addressed (as needed) through the College’s review process and appeals policy.

5. Accomplishments, risks and mitigations

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

A. Accomplishments

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| 1 | <p>As part of efforts to ensure that the principles of diversity, equity and inclusion are central to all its regulatory work, CRPO undertook several initiatives this year to ensure that there are not unidentified barriers to entry to practice for individuals from equity-deserving communities, including internationally trained applicants. Specifically, CRPO: 1) began collecting and reporting on a key performance indicator related to the percent of applicants seeking assessment of equivalence of international education and training and the outcome of those assessments. This will monitor if CRPO registration decisions regarding internationally educated applicants are comparable with decisions regarding applicants educated in Canada and to uncover any potential unrecognized bias in the process and resulting decisions, and 2) approved an initiative to collect a comprehensive self-identification data set from applicants and registrants. Having access to data that identifies people based on sexual orientation, gender identity, citizenship, disability, race and other Ontario Human Rights Code grounds will support the College in being able to conduct useful equity impact assessments. The ability to conduct equity impact assessments supports decision-making that is fair and ensures that policies, programs, or processes are not discriminatory.</p> |
| 2 | <p>As part of CRPO's competence-based approach to assessing registration applications, applicants are required to submit educational transcripts prior to submitting their application. This documentation supports applicants in demonstrating that their program of study meets the registration requirements and provides a balance between rigor necessary to ensure that practitioners who are granted registration are qualified to provide safe and ethical care and flexibility to allow international applicants to qualify. As part of the work of further developing clear, transparent and dynamic communication with system partners – and as a way of clarifying and managing expectations for applicants – CRPO added the requirement that transcripts be uploaded to the online application portal prior to submission. This step makes it clear that application processing begins when applications are complete and have all required information, limits delays to application review and increases staff efficiency. Instructions are posted on the Applying to CRPO page, here: https://www.crpo.ca/applying-to-crpo/</p> |
| 3 | <p>In 2023, CRPO launched a new, modernized Jurisprudence e-Learning Module and corresponding manual. The previous version was launched in 2013 and</p> |

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| <p>had not been comprehensively updated. The new version provides an improved user experience and takes less time to complete. Most importantly, the updated module establishes expectations related to current practice in Ontario, with content focused on targeting high frequency deficit areas based on trends observed in complaints and the Practice Advisory Service. The revised manual is available here: https://www.crpo.ca/wp-content/uploads/2023/03/Professional-Practice-and-Jurisprudence-2.1.pdf</p> |
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B. Risks and Mitigations

| Risk | Mitigation Measure |
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| <p>In using a competence rather than credential-based application review process, CRPO has created multiple pathways to registration for qualified practitioners. This approach provides access to the profession for internationally trained professionals, Indigenous practitioners and those who did not go to a recognized program. While this approach supports the reduction and removal of barriers and is fair, the necessary rigour of the review can involve longer than the target timelines for review and decision-making.</p> | <p>CRPO has implemented two mitigation strategies to address timelines: 1) Over the year, 4 additional staff have been added to the Registration team. Additionally, increased people hours have been directed toward “bottlenecks” in the review process as a way of reducing overall review times while still maintaining the integrity of the process. 2) CRPO has adopted formal KPIs that are tracked and reported to the Registration Committee and to Council. Regular monitoring of timelines allows staff to look for patterns that can inform staff planning, ensures transparency for system partners and reinforces the College’s commitment to accountability.</p> |

6. Changes to registration practices

During the January 1 to December 31, 2023 reporting period, College of Registered PSYCHOTHERAPISTS 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 | <p>1) Clinical supervision is one of the most pressing topics for CRPO, and an important part of the registration process. In 2023, staff compiled the results of targeted consultation with education programs and professional associations on proposed changes to the definition of a clinical supervisor. The Registration Committee expressed support for requiring a 30-hour supervision course for new supervisors and grandparenting existing supervisors. The proposed definition was put forth for public consultation. Respondents expressed strong support for the proposed revisions. These changes will come into effect on April 1, 2026.</p> <p>2) All applicants are required to complete the Jurisprudence e-Learning Module prior to applying. In 2023, the Registration Committee approved a new, modernized module and manual (here: https://www.crho.ca/wp-content/uploads/2023/03/Professional-Practice-and-Jurisprudence-2.1.pdf). The new version provides an improved user experience, contains updated content, and takes less time to complete.</p> <p>3) As a result of the amendments of O. Reg. 508/22: REGISTRATION REQUIREMENTS, the Language Proficiency Policy was revised to accept language proficiency tests approved under the Immigration and Refugee Protection Act, in</p> |

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| | <p>order to reduce duplicate language proficiency testing for immigrants. The policy was also revised to include the Canadian English Language Proficiency Index Program (CELPIP) – General as an accepted language proficiency test. Policy available here (note: policy was also revised in 2024): https://www.crpo.ca/wp-content/uploads/2024/02/Language-Proficiency-Policy.pdf. 4) RP (Qualifying) registrants are required to successfully complete the Registration Exam within specific timelines as stipulated in Section 6(4) of CRPO’s Registration Regulation. Registrants may submit a request to extend these timelines if there are exceptional circumstances that prevent the registrant from attempting the exam within these deadlines. The Examination Extension Policy was developed to ensure just and equitable treatment of registrants who request an extension to their examination attempt deadlines, by providing the Examination Committee with criteria against which an examination extension request will be considered. It is in the public interest for a registrant to write the examination within applicable deadlines, subject to extenuating circumstances, since the examination assesses the registrant’s entry-to-practice competencies. Policy available here: https://www.crpo.ca/wp-content/uploads/2023/11/FINAL-Examination-Extension-Policy.pdf. 5) Section 22 of CRPO’s Registration Regulation stipulates that an RP (Qualifying) registrant who has failed the Registration Exam has the right to appeal where there are alleged grounds of unfairness or other extenuating circumstances. The Examination Appeals Policy was revised by the Examination Committee to include: clarity on</p> |
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| | <p>the timeline for making an appeal and expectations around reporting incidents; examples of evidence for appeals made under the category for compassionate consideration; updated examples for procedural irregularity severity ratings to align with the current format of the exam and increase transparency on how certain concerns or issues will be considered in an appeal; and information about the requirement to re-attempt the exam within specified deadlines if the appeal is granted. It is in the public interest for appeals to only be granted when they are on the grounds of unfairness, as required in the legislation, and substantiated by evidence. An appeal granted when there is a lack of evidence or on grounds not related to unfairness can result in a registrant practising for years before they attempt the exam again and potentially complete educational upgrading. Policy available here: https://www.crpo.ca/wp-content/uploads/2023/11/Final-Revised-Examination-Appeal-Policy.pdf. 6) CRPO is gradually seeing more instances of Qualifying certificate expiry for the reasons outlined in Section 12 of CRPO's Registration Regulation. In 2023, the Registration Committee revised the Qualifying Expiration Policy and Process, in order to streamline the process for registrants and lessen the workload on staff and the Registration Committee. Primarily, revisions were made to remove the option for registrants to be referred to the Registration Committee for further consideration as this was creating inefficient and confusing results, and to permit staff to advise expired registrants that they may be eligible to re-apply for registration. It is in the public interest for</p> |
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| | | Qualifying registrants to expire in cases where registrants are not actively engaged in required professional formation, as Qualifying registrants are in the process of developing and demonstrating entry-to-practice competencies. Expired registrants have the option to reapply when they are ready to complete the outstanding requirements. Policy available here: https://www.crpo.ca/wp-content/uploads/2023/08/Qualifying-Expiration-Policy-and-Process.pdf . |
| New or consolidated class of certificates or licenses | Yes | As a result of the amendments of O. Reg. 508/22: REGISTRATION REQUIREMENTS, CRPO proposed revisions to its Registration Regulation to include provisions related to the emergency class of registration. The changes came into effect on August 31, 2023. |
| Assessment of qualifications, including competency-based assessments and examinations | No | |
| Documentation requirements for registration | Yes | The Registration Committee approved changes to the DCC Confirmation Form and Clinical Supervisor Attestation Form to include language that allows for the use of judgement and approximation, within reason, for supervisors completing these forms. Information on where supervisors can report concerns about any clinical experience hours was also added to these forms. Updated versions of these two forms were made available on the CRPO website in 2023. Updated DCC Confirmation Form: <a 118="" 141="" 888="" 903"="" data-label="Page-Footer" href="https://www.crpo.ca/wp-content/uploads/2023/01/DCC-Confirmation-</td> </tr> </table> </div> <div data-bbox="> <p>13</p> |

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| | | Form-3.0.pdf. Updated Clinical Supervisor Attestation Form: https://www.crpo.ca/wp-content/uploads/2023/01/Clinical-Supervision-Attestation-Form-6.0.pdf . |
| Timelines for registration, decisions and/or responses | Yes | There was a 9% increase in applications between 2022 and 2023. As noted above, CRPO continues to work towards meeting the processing timelines as required by the amendments of O. Reg. 508/22: REGISTRATION REQUIREMENTS. Practical steps on this front have included hiring 4 additional staff and adopting formal KPIs related to registration application processing timelines to support decision making and accountability. |
| Registration and/or assessment fees | Yes | CRPO's by-laws set out that fee increases occur every two years for inflation. CRPO's fees were scheduled to increase in June 2022. Due to the economic strain resulting from the pandemic, Council approved a deferral of the planned June 2022 fee increase. Bi-annual increases will recommence beginning June 2024. |
| Changes to internal review or appeal process | No | |
| Access by applicants to their records | No | |

B. Training, policy and applicant supports

| Registration process | Changes Made (Yes / No) | Description |
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| Training and resources for staff who deal with registration issues | Yes | 1) All College staff received training on diversity, equity and inclusion (DEI), as well as accessibility with a focus on universal design and regulation. The training on DEI focused on |

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| | <p>the foundations of DEI and key principles like intent and impact. The training provided staff with an opportunity to work through practical case studies based on real situations that have occurred at the College in small groups and set the foundation for future DEI-related work and initiatives at CRPO. 2) Three Registration staff attended the Canadian Network of Agencies of Regulation (CNAR) 2023 Annual Conference. The in-person conference included sessions with topics related to: building effective relationships with system partners and registrants; Indigenous cultural safety in regulation; and compassionate and trauma-informed professional regulation. The sessions provided valuable information on emerging best practices and lessons learned from other regulators and experts in the field of professional regulation. 3) Several Registration staff completed training facilitated by the Society of Ontario Adjudicators and Regulators (SOAR) titled, "But What Does it All Mean? Fun With Statutory Interpretation". This training described the fundamentals of statutory interpretation, why this interpretation is important, and principles that may be useful when interpreting statutory language. 4) Several Registration staff observed the Fairness Commissioner Irwin Glasberg's presentation to CRPO Council. The presentation discussed the evolution of fair access legislation in Ontario, and highlighted best practices in registration. 5) CRPO continues to be an employer partner with the Canadian Centre for Diversity and Inclusion (CCDI). This partnership provides Council, committee members and staff with access to consultants and trainers with DEI expertise as well as to a resource library.</p> |
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| <p>Resources or training to support applicants to move through the licensing process</p> | <p>Yes</p> | <p>Section 6(4)(c)(ii) of CRPO's Registration Regulation states the third attempt of the Registration Exam is permitted only after the RP (Qualifying) registrant has completed upgrading, if any, required by a panel of the Examination Committee. The Examination Committee uses a decision tree and considers the registrant's results and reflections on their exam attempt when considering whether to require upgrading activities. In prior years for some cases, the Examination Committee directs or recommends the registrant to complete a Modified Peer and Practice Review, which is specifically modified from the one used by CRPO's Quality Assurance program, at a cost of \$425 to assist in identifying gaps in the entry-to-practice competencies. In 2023, the College developed a Clinical Supervision Tool to replace the Modified Peer and Practice Review. Registrants can use the new tool at no cost with their clinical supervisor to reflect on an exam failure, identify gaps in competence, and develop a learning plan. The tool will be available to all CRPO registrants, not just those that have failed the exam twice, as an exam preparation resource. The pilot project for the Supervision Tool was launched in May 2023 with three surveys: the first intended to gain feedback from registrants and clinical supervisors on the content and format; the second for feedback on use of the tool; and the third for reflection after making an attempt at the exam after using the tool. The response data from the first survey was considered by the Examination Committee in November 2023 and was generally positive. Work on the Supervision Tool will continue in 2024. The pilot can be accessed here: https://www.crpo.ca/wp-</p> |
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| | | content/uploads/2023/07/Supervision-Tool-Pilot.pdf. |
| Anti-racism and inclusion-based policies and practices | Yes | <p>1) The Health Professions Regulators of Ontario (HPRO) developed an Equity Impact Assessment Tool (EIA tool) to assess regulatory decisions for fairness and to evaluate policies, programs and processes to ensure that they are not discriminatory. In 2023, committees were presented with the EIA tool and will work with staff to complete an assessment of their status as a committee and determine which policies and program elements are priorities for review with the tool. Work related to the EIA tool will continue in 2024. The College also approved an initiative to collect a comprehensive set of self-identification from applicants and registrants (described above). This initiative will be implemented in fiscal 2024-2025 and will provide data that will support a more comprehensive and useful approach to using the EIA tool.</p> <p>2) CRPO's Diversity, Equity and Inclusion Working Group (DEIWG) provided advice to the College around inviting current Registered Psychotherapists who identify as Indigenous to consider participating in developing a mechanism for information gathering from Indigenous practitioners and others with knowledge of Indigenous practices. In August 2023, staff put out a call for Indigenous RPs to contribute their voice to the discussion on the development of an effective, equitable, respectful, and inclusive pathway to registration. Staff are researching options for an initial listening Circle led by an Elder or Knowledge Keeper, and developing guiding questions for those who prefer to make written submissions.</p> <p>3) In 2023, CRPO began the recruitment process to fill two</p> |

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| | | vacancies for non-Council committee members appointed to the Registration Committee to review applications submitted through the Indigenous Pathway. |
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C. System partners

| Registration process | Changes Made (Yes / No) | Description |
|---|--------------------------------|---|
| Steps to increase accountability of third-party service provider(s) | No | |
| Accreditation of educational programs | Yes | 1) The following education programs were granted academic recognition in 2023: City University of Seattle – Master of Counselling. Applicants who complete these education programs do not need to provide detailed information about their education and training in their application for registration. These applicants complete a more streamlined application form, which generally takes less time for staff to process. A full list of programs granted academic recognition is available here: https://www.crpo.ca/recognized-accepted-programs/ . 2) The following recognized education programs were granted clinical experience (CE) recognition in 2023: Ontario Association of Jungian Analysts – Analyst Training Program; Yorkville University – Master of Arts in Counselling Psychology; Toronto Art Therapy Institute – Graduate Level Diploma in Art Therapy; Adler Graduate Professional School Inc. - Master of Psychology. Programs granted CE recognition on top of academic recognition have demonstrated that clinical |

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| | | <p>experience hours obtained in the program meet CRPO’s requirements and develop students’ competence in psychotherapy. All hours successfully completed through a CE-recognized program will be accepted toward meeting CRPO registration requirements. Students from these programs no longer need to submit individual confirmation forms to report practicum, clinic, or student practice hours completed on or after April 1, 2018, as the hours are submitted to CRPO directly from the education institution. This process is more streamlined for applicants, registrants and staff, and generally takes less time for staff to process. A full list of programs granted CE recognition is available here: https://www.crpo.ca/clinicalexperience-recognition/. 3) The Registration Committee approved high level changes to the application form to require programs with CE recognition to only report student hours that are successfully completed, meaning the student acted in a safe, professional, and ethical manner. This change aligns the CE recognition process with the requirements for reporting hours outside the CE recognition process.</p> |
| Mutual recognition agreements | No | |

D. Responsiveness to changes in the regulatory environment

| Registration process | Changes Made (Yes / No) | Description |
|------------------------------|--------------------------------|--|
| Emergency registration plans | Yes | As directed by the Ministry of Health, CRPO submitted a proposed amendment to the Registration Regulation to create an emergency |

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| | | class of registration for qualified practitioners. Accordingly, CRPO began development of an application form for use during an emergency to provide a reasonable approach to registering appropriate applicants in an expedited way, while ensuring that public protection is not undermined. |
| Technological or digital improvements | Yes | 1) CRPO launched a new user management system in 2023. This system is intended to be more intuitive, streamlined and user-friendly. Several additions are available in the new user management system, including additional fields implemented in response to amendments of O. Reg. 508/22: REGISTRATION REQUIREMENTS. The system is also intended to provide staff with more ability to report out on data collected in the application and registration process. This will allow better identification of themes and trends in the registration process. The analysis of these patterns will inform policy decisions for the Registration Committee and will be shared with education partners to assist them in assessing opportunities for improvements in their admissions processes and in their programs. 2) Staff have begun completing mandatory bi-monthly cybersecurity training through KnowBe4, an online learning and assessment platform. The training focuses on preventing accidental cybersecurity breaches. |
| 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

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

Additional description:

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B. Other identity-based or demographic data collected

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

Additional description:

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C. Languages of service provision

College of Registered PSYCHOTHERAPISTS 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 |
|-----------------|-------------------------|
| Psychotherapist | 13300 |

| Class of License | Total Number of Members | Total Number of Internationally Educated Members |
|--------------------------------------|-------------------------|--|
| Full / General/ Independent Practice | 8631 | 1397 |
| Inactive | 189 | 36 |
| Qualifying | 4480 | 280 |

| Gender | Number of Members |
|---|-------------------|
| Male | 2194 |
| Female | 11025 |
| X (includes trans, non-binary, and two-spirit people) | 81 |

| Jurisdiction of Initial Training | Number of Members |
|----------------------------------|-------------------|
| Ontario | 7509 |
| Other provinces and territories | 4069 |

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|---------------------|-----|
| United States | 919 |
| Other International | 797 |
| Other/not collected | 6 |

| Country of Initial Training | Number of Members |
|-----------------------------|-------------------|
| Afghanistan | 2 |
| Other Countries | 6 |
| Albania | 3 |
| Algeria | 1 |
| Argentina | 7 |
| Armenia | 1 |
| Australia | 33 |
| Austria | 2 |
| Azerbaijan | 1 |
| Bangladesh | 4 |
| Barbados | 3 |
| Belarus | 2 |
| Belgium | 2 |
| Brazil | 23 |
| Canada | 11578 |
| Chile | 1 |
| China | 45 |
| Colombia | 10 |
| Croatia | 1 |
| Cuba | 1 |
| Cyprus | 1 |
| Dominican Republic | 2 |
| Egypt | 2 |
| El Salvador | 1 |
| France | 10 |
| Georgia | 2 |
| Germany | 8 |
| Hungary | 1 |
| India | 128 |
| Iran | 92 |

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|---------------------|----|
| Iraq | 1 |
| Ireland | 8 |
| Israel | 8 |
| Italy | 11 |
| Jamaica | 15 |
| Japan | 1 |
| Jordan | 3 |
| Kazakhstan | 2 |
| Kenya | 2 |
| Libya | 1 |
| Malaysia | 3 |
| Mauritius | 1 |
| Mexico | 20 |
| Moldova | 2 |
| Netherlands | 8 |
| New Zealand | 4 |
| Nigeria | 2 |
| Pakistan | 27 |
| Peru | 4 |
| Philippines | 10 |
| Poland | 13 |
| Portugal | 4 |
| Romania | 6 |
| Russia | 30 |
| Senegal | 1 |
| Serbia | 4 |
| Somalia | 1 |
| South Africa | 16 |
| South Korea | 5 |
| Spain | 15 |
| Sri Lanka | 2 |
| Sweden | 2 |
| Switzerland | 26 |
| Trinidad and Tobago | 3 |
| Turkiye | 7 |
| Lebanon | 4 |
| North Macedonia | 1 |
| Uganda | 1 |

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| Ukraine | 9 |
| United Arab Emirates | 1 |
| United Kingdom | 120 |
| United States of America | 919 |
| Venezuela | 4 |

| Official language of preference | Number of Members |
|---------------------------------|-------------------|
| English | 13074 |
| French | 226 |

| Racial identity (optional) | Number of Members |
|----------------------------|-------------------|
| Not collected | 13300 |

E. Data Notes

A.1: CRPO is interpreting the types of classes as follows:
 Full/general/independent practice - Registered Psychotherapist. Qualifying - Registered Psychotherapist (Qualifying) - These registrants must practise under supervision until they have met the clinical experience requirement and pass the Registration Examination. Inactive - Registered Psychotherapist (Inactive) - These registrants are on long-term leave and not permitted to practise while in this category. A.5: As this is a new question, we do not have full data for this year so we have provided an approximate response. We anticipate being able to provide complete data next year. Specifically, we were not able to pull data for approximately 700 registrants. We calculated the percentage split based on the data we do have from 14000 current and former registrants: 98.3% English and 1.7% French. We multiplied the current total number of registrants by these percentages to calculate the approximate split.

F. Applicant Profile

| Profession Name | Total Number of Applicants |
|------------------------|-----------------------------------|
| Psychotherapist | 2368 |

| Gender | Number of Applicants |
|---|-----------------------------|
| Male | 349 |
| Female | 1990 |
| X (includes trans, non-binary, and two-spirit people) | 29 |

| Jurisdiction of Initial Training | Applications received in 2023 | Applications with decisions pending |
|---|--------------------------------------|--|
| Other/not collected | 6 | 0 |
| Other International | 105 | 42 |
| Ontario | 608 | 97 |
| Other provinces and territories | 1580 | 68 |
| United States | 69 | 24 |

| Country of Initial Training | Number of Applicants |
|------------------------------------|-----------------------------|
| Canada | 2188 |
| Other Countries | 6 |
| Albania | 1 |
| Australia | 7 |
| Brazil | 3 |
| Chile | 1 |
| China | 8 |
| Colombia | 1 |
| Cyprus | 1 |
| France | 2 |
| Germany | 1 |

| | |
|--------------------------|----|
| India | 21 |
| Iran | 12 |
| Ireland | 3 |
| Israel | 1 |
| Italy | 1 |
| Jamaica | 1 |
| Lebanon | 3 |
| Mexico | 1 |
| Netherlands | 2 |
| Pakistan | 3 |
| Philippines | 1 |
| Poland | 1 |
| Portugal | 1 |
| Romania | 1 |
| Russia | 3 |
| South Africa | 1 |
| Spain | 2 |
| Sweden | 1 |
| Switzerland | 1 |
| Trinidad and Tobago | 1 |
| Ukraine | 1 |
| United Kingdom | 17 |
| United States of America | 69 |
| Venezuela | 1 |

| Official language of preference | Number of Members |
|--|--------------------------|
| English | 2338 |
| French | 30 |

| Racial identity (optional) | Number of Members |
|-----------------------------------|--------------------------|
|-----------------------------------|--------------------------|

| | |
|---------------|------|
| Not collected | 2368 |
|---------------|------|

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 |
|----------------------------------|------------|--------------|-----------|
| Other/not collected | 7 | 0 | 1 |
| Other International | 77 | 19 | 1 |
| Ontario | 576 | 29 | 4 |
| Other provinces and territories | 1563 | 5 | 2 |
| United States | 52 | 4 | 1 |

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 Qualifying | 5 2270 | 0 129 |

J. Data Notes

B.8: CRPO is interpreting the types of classes as follows:
 Full/general/independent practice - Registered Psychotherapist. Only applicants through the Labour Mobility route (i.e., those already registered in other Canadian provinces) can be approved in the full RP category without first being registered in the Qualifying category. Qualifying - Registered Psychotherapist (Qualifying) - These registrants must practise under supervision until they have met the clinical experience requirement and pass the Registration Examination.

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 |
| 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 | 5 | 0 |
| Other provinces and territories | 2 | 0 |
| Other International | 3 | 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. Education | 9 |
| 2. Conduct | 5 |
| 3. Currency | 3 |

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. Education | 18 |
| 2. Currency | 6 |
| 3. Conduct | 4 |

L. Data Notes

B.10: CRPO does not have an internal appeal process. Registration Committee decisions can be appealed to the Health Professions Appeal and Review Board (HPARB), addressed in the “External review or appeal” row. B.11: Appeals can be

based on more than one reason so the total number of appeals in B.11 is higher than the total number of appeals in B.10. B.12: CRPO is interpreting this to refer to refusals issued in 2023.

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 (FARPACKTA)*, 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. (FARPACKTA only)

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

A. Canadian Experience

Change required: No changes required

College of Registered PSYCHOTHERAPISTS 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 Registered PSYCHOTHERAPISTS 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:

As described above, as a result of the amendments of O. Reg. 508/22: REGISTRATION REQUIREMENTS, the Language Proficiency Policy was revised to accept language proficiency tests approved under the Immigration and Refugee Protection Act, in order to reduce duplicate language proficiency testing for immigrants. The policy was also revised to include the Canadian English Language Proficiency Index Program (CELPIP) – General as an accepted language proficiency test. Policy available here (note: policy was revised again in 2024): <https://www.crho.ca/wp-content/uploads/2024/02/Language-Proficiency-Policy.pdf>.

College of Registered PSYCHOTHERAPISTS 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
- Other (please specify) Professional practice in English or French.

C. Emergency Registration

Change required: Yes

College of Registered PSYCHOTHERAPISTS 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).

As described above, CRPO submitted a proposed amendment to the Registration Regulation to create an emergency class of registration for qualified practitioners. Accordingly, CRPO began development of an application form for use during an emergency to provide a reasonable approach to registering appropriate applicants in an expedited way, while ensuring that public protection is not undermined.

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.