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## Other Professions

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**T**he purpose of this section is to review the policies and procedures in licensed professions as they apply to foreign educated professionals. A study was commissioned which examined ten Canadian professions — five medical and five non-medical — where there is a statutory requirement to obtain a licence to practise the profession or to carry out certain key functions associated with the profession, such as signing statutorily required reports, as in the case of audits or actuarial reviews.

The review of the ten Canadian professions was based on research and interviews with national associations and with three bodies (colleges or associations) at the provincial level. Under the British North America Act, responsibility for licensing professions lies within provincial jurisdiction. In some cases, for example, veterinarians and actuaries, responsibility has been effectively transferred to a national body. Owing to the prominence of Ontario as the province in which the majority of recent immigrants initially settle, that province was normally included among the three provinces reviewed. Otherwise, an effort was made to be broadly representative of practices across Canada.

The description of licensing policies and practices focuses on those aspects of each profession's model that were judged pertinent to the CCPE and its constituent members. Each discussion of a profession ends with a list of salient points. A full list of professions studied and the methodology are detailed in Appendix E.

### **MEDICAL PROFESSION**

The study examined procedures at the national level and in Ontario, Manitoba and British Columbia.

- Technical competence (i.e., knowledge of medical science) is determined through examinations administered by nationally recognized bodies, i.e., the Medical Council of Canada, the Royal College of Physicians and Surgeons of Canada and the College of Family Physicians of Canada.
- Clinical experience (i.e., residencies) is administered by university-affiliated teaching hospitals.
- In some provinces, there are carefully screened exemption procedures for residency requirements.
- There are no exemptions from the technical examinations administered by the nationally recognized bodies.
- Manitoba's special course in communications for foreign trained physicians may be an example worth exploring for the engineering profession.
- Provincial government control over the number and location of residencies — a key factor in limiting access to the medical profession — has no counterpart in the engineering professions.

### **Registered Nurses**

The study examined procedures at the national level and in Ontario, British Columbia and Newfoundland.

- Technical competence is established through a nationally recognized examination.
- Practical experience is a key component of qualifications and must not be more than five years prior to application for registration.
- Ontario's special course for foreign trained nurses offers a potentially useful example, especially in regard to its inclusion of non-technical preparation.

### **Pharmacists**

The study examined procedures at the national level and in Ontario, Manitoba and Alberta.

- In Ontario, it is estimated that 50% of pharmacists are foreign-trained. The Ontario procedures, therefore, appear to balance reasonable access to the profession with protection of the public interest.
- It is notable that Ontario — which has a high proportion of foreign-trained pharmacists — also has the most rigorous screening procedure. This includes a 48-week program, comprising 16 weeks of academic instruction and 32 weeks of supervised internship. The high tuition for the academic program (\$7,000) and its availability only at one campus, do not appear to be significant deterrents.
- Technical competence is established in most provinces by successful completion of both the National Qualifying and the National Evaluating Examination.

### **Dentists**

The study examined procedures at the national level and in Ontario, Quebec, and Alberta.

- Technical standards and competence are determined at the national level through the National Dental Examining Board whose standards and examination are recognized by all provinces. NDEB certification is a prerequisite to licensing in all jurisdictions, regardless of where the dentists were trained.

- The profession does not currently accredit any undergraduate programs outside Canada or the United States.
- The Qualifying Program, which is mandatory (except in Quebec) for dentists trained outside of Canada or the United States potentially represents a significant barrier owing to its high cost (\$40,000 per year). While there are limitations on the number of seats in the Qualifying Program, it was not possible to determine if this represented a significant constraint.

### **Medical Radiation Technicians**

The profession is governed by provincial legislation. The study examined procedures at the national level and in Ontario and Quebec.

- The national examination is used by all provinces, except Quebec.
- Outside of Ontario and Quebec, the national body administers certification.
- As a profession whose members are all employees, the overriding factor of employer responsibility must be taken into account. This enables the profession to provide temporary certifications and to rely on employer evaluation of probationary periods. However, this period of probationary employment must include exposure to all listed medical and technical procedures.
- The national examination can be written outside Canada, prior to the applicant's immigrating to Canada.

## **NON-MEDICAL PROFESSIONS**

### **Chartered Accountants**

The study examined procedures at the national level and in Ontario, Quebec and British Columbia.

- In the chartered accounting profession, the critical distinction is not the former jurisdiction of an applicant (in the geographic sense), but the IQAB status of the credentialing body. Thus, an applicant holding a credential from the Institute of Chartered Accounts of England and Wales would follow the "designated" path, while an applicant holding a credential from the Association of Chartered Certified Accountants (also in the UK) would follow the "non-designated" path.
- The profession administers a national qualifying examination (CARE) for persons holding credentials from "designated" accounting bodies outside Canada. Provinces administer specific qualifying examinations.
- Most provincial bodies administer their own professional training, in addition to designated training that is delivered through universities.
- Reciprocity agreements accelerate the conferring of Canadian qualifications.

### **Lawyers**

The study examined procedures at the national level and in Ontario, New Brunswick and British Columbia. It should be noted that, as a civil code jurisdiction, Quebec has unique features which preclude participation in a national qualifying scheme. In Quebec, the

function of notary, which is governed by *Chambre des notaires du Québec*, includes many functions that are typically performed by a lawyer in common law jurisdictions.

- In some provinces, foreign-trained lawyers can apply for a reduction in the prescribed articling requirement, based on their years of professional experience.
- The evaluation of legal training and legal experience is predicated on the distinction between the common law, civil code and hybrid traditions in law.

### **Actuaries**

The actuarial profession is similar to the chartered accounting profession in that the title is statutorily reserved, the credential is conferred by a professional body, and certain types of legally mandatory reports require the signature of a qualified actuary. Specifically, pension and insurance reports must be prepared and signed by an actuary.

- Unlike other professions, there is only one qualifying body — the Canadian Institute of Actuaries. *There are no provincial bodies.*
- All licensing for actuaries is undertaken at the national level.
- The emphasis in qualifications is on practical experience and Canadian experience.
- The planned “affiliate” status is expected to assist foreign trained actuaries who cannot be readily qualified in Canada to obtain relevant employment and thereby open the door to qualification in Canada.
- The clear statement of requirements for qualification is thought to be responsible for deterring unqualified applicants and avoiding the frustration that arises from time-consuming and ultimately unsuccessful application attempts.

### **Architects**

This study examined procedures at the national level and in Ontario, Alberta and New Brunswick. The practice of architecture is provincially regulated.

- All certification of foreign educational qualifications is undertaken at the national level.
- The internship requirement is a major component of the qualification process and includes provincially-specific periods of supervised employment.
- The certifying examination is a common North American examination.

### **Veterinarians**

This study examined procedures at the national level and in Ontario.

- In the veterinarian profession, the evaluation of credentials and technical competence is undertaken chiefly at the national level. The practice of veterinary medicine is regulated by provincial statutes. Qualified veterinarians are licensed by a provincial regulatory body.
- Technical competence examination requirements in Canada and the US are the same.
- The nationally accepted competence standard applies in all provinces.
- The national body determines the qualifications of foreign trained applicants.

## **AREAS OF DISCUSSION FOR PHASE II**

- Pharmacists and nurses, both professions concerned with public safety, have high ratios of foreign-trained professionals.<sup>27</sup> While the licensing processes of other professions cannot be judged outside of the context in which those processes are situated, there may be

<sup>27</sup> 50 per cent of Ontario pharmacists are foreign-trained.

practices and policies of interest to the engineering profession. A discussion around the following could be of interest:

- A number of professions rely on national competency examinations to establish technical competence. (This is also the effective practice of most of the state boards in the United States that are responsible for licensing professional engineers; see Section 11.) Sub-national examinations focus on regulations specific to the jurisdiction and professional ethics.
- Some professions have adopted a North American competency examination.
- The evaluation of non-Canadian practical experience (or clinical experience in the medical professions) is a major challenge for all Canadian professions and for engineering professions outside Canada (see Section 11.)
- Many foreign-trained professionals have limited ability, after immigrating, to document and prove their experience in terms of the paradigm used by a profession to specify the requisite practical experience. This problem becomes more acute when the standards for practical experience are set out with a high degree of rigour and structure.
- In Canada, the professions differ only moderately in their English language proficiency requirement. All professions rely on standardized proficiency tests.
- There are dramatic differences across professions in the costs associated with becoming licensed in Canada.

Other, specific observations:

- Manitoba's special course in communications for foreign trained physicians may be an example worth exploring for the engineering profession.
- Ontario's special course for foreign trained nurses offers a potentially useful example, especially in regard to its inclusion of non-technical preparation.
- For actuaries, there is a planned "affiliate" status that is expected to assist foreign trained actuaries who cannot be readily qualified in Canada to obtain relevant employment and thereby open the door to qualification in Canada.
- The clear statement of requirements for qualification as an actuary is thought to be responsible for deterring unqualified applicants and avoiding the frustration that arises from time-consuming and ultimately unsuccessful application attempts.
- There are some themes which the registrars may have been reluctant to pursue over the phone with a consultant. The Steering Committee might consider hosting a round-table with a few of the more relevant professions.

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# APPENDIX E

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## Study of Other Professions

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The 10 Canadian licensed professions that were studied were:

Health Professions:

- Medical Doctors
- Registered Nurses
- Pharmacists
- Dentists
- Medical Radiation Technicians/Technologists

Non-Medical Professions:

- Chartered Accountants
- Lawyers
- Actuaries
- Architects
- Veterinarians

The review of non-Canadian jurisdictions was confined to licensing foreign-educated engineers. The jurisdictions examined were:

- United Kingdom
- United States: California, New York, Texas
- Australia
- South Africa

The study focused on the following themes, which were judged most relevant to CCPE and its affiliated constituent associations/ordres:

- What body is responsible for licensing? Is licensing done at the provincial level or the national level? Are there distinct provincial statutes for licensing this profession?
- What body is responsible for assessing educational qualifications?
- What is the role, if any, of the national body in the licensing of foreign-trained professionals or evaluating their qualifications?
- What are the educational qualifications (i.e., university) required for licensure? How are the educational qualifications of a foreign-trained professional evaluated?
- What are the supervised internship (or articling periods) that that are required for licensure? Does this apply in a modified form to foreign trained professionals?
- What is the professional work experience that is required for licensure? How is foreign experience evaluated?
- Are there professional examinations that are required for licensure? Do these apply in a modified form to foreign trained professionals?
- Is there any working relationship between the licensing body and Immigration Canada?
- Approximately how long does it take a foreign trained professional to obtain a license, assuming that his or her educational qualifications and prior professional work experience are satisfactory?
- What are the fees that a foreign-trained professional must pay to be evaluated prior to being licensed? Are there any other fees (or reductions from fees) that apply to a foreign trained professional that would not apply to a Canadian-trained professional?
- Approximately how many foreign-trained professionals make application for licensure? What is the success rate?
- Are there courses or other support programs available to foreign trained professionals to assist them in successfully applying for licensure? If so, what body provides this training or support and what are the costs?
- Are there any reciprocity agreements or mutual recognition agreements that expedite or otherwise facilitate the licensing in Canada of a foreign trained professional?
- Are there any distinct features of the evaluation and licensing process for this profession, or the management of this process, that might be of particular interest to CCPE and its affiliated constituent associations/ordre?

## HEALTH PROFESSIONS

### Medical Profession

#### OVERVIEW

In all provinces there are statutes governing access to the medical profession and colleges established for the purpose of licensing. There are *no reciprocity agreements* whereby a licensed medical doctor in a jurisdiction outside Canada is automatically qualified to practice in Canada.

Basic technical qualifications in medical science are determined by the examinations administered by the Medical Council of Canada. Following receipt of a licentiate from the Medical Council of Canada, a foreign trained doctor may then make application for admission to a residency program. Residencies are administered by designated teaching hospitals that are affiliated to one of the recognized medical schools in Canada. The duration of a residency is based on the area of specialization and may run from two to eight years.

*Restrictions on access to residencies is the major obstacle to qualification for foreign-educated medical doctors.* The number and geographic location of residencies is strictly limited by provincial governments. Several provinces participate in the Canadian Resident Matching Service (CaRMS) which brings together doctors seeking residencies in particular fields with teaching hospital offering residencies in that field. CaRMS administers two “iterations” each year. Except in Quebec, the first iteration is restricted to graduates of Canadian medical schools. Relatively few residencies are available in the second “iteration.” These are typically in under-serviced areas. In 2002, only 83 out of 496 graduates of foreign medical schools who applied to Canadian Resident Matching Service (CaRMS) were successful in obtaining a residency appointment. In some provinces, such as Ontario, after obtaining a licentiate from the Medical Council of Canada, a foreign-trained doctor must also be screened by a separate provincial program before being eligible to apply for a residency.

In recent years, some provinces have instituted carefully screened exemptions from the residency requirement.

Following completion of a residency, a foreign trained doctor must take certification examinations administered by either the Royal College of Physicians and Surgeons of Canada or the College of Family Physicians of Canada. After completion of these examinations, the individual is eligible for licensing by the provincial college.

Competence in English must be demonstrated through TOEFL and TSE scores.<sup>47</sup> To work as a professional in Quebec, one must have an appropriate knowledge of the French language. Proficiency is recognized if one has:

- Studied for at least three years, full time, in French, at the secondary or post-secondary level
- Passed the maternal French language tests at the fourth or fifth year at the secondary level
- Received, in Quebec, a certificate of secondary studies (as of the 1985–1986 school year)

In the other cases, knowledge of the French language is evaluated through an exam administered by the Office québécois de la langue française. The French competency exam is free. It is a four-part exam which evaluates: verbal comprehension; written comprehension; verbal expression and written expression. A passing grade of 60% is required.

#### EDUCATIONAL QUALIFICATIONS

The Medical Council of Canada requires a medical degree from a medical school listed in the World Directory of Medical Schools. For persons whose degrees were earned at a non-listed school, there are assessment programs.

#### RESIDENCY<sup>48</sup>

To be certified by the College of Family Physicians of Canada, candidates must complete a two-year medicine residency at a designated teaching hospital, i.e., a hospital affiliated to a Canadian university with an accredited medical school. For certification by the Royal College of Physicians and Surgeons of Canada, candidates must complete the period of residency prescribed for their area of specialization, typically four or more years.

47 TOEFL: Test of English as a Foreign Language, TSE: Test of Spoken English. Refer to: <http://www.toefl.org/>

48 Residency should not be confused with internship. Internship is part of undergraduate medical training and consists of one-year of clinical experience in a range of practice areas. Following completion of internship and graduation from medical school, a doctor applies for a residency appointment related to his or her preferred area of specialization or for a residency in family practice. Residencies are administered by teaching hospitals affiliated to university medical schools. There is no necessary relationship between the teaching hospital where a doctor completes his or her residency and the medical school from which he or she graduated. Residency training is considered “post-graduate” training, although it is mandatory training to be certified by the Royal College of Physicians and Surgeons of Canada or the College of Family Physicians of Canada.

In Ontario, foreign educated doctors do not have access to CaRMS. Foreign trained applicants can only apply through the Ontario International Medical Graduate (OIMG) Program and the Assessment Program for International Medical Graduates. Both of these programs are funded by the Ontario Ministry of Health. The OIMG screens foreign trained candidates for access to a very limited number of residencies. The Assessment Program provides a carefully screened exemption from the residency requirement, but requires a doctor to work under a restricted licence in an under-serviced area.

In British Columbia, there are three tracks. A candidate who was fully qualified outside Canada and who had practice experience may seek exemption from the residency requirement. In this case, the doctor would be placed on a temporary register by the College of Physicians and Surgeons of British Columbia and would be restricted to working in an under serviced area of the province. Once the applicant has completed the certification examinations of the College of Family Physicians of Canada or the Royal College of Physicians and Surgeons of Canada, he or she will be fully licensed. The second — and more common — track involves a residency. Candidates are eligible for application in the second iteration of CaRMS. The third track is solely for family practice. By invitation, foreign educated doctors may apply to the Assessment Program for International Medical graduates. This is a six-to-eight week clinical evaluation undertaken at St. Paul's Hospital. Successfully evaluated candidates are then admitted to a six-month clinical program and are subsequently eligible to enter a two-year family practice residency program.

There are 13 accredited Canadian postgraduate medical training programs that participate in a Canadian Resident Matching Service (CaRMS). However, some of these programs do not accept graduates of foreign medical schools. With the exception of Quebec, provinces that allow foreign trained doctors to participate in CaRMS only do so in the second round of matching. There are 200 residency positions available in the second round. The second CaRMS iteration consists of residence positions that were unfilled during the first iteration.

#### PROFESSIONAL WORK EXPERIENCE:

In general, a Canadian period of supervised residency is required. As noted, there are carefully screened exceptions to this requirement.

#### PROFESSIONAL EXAMINATIONS:

Any graduate of a medical school outside Canada and the US must pass the Medical Council of Canada's Evaluating Examination (MCCEE) prior to starting a residency. As well, foreign trained medical doctors are required to pass the Medical Council of Canada's Qualifying Examination (MCCQE). (This condition applies to graduates of Canadian medical schools also.) After completing a residency, the candidate is eligible to write the Certification Examination of the College of Family Physicians of Canada or the Royal College of Physicians and Surgeons of Canada.

In Ontario, after completing the MCCEE, a candidate must also take the Ontario International Medical Graduate Exam. The top candidates of the International Medical Graduate Exam (around 150) are invited to take the Objective Structure Clinical Exam (OSCE). The top 50 candidates from this exam are accepted into the Ontario International Medical Graduate Program. The OIMG is an intensive academic program with a minimum of 36–48 weeks training. *The candidate must then enter a residency program in Ontario.*

Facility in English is required. In Ontario, the required standard is a score of 580 on TOEFL and 50 on TSE. See note below for French requirements.<sup>49</sup>

#### GENERAL:

In Ontario, it was estimated that the period to be fully qualified would run from four to nine years, depending on the duration of the required residency. In British Columbia, the qualifying period runs from one to nine years.

Fees for the Medical Council of Canada's evaluating examinations run to \$1,000. In Ontario, tuition for the Ontario International Medical Graduate program runs to \$2,000. Other examination and administrative fees total approximately \$750.

The number of candidates who successfully complete all of the required qualification stages is comparatively small. As noted, in 2002, only 83 of 496 graduates of foreign medical schools who applied to CaRMS were successful in obtaining a residency appointment. (The total success rate may be higher, if it is assumed that individuals may apply in more than one year.) In Ontario, which does not participate in CaRMS, only 50 applicants out of 500–700 are ultimately assigned residency positions. In British Columbia, the ratio of applicants to residency assignments is approximately 10:1.

No special training is available in Ontario to assist candidates in qualifying. In British Columbia, the College offers training that assists candidates in obtaining residency appointments or in securing admission to the assessment program (family practice only). Manitoba offers more extensive training, including a special course in "Canadian Communications for Physicians Trained Abroad." Manitoba also assists with the costs of assessing foreign credentials and experience. As well, candidates can arrange for individualized training programs through the University of Manitoba.

## Registered Nurses

#### OVERVIEW:

In all provinces access to the nursing profession is governed by statute. In some provinces (e.g., Ontario), licensing authority is vested in a college. In other provinces, (e.g. British Columbia and Newfoundland) licensing is performed by a Registered Nurses Association.

The Canadian Nurses Association (CNA) establishes the Canadian Nurse Registration Examination that is used in all provinces, except Quebec. However, competency standards and the evaluation of individual applicants are handled by the relevant provincial college or association. In conjunction with the provincial regulatory bodies, the CNA is in the early stages of formulating an assessment process for persons with foreign credentials.

In nursing, clinical experience is obtained as part of professional training. A recognized training period is one that includes an acceptable clinical component. Regulatory bodies, however, are concerned that clinical training and practical experience be comparatively recent. Consequently, to obtain or maintain registration, a nurse must have recent clinical experience.

49 To work as a professional in Quebec, one must have an appropriate knowledge of the French language.

Proficiency is recognized if one has:

- Studied for at least three years, full time, in French, at the secondary or post-secondary level
- Passed the maternal French language tests at the fourth or fifth year at the secondary level
- Received, in Quebec, a certificate of secondary studies (as of the 1985–1986 school year)

In the other cases, knowledge of the French language is evaluated through an exam administered by the Office québécois de la langue française. The French competency exam is free. It is a four-part exam which evaluates: verbal comprehension; written comprehension; verbal expression and written expression. A passing grade of 60% is required.

A registered nurse (whether Canadian-trained and foreign-trained) can lose registration by being out of the nursing work force for too long a period.

There are no restrictions on the number of nurses who may be registered. An offer of employment is not required.

#### EDUCATIONAL QUALIFICATIONS

Nursing qualifications have been upgraded in most jurisdictions. Formerly, training in the profession was available through both community colleges and universities. Most jurisdictions now require university training for entry into the profession. Supplementary training is available for nurses with college training. To be registered in a Canadian jurisdiction a foreign applicant must have been recently registered in a foreign jurisdiction and have graduated from a nursing program that is judged to be equivalent to the relevant provincial standard. In Ontario, for example, this requires at least 750 hours of theory covering specified topics and 1200 hours of practice.

#### PROFESSIONAL WORK EXPERIENCE

Foreign-trained nurses, whose training is acceptable to the licensing body, must have recent practical experience. In Ontario, for example, the requirement is 450 hours of safe nursing practice (i.e., no complaints with the registration authority) during the past five years. In British Columbia, the requirement is 1,125 hours of nursing in the past five years or graduation from a recognized program within the past five years.

#### PROFESSIONAL EXAMINATIONS

All applicants for registration must pass the Canadian Nurse Registration Examination or its Quebec counterpart. RNs from the United States who passed the State Board Test Pool Examination prior to July 1982 meet the registration examination requirement and do not have to write the Canadian Registered Nurse Examination. In Newfoundland (and other jurisdictions) a nurse may obtain a temporary registration pending completion of the Canadian Nurse Registration Examination within eight months.

#### GENERAL

In the three provinces examined, there are also “character” requirements. These requirements preclude or jeopardize registration by an applicant with criminal convictions, especially under the Narcotic Control Act or the Food and Drug Act, or a record of complaints with his or her previous registering body.

English language competency is required for all applicants for whom English is a second language. Standards vary somewhat across the three provinces examined, but are similar. In Ontario, the following standards apply:

TOEFL (computer-based test):	203
TOEFL (written test):	537
TSE:	50

Other tests are recognized as equivalent.

To work as a professional in Quebec, one must have an appropriate knowledge of the French language. Proficiency is recognized if one has:

- Studied for at least three years, full time, in French, at the secondary or post-secondary level

- Passed the maternal French language tests at the fourth or fifth year at the secondary level

- Received, in Quebec, a certificate of secondary studies (as of the 1985–1986 school year)  
In the other cases, knowledge of the French language is evaluated through an exam administered by the Office québécois de la langue française.

The French competency exam is free. It is a four-part exam which evaluates: verbal comprehension; written comprehension; verbal expression and written expression.

A passing grade of 60% is required.

The College of Nurses of Ontario estimates that six to eight weeks are required to determine eligibility to write the Canadian Nurse Registration Examination. In British Columbia a period of four to six weeks is estimated. Newfoundland requires a minimum of three months to assess an application from a graduate of a non-Canadian nursing school. Fees are generally under \$200.

The College of Nurses of Ontario reported that they receive 2,500 to 3,000 applications per year, of which approximately 65% are successful. The Registered Nurses Association of British Columbia reported that there were 1,100 foreign-trained applicants in both 2001 and 2002. In 2001, 289 applicants were registered. In 2002, the number increased to 417.

Ontario offers a special course for foreign trained nurses, “Creating Access to Regulated Employment (CARE).” This course includes training in English, orientation to Canadian nursing practice and procedures, preparation for the Canadian Nurse Registration

Examination and supervised work placements. The course is voluntary. It is offered in partnership with colleges, universities and hospitals.

Reciprocity agreements are restricted to other Canadian jurisdictions.

## Pharmacists

### OVERVIEW

In all provinces, access to pharmacy is governed by statute. In some provinces (e.g., Ontario and Alberta), licensing is handled by a college. In other provinces, (e.g., Manitoba) licensing is performed by a professional association.

In April 2000, nine Canadian pharmacy regulatory authorities agreed to adopt harmonized initial licensing requirements by signing the *Mutual Recognition Agreement for the Profession of Pharmacy in Canada*. Quebec, Northwest Territories, and the Yukon are not signatories at this time.

The National Association of Pharmacy Regulatory Authorities (NAPRA) has adopted a National Model Licensing Program, which outlines the harmonized core requirements. The National Advisory Committee on Licensing (NACL) makes recommendations to NAPRA on the maintenance of the Professional Competencies and on the Model Program.

All provinces except Quebec require applicants trained outside of Canada to have a Certificate of Qualification for their educational program from the Pharmacy Examining Board of Canada *prior* to making an application with the provincial licensing body. The Pharmacy Examining Board of Canada evaluates foreign training and also administers a Qualifying Examination.

Varying amounts of clinical experience are integrated into most, if not all, Canadian undergraduate programs. This is reflected in the subsequent post-graduation requirements for supervised clinical experience.

There are no restrictions on the number of pharmacists who may be licensed. An offer of employment is not required.

#### EDUCATIONAL QUALIFICATIONS

To be registered, a candidate must have completed a university-level degree in a program that is recognized as equivalent to the standard established by the Canadian Council for Accreditation of Pharmacy Programs (CCAPP). Provincial regulatory bodies also have the right to recognize other foreign programs as equivalent.

In Ontario, in addition to holding a degree from a program recognized by CCAPP, foreign-trained applicants for registration must also complete 16 weeks of academic training at the International Pharmacy Graduate Program at the University of Toronto. In 2002, there were 55 registrants in the program.

#### INTERNSHIP:

Internship requirements vary across jurisdictions. The following table compares requirements in the three jurisdictions examined:

**Internship Requirements for Registration as a Pharmacist**

	<b>For Canadian Trained Pharmacists</b>	<b>For Foreign Trained Pharmacists</b>
Ontario	12 weeks post-graduation	32 weeks (approximately 1,280 hours) (preceded by 16 weeks of academic training)
Manitoba	24 weeks (which may include supervised undergraduate time)	500 hours (approx. 12.5 weeks)
Alberta	360 hours (approx. 9 weeks)	360 hours (approx. 9 weeks)

Foreign trained applicants are responsible for finding their own internship. It was acknowledged that some foreign trained applicants have difficulty finding a pharmacist who is willing to supervise an internship.

#### PROFESSIONAL WORK EXPERIENCE

There are no work experience requirements (other than internship) for registration.

#### PROFESSIONAL EXAMINATIONS

In all three jurisdictions, applicants for registration must pass a jurisprudence examination set by the provincial licensing body and the Qualifying Examination administered by the Pharmacy Examining Board of Canada. U.S. trained pharmacists are exempt from the Qualifying Examination requirement. In addition to these requirements, foreign trained applicants must pass the Evaluating Examination administered by the Pharmacy Examining Board of Canada.

## GENERAL

In the three provinces examined, there are also “character” requirements. These requirements preclude or jeopardize registration by an applicant with criminal convictions, especially under the Narcotic Control Act.

English language competency is required for all applicants for whom English is a second language. Standards vary somewhat across the three provinces examined, but are similar. In Ontario, the following standards apply:

TOEFL (computer-based test):	237
TOEFL (written test):	580
TSE:	50
Test of Written English:	5

Other tests are recognized as equivalent. As previously noted, the Quebec government has its own French proficiency tests, which apply to all those wishing to work as professionals in the province.

The Ontario College of Pharmacy estimates that licensing of a foreign-trained pharmacist would take up to three years. The National Association of Pharmacy Regulatory Authorities estimates an average qualifying period of one year.

Document evaluation fees levied by the Pharmacy Examining Board of Canada run to \$460. The Evaluating Examination fee is \$460. Applicants in Ontario who must complete the program offered at the University of Toronto pay tuition charges of \$7,000. Both initial and annual license fees are the same for Canadian-trained and foreign-trained applicants.

It is common for many foreign-trained pharmacists to have their educational qualifications examined prior to immigrating to Canada.

The Ontario College of Pharmacy estimates that approximately half of all practising pharmacists in Ontario are foreign-trained.

There are no international reciprocity agreements. However, such an agreement is currently being negotiated with American regulatory authorities.

## Dentists

### OVERVIEW

In all provinces, access to dentistry is governed by statute. In most provinces, licensing authority is vested in a college. In some provinces, the provincial dental association fulfills the licensing role. Competency standards are nationally established by the National Dental Examining Board (NDEB) and are recognized in all ten Canadian provinces.

The Commission on Dental Accreditation accredits four- and five-year programs in dental science at Canadian universities and recognizes programs offered by American universities. Graduates from one of these accredited programs may take the qualifying examinations set by the National Dental Examining Board.

Graduates from a non-accredited program — i.e., a program outside of Canada or the United States — must take a two-year Qualifying Program before taking the qualifying examinations administered by the National Dental Examining Board. The Qualifying Programs are delivered by six Canadian universities. Admission to these programs is by

examination. The cost of the Qualifying Program is approximately \$40,000 per year. There are approximately 55 seats available each year in the Qualifying Program.

Quebec does not require dentists trained outside North America to take the Qualifying Program. In lieu of the Qualifying Program, foreign-trained dentists in Quebec are screened by an Evaluating Committee which administers three examinations.

#### EDUCATIONAL QUALIFICATIONS

To be licensed by a provincial college (or association), a candidate must have completed a university-level degree in a program that is recognized by the Commission on Dental Accreditation. Recognition is currently confined to Canadian and American institutions.

#### INTERNSHIP

Internship is part of undergraduate training. There are no post-graduate requirements for internship.

#### PROFESSIONAL WORK EXPERIENCE

There are no work experience requirements for registration.

#### PROFESSIONAL EXAMINATIONS

Professional competence is determined in accordance with national standards administered through the National Dental Examining Board. Certification by the NDEB is a pre-condition of provincial licensure. The NDEB examinations are both theoretical and clinical. As noted above, except in Quebec, dentists trained outside of Canada and the United States must take a two-year Qualifying Program prior to taking the NDEB examinations. Admission to the Qualifying Program is by the Eligibility Examination. Prior learning assessment is part of this process.

In addition to NDEB certification, in the three provinces studied, the provincial college/ordre also requires courses in ethics and jurisprudence. To some degree, these courses are specific to the jurisdiction in which they are offered.

#### GENERAL

Outside of Quebec, the evaluation of foreign credentials is undertaken by the universities that administer the Qualifying Program. At the University of Western Ontario, fees for the Eligibility Examination to enter the Qualifying Program are approximately \$600–700. Prior learning assessment charges are \$1,350. Tuition for the Qualifying Program is \$40,000 per year which includes instruments and instrument rentals. In Quebec, which does not require completion of the Qualifying Program, the fee for the evaluation process is \$2,000. The fees for the three examinations total approximately \$8,000. Of 29 applicants in Quebec in 2002, only five completed the examination process successfully.

Language proficiency is established at the university level for admission to the Qualifying Program. As previously noted, the Quebec government has its own French proficiency tests, which apply to all those wishing to work as professionals in the province.

## Medical Radiation Technicians

### OVERVIEW

The Canadian Association of Medical Radiation Technologists (CAMRT) administers certification for all provinces, except Ontario and Quebec. CAMRT certification is based on completion of a recognized college-level program in medical radiation technology and a CAMRT examination in specific fields of medical radiation technology.

In Ontario the profession is governed by the Medical Radiation Technology Act and the Regulated Health Professions Act. Certification is administered by the College of Medical Radiation Technologists of Ontario. In Quebec, the operative statute is the Radiology Technologists Act. Certification is administered by the Ordre des technologues en radiologie du Québec.

It should be noted that medical radiation technologists are employees. Consequently *there is a significant element of employer responsibility for the quality of the work they perform*. In this respect, the profession is similar to nurses, but unlike medical doctors or dentists. While the majority of pharmacists are employees, they may be self-employed or have sole professional responsibility for operating a dispensary.

### EDUCATIONAL QUALIFICATIONS

Medical Radiation Technology programs are taught at community colleges (in Quebec, CEGEPs) and also the Michener Institute in Toronto which is a specialized, college level institution. Programs are two to three years in duration. The national standard is training of approximately 95 weeks of which 52 weeks are clinical.

At the national level, foreign trained medical radiation technologists must be graduates of a program that is recognized as comparable by CAMRT. Additionally, applicants must have a current certificate in cardiopulmonary resuscitation (CPR), level C.

In Ontario, the requirements are similar to the national standard. However, if a candidate is a graduate of a non-equivalent program, the College may grant a temporary certification to enable the applicant to demonstrate competence. An employer also would have to be satisfied with the individual's competence before making an offer of probationary employment. In Quebec, education qualifications are similar to the national standard.

### INTERNSHIP

There is no post-graduate internship required in this profession. Clinical experience is part of the training period.

### PROFESSIONAL WORK EXPERIENCE

The CAMRT requires a foreign trained medical radiation technologist to provide evidence of one year of clinical experience in the past five years.

In Ontario, an applicant with a temporary certification must provide evidence of having successfully carried out specified procedures. A supervisor's signature is required; the supervisor must be a certified medical radiation technologist. There are no minimum experience requirements, although three months of temporary certification employment is considered a minimum. In Quebec, 140 hours of probationary employment is required.

## PROFESSIONAL EXAMINATIONS

The CAMRT administers national examinations in the various fields of medical radiation technology. Ontario applies the same examination. Quebec has a separate examination. The CAMRT examination can be written outside Canada.

### GENERAL

CAMRT requires foreign trained professionals to demonstrate language proficiency in English or French. The English language requirements are:

TOEFL (computer-based test):	173
TOEFL (written test):	500
TSE:	40

Note, that these are somewhat lower requirements than in nursing, to which the profession is sometimes compared. Ontario requirements for language competence are the same as CAMRT. Quebec requires successful completion of the French language competency examination of the Office de la langue française. A one-year temporary licence is available to applicants whose French language proficiency is below standard.

There are no fees levied by Colleges for evaluating applicants. CAMRT levies a fee of \$250 for its examination (\$350 if written outside Canada).

Ontario data indicate that in 2002, there were 150 applicants for certification. Of these, approximately 80% were approved to write the CAMRT examination. The CAMRT examination has a success rate of approximately 80%. In Quebec, there are approximately 25 foreign-trained applicants per year, of which about half receive certification.

CAMRT provides study kits to assist in preparing for its examination. Unsuccessful candidates are given an analysis of their strengths and weaknesses. The Ontario government supports a program (“Access and Options”) to assist foreign trained professionals in preparing for the CAMRT examination. In Toronto, the Michener Institute offers CAMRT preparation programs. Similar preparatory programs are offered by CEGEPs in Quebec.

There are no international reciprocity agreements in this profession.

## NON-MEDICAL PROFESSIONS

### Chartered Accountants

The legal status of the chartered accounting profession differs somewhat from that of other regulated professions. The designation “Chartered Accountant (CA)” is restricted by provincial statutes to persons certified by the relevant provincial licensing body. Certain types of financial audits can be signed only by a person with a CA designation. These are chiefly the financial statements of publicly traded corporations. As a matter of law, publicly traded companies must publish duly audited statements on an annual basis. By policy, public monies must usually be accounted for by statements audited and signed by a person with a CA designation. Ontario has recently amended its *Public Accountancy Act* to allow certain types of financial audits to be signed by individuals with a Certified General Accountant (CGA) designation. This is an entirely different designation and is issued by a separate and unrelated body.

## OVERVIEW

The accounting profession is regulated by credentialing bodies in most jurisdictions throughout the world. The recognition of foreign designations therefore depends, in large measure, on how the foreign credentialing body is appraised by the International Qualifications Appraisal Board (IQAB) of the Canadian Institute of Chartered Accountants (CICA). Foreign accounting bodies may be classed as “designated,” “non-designated,” or “not-assessed.” IQAB appraisals are not binding on provincial bodies, but are accepted by most.

The “designated” foreign accounting bodies are:

- Institute of Chartered Accountants of Australia
- Institute of Chartered Accountants of England and Wales
- Institute of Chartered Accountants of Scotland
- Institute of Chartered Accountants of Ireland
- Institute of Chartered Accountants of South Africa
- Japanese Institute of Certified Public Accountants
- Ordre des experts comptables et des comptables agréés, France
- Institute des Reviseurs d’Enterprises de Belgique
- Netherlands Institute of Register Accountants
- State Boards of Accountancy in the United States of America which exempt Ontario CA’s from the requirement to pass the American Institute of Chartered Public Accountants final examination.

Foreign trained applicants with credentials from a “designated” body, who have at least 30 months of acceptable professional experience and who have passed the final examination of their foreign accounting body, are exempted from virtually all courses otherwise required for credentialing, including the CICA’s Uniform Final Examination. They are also exempted from the Canadian work experience requirement. They are, however, required to write the CA Reciprocity Examination (CARE).

The “non-designated” foreign accounting bodies are:

- Institute of Chartered Accountants of India
- Institute of Chartered Accountants of Pakistan
- Institute of Chartered Accountants of Sri Lanka
- Institute of Chartered Accountants of Zimbabwe
- Australian Society of Certified Practising Accountants
- Hong Kong Society of Accountants
- Philippine Institute of Certified Public Accountants
- Association of Chartered Certified Accountants (United Kingdom, ACCA)
- Institute of Chartered Accountants of New Zealand

Foreign-trained members of “non-designated” accounting bodies may be exempted from most of the courses otherwise required for credentialing. However, persons with credentials from “non-designated” bodies must complete a course in Canadian business law, pass provincial examinations, and also pass the CICA’s Uniform Final Examination. As well, a period of Canadian accounting experience is prescribed (1–2.5 years depending on the jurisdiction).

Foreign candidates with credentials from “not-assessed” bodies are not entitled to exemptions and must complete all of the post-university training and experience of an ordinary Canadian applicant. However, on a case-by-case basis, foreign trained individuals

with credentials from “not-assessed” bodies may receive *ad hoc* exemptions from certain training and experience requirements.

#### EDUCATIONAL QUALIFICATIONS

The following table compares Ontario’s education requirements in light of the IAQB status of the foreign credentialing body:

**Education Requirements for Canadian and Foreign Trained Accountants**

Ontario Requirements	Canadian-Trained Applicants	IQAB Appraisal of Foreign Credentialing Body		
		Designated	Non-Designated	Not Assessed
University Degree with adequate coverage of business and finance subjects.	Required	Required, but normally also a condition for credentialing by foreign body.	Required, but normally also a condition for credentialing by foreign body.	Required
17 University Level Courses	Required as part of university degree or as a supplement.	Exempted	May be exempted from up to 16 courses.	Required
School of Accountancy*	Required	Exempted	Required	Required
Five Day Intensive Training	Required	Exempted	Exempted	Required
Examination	UFE	CARE	UFE	UFE

\* Six month independent preparatory study, four weeks of training, two examinations.

In British Columbia, educational requirements mirror those in Ontario for applicants with credentials from designated bodies. Applicants with credentials from non-designated bodies or not-assessed bodies must attend the provincial CA School of Business. In Quebec, assessments are made on an individual basis for persons with credentials from either non-designated or not-assessed bodies. Quebec requires all applicants with credentials from non-designated or not-assessed bodies to pass its Professional Education Program.

#### INTERNSHIP

Canadian applicants for CA credentials are required to have a prescribed period of work experience prior to being qualified. For foreign-trained applicants, these requirements may be the same or differ, depending on the IQAB status of the foreign credentialing body. The following table compares requirements.

### Internship Requirements for Canadian and Foreign Trained Accountants

	Canadian-Trained Applicants	IQAB Appraisal of Foreign Credentialing Body		
		Designated	Non-Designated	Not-Assessed
Ontario	30 months which must include 2,500 chargeable hours in various practice areas.	30 months equivalent experience outside Ontario, as assessed by the Institute or 30 months in Ontario in a designated training office.	Same as Canadian-trained applicant, subject to partial exemption.	Same as Canadian-trained applicant, subject to partial exemption.
B.C.	Same as Ontario, except 36 months.	Same as Ontario, except 36 months.	Same as Ontario, except 36 months.	Same as Ontario, except 36 months.
Quebec	24 months which, must include 2,500 chargeable hours in various practice areas	24 months equivalent experience outside Quebec, plus employment in Canada in relevant field.	Same as Canadian-trained applicant – no exemptions.	Same as Canadian-trained applicant – no exemptions.

#### PROFESSIONAL WORK EXPERIENCE

Membership in a foreign credentialing body is required, as well as at least one year of related professional work. Canadian professional work experience is covered under internship.

#### PROFESSIONAL EXAMINATIONS

All Canadian trained candidates must pass the Uniform Final Examination (UFE). The CA Reciprocity Examination (CARE), which is taken by candidates with credentials from designated credentialing bodies covers certain key topics of the UFE. Candidates with credentials from non-designated and not assessed credentialing bodies must write the UFE.

#### GENERAL

Applicants with credentials from “designated” credentialing bodies who also have acceptable experience can obtain their Canadian designation in less than one year. As noted, the only requirement is that such applicants pass the CARE Examination. For applicants with credentials from “non-designated” or “not-assessed” credentialing bodies, the qualification period is approximately two to three years, depending on the jurisdiction.

The fee for the national CARE examination is \$800. In Ontario, a fee of \$480 is levied for assessment for persons with qualifications from non-designated or not-assessed credentialing bodies. An option fee of \$900 is charged for the CARE examination preparation course. Other tuition costs would run to approximately \$2,000–\$3,000, plus the cost of any university courses. Costs in other provinces are somewhat lower.

In 2002, there were 82 candidates who wrote the national CARE examination. The pass rate was approximately 70–80%. Three-quarters of applicants were from Ontario. Annually,

Ontario estimates that it receives approximately 20 applicants from persons with qualifications from non-designated or not-assessed credentialing bodies.

The provincial bodies offer courses to prepare for the national CARE examination, as well as various professional development courses that are also available to qualified members.

## Lawyers

### OVERVIEW

For the nine common law provinces, plus the territories, the standard qualifying requirements are a university degree in law from a recognized law school, a prescribed period of articles, and completion of the provincial bar admission course and bar admission examinations.

All applicants for admission to the bar in a particular jurisdiction must pass the bar admission examinations required by the provincial regulating body. This requirement applies regardless of where an applicant is from and whether he or she was previously qualified in another jurisdiction. There are no reciprocity agreements.

### EDUCATIONAL QUALIFICATIONS

In all jurisdictions a university degree in law is required. A Canadian law degree (LLB) is automatically recognized. An applicant who received a law degree outside of Canada must obtain a Certificate of Qualification from the National Committee of Accreditation (NCA) of the Federation of Law Societies of Canada. The NCA evaluates applicants on a case-by-case basis and may prescribe additional Canadian training. Notwithstanding the general acceptability of a non-Canadian law degree, it is common for the NCA to require additional training:

#### **Additional Educational Requirements for Lawyers whose University Training was Outside Canada**

<b>University Degree</b>	<b>Additional Training Required</b>
United States	Applicants from approved law schools in the U.S. are generally asked to complete 30–45 credit hours in a Canadian law school or to write 8 to 10 prescribed examinations.
England, Wales, Australia, New Zealand, West Indies, Hong Kong and Singapore	Applicants are usually required to take 30–60 credit hours in a Canadian law school, if they obtained a Second Division degree or better in a 3 year honours law program following upon an undergraduate degree.
India and Pakistan	Applicants are evaluated on the class of degree and their academic standing. Those with First Class standing from an established University with English language instruction are usually asked to complete an additional 30 credit hours or 8 prescribed examinations and take specific prescribed courses. Applicants with Second class standing will usually be asked to take 60 credit hours in a Canadian common law school or write 10–14 prescribed exams.
Scotland, South Africa, Israel, Philippines and certain others	Applicants are usually asked to take 45–60 credit hours in a Canadian common law faculty if they obtained at least Second Division standing in a 3 year honours law program following upon an undergraduate degree. They may be asked to take 10–11 prescribed examinations.

## PERIOD OF ARTICLES

The following table compares articling requirements across the three jurisdictions:

**Articling Requirements – Lawyers**

	<b>Ontario</b>	<b>British Columbia</b>	<b>New Brunswick</b>
Ordinary Applicants Trained in Canada	10 months	9 months	44 weeks (approx 10 months)
Foreign Trained and Qualified Applicants	Foreign-qualified lawyers with practice experience in common law jurisdictions outside of Canada may be granted a reduction of up to one month for each full year of practice experience to a maximum of 6 months.	Foreign-qualified lawyers with practice experience in common law jurisdictions outside of Canada may be granted a reduction of up to one month for each full year of practice experience to a maximum of 5 months.	Same as for Canadian applicants. No exemptions or reductions.

## PROFESSIONAL WORK EXPERIENCE

There are no work experience requirements aside from the period of articles. As noted above, for foreign-qualified lawyers who practised in common law jurisdictions, some provinces permit a reduction in the prescribed period of articles.

## PROFESSIONAL EXAMINATIONS

Applicants may write the NCA's "challenge examinations," in lieu of taking additional courses. Aside from this national option, the relevant professional examinations are the bar admission examinations that apply to all applicants for membership to a provincial bar.

## GENERAL

English language proficiency is generally assumed, as English is typically the language of instruction in common law jurisdictions. However, a TOEFL score may be required. In all jurisdictions, "good character" is required. This generally means the applicant has had no criminal convictions or disciplinary actions by a regulating body.

In 2001, the NCA received 261 applications for Certificates of Qualification. Of these, three were from Quebec-trained lawyers and 77 were from foreign-trained lawyers (UK: 29, US: 19, India: 10). In Ontario, an average of 15–20 persons apply for admission to the bar after obtaining NCA Certificates of Qualification. In Ontario, the principal obstacle confronting foreign-trained applicants is finding an articling position.

## Actuaries

### OVERVIEW

A university degree is not required, but is common. Designation as a Fellow of the Canadian Institute of Actuaries is based on work experience and completion of professional examinations.

## EDUCATIONAL QUALIFICATIONS

Applicants for fellowship in the Canadian Institute of Actuaries must complete the Practice Education Course (three days) and twelve hours of professional development. Foreign trained actuaries must also complete the Practice Education Course, but may be exempted from some or all of the professional development training.

## PROFESSIONAL WORK EXPERIENCE

The Institute applies two standards for work experience — professional experience and Canadian experience. The professional standard is three years of full-time actuarial experience supervised by a qualified actuary whose designation was conferred by an actuarial body recognized by the Institute. This experience may be gained outside Canada. The Canadian experience requirement is 18 months of Canadian actuarial experience within a three-year period prior to making the application. For Canadian applicants, the Canadian experience may be co-terminous with the professional experience. For foreign applicants, the Canadian experience is additional to the professional experience.

Applicants from jurisdictions in which there is no recognized actuarial society, are evaluated on an individual basis. However, the requirements for such individuals will be close, if not identical, to those of an ordinary Canadian applicant.

## PROFESSIONAL EXAMINATIONS

Canadian applicants must pass eight examinations prescribed by the Casualty Actuarial Society or the Society of Actuaries. Persons holding designations from actuarial societies in the US, Britain, Scotland and Australia are deemed to be technically qualified and are exempt from these examinations. Actuaries from other jurisdictions are evaluated on an individual basis. For example, a recent applicant from Belgium was exempted from seven of the eight examinations.

## GENERAL

For an actuary qualified to practice in a non-Canadian jurisdiction, it usually takes 18 months to qualify in Canada. The success rate of applicants is virtually 100%. The Institute believes that the high success rate arises from the clear statement of requirements, which deters unqualified persons from applying.

The Institute will be introducing an “affiliate” membership category. This is a lower designation than “fellow,” but will allow foreign trained actuaries from unrecognized actuarial organizations to become part of the CIA. The Institute will inform “affiliates” about courses, exams, and experience hours that are required for designation as a “fellow.” The “affiliate” status will assist foreign trained actuaries in obtaining Canadian employment and meeting Canadian experience requirements.

## **Architects**

### OVERVIEW

To qualify at the provincial level, an applicant’s educational qualifications must be accepted by the Canadian Architectural Certification Board (CACB). After being certified by the CACB, an applicant must fulfill a supervised internship for a period prescribed by the provincial regulating body. After completion of the internship, an applicant must pass a National Architect

Registration Examination. (Note that Quebec has a separate examination). In some provinces, there are additional requirements, such as an admission course or an oral examination.

#### EDUCATIONAL QUALIFICATIONS

In principal, an architect may meet the educational requirements through an extended apprenticeship that covers the syllabus of the Royal Architectural Institute of Canada. In practice the apprenticeship route is rarely used. Virtually all architects meet the educational requirements by obtaining an undergraduate degree in architecture from a university accredited by the Canadian Architectural Certification Board (CACB).

Under an agreement with the provincial regulating bodies, the CACB reviews the educational qualifications of foreign-trained applicants. The CACB may accept or reject their qualifications or may direct the applicant to eliminate deficiencies in particular subject areas.

#### SUPERVISED INTERNSHIP

All provincial associations require an Internship with a minimum of 5,600 hours of Canadian work experience in specified areas of architectural practice. Normally, this internship requires three years to complete. The required 5,600 hours must include a period in the province in which registration is sought. In Ontario, the prescribed provincial experience is 940 hours. Approximately half of the 5,600 hours must be supervised by a licensed architect.

The intern architect is responsible for maintaining a continuous record of work experience in the Canadian Experience Record Book (CERB) while enrolled in the Intern Architect Program (IAP). All documented experience must be certified by his or her employer and a mentor approved by the provincial association. In Ontario, experience is reviewed by the Intern Advisory Team. The intern receives a periodic assessment.

Intern architects must select an approved mentor, who is independent of their employment situation.

Foreign trained architects can apply to the provincial regulating body to have some of their experience outside Canada considered. The regulating body will normally require at least some provincial experience, except where there is reciprocity agreement.

#### PROFESSIONAL WORK EXPERIENCE

There are no work experience requirements, aside from internship.

#### PROFESSIONAL EXAMINATIONS

Every provincial association (except l'Ordre des architectes du Quebec) requires Interns to pass the nine divisions of the Architect Registration Examination (ARE) of the National Council of Architectural Registration Boards (NCARB). The ARE is a computerized exam, which can be written after obtaining CACB certification of educational qualifications and confirmation of eligibility by the provincial association. Candidates must have 2,800 hours of recorded experience before writing the Architect Registration Examination.

In addition to the ARE, some provinces also require completion of an admission course. In Ontario, the admission course is mandatory and consists of a week of classes.

There are no exemptions for foreign trained architects, except for those trained in the United States where the ARE examination also applies.

## GENERAL

Reciprocity agreements apply to State Licensing Boards in the United States. For foreign trained architects, not from the United States, the period to obtain a licence depends on the amount of foreign experience that is credited. If no experience is credited, the qualification process would take three years. Fees for evaluation of foreign qualifications are \$1,000.

At the national level, approximately 180 foreign trained architects applied for certification of their qualifications in 2002. The CACB does not report success rates.

## Veterinarians

### OVERVIEW

Although there are provincial statutes and provincial colleges, the Canadian Veterinary Medical Association (CVMA) administers National Board Examinations to all candidates on behalf of the provincial associations and regulatory bodies. Additional provincially administered examinations deal with legal and ethical issues.

On behalf of some, though not all, provincial colleges, the CMVA evaluates the credentials of foreign-trained veterinarians.

### EDUCATIONAL QUALIFICATIONS

Applicants for licensing by a provincial veterinary medicine college must have a degree from a school of veterinary medicine. Medical colleges fall into three categories:

- veterinary medical colleges that are accredited by the Council on Education of the American Veterinary Medical Association (CEAVMA),
- veterinary medical colleges that are recognized by the World Health Organization (WHO), but not accredited by the CEAVMA,
- unrecognized veterinary medical colleges.

The training provided by accredited veterinary medical colleges is a six-year program, of which two years are supervised clinical training.

Professional examination requirements are more stringent for applicants with degrees from veterinary medical colleges that are recognized by the CEAVMA, but not accredited. Applicants with degrees from unrecognized medical colleges are not eligible to take the National Board Examinations, although their educational qualifications will be assessed on a case-by-case basis.

### SUPERVISED INTERNSHIP

Aside from the two-years of clinical training in the six-year undergraduate program, there are no additional internship requirements.

### PROFESSIONAL WORK EXPERIENCE

Professional work experience is not a requirement for licensing.

### PROFESSIONAL EXAMINATIONS

Applicants with degrees from medical colleges accredited by the Council on Education of the American Veterinary Medical Association are required to pass parts A and B of the North American Veterinary Licensing Examination. NAVLE is an eight-hour computer-administered examination accessible at many sites through a third party under contract to the

AVMA. Applicants from non-accredited, but WHO recognized veterinary medical colleges, must pass parts A, B and C of the NAVLE and also the Clinical Proficiency Examination (CPE) of the National Board. The CPE is a four-day practical examination. Although exemptions from the CPE are possible, they are rare.

After completing the NAVLE examinations and the CPE, foreign trained (and Canadian-trained) applicants must pass the examination of their respective provincial regulatory body. This examination deals with statutory and ethical matters. The Ontario examination is a two-hour true/false examination.

The NAVLE examinations, it should be noted, apply in both Canada and the United States. The NAVLE examinations replace national examinations that were specifically Canadian.

#### GENERAL

Applicants for whom English (or French) is a second language must demonstrate satisfactory proficiency. The English language requirements are:

TOEFL (computer-based test): 213

TOEFL (written test): 550

TSE: 50

Fees for the National Board Examinations are \$620. Fees to evaluate documents and qualifications are \$265. The fee for the Clinical Proficiency Examination is \$4,280.

The CVMA receives 275–300 applications from foreign-trained veterinarians per year. For those approved to write the examinations, it takes a few years to pass. Typically, additional study is required. On average, each year 70 foreign-trained veterinarians complete the two examinations and go on to become licensed in a province or territory. The CVMA provides sample questions and a practical exam manual explaining everything they will be expected to do, the marking scheme, skills required, etc. The CVMA also administers a mentorship roster of licensed vets across Canada who are willing to “mentor” applicants taking the CPE examination.

It is common practice for many foreign trained veterinarians to work in a clinic as a veterinary technician while preparing to write the NAVLE examinations and the do the CPE examination.