



Business Plan 2018 - 2021

December 2017

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INTRODUCTION

The Fairness Commissioner's mandate is to ensure that the registration practices of regulated professions and compulsory trades are transparent, objective, impartial and fair for all applicants, with a focus on ensuring that registration practices do not unfairly exclude or create barriers to qualified immigrants who were educated or trained outside of Canada.

The *Fair Access to Regulated Professions and Compulsory Trades Act, 2006* (FARPACTA) and the *Regulated Health Professions Act, 1991* (RHPA) require 40 Ontario regulatory bodies that regulate 66 professions and trades to have registration practices that are Transparent, Objective, Impartial, and Fair to all licensure applicants.

The Office of the Fairness Commissioner ensures that the mandate of the Fairness Commissioner, as set out in FARPACTA and RHPA is implemented and that the necessary supporting administrative structures and procedures are in place.

This business plan sets out how the Fairness Commissioner (FC) with his office will successfully achieve the mandate over the 2018-2021 period.

MANDATE

The Fairness Commissioner is responsible for assessing the registration practices of Ontario's regulated professions and compulsory trades to ensure that they are transparent, objective, impartial and fair for anyone applying to practise his or her profession or trade in Ontario.

The prime responsibilities of the Fairness Commissioner are to:

1. advise the Minister on matters related to the administration of FARPACTA;
2. advise the Ministry of Health and Long Term Care on matters related to the Health Professions Procedural Code and any other matter related to registration practices of health colleges;
3. advise ministries with respect to matters under the legislation and the regulations that affect a ministry or a regulated profession that falls under the jurisdiction of the ministry;
4. report to the Ministers on registration practices related to internationally trained individuals and their registration by regulated professions and to other ministers in respect of those same issues as they relate to regulated professions that fall under the jurisdiction of their respective ministries;
5. provide information and advice to regulated professions and to professions that may be named as regulated professions to assist them in understanding how to comply with the requirements of the legislation and the regulations;
6. assess the registration practices of regulated professions based on their obligations, the legislation and regulations;
7. advise regulated professions, government agencies, community agencies, colleges and universities, third parties relied on by regulated professions to assess qualifications and others as the Minister may direct with respect to matters under the legislation and the regulations;
8. monitor third parties relied on by regulated professions to assess the qualifications of individuals applying for registration by a regulated profession to help ensure that their assessments are based on the obligations of regulated professions under the legislation and the regulations;
9. specify audit standards, the scope of audits, times when registration practices shall be reviewed, times when fair registration practices reports and auditors' reports shall be filed, the form of all reports and certificates required;
10. consult with regulated professions on the cost, scope and timing of audits;

11. establish eligibility requirements that a person must meet to be qualified to conduct audits and establish a roster of persons who in the opinion of the Fairness Commissioner have satisfied the eligibility requirements;
12. perform such other functions as may be assigned by the Lieutenant Governor in Council.

The legislations require regulatory bodies to annually submit to the Fairness Commissioner, Fair Registration Practices Reports. As well when required regulatory bodies may undergo audits and conduct Entry-to-Practice Reviews to determine relevance and necessity of registration requirements.

The FC however has no mandate to advocate or intervene on behalf of individuals or to assess registration credentials.

ENVIRONMENTAL SCAN

The OFC operates at the intersection of government, regulatory and labour market spheres, each with their own stakeholders and issues. The following are some recent events that will have an impact on the OFC's activities.

Internal to Ontario

- The Fairness Commissioner and the Minister of Citizenship and Immigration entered into an MOU which includes provisions relating to the OFC. The OFC's necessary staffing and administrative structures together with applicable procedures and accountabilities are implemented and maintained in accordance with the MOU.
- The OFC's scope encompasses 40 regulatory bodies in the province. A number of these regulatory bodies were created in the last couple of years and are therefore relatively new to the fair access regime. Each time a new profession comes under the OFC's ambit, the OFC spends a considerable amount of time and expertise devoted to helping the regulatory body understand its fair access obligations, and to proactively monitor the regulatory body to ensure compliance from the start.
- Pursuant to the *Burden Reduction Act, 2017*, the OFC has transitioned from a public body to a commission public body resulting in improved governance and accountability for the OFC. As a result of the *Burden Reduction Act, 2017* the OFC is now staffed by Ontario Public Service employees. Its operations are subject to the Agencies and Appointments Directive as set out in the MOU.

- The 2015 Mandate Review also recommended that the OFC develop standards that enable regulators to know when they are in compliance, and review its compliance program so as to adopt a modern regulator approach to compliance that reduces burden for regulatory bodies while focusing on non-compliance matters. As a modern regulator the OFC will introduce a risk informed compliance approach that will facilitate burden reduction.
- Other recommendations of the 2015 Mandate Review include the establishment of an enhanced Stakeholder Advisory Committee to strengthen governance and accountability, and enable access to subject matter expertise in the development of OFC programs and standards. The OFC will also be focused on strengthening relationships with Global Experience Ontario/Health Force Ontario and other organizations that share the mandate to support the integration of internationally trained individuals into the Ontario workforce.
- In May 2015 Ontario passed the *Ontario Immigration Act, 2015* to help the province optimize the economic benefits of immigration. This Act was proclaimed on January 1, 2018. Focussing on the nomination of skilled immigrants through the Ontario Immigrant Nominee Program (OINP) is one priority of the Act. The OFC anticipates that applicants educated in regulated professions and compulsory trades will be among those nominated. This will require the input of time and expertise to help applicants understand the impact of the Act on internationally trained professionals seeking licensure in Ontario.
- Through Ontario's Immigration Strategy, the Ministry of Citizenship and Immigration made a commitment to meet a target of 5% Francophone immigration in Ontario. The OFC will work with MCI and others on the need to ensure fair access for these internationally trained Francophone professionals and trade persons. Therefore OFC's work to reduce barriers in licensing will have continued relevance.

External to Ontario

- Given the current international climate, Ontario continues to receive a large number of refugees. This poses some practical considerations for how the credentials and qualifications of these internationally trained professionals will be recognized by provincial regulatory bodies should applicants be unable to obtain official documentation. Monitoring this concern while ensuring that regulatory bodies are being responsive to this situation and providing input and advice to stakeholders on this matter is impacting OFC capacity.
- In a 2017 report, the Conference Board of Canada estimated that immigrants forego up to \$12.7 billion in annual income due to difficulties finding jobs commensurate with their skills. This is as a function of Canadian employers and regulatory bodies finding it a challenge to evaluate foreign education and work experience for immigrants arriving in Canada. The FC will need to

continue working with regulatory bodies to improve foreign qualification recognition approaches used to assess registration applications.

- Federal and provincial high-skilled economic immigration streams, including those managed through the Express Entry system, will continue creating challenges for applicants by raising expectations and misunderstanding about Canada's labour market needs and their ability to access employment in regulated professions. Immigrants selected based on their human capital characteristics (e.g., education, work experience, language ability) may not be able to immediately work in their profession upon arrival in Canada.
- The Canada-Ontario Immigration Agreement (COIA) creates a new framework to strengthen the long-term partnership between Ontario and Canada to welcome and settle immigrants, boost the economy and address shared humanitarian responsibilities.
- The OFC will monitor the challenges faced by immigrants and the new framework, for impacts on its mandate.
- The evolving roles of national competency frameworks, assessment agencies and other fairness commissions are having an impact on the regulatory landscape across Canada. This impacts the OFC's workload given the need for the OFC to stay current in a highly dynamic and complex sector. This entails the OFC being up to date on best practices, research, and evolving trends and then translating this into tangible advice to help regulators maintain effective and fair registration practices.

Stakeholders

Key stakeholders, affected by FARPACTA and RHPA include provincial regulatory bodies, third party assessment agencies, provincial ministries responsible for the regulatory bodies, federal government, immigrant serving organizations, businesses, employers, unions, academia, other fairness commissioners, internationally trained applicants and the wider public.

Table 1.0 presents an overview of key stakeholders and the OFC's relationship with them.

Table 1.0

Profile of Stakeholders

Stakeholder	Regulatory bodies	Third Party Assessment Agencies	Provincial Government Ministries	Applicants	Other Organizations and Groups
Description	<p>40 regulatory bodies that regulate 66 professions and trades in Ontario.</p> <p>26 Health Regulatory Bodies</p> <p>13 Non-health Regulatory Bodies</p> <p>1 College of Trades</p>	<p>Relied upon by regulatory bodies to assess applicant qualifications.</p>	<p>The OFC works at arm's length from the Ministry of Citizenship and Immigration.</p> <p>Annual report includes a ministry by ministry update.</p> <p>The Ministry of Health and Long-Term Care receives reports from the OFC on regulatory bodies governed by the RHPA.</p> <p>A number of ministries oversee colleges that regulate professions or trades.</p>	<p>Thousands of internationally trained individuals who apply to Ontario's regulated professions and trades each year.</p>	<p>Immigrant serving organizations, post-secondary institutions, professional associations, unions and other relevant organizations.</p>
Relationship	<p>The OFC works with regulatory bodies to ensure compliance with FARPACTA and RHPA.</p>	<p>Fair access legislation requires the FC to hold regulatory bodies accountable for third parties used in the registration process.</p>	<p>Fairness Commissioner, Deputy Minister and Minister ensure that OFC activities support government priorities.</p> <p>Advisory relationship between OFC Director and Ministry representatives.</p>	<p>The FC is not mandated to formally receive complaints from applicants or to act directly on behalf of applicants. Nonetheless, applicants are at the heart of fair access, and are therefore important in informing the OFC's work.</p>	<p>The OFC promotes general outreach, awareness and communications on registration practices and the role of the FC.</p>

Through their outreach efforts, the Fairness Commissioner and his office have ensured stakeholders understand the legislative requirements so as to make every effort to comply with FARPACTA or RHPA. With a renewed emphasis on stakeholder involvement, through the Stakeholder Advisory Committee being established in 2018, the OFC will be strengthening and enhancing its stakeholder relationships.

IMPLEMENTATION PLAN

Vision and Guiding principles

In becoming a commission public body led by a newly appointed Fairness Commissioner, the OFC undertook a strategic planning exercise resulting in the development of a Vision that is to be the foundation from which the OFC conducts its work. With this Vision, a Mission and guiding principles were developed to support OFC's work going forward.

Vision

"A modern regulator that creates and promotes an environment towards a diverse and inclusive society by enforcing fair access to regulated professions and compulsory trades, benefiting Ontario's social and economic prosperity."

Mission

"Committed to regulatory excellence, the OFC applies risk-informed and evidence-based compliance tools to hold regulated professions and compulsory trades accountable for transparent, objective, impartial and fair practices. It engages in partnerships to foster diversity and inclusion at large."

Guiding principles

1. *Transparent, Objective, Impartial and Fair (TOIF) Leader*

To be an engaged, open and transparent OFC that partners with a wide range of stakeholders including, regulatory bodies, all levels of government, services organizations and applicants, to champion transparent, objective, impartial and fair registration practices.

2. *Regulator Excellence*

Develop and implement innovative, adaptable, risk-informed approaches applying evidence-based decision making to enhance the performance of the regulatory community.

3. *Centre of Expertise*

Act as a catalyst that strengthens, expands, and shares knowledge on rights to fair registration practices for regulated professions and compulsory trades.

4. *Dynamic Organization*

Establish a collaborative work environment that facilitates flexible and adaptable compliance approaches to enable the OFC to deliver on evolving priorities and become a leading organization

in compliance and enforcement.

5. Cross-jurisdiction Dialogue

Foster collaboration within Canada, abroad and among the regulatory community, academic institutions and governments to enhance portability and mobility of qualifications across jurisdictions to facilitate the Ontario qualification recognition processes.

PROGRAM INITIATIVES

As the OFC completes its transition from a public body to a commission public body it will continue delivering on its previous commitments such as completion of the current registration assessment cycle (Cycle 3), education and outreach initiatives, while working towards new initiatives to support the new vision. It will also continue the implementation of the mandate review recommendations.

The OFC has identified a number of initiatives that support its current vision.

TOIF Leader

1. Establishment of a Stakeholder Advisory Committee to strengthen engagement with stakeholders and enable collaborative partnerships.
2. Development and implementation of a communication strategy that focuses on information sharing and outreach.
3. Implementation of a social media strategy being developed to enhance OFC presence in the digital environment.

Regulator Excellence

1. Development of a risk-informed assessment process including standards against which colleges can be assessed for compliance.
2. Review of FARPACTA and RHPA, the enabling legislation, to strengthen the compliance assessment programs.
3. Completion of the Cycle 3 assessments, working with regulatory bodies so as to ensure registration barriers are being mitigated or eliminated.

Centre of Expertise

1. Design and implementation of a risk-informed compliance assessment framework.
2. Introduction of a data analytics framework to inform the compliance assessment program, other program and policy initiatives as well as the development of a robust performance measurement framework to enable the OFC to assess the effectiveness of its programs.
3. Introduction of a communication for compliance approach, resulting in reporting requirements being streamlined.
4. Assessment of the existing audit functions to transform it into a more effective compliance tool, in keeping with modern regulator practices.

Dynamic Organization

1. The transition from a public body to a commission public body has meant change for the OFC staff. Continued learning is a priority for the 2018 year to ensure all staff have the necessary knowledge, skills and expertise to fulfill their functions.
2. The OFC – MCI relationship becomes more critical such that a relationship management framework is being implemented. Implementation of the relationship management framework will ensure effective and appropriate MCI support of OFC staff and administrative requirements. It will also help strengthen the business relationship, with the broader OPS.

Cross-jurisdictional Dialogue

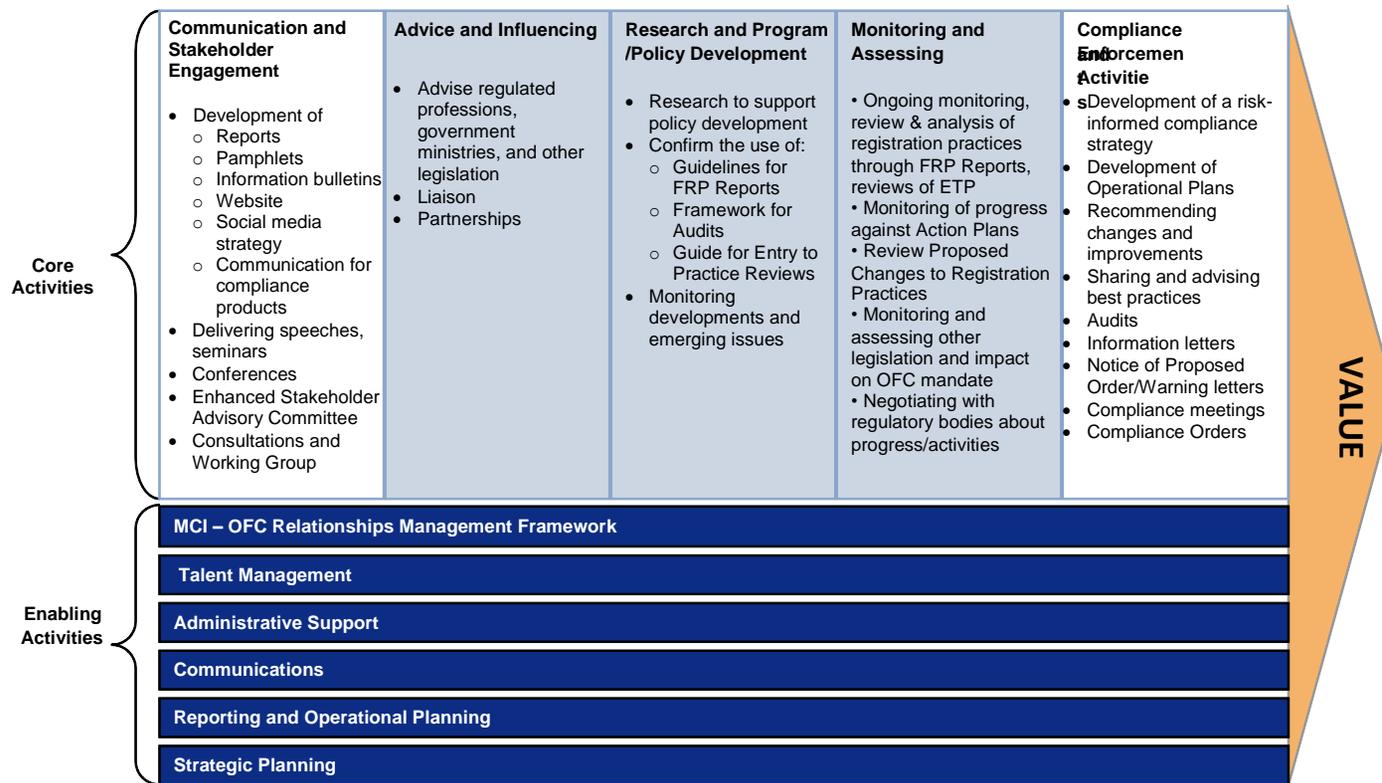
1. Leverage government relationships to enable the delivery of a risk-informed compliance program, and the development of a data analytics framework.
2. Maintain and enhance stakeholder relationship with provincial ministries, federal departments, other Fairness Commissioners, immigration agencies and service providers so as to ensure the OFC has a broad understanding of the challenges facing internationally trained individuals completing registration processes.
3. Work with ministries and colleges to research and support the development of a competency assessment methodology that enhances the portability and mobility of foreign qualifications across jurisdictions and facilitates Ontario's foreign qualification

recognition process.

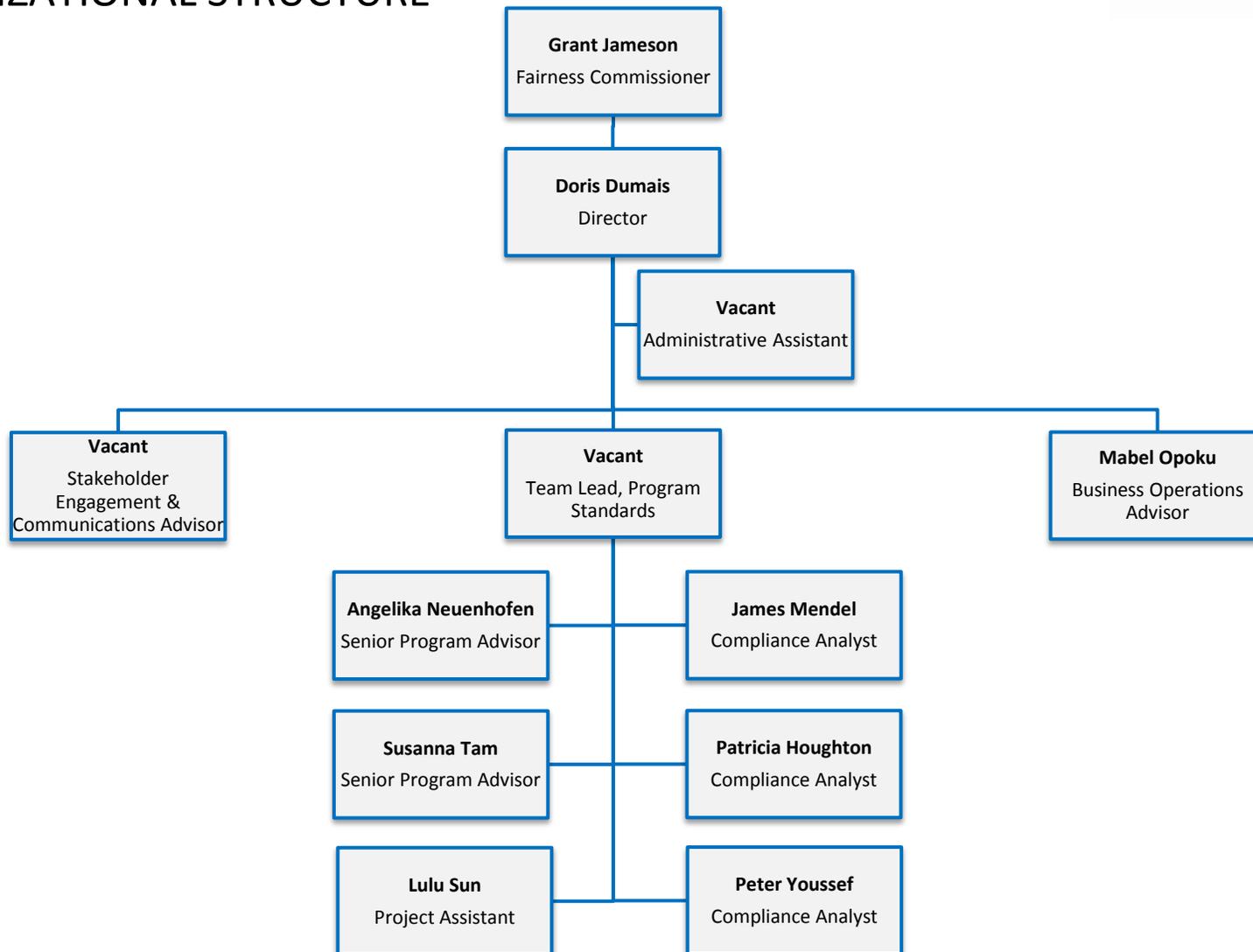
The implementation plan once executed will be monitored over the next 3 years to ensure that the program initiatives, including the mandate review recommendations are being implemented in a seamless efficient and effective manner. These initiatives will strengthen the OFC's ability to deliver on its mandate, while becoming a modern regulator.

Value Chain

The following value chain represents the OFC's five core activities with associated functions listed within each one. The OFC's six enabling activities are also listed.



ORGANIZATIONAL STRUCTURE



Note: The OFC has been allocated 10 full-time equivalent positions to support the FC, and currently has 1 additional temporary position from MCI. Given that the OFC has transitioned to a commissioned public body, recently it is anticipated that the existing structure may change over the next year to improve service delivery.

PERFORMANCE MEASUREMENT FRAMEWORK

The OFC is transitioning to a risk-based approach for compliance assessments of regulatory bodies to ensure that regulatory bodies have registration practices that are transparent, objective, impartial and fair. The new approach to compliance assessments will ensure that regulatory bodies have a clear understanding of the compliance standards, while reducing regulatory burden and enabling OFC resources are focused on priority assessments. The current performance measures will be reviewed to determine whether or not they are still valid measures or new measures are required. The two measures below will be maintained for the current registration assessment cycle (Cycle 3) to be completed by June 2018.

Activities	Performance Measures	Target 2015-2016 (Yr. 3 of cycle 2)	Target 2016-2017 (Yr. 1 of cycle 3)	Target 2017-2018 (Yr. 2 of cycle 3)
<ul style="list-style-type: none"> Monitor submission of required reports (FRP, ETP, self-assessments, other) Review reports for acceptability 	<ul style="list-style-type: none"> Percentage of regulators that met their reporting requirements 	<ul style="list-style-type: none"> 65% (new FRP reports and self-assessment reports anticipated) 	<ul style="list-style-type: none"> 80% (FRP reports and self-assessment reports anticipated) 	<ul style="list-style-type: none"> 80%¹ (FRP reports anticipated. Possible that "Other" reports may be requested)
<ul style="list-style-type: none"> Assessment of registration practices every 3 years 	<ul style="list-style-type: none"> Percentage of recommendations for improvements, from the most recent assessment cycle, that were implemented 	<ul style="list-style-type: none"> 85% 	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> 75%

¹ Assessments may be "full" or "targeted". Cycle 2 was a targeted assessment, therefore only selected registration practices were examined. Cycle 3, beginning in 2016 is a full assessment and all registration practices are evaluated. Given that more registration practices will be examined in 2016-2017, it is possible that a greater number of recommendations will be issued than in the previous cycle. Therefore, regulators may have to implement a greater number of recommendations in order to achieve full implementation and the OFC would expect only a portion of those to be implemented by 2017-2018.

RISK MANAGEMENT FRAMEWORK

Program Initiatives	Project	Risks	Mitigation
Dynamic Organization	Transition from public body to commission public body	Organizational change tests employee capability and capacity which could result in the OFC not delivering on the FC's mandate and not strengthening its working relationship with MCI and stakeholders.	Continued learning for all staff in the OFC to ensure all staff have skills expertise and knowledge to fulfill their role and responsibility in the new OFC. Monitoring of implementation of Relationship Management Framework and communications business practices.
Regulatory Excellence	Completing Cycle 3 Assessments	OFC at risk of being perceived as unable to address barriers to registration due to regulatory body non-compliance.	Introduction of risk informed compliance approach enabling OFC to focus on areas of non-compliance so as to eliminate barriers
	Implementation of a risk-informed assessment process to maximize OFC efficiency and effectiveness	Increased level of non-compliance due to regulatory bodies not understanding or accepting new compliance assessment approach	Engagement of Stakeholder Advisory Committee in the development of new compliance approach combined with a comprehensive communication strategy should reduce misunderstanding and acceptance of the new approach.
Centre of Expertise	Develop a data framework to inform OFC compliances efforts.	Data availability due to historical data collection approach and IT system capability may limit access to data for risk informed compliance	Leverage other sources of data from MCI, MOHLTC, regulatory bodies and other stakeholders to enhance data collection for purposes of developing risk informed compliance approach.
Cross-jurisdictional Dialogue	Maintaining and enhancing stakeholder relationship.	Stakeholders not engaged or supportive of the OFC role and mandate leading to non-compliance and reputational risk.	Comprehensive communication strategy focused on outreach using social media and other approaches as well as significant stakeholder engagement.

PLANNED EXPENDITURES

Planned Expenditures 2018-2021

	2017-2018 ¹	2017-2018	OFC Planned Expenditures ³		
	Approved Budget	(Nov. 30, 2017) Actuals	2018-2019 ⁴	2019-2020	2020-2021
Salaries & Wages	\$333,574	\$182,481	\$1,045,676	\$1,045,676	\$1,045,676
Benefits	\$41,600	\$18,564	\$125,481	\$125,481	\$125,481
Services ²	\$409,031	\$43,094	\$538,931	\$538,931	\$538,931
Supplies and Equipment	\$39,000	\$1,971	\$30,000	\$30,000	\$30,000
Transportation and Communication	\$43,795	\$15,196	\$55,000	\$55,000	\$55,000
TOTAL	\$865,000	\$261,306	\$1,795,088	\$1,795,088	\$1,795,088

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- ¹ The 2017-2018 approved budget is from September 1st, 2017 onward, reflecting when the OFC became a commission public body. Given that this is the launch of the OFC as a commission public body, there may be adjustments required to the allocation in the coming years. It should be noted that as part of the closure of the original OFC, the financial statements were audited for the final fiscal year ending August 31, 2017.
- ² Services includes procurement of consulting to support the development of the new compliance standards and risk informed compliance approach, communication services as well as learning and development.
- ³ Planned expenditures based on anticipated approved annual allocation.
- ⁴ Currently the OFC anticipates the FC and staff will participate in the CLEAR conference in September, in Philadelphia, the CNAR conference in Banff in October, the Immigration Summit in Ottawa in May, as well as other conferences in Toronto. The estimated costs for 2018 -2019 conferences are \$12,500. Out of province travel approvals will be secured prior to travel. The OFC anticipates similar expenditures for the 2019-2020 and 2020-2021 fiscal years.

COMMUNICATIONS AND STAKEHOLDER OUTREACH

Communications are critical to fulfill the FC's mandate of ensuring fair access to the regulated professions and trades in Ontario.

Communications and stakeholder engagement are vital in fulfilling the mandate and achieving the FC's vision by:

- Helping regulatory bodies and third party assessment agencies understand and implement transparent, objective, impartial and fair registration practices;
- Ensuring that all government stakeholders understand the FC's mandate, approach and vision;
- Managing expectations among qualified applicants and agencies serving immigrants; and
- Transforming the OFC into a modern regulator.

Key Activities

Stakeholder Advisory Committee

Establishment of a Stakeholder Advisory Committee will enable the OFC to strengthen the working relationships with its stakeholders while soliciting advice and input on new program initiatives and informing stakeholders about OFC projects.

FC Website

The website is an effective way to reach a large number of target audiences with limited resources. Enhancements such as info-graphics have been and will continue to be introduced to highlight key information.

Social Media Strategy

To heighten the FC presence in the digital environment, the OFC is developing a social media strategy to expand its digital presence beyond its website.

OFC Newsletter

The e-newsletter is combined with, traditional correspondence and other communication products such as written guides and checklists, which will be used to continue keeping all stakeholders informed, of OFC activities and expectations.

Education and Outreach

The focus will be on key stakeholder groups and new colleges with a focus on presentations to councils of regulatory bodies, immigrant serving organizations, government ministries etc.

Presentations and Speaking Engagements

OFC will continue to participate in conferences to share the results of its work and to position fair access work within broader issues such as the global competition for talent, the economic need for highly educated immigrant professionals, professional regulation and immigrant integration. This may require travel to other jurisdictions, by the FC or OFC staff.

Annual Report

An annual report is required by FARPACTA to be tabled each year in the Legislature.

INFORMATION TECHNOLOGY/ELECTRONIC SERVICES DELIVERY

The FC website, currently enables the electronic submission of the Fair Practices Registration Report. With the OFC's transition towards becoming a modern regulator, it is expected that additional reports from the regulatory bodies will also be submitted to the OFC electronically.

With the focus over the next few years on data analytics the OFC will be assessing its current IT platform to determine what enhancements will be required to facilitate data collection and analysis and improving e-service delivery.

APPENDIX A

26 Health regulatory bodies with 28 professions	13 Non-health regulatory bodies with 15 professions	1 College of Trades with 23 compulsory trades
<p>Audiologists and Speech-Language Pathologists Chiropodists Chiropractors Dental Hygienists Dental Surgeons Dental Technologists Denturists Dietitians Homeopaths Kinesiologists Massage Therapists Medical Laboratory Technologists Medical Radiation Technologists Midwives Naturopaths Nurses (Registered Nurses/Registered Practical Nurses) Occupational Therapists Opticians Optometrists Pharmacists and Pharmacy Technicians Physicians and Surgeons Physiotherapists Psychologists Psychotherapists Respiratory Therapists Traditional Chinese Medicine Practitioners and Acupuncturists</p>	<p>Architects Chartered professional Accountants Early Childhood Educators Engineering Technicians and Technologists Engineers Foresters Geoscientists Human Resources Professionals Land Surveyors Lawyers and Paralegals Social Workers and Social Service Workers Teachers Veterinarians</p>	<p>Constructions</p> <ul style="list-style-type: none"> - Electricians – Construction and Maintenance - Electricians – Domestic and Rural - Hoisting Engineers – Mobile Crane Operator 1 - Hoisting Engineers – Mobile Crane Operator 2 - Hoisting Engineers – Tower Crane Operator - Plumbers - Refrigeration and Air Condition Systems Mechanics - Residential (Low Rise) Sheet Meta Installers - Residential Air Conditioning Systems Mechanics - Sheet Metal Workers - Sprinkler and Fire Protection Installer - Steamfitters <p>Motive Power</p> <ul style="list-style-type: none"> - Alignment and Brakes Technicians - Auto Body and Collision Damage Repairers - Auto Body Repairers - Automotive Electronic Accessory Technicians - Automotive Service Technician - Fuel and Electrical Systems Technician - Motorcycle Technicians - Transmission Technicians - Truck and Coach Technicians - Truck-Trailer Service Technicians <p>Service</p> <ul style="list-style-type: none"> - Hairstylists

APPENDIX B

Regulatory Bodies and Associated Ministries

The OFC interacts with the following ministries that have responsibility for the regulatory bodies under their purview:

Agriculture, Food and Rural Affairs

- College of Veterinarians of Ontario

Attorney General

- Chartered Professional Accountants of Ontario
- Ontario Association of Architects
- Professional Engineers Ontario
- Law Society of Ontario

Community and Social Services

- Ontario College of Social Workers and Social Service Workers

Education

- College of Early Childhood Educators
- Ontario College of Teachers

Natural Resources and Forestry

- Ontario Professional Foresters Association
- Association of Ontario Land Surveyors

Northern Development and Mines

- Association of Professional Geoscientists of Ontario

Ministry of Labour

- Ontario College of Trades

Health and Long-Term Care

- College of Audiologists and Speech-Language Pathologists of Ontario
- College of Chiropractors of Ontario
- College of Chiropractors of Ontario
- College of Dental Hygienists of Ontario
- Royal College of Dental Surgeons of Ontario
- College of Dental Technologists of Ontario
- College of Denturists of Ontario
- College of Dietitians of Ontario
- College of Homeopaths of Ontario
- College of Kinesiologists of Ontario
- College of Massage Therapists of Ontario
- College of Medical Laboratory Technologists of Ontario
- College of Medical Radiation Technologists of Ontario
- College of Midwives of Ontario
- College of Naturopaths of Ontario
- College of Nurses of Ontario
- College of Occupational Therapists of Ontario
- College of Opticians of Ontario
- College of Optometrists of Ontario
- Ontario College of Pharmacists
- College of Physicians and Surgeons of Ontario
- College of Physiotherapists of Ontario
- College of Psychologists of Ontario
- College of Registered Psychotherapists of Ontario
- College of Respiratory Therapists of Ontario
- College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario