

College of MIDWIVES 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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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

Organization name	College of MIDWIVES of Ontario
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For questions about this report, please contact:

Name	Nancy Tran
Job Title	Director of Registration
E-mail	n.tran@cmo.on.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 College of MIDWIVES of Ontario

Licensing requirements (brief description for each requirement listed):

Profession/ Trade Name	Midwife
Academic requirement	Unless individuals are applying under the Canadian Free Trade Agreement, they must have at least one of the following: i. A baccalaureate degree in health sciences (midwifery) from a university in Ontario. ii. Qualifications that are equivalent to the degree. Our Council has approved the following qualifications: - any midwifery education program delivered in Canada, that has been accredited by the Accreditation Council of the Canadian Association for Midwifery

	<p>Education; - the International Midwifery Pre-Registration Program delivered by Toronto Metropolitan University (formerly known as Ryerson University); and - the Orientation and Assessment Program, delivered by the College of Midwives of Ontario</p>
<p>Experience requirement</p>	<p>Applicants who complete a midwifery program in Ontario must: - have current clinical experience consisting of active practice for at least two years out of the four years immediately before the date of the application, and - have attended at least 60 births, of which at least, a) 40 were attended as primary midwife, b) 30 were attended as part of the care provided to a woman in accordance with the principles of continuity of care, c) 10 were attended in hospital, of which at least five were attended as primary midwife, and d) 10 were attended in a residence or remote clinic or remote birth centre, of which at least five were attended as primary midwife. All other applicants (labour mobility applicant excluded) must have attended at least 40 births as a primary midwife, of which at least, a) 10 were attended as part of the care provided to a person in accordance with the principles of continuity of care, b) 10 were attended in hospital, and c) 5 were attended in a residence, a remote clinic, or a remote birth center The overall births must have been carried out over a period of two years out of the last four years immediately before the date of application for registration.</p>

<p>Language requirement</p>	<p>Pursuant to our Registration Regulation (Ontario 168/11), applicants must demonstrate the ability to communicate with reasonable fluency in either English or French. All applicants are deemed to have met the requirements for language fluency by demonstrating language proficiency in one of the following ways: - Graduation from a recognized program of midwifery education in English or French in any jurisdiction in Canada; - Registration as a midwife in a Canadian jurisdiction; - Successful results on an English or French language proficiency test acceptable to the College. Acceptable language providers and scores are enshrined in a policy available on our website.</p>
<p>Additional information on licensing requirements (may include links to appropriate page on regulator website):</p>	<p>Applicants must also provide evidence of the following: - Personal protection against professional liability; - Competency in neonatal resuscitation. - Competency in cardiopulmonary resuscitation. - Competency in emergency skills. - Authorization to work in Canada - Successful completion of the College's jurisprudence course. - Vulnerable Section check - Successfully passing the qualifying examination (Canadian Midwifery Registration Examination)</p>

4. Third party assessments

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

Organization name	Function
Canadian Midwifery Regulators Council	Knowledge based exam
Heart and Stroke, Action First Aid, Canadian Red Cross, LifeSaving Society, Canadian Ski Patrol, St. John Ambulance, Lifesaver 101, Casualty Care First Aid Company	OSCE / Skill based exam
Association of Ontario Midwives, Midwives Association of Manitoba, Association of Alberta Midwives, Regroupement Les Sagesfemmes du Québec, Association of Midwives of British Columbia, (Society of Obstetricians and Gynecologists of Canada	OSCE / Skill based exam
Any members of the Canadian Alliance of Credential Assessment Services Canada	Academic credential evaluation
Any language proficiency providers accepted by the Immigration, Refugees and Citizenship Canada	Other
Canadian Paediatric Society	OSCE / Skill based 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.

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

Language proficiency: With the passage of Ontario Regulation 508/22, the College is required to accept evidence of language proficiency from tests approved under the Immigration and Refugee Protection Act. Our language proficiency policy will undergo periodic review to maintain compliance with the regulation. If required,

the College will work with the applicant and intervene if the individual is not properly accommodated during their assessments. Academic Credentials: The College accepts assessment reports conducted by any member of the Alliance of Credential Evaluation Services of Canada (ACESC). This decision is based on ACESC members' compliance with UNESCO conventions related to the recognition of qualifications and adherence to the Pan-Canadian Quality Assurance Framework for the Assessment of International Academic Credentials. This framework upholds principles such as transparency, equity, fairness, and impartiality. ACESC members must demonstrate ongoing compliance through an annual self-assessment and documentation review by current members and a Steering Committee. Qualifying examination: The College relies on the Canadian Midwifery Regulators Council (CMRC) to administer and deliver the Canadian Midwifery Registration Exam (CMRE). The College's Registrar, serving on the Board, participates in voting on exam-related matters, such as exam fees, exam blueprint, exam policies and procedures, accommodation requests, and the relative weighting of competencies evaluated in the exam OSCEs: The College presently depends on external providers to assess three entry-to-practice clinical competencies: neonatal resuscitation, emergency skills, and cardiopulmonary resuscitation. These non-exemptible programs, outlined in the Registration Regulation, are delivered by external providers. Without specific agreements with any provider, both applicants and registrants from various regions are given flexibility and options to access the OSCEs.

5. Accomplishments, risks and mitigations

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

A. Accomplishments

1	The College launched a pilot Orientation and Assessment program (OAP), for internationally-educated midwives (IEMs). While this is not a bridging program, it is intended to assess whether experienced midwives, who were trained outside Canada, have the equivalent competencies required for entry-to-practice. This program offers a pathway to registration for IEMs, without requiring that they complete a 4 year baccalaureate degree in midwifery. The
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	<p>program comprises of both online asynchronous study as well as an in-person intensive to assess their clinical skills. Candidates who successfully complete the OAP are eligible to write the national exam. In its first cohort, 9 candidates successfully completed the program and were eligible to write the national qualifying examination in the fall of 2023.</p>
2	<p>In 2023, the College, in collaboration with the other midwifery regulatory authority in Canada, developed an assessment tool to evaluate the knowledge, skills, and judgment of registered midwives who are not able to demonstrate ongoing clinical currency and for non-practising or former midwives returning to practice. The objective of the tool is to assess candidates in each of the competencies outlined in the Canadian Competencies for Midwives, to highlight specific areas where individuals may need further development in skills and knowledge. The College is currently in the implementation stage of the project.</p>
3	<p>The College developed a number of policies related to the registration processes. These policies served two purposes: • Streamline our registration processes, by delegating some of the Registration Committee’s authority to the Registrar for low-risk files. This enables the Registration Committee panels to focus on more complex matters. In addition, an increasing number of registrants received expeditious resolution with respect to addressing clinical experience shortfalls or miscellaneous registration requests. • Provide clarity with respect to the Registration Committee’s obligation and discretion under the Registration Regulation</p>

B. Risks and Mitigations

Risk	Mitigation Measure
<p>The Orientation and Assessment Program does not have a clerkship which means that candidates will be registered without having gained any experience in the Ontario healthcare setting. The clerkship traditionally offers assurance that candidates can work with clients, attend prenatal and postpartum visits,</p>	<p>The program initially assesses the applicant's competency various core clinical areas by way of OSCEs and written exams. In addition, most candidates will be registered with a Supervised Practice certificate of registration. At the time of registration, most candidates will not have met the currency requirement specified in the</p>

<p>perform examinations, and interpret diagnostic tests under the guidance of a preceptor. This experience is crucial in ensuring that applicants have the knowledge, skills, and abilities to deliver safe and effective care.</p>	<p>regulation. Rather than deny them registration, the Supervised Practice certificate will enable them to practice under supervision. This will place them in an advantageous position, providing access to valuable support and learning opportunities during their first year of practice. Additionally, OAP candidates who already meet the registration requirements have the option to voluntarily enter into a supervision plan to benefit from these opportunities and to establish their peer network</p>
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6. Changes to registration practices

During the January 1 to December 31, 2023 reporting period, College of MIDWIVES 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
<p>Registration requirements either through regulation, by-law or policy</p>	<p>No</p>	
<p>New or consolidated class of certificates or licenses</p>	<p>Yes</p>	<p>Following the amendments made to the RHPA, a new Emergency Class of registration came in effect on August 31, 2023, In anticipation of this new class, College Council approved a policy</p>

		operationalizing this new class of certificate in an event of an emergency.
Assessment of qualifications, including competency-based assessments and examinations	Yes	The Orientation and Assessment Program assesses internationally-educated applicant to evaluate whether they have equivalent competencies required for entry-to-practice.
Documentation requirements for registration	Yes	International applicants are now required to provide a reference form to attest to the births they attended outside Canada to streamline their registration process. The form must be signed by their supervisor.
Timelines for registration, decisions and/or responses	No	
Registration and/or assessment fees	No	
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
Training and resources for staff who deal with registration issues	Yes	Ongoing. The Registration Department conducts a weekly case reviews to discuss complex processes and ways to continuously improve registration processes. In the fall of 2023, 5 representatives from the College (Chair

		of Council, Registrar and staff) attended the Canadian Network of Agencies for Regulation conference. The College continues to be an active participant of the HPRO Anti-BIPOC Racism project, which has helped inform staff training opportunities on the topic. College Council and staff received a number of trainings throughout this period on the following topics: - Risk-Based Regulation, by Deanna Williams, Dundee Consulting - Good Governance – Applying Learning in Practice - Evolvivn Models of Midwifery Care - Conflict of Interest in Practice, SML Law - Bias in Decision-Making - Reasoning writing workshops
Resources or training to support applicants to move through the licensing process	No	
Anti-racism and inclusion-based policies and practices	Yes	Please note that in March 2021, Council approved the 2021-2026 Strategic Framework which incorporated DEI into our guiding principles. The College’s guiding principles define how we strive to work as an organization, shape our culture and our relationships with the public, midwives, and partner organizations. The new principle Equity was added, committing to identifying, removing and preventing systemic inequities in our work. College Council and staff received a number of trainings throughout this period on the following topics: - Defining Public Interests from and Equitable Perspective, from Janelle Benjamin, All Things Equitable - Anti-Racism and Anti-Oppression in Board Governance, Rania El-Muggamar, Anti-Oppression Consultant and Liberation Educator

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	No	
Mutual recognition agreements	No	

D. Responsiveness to changes in the regulatory environment

Registration process	Changes Made (Yes / No)	Description
Emergency registration plans	Yes	College Council approved a policy operationalizing this new class of certificate in an event of an emergency.
Technological or digital improvements	No	
Steps to address labour shortages in the profession or trade	Yes	The College engages in regular correspondence and meetings with the Ministry to address ongoing challenges and opportunities, especially with respect to attrition data. It is important to highlight that the College has not denied registration to applicants in years. Consequently, the College plays a limited role with respect to registering an adequate number of midwives to address the healthcare needs of the province. In contrast, increasing

	<p>registration number sizes could be better addressed through expanding seats in educational programs to augment the number of graduates. However, recognizing the profession's needs, the College is committed to being part of the solution by ensuring that its policies and practices reflect contemporary practice. As a result, the College has made a concerted effort to focus on a comprehensive revision of our Registration Regulation, to align its practices of the 21st century. Having been in effect since 1993, the current Registration Regulation is due for a comprehensive update. It has been amended only once in 2012 to meet the government's priorities with respect to labour mobility and compliance with the Agreement on Internal Trade, which in 2017 was replaced with a new trade agreement, the Canadian Free Trade Agreement (CFTA). Additionally, the 2012 amendments included a mandatory entry to practice examination, currently the Canadian Midwifery Registration Examination (CMRE); two new classes of registration (Inactive and Transitional); and the addition of a new registration requirement (Jurisprudence Course). On May 1, 2023, the College submitted a proposed Registration Regulation to the Ministry, advocating for provisions that better align with the present landscape of midwifery. The proposed Registration Regulation has three main objectives: - Set requirements to register safe, competent, and ethical midwives. - Ensure faire registration practices. - Reflect modern midwifery practice. This strategic response demonstrates the College's commitment to effectively addressing labor shortages during emergency situations, ensuring a swift and</p>
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		adaptable approach to safeguarding public health.
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	Yes
Applicants	Yes

Additional description:

Birth date and gender from applicants and members. Used primarily externally for various required governmental reports. - Vulnerable Sector Check and proof of legal name change (if applicable) are used to assess applicants' good character/professional suitability; - Valid authorization to work in Canada (citizenship, residency, or employment authorization) – Applicants must be Canadian citizens, permanent residents of Canada or authorized under the Immigration and Refugee Protection Act (Canada) to engage in open employment in Canada; - Valid government-issued ID; Proof of legal name change (if applicable) is used to verify name, birth date, and signature; - Current headshot/photo; used to verify the identity of the applicant; must match the applicant's photo ID and authorization to work in Canada

C. Languages of service provision

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

Language	Yes / No
English	Yes
French	Yes
Other (please specify)	French available upon request

D. Membership Profile

Profession Name	Total Number of Members
Midwife	1093

Class of License	Total Number of Members	Total Number of Internationally Educated Members
Full / General/ Independent Practice	774	99
General with new registrant conditions	74	2
Supervised Practice	2	1

Inactive	243	30
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Gender	Number of Members
Male	3
Female	1072
X (includes trans, non-binary, and two-spirit people)	18
Other / not collected	0

Jurisdiction of Initial Training	Number of Members
Ontario	940
Other provinces and territories	21
United States	29
Other International	103
Multiple Jurisdictions	0
Other/not collected	0

Country of Initial Training	Number of Members
Algeria	1
Belgium	1
Brazil	1
Canada	961
China	6
Ethiopia	3
France	2
Ghana	1
Guyana	2
Hungary	1
India	3
Iran	25
Ireland	1

Lebanon	2
Malta	1
Mexico	1
Morocco	1
Netherlands	3
New Zealand	2
Peru	2
Philippines	1
Poland	3
Russia	2
South Africa	1
Syria	2
Tunisia	1
United Kingdom	30
United States of America	29
Venezuela	4

Official language of preference	Number of Members
English	1093

Racial identity (optional)	Number of Members
Not collected	1093

E. Data Notes

General, eligible to practise The class of certificate issued when all registration requirements have been met. General, eligible to practise with new registrant conditions The class of certificate issued when a midwife is in their first year of practice. The new registrant conditions are: • must work within an established practice for one full year; and • must attend births with a midwife who holds a general certificate of registration until a minimum of 30 births as a primary midwife and 30 births as a second midwife have been attended. Supervised

Practice, eligible to practise under supervision The class of certificate issued when a midwife practises while under the supervision of an approved midwife who holds a general certificate of registration. A supervised practice certificate holder may provide the full scope of midwifery care to their clients. Inactive, not practising The class of certificate issued when a midwife has chosen not to practice midwifery in Ontario. Midwives holding an inactive certificate are entitled to use the title "midwife" and "RM". Racial identity is not currently collected; however, we are working towards collecting this data in the future. Official language of preference is not collected.

F. Applicant Profile

Profession Name	Total Number of Applicants
Midwife	71

Gender	Number of Applicants
Male	0
Female	67
X (includes trans, non-binary, and two-spirit people)	4

Jurisdiction of Initial Training	Applications received in 2023	Applications with decisions pending
Ontario	64	
Other provinces and territories	4	
United States	2	
Other International	1	

Country of Initial Training	Number of Applicants
Brazil	1
Canada	68
United States of America	2

Official language of preference	Number of Members
English	71

Racial identity (optional)	Number of Members
Not collected	71

G. Data Notes

Racial identity is not currently collected; however, we are working towards collecting this data in the future.

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	62	0	1
Other provinces and territories	5	0	0
United States	2	0	0
Other International	1	0	0

I. New Registrants

During the 2023 reporting year, College of MIDWIVES of Ontario registered a total of 71 new registrants. 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	2	0
General with New Registrant Conditions	58	1
Supervised Practice	2	1
Transitional	4	0
Inactive	4	0

J. Data Notes

General, eligible to practise The class of certificate issued when all registration requirements have been met. General, eligible to practise with new registrant conditions The class of certificate issued when a midwife is in their first year of practice. The new registrant conditions are: • must work within an established practice for one full year; and • must attend births with a midwife who holds a general certificate of registration until a minimum of 30 births as a primary midwife and 30 births as a second midwife have been attended.

Supervised Practice, eligible to practise under supervision The class of certificate issued when a midwife practises while under the supervision of an approved midwife who holds a general certificate of registration. A supervised practice certificate holder may provide the full scope of midwifery care to their clients.

Inactive, not practising The class of certificate issued when a midwife has chosen not to practice midwifery in Ontario. Midwives holding an inactive certificate are entitled to use the title "midwife" and "RM".

Transitional, eligible to practise under supervision The class of certificate issued when all of the registration requirements for either a general or

supervised practice certificate can be met, but the results of the midwifery qualifying examination have not been released. A transitional certificate holder may only practise midwifery while under the supervision of an approved midwife holding a general certificate of registration and cannot order lab, diagnostic tests, or issue prescriptions.

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
United States	1	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
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

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

L. Data Notes

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

A. Canadian Experience

Change required: Yes

College of MIDWIVES 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).

Our registration requirements require that all applicants meet the active clinical experience requirements, regardless of where they were educated. Active clinical experience requires attending a minimum number of births in the last two out of four years. Applicants who have recently gone through the Ontario Midwifery Education program do not have any issues meeting both the minimum births and currency requirements. In the past, international applicants would have fully or partially met this professional experience requirement through the clerkship completed as part of the former midwifery bridging program. The new Orientation and Assessment program does not include a clerkship, which means that these international applicants will automatically be given a supervised practice certificate since they have not attended any births in Ontario. However, the Registration Committee reviewed this process and approved a policy whereby they will recognize all births attended, regardless of where they were attended, as long as they satisfy the birth settings specified in the Registration Regulation and our standards. This approach is based on fair access principles and inclusion and anti-racist perspectives.

B. Language Proficiency Testing

Change required: Yes

College of MIDWIVES 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:

The College Council approved a policy in the spring of 2023, to recognize all language proficiency providers approved under the Immigration and Refugee Protection Act. Recognizing that the list is not static, the Council has also built in a periodic review to ensure compliance with the law.

College of MIDWIVES 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) Labour mobility applicants also automatically meet

C. Emergency Registration

Change required: Yes

College of MIDWIVES 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).

Following the amendments made to the RHPA, the College collaborated with the government to amend the Registration Regulation to add a new Emergency Class of registration came in effect on August 31, 2023, In anticipation of this new class,

College Council approved a policy operationalizing this new class of certificate in an event of an emergency.

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.