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LETTER TO THE MINISTER

The Honourable Labi Kousoulis
Minister of Labour and Advanced Education
3rd Floor, 1505 Barrington Street, Halifax, NS B3L 3K5

Dear Minister Kousoulis:

In accordance with Section 15 (1) of the Fair Registration Practices Act 2008, I am pleased to present the Annual Report for 2018–19 from the Review Officer for submission to the House of Assembly of Nova Scotia.

Sincerely,

Patricia Mertins
Review Officer
Fair Registration Practices Act
Department of Labour and Advanced Education
EXECUTIVE SUMMARY

Recognition of training and work experience contributes to the labour market Nova Scotia needs to compete in a global economy. Government gives regulatory bodies the responsibility to maintain appropriate standards of practice and work in the best interest of the public as they regulate entry into practice for a wide variety of occupations. The Fair Registration Practices Act (FRPA) works to ensure that regulatory authorities are governed by registration practices that are impartial, objective, transparent and procedurally fair, and includes the assessment and recognition of qualifications and work experience obtained internationally and in other parts of Canada.

The FRPA Review Office provides information and advice, assesses registration practices, and provides formal reports to highlight ways for regulatory bodies to meet their obligations under the Act. The 2018–19 Annual Report highlights work undertaken by the FRPA Review Office to foster a culture of collaboration and continuous improvement by:

- Initiating a review of the FRPA legislation and an evaluation of the policies, processes and supports that enable implementation of the Act;
- Ensuring fair registration practices and providing messaging consistent with workers’ mobility rights under Chapter 7 of the Canadian Free Trade Agreement through cooperative work with Nova Scotia’s Labour Mobility Coordinator;
- Enhancing the annual data collection tool to improve accuracy based on feedback gathered from regulatory bodies on challenges associated with use of the data tool;
- Developing FRPA policies and procedures that facilitate a streamlined FRPA review process for regulators;
- Creating adaptable policy templates for regulatory bodies to support compliance with the Act;
- Adding a best practices database to the FRPA web application as a resource for regulatory bodies; and
- Partnering with the MacEachern Institute for Public Policy and Governance to host a round table discussion on international labour mobility.

Most regulatory bodies have now participated in an initial review of their registration practices. While most regulatory bodies recognize the importance of the FRPA and willingly participate in the FRPA review process, a small number of regulatory bodies require additional support to comply. These regulatory bodies often have limited resources and as a result face increased challenges in fulfilling the requirements of the FRPA review process. The FRPA Review Office continues to track these situations and consider new policies and processes that may be required to address these challenges.

By promoting awareness and facilitating progress toward best practices, the FRPA Review Office continues to collaborate with regulatory bodies and pave a road to continuous improvement. By engaging regulatory bodies in intentional reflection on their registration practices, the FRPA plays an important role in helping to attract and retain a skilled workforce for Nova Scotia.
IMPLEMENTING THE FAIR REGISTRATION PRACTICES ACT IN NOVA SCOTIA

Fair-access and learning recognition challenges are complex. The FRPA Review Office has adopted an integrated approach to ensuring fair, transparent and equitable pathways for applicants seeking licensure in regulated professions and trades. The approach views fair-access legislation as part of a larger system that is aligned with government’s policy objectives in respect to self-regulated professions, inter-jurisdictional and international labour mobility and learning recognition.

*Figure 1 – Fair-access integrated system*
The Fair Registration Practices Act (FRPA) Review Office

The FRPA Review Office was established in 2011 and is committed to ensuring that workers who are applying for licensure in regulated professions are aware of the registration requirements they need to meet, and that applicants are treated consistently and fairly throughout the registration process.

In Nova Scotia, regulatory authorities (also called regulatory bodies or regulators) set the standards and regulate the activities for their occupation(s). Occupations can be regulated directly by government or self-regulated by an external organization (i.e., an organization with delegated authority by government). The Act applies to 49 regulatory bodies in Nova Scotia, covering 58 regulated occupations and 21 compulsory trades. Under the Act, regulatory bodies have a duty to carry out registration practices that are transparent, objective, impartial and procedurally fair. The FRPA describes a regulatory body’s requirements to:

- provide clear and understandable information about registration requirements and assessment criteria, the length of time the registration process takes and fees;
- respond to inquiries from applicants in a reasonable time;
- provide written confirmation within a reasonable time whether registration is granted or not granted;
- provide a written decision when registration is not granted that includes the reasons for the decision;
- provide information regarding measures or programs that may assist the applicant to obtain registration in the future, where practical;
- provide applicants who are not granted registration with information regarding the regulatory body’s internal review and access to information procedures;
- ensure that the internal review decision-makers are independent from the original decision and have received appropriate training on conducting an internal review; and
- report bi-annually on their registration practices.

The FRPA Review Officer has powers and duties under the FRPA to:

- provide information and advice to regulatory bodies to assist them in meeting their obligations under the Act (Section 14(1)(a)(b));
- assess the registration practices of regulatory bodies based on their obligations under the Act (Section 14(1)(c));
- provide information and advice to government agencies, community agencies, colleges and universities, departments of Government, and the Minister respecting matters under the Act (Section 14(1)(d) and related to its administration;
- establish guidelines to help regulatory bodies prepare reports to meet their reporting requirements;
- make recommendations to regulatory bodies regarding their legislation and regulations with respect to registration practices;
- make recommendations to a minister of the Crown responsible for the applicable regulatory body where legislation or regulations need to be amended or revoked;
- issue compliance orders, where necessary (Section 17); and
- submit an annual report to the Minister of Labour and Advanced Education on the implementation and effectiveness of the Act.

The FRPA review process was designed to carry out the obligations under the legislation. It fosters a culture of collaboration and continuous improvement, while ensuring that the regulatory bodies adhere to their own standards with the objective of public protection and safety.
Advisory Committee on Self-Regulation

In accordance with the Self-Regulated Professions Policy, it is the policy of the Nova Scotia government to establish self-regulated professions only when self-regulation is determined to be in the best interest of the public. The Advisory Committee on Self-regulation is an interdepartmental working group established for purposes of developing and sharing knowledge and expertise respecting self-regulated professions or occupations and providing advice to departments and, when requested, to the Treasury and Policy Board.

The FRPA Review Officer represents the Department of Labour and Advanced Education on this Committee. This ensures that in addition to meeting the criteria set out by the policy, all legislative and regulatory proposals are viewed through the lens of fair-access and labour mobility, and further builds capacity across government departments to grapple with these issues.

Learning Recognition

Learning credentials matter more than ever for people to obtain optimal employment in the fields in which they are trained and educated. When people have unrecognized learning, they are much more likely not to work, or work in jobs beneath their skill level.

The International Qualification Recognition (IQR) and Recognition of Prior Learning (RPL) Funding Programs are designed to facilitate the development of programs and services that support learning recognition (bridging programs, pre-arrival supports, competency-based assessments, etc.). Nova Scotia works provincially and nationally to support the implementation of the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications. Through funding provided by the Province of Nova Scotia our IQR Funding Program funds programs and initiatives that help assess and recognize the international credentials and work experience that individuals have acquired in other countries. The RPL Funding Program builds RPL services in Nova Scotia, including competency-based assessment which moves beyond credential recognition to acknowledge work experience and the skills and competencies that a person gains during their lifetime. Together, Nova Scotia’s innovative learning recognition programs help ensure that our labour market is fair and competitive and that individuals can become licensed to practice and gain employment in the fields in which they are trained and possess the competencies for entry to practice. Data collected from Nova Scotia regulatory bodies by the FRPA Review Office helps the Department of Labour and Advanced Education make evidence-based decisions around spending provincial and federal dollars, and through these programs work to remove barriers to licensure and support learning recognition and workforce integration.

A key initiative under the IQR Funding Program is the Multi-stakeholder Work Group Initiative which is a program supported by the Department of Labour and Advanced Education and coordinated in partnership with the Immigrant Services Association of Nova Scotia (ISANS). The Multi-stakeholder Work Group Initiative takes a collaborative approach to making systemic change and developing innovative programming to improve the recognition and integration of internationally educated professionals. Currently, 13 profession-specific work groups are working to remove artificial barriers to help newcomers become qualified and integrated into the provincial labour market in their chosen fields. The FRPA Review Officer participates in these work groups to encourage continuous improvement and the removal of barriers in each profession’s registration process.

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1. See the Self-regulated Professions Policy: https://novascotia.ca/treasuryboard/manuals/PDF/100/10310-01.pdf
Labour Mobility

Nova Scotia is better able to compete in a global economy when the provincial workforce follows nationally harmonized practices and when professionals and tradespersons in regulated occupations can move freely across provincial boundaries. Section 3 of the FRPA recognizes the commitments the Nova Scotia Government made under the Canadian Free Trade Agreement (CFTA) between the Government of Canada and the governments of all provinces and territories of Canada to facilitate the free movement of persons, goods, services and investments throughout Canada.

In 2018–2019, the FRPA Review Officer worked closely with Nova Scotia’s Labour Mobility Coordinator to develop coordinated outreach and learning development activities, streamline data collection efforts and provide consistent messaging on transparent, objective, impartial and procedurally fair registration practices that are consistent with workers’ mobility rights under Chapter 7 of the CFTA.

The 2018–2019 fiscal year also marks a significant development for Nova Scotia respecting the CFTA. In late 2018, the Nova Scotia Canadian Free Trade Agreement Implementation Act (CFTAIA) came into force. The CFTAIA formalizes Nova Scotian regulatory bodies’ obligation to align their practices with the CFTA and provides new mechanisms for Government to facilitate compliance.

Interjurisdictional Collaboration—Registration Oversight Forum

The Registration Oversight Forum meets annually to evaluate the impact of fairness legislation across jurisdictions, share resources, identify areas for improvement and discuss strategies to achieve transparent, objective, impartial and fair registration practices. In September 2018, the Registration Oversight Forum met in Montreal to provide organizational updates, collaborate on the development of strategies to influence the policies and practices of regulatory bodies, and other key issues pertaining to:

- accepting alternative forms of documentation;
- timely registration and recognizing work experience;
- collection of data on cost and timelines for international applicants (including third parties); and
- trade agreements (CETA, NAFTA, NWPTA, CFTA) – implications for IQR and registration.

3 The Canadian Free Trade Agreement (CFTA) replaced the Agreement on Internal Trade (AIT) on July 1, 2017.
DATA FINDINGS, 2018

Each year, the FRPA Review Office asks Nova Scotia regulatory bodies to submit quantitative data about their applicants and registration processes for the previous calendar year. With this data, the FRPA Review Office can track regulatory bodies’ registration practices over time, follow trends and identify areas for improvement. The data collected through the 2018 quantitative survey represents over 160,000 registered members across 78 regulated occupations and trades.\(^4\)

In 2018, regulatory bodies reported almost 14,000 new registrants to the regulated occupations and trades in Nova Scotia. Of the 2018 registrants, approximately 72% were new to the profession (registrants educated in Nova Scotia and in Canada), 23% of registrants were already licensed in another Canadian jurisdiction and transferring under the Canadian Free Trade Agreement (CFTA), and 5% were Internationally Educated Professionals (IEPs) (Figure 2).

**Figure 2 – Distribution of applicants by applicant stream in 2018\(^5\)**

This distribution of applicant streams is relatively consistent with that observed in 2017 (Figure 3).

**Figure 3 – Comparison of distribution of applicant streams in 2017 and 2018**

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\(^4\) For a list of the regulatory bodies that fulfilled annual data submission requirements per the FRPA for the 2018 calendar year, see Appendix B.

\(^5\) Some regulatory bodies were not able to report on all applicant streams. Those regulatory bodies were excluded from this chart to maintain accuracy of data.
Nova Scotian Applicants

Regulatory bodies reported 5,974 new registrants educated in Nova Scotia in 2018. Of these registrants, the largest proportions became registered as Insurance Broker Adjusters, Pesticide Applicators, and Engineers, with 11%, 9% and 7% of the registrations respectively (Figure 4).

Figure 4 – Occupation distribution for NS registrations

Inter-Provincial Applicants

Regulatory bodies reported 7,121 registrations of applicants educated in provinces and territories outside of Nova Scotia (including both new applicants and individuals who were already registered in other Canadian jurisdictions). Of all new registrants educated in other Canadian provinces, Insurance Broker Adjusters and Engineers accounted for the largest proportions of registrations respectively (Figure 5).

Figure 5 – Occupation distribution for inter-provincial registrations in 2018
Inter-provincial applicants came primarily from Ontario, Quebec and other Atlantic provinces (Figure 6).

**Figure 6 – Source provinces for inter-provincial applicants in 2018**

Internationally Educated Applicants

Regulatory bodies reported registering 617 internationally educated applicants in Nova Scotia in 2018. Of these applicants, the majority were registered as physicians and engineers with 33% and 20% of registrations respectively (Figure 7).

**Figure 7 – Occupation distribution for internationally educated registrants in 2018**
The most common professions for internationally educated applicants were largely consistent between 2017 and 2018 (Figure 8).

**Figure 8 – Occupation distribution for internationally educated registrants in 2017 and 2018**

International applicants came from 74 different countries; over one third of international applicants came from the Philippines, India, and the United States (Figure 9).

**Figure 9 – Source countries for internationally educated applicants in 2018**
Barriers to Licensure for International Applicants

As part of the FRPA review process, Nova Scotia regulators submit a qualitative survey which includes provision of information on the barriers commonly faced by each organization’s internationally educated applicants. Of the 39 regulatory bodies which responded to the questionnaire, the majority reported language proficiency as the most common barrier to licensure for internationally educated applicants, followed closely by the challenges of obtaining original documents and verification of credentials (Figure 10).

Figure 10 – Common barriers faced by internationally educated applicants, as reported by regulatory bodies

Success Rates

Assessing international credentials and registering internationally educated applicants is challenging for many regulatory bodies. Data collected from 2018 shows that internationally educated applicants experience lower success rates than their domestic counterparts, with substantially more internationally educated applicants having applications still in progress at the end of 2018 (Figure 11). This is likely due to longer registration processing times for internationally educated applicants (outlined in the next section of the report).

Figure 11 – Registration success rates for domestic and international applicants in 2018
Application Processing Times

The FRPA requires that applications for registration be processed within a reasonable timeframe. Internationally educated applicants faced longer application processing times, with an average application processing time of more than double that of any of the domestically educated applicant streams (Figure 12).

Figure 12 – Average processing time for applicants (in days)

![Average processing time for applicants](image)

Domestic applicants have a high rate of having their applications processed within the first three months. Only 2% of domestic applicants have an over 6 months processing times compared to 11% for internationally educated applicants (Figure 13).

Figure 13 – Timeline for applicants to receive a decision

<table>
<thead>
<tr>
<th></th>
<th>Domestic applicants</th>
<th>Internationally educated applicants</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;1 month</td>
<td>71%</td>
<td>61%</td>
</tr>
<tr>
<td>1–3 months</td>
<td>24%</td>
<td>21%</td>
</tr>
<tr>
<td>3–6 months</td>
<td>2%</td>
<td>8%</td>
</tr>
<tr>
<td>6–12 months</td>
<td>2%</td>
<td>11%</td>
</tr>
</tbody>
</table>
Internal Reviews/Appeals

The FRPA requires that where an applicant is denied registration with a regulatory body, that the regulatory body allow an opportunity for the applicant to appeal that decision. Only 22 appeals of registration decisions were performed by regulatory bodies in 2018. Most of these appeals were raised by internationally educated applicants (Figure 14).

Figure 14 – Percentage of internal appeals by type of applicant

Costs

Costs can be a barrier to registration for some applicants. The FRPA collects data on costs that applicants incur in order to become registered with regulatory bodies in Nova Scotia. These include both costs paid to the regulatory body as well as costs paid to third parties (including third party assessors, national regulatory bodies, and bridging programs). Registration costs vary widely between individual occupations and occupational sectors. In 2018, the healthcare sector had the highest average registration costs. In both the healthcare and finance and property sectors, the majority of the total registration cost was paid to third party organizations (Figure 15).

Figure 15 – Average costs associated with registration by occupational sector
YEAR IN REVIEW

In the 2018–19 fiscal year the FRPA Review Office worked on 20 reviews. As a result, almost all regulatory bodies have participated in the FRPA review process. Though underway, not all reviews were completed in 2018–19 due to the rise of new challenges.

Most regulatory bodies recognize the importance of the FRPA and willingly participate with the FRPA review process. However, in the 2018–19 fiscal year a small number of regulatory bodies required additional support to comply. Additionally, in 2018–19, several smaller regulatory bodies were reviewed. Some of these regulatory bodies have limited financial and staff resources and face challenges in fulfilling the requirements of the FRPA review process. These regulatory bodies required more support and extended timelines to complete their FRPA reviews.

Despite these challenges, the FRPA Review Office published ten reviews in the 2018–19 fiscal year. Ten more reviews were incomplete at the end of the fiscal year but are anticipated to be published in early 2019–20.

Table 1 – FRPA Reviews by Fiscal Year

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Reviews Performed</th>
</tr>
</thead>
</table>
| 2013–2014         | • Nova Scotia Barristers’ Society  
                              • Public Accountants Board of Nova Scotia  
                              • College of Registered Nurses of Nova Scotia  
                              • Association of Interior Designers of Nova Scotia |
| 2014–2015         | • Provincial Dental Board of Nova Scotia  
                              • College of Physicians and Surgeons of Nova Scotia  
                              • College of Licensed Practical Nurses of Nova Scotia  
                              • Cosmetology Association of Nova Scotia  
                              • Association of Nova Scotia Land Surveyors  
                              • Nova Scotia Association of Social Workers |
| 2015–2016         | • Nova Scotia Department of Education and Early Childhood Development — Office of Teacher Certification  
                              • Nova Scotia Real Estate Commission  
                              • Registered Professional Foresters Association of Nova Scotia  
                              • Nova Scotia Institute of Agrologists  
                              • Nova Scotia Dietetic Association  
                              • Nova Scotia Securities Commission |
| 2016–2017         | • No reviews completed                                                              |
| 2017–2018         | • Association of Professional Engineers Nova Scotia  
                              • Nova Scotia College of Pharmacists  
                              • Nova Scotia College of Physiotherapy  
                              • Nova Scotia Board of Examiners in Psychology  
                              • Nova Scotia College of Social Workers  
                              • Nova Scotia College of Medical Laboratory Technologists |
| 2018–2019 (carry over from 2017–2018) | • Nova Scotia Veterinary Medical Association  
                              • Nova Scotia Association of Architects  
                              • Society of Certified Engineering Technicians and Technologists of Nova Scotia |
In 2017–2018, the FRPA Review Office began issuing Progress Reports for regulators that had completed an initial FRPA review two years prior in accordance with section 16(8) of the Act. Regulators who are undertaking a Progress Report are required to show progress on those Action Items agreed to in their previous review. In 2018–2019, the Review Office continued to issue Progress Reports, publishing a total of seven reports. One Progress Report was not completed in 2018–2019 and is anticipated to be published in early 2019–2020. Thirteen Progress Reports will be launched in 2019–2020.

### Table 2 – Progress Report Schedule

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Progress Report Review</th>
</tr>
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<tbody>
<tr>
<td>2017–2018</td>
<td>• Nova Scotia Barristers’ Society&lt;br&gt;• Provincial Dental Board of Nova Scotia&lt;br&gt;• Nova Scotia Dietetic Association&lt;br&gt;• Registered Professional Foresters Association of Nova Scotia&lt;br&gt;• Nova Scotia Real Estate Commission&lt;br&gt;• College of Licensed Practical Nurses of Nova Scotia</td>
</tr>
<tr>
<td>2018–2019</td>
<td>• Association of Interior Designers of Nova Scotia&lt;br&gt;• College of Registered Nurses of Nova Scotia&lt;br&gt;• Association of Nova Scotia Land Surveyors&lt;br&gt;• College of Physicians and Surgeons of Nova Scotia&lt;br&gt;• Cosmetology Association of Nova Scotia&lt;br&gt;• Nova Scotia Securities Commission&lt;br&gt;• Office of Teacher Certification</td>
</tr>
<tr>
<td>2019–2020 (carry over from 2018–2019)</td>
<td>• Nova Scotia Institute of Agrologists</td>
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</table>
The 2018–2019 fiscal year also involved improvements in other key activities and deliverables.

- **Compliance Policies and Procedures** – Work continued on the development of policies and procedures used to enforce compliance with the Act.


- **Data-Gathering Mechanisms** – Feedback was gathered from regulatory bodies to help address the FRPA web application user experience. An external IT provider is using the feedback to develop enhancements that will increase clarity of data collection questions, reduce regulatory burden by streamlining data reporting, and improve communication between the Review Office and regulators. These enhancements are expected to be in place before the 2019 FRPA Annual Data collection.

- **Template Policies** – To assist regulatory bodies to develop policies that will help them in carrying out their duties and meet their obligations under the Act, the Review Office has created template policies. These can be amended to meet the circumstances of a particular regulator. In 2018–19 the Review Office developed a draft sample policy on internal reviews to assist regulators in meeting their obligations under section 10 of the Act. This template policy is expected to be published in early 2019–2020.

- **Legislative Review and Program Evaluation** – Phase 2 of a legislative review of the FRPA is being conducted by an external consultant, Research Nova Scotia (RNS). Phase 2 focuses on refinement and implementation of the evaluation plan developed in Phase 1, as well as analysis and reporting on the legislative review and evaluation results. Through the legislative review and evaluation of the policies, processes and programs that support implementation of the Act, Government can determine if legislative and regulatory changes are needed to ensure that its fairness legislation is supporting achievement of its broader public policy goals. The FRPA Review Office will also learn how to improve the efficiency and effectiveness of its operation. It is anticipated that Phase 2 will be completed in the 2019–20 fiscal year.

- **Outreach and Capacity Building Activities** – The FRPA Review Office conducted numerous outreach activities to help regulatory bodies improve the transparency, objectivity, impartiality and procedural fairness of their registration processes (detailed below).
OUTREACH AND CAPACITY BUILDING ACTIVITIES

Pursuant to section 14(1)(a) of the FRPA, the FRPA Review Officer is responsible for providing information and advice to regulatory bodies to assist them in meeting their obligations under the Act. The FRPA Review Office’s continuous improvement philosophy enables Nova Scotia regulatory bodies to set meaningful and achievable goals for improving registration practices. In addition to including recommended action items in the FRPA Review reports, the FRPA Review Office supports each regulatory body’s continuous improvement goals through outreach and capacity building activities.

FRPA Advisory Committee

The FRPA Advisory Committee is a vehicle for communication, advice and support between Nova Scotia’s regulatory bodies and Government. Chaired by the Review Officer, the Advisory Committee meets on an 'as needed' basis to identify key issues, review and discuss material related to the implementation of the FRPA, and help inform decisions and/or policy that directly impacts regulatory bodies.

FRPA Breakfast Meetings

FRPA Breakfast Meetings provide a forum for regulatory bodies to network, share best practices, and get information and training from the FRPA Review Office. Additionally, the FRPA Breakfast Meetings further the Review Office’s integrated approach to promoting fair access to regulated professions. At each meeting, the FRPA Review Officer provides updates on the review process and administrative matters. The Labour Mobility Coordinator provides a review and updates on the Canadian Free Trade Agreement. The Multi-Stakeholder Work Group Consultant provides updates on initiatives arising from the multi-stakeholder work groups and International Qualification Recognition (IQR) funding opportunities. The Recognition of Prior Learning (RPL) Coordinator provides updates on RPL activities and funding opportunities under the RPL funding programs.

In 2018–2019, three FRPA Breakfast Meetings were organized for Nova Scotia regulators. Topics of discussion and presentations included:

- Self-regulation and good governance
  A presentation on governance, the public policy context and expectations of self-regulated professions by Janice Brown, Cabinet Advisor on Governance and Accountability with facilitated discussion.

- Unconscious Bias Training
  A presentation exploring attitudes and stereotypes that affect our understandings, actions and decision-making by April Howe, NS Public Service Commission.

- Legislative Review of the Fair Registration Practices Act
  The NSHRF evaluation team conducted facilitated round table discussions focused on what regulators see as the strengths, challenges and opportunities for improving the FRPA and how it is implemented.
FRPA Presentations and Workshops

In addition to breakfast meetings, in 2018–2019, the FRPA Review Office partnered with the MacEachern Institute for Public Policy and Governance to host a round table discussion on the topic of International Labour Mobility, Innovation and Inclusive Economic Growth. A report was generated as a result of this round table and was distributed to the participants and other stakeholders. As well, Andre Gariepy, Commissioner for the Admission to Professions, Government of Quebec, gave a presentation to Nova Scotia regulators on *The New Landscape of Labour Mobility: Looking at Trade Agreements and Beyond*.

FRPA Newsletter

The purpose of the FRPA Newsletter is to provide general FRPA updates, as well as reminders of upcoming FRPA Breakfast Meetings, current issues, training and conferences. In 2018–2019, the FRPA Newsletter was distributed quarterly and reformatted. The newsletter is sent to regulatory bodies via e-mail and is available online at https://frpa.novascotia.ca/newsletters.

Best Practices Database

For the FRPA Review Office, best practices are any program, activity or strategy that meets one or more of the following criteria:

- improves transparency, objectivity, impartiality and/or fairness of registration practices;
- produces successful outcomes for regulators and/or applicants; or
- is shown to be effective through qualitative and/or quantitative data.

Through the FRPA Reviews, regulators are asked to report on their best practices, including opportunities for recognition of prior learning, pre-arrival supports, robust and transparent assessment criteria, consistency in decision-making through training and policy development, and collaboration at the regional or national levels. A best practices framework was developed to assist in structuring the reported best practices and clearly articulating the value of the best practice to both applicants and the regulator. In the first quarter of 2018, a Best Practices Database was added to the FRPA web application as a means to share these best practices with regulatory bodies https://frpa.novascotia.ca/best-practices.
LOOKING AHEAD

Initiatives for the 2019–2020 fiscal year include:

• the completion of 10 FRPA Reviews carried over from 2018–2019;
• the completion of 1 FRPA Progress Report carried over from 2018–2019;
• the launch and completion of 4 new FRPA Reviews;
• the launch and completion of 14 new FRPA Progress Reports
• improvements to the functionality and user experience of the FRPA web application,
• the delivery of the FRPA evaluation toolkit which will give regulators tools to help them develop measurable targets that will contribute to the improvement of their registration practices and track their progress towards compliance with the FRPA and the CFTA;
• completion of Phase 2 of the Legislative Review and Program Evaluation;
• continued development of internal policies and procedures;
• collection, tracking and dissemination of best practices;
• collection and tracking of Mutual Recognition Agreements; and
• ongoing alignment of the FRPA Review Office with the Nova Scotia government’s accountability framework, including strategic and business planning, as well as government policy priorities respecting regulatory systems, immigration, diversity and inclusion, labour and workforce attachment.
### APPENDIX A

#### Nova Scotia’s Regulatory Bodies

#### Schedule A

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<td>Nova Scotia College of Dispensing Opticians</td>
</tr>
<tr>
<td>Association of Professional Geoscientists of Nova Scotia</td>
<td>Nova Scotia College of Medical Laboratory Technologists</td>
</tr>
<tr>
<td>Board of Registration of Embalmers and Funeral Directors</td>
<td>Nova Scotia College of Optometrists</td>
</tr>
<tr>
<td>Certified General Accountants Association of Nova Scotia</td>
<td>Nova Scotia College of Pharmacists</td>
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<tr>
<td>College of Licensed Practical Nurses of Nova Scotia</td>
<td>Nova Scotia College of Physiotherapists</td>
</tr>
<tr>
<td>College of Occupational Therapists of Nova Scotia</td>
<td>Nova Scotia College of Respiratory Therapists</td>
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<td>College of Physicians and Surgeons of Nova Scotia</td>
<td>Nova Scotia Dental Hygienists’ Association</td>
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<td>College of Registered Nurses of Nova Scotia</td>
<td>Nova Scotia Dental Technicians Association</td>
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<tr>
<td>Cosmetology Association of Nova Scotia</td>
<td>Nova Scotia Dietetic Association</td>
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<td>Denturist Licensing Board</td>
<td>Nova Scotia Institute of Agrologists</td>
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<tr>
<td>Institute of Chartered Accountants of Nova Scotia</td>
<td>Nova Scotia Real Estate Commission</td>
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<tr>
<td>Licensed Professional Planners Association of Nova Scotia</td>
<td>Nova Scotia Registered Barbers Association</td>
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<tr>
<td>Midwifery Regulatory Council of Nova Scotia</td>
<td>Nova Scotia Registered Music Teachers Association</td>
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<td>Nova Scotia College of Optometrists</td>
<td>Registered Professional Foresters Association of Nova Scotia</td>
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<td>Nova Scotia College of Pharmacists</td>
<td>Society of Certified Engineering Technicians and Technologists of Nova Scotia</td>
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<td>Nova Scotia College of Physiotherapists</td>
<td>Society of Management Accountants of Nova Scotia</td>
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<td>Nova Scotia College of Respiratory Therapists</td>
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<td>Nova Scotia Dental Hygienists’ Association</td>
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<td>Nova Scotia Dental Technicians Association</td>
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<td>Nova Scotia Dietetic Association</td>
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<td>Nova Scotia Institute of Agrologists</td>
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<td>Nova Scotia Real Estate Commission</td>
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<td>Nova Scotia Registered Barbers Association</td>
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<td>Nova Scotia Registered Music Teachers Association</td>
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<td>Nova Scotia Securities Commission</td>
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<td>Nova Scotia Veterinary Medical Association</td>
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<td>Provincial Dental Board of Nova Scotia</td>
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<td>Public Accountants Board of the Province of Nova Scotia</td>
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<td>Society of Management Accountants of Nova Scotia</td>
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6 On August 2, 2016, the Chartered Professional Accountants of Nova Scotia (CPA Nova Scotia) was officially established with the Chartered Professional Accountants Act and the Public Accountants Act by the Government of Nova Scotia. With the proclamation of the Chartered Professional Accountants Act, all legacy accounting bodies, such as the Certified Management Accountants, Chartered Accountants and Certified General Accountants, cease to exist.

On April 1, 2017, the College of Paramedics of Nova Scotia (CPNS) was officially established through the Paramedics Act and assumed responsibility for regulating paramedicine from Emergency Health Services Nova Scotia (EHNS).

On June 4, 2019, the Nova Scotia College of Nursing was officially established through the proclamation of the Nursing Act by the Government of Nova Scotia. With the proclamation of the Nursing Act, the legacy nursing colleges, the College of Registered Nurses of Nova Scotia and the College of Licensed Practical Nurses of Nova Scotia have been dissolved.
Schedule B

Minister of Education and Early Childhood Development
   Education Act (Office of Teacher Certification)
   Day Care Act (Classification Services)

Minister of Environment
   Environment Act
   On-site Sewage Disposal Systems Installer
   Pesticide Applicator
   Petroleum Storage Tank Installer
   Water and Wastewater Operators
   Well Digger/Driller
   Well Pump Installer

Minister of Finance and Treasury Board
   Insurance Act (Insurance Agent; Insurance Adjuster)

Minister of Health and Wellness
   Paramedics Act, SNS 2005, c 10 [Repealed]7

Minister of Labour and Advanced Education
   Apprenticeship and Trades Qualifications Act
   Technical Safety Act
   Elevators and Lifts Act
   Electrical Installation and Inspection Act
   Amusement Devices Safety Act

Minister of Lands and Forestry
   Wildlife Act (Registered Hunting/Fishing/Master Guides)
   Scalers Act (Timber Scaler)

Minister of Service Nova Scotia and Internal Services
   Mortgage Brokers’ and Lenders’ Registration Act
   Direct Sellers’ Regulation Act
   (Hearing Aid Salesperson)

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7 The College of Paramedics of Nova Scotia was established as a self-regulating body on April 1, 2017 and assumed responsibility for regulating the practice of paramedicine from the Department of Health and Wellness.
APPENDIX B

Nova Scotia Regulatory Bodies that fulfilled annual data submission requirements for the 2018 Calendar Year

Schedule A

Association of Interior Designers of Nova Scotia
Association of Nova Scotia Land Surveyors
Association of Professional Engineers of the Province of Nova Scotia
Association of Professional Geoscientists of Nova Scotia
Board of Registration of Embalmers and Funeral Directors
Chartered Professional Accountants of Nova Scotia
College of Dental Hygienists of Nova Scotia
College of Licensed Practical Nurses of Nova Scotia
College of Occupational Therapists of Nova Scotia
College of Paramedics of Nova Scotia
College of Physicians and Surgeons of Nova Scotia
College of Registered Nurses of Nova Scotia
Cosmetology Association of Nova Scotia
Denturist Licensing Board of Nova Scotia
Licensed Professional Planners Association of Nova Scotia
Midwifery Regulatory Council of Nova Scotia
Nova Scotia Association of Architects
Nova Scotia Association of Medical Radiation Technologists
Nova Scotia Association of Real Estate Appraisers
Nova Scotia Barristers’ Society
Nova Scotia Board of Examiners in Psychology
Nova Scotia College of Chiropractors
Nova Scotia College of Counselling Therapists
Nova Scotia College of Dispensing Opticians
Nova Scotia College of Medical Laboratory Technologists
Nova Scotia College of Pharmacists
Nova Scotia College of Physiotherapists
Nova Scotia College of Respiratory Therapists
Nova Scotia College of Social Workers
Nova Scotia Dental Technicians Association
Nova Scotia Dietetic Association
Nova Scotia Institute of Agrologists
Nova Scotia Real Estate Commission
Nova Scotia Registered Barbers Association
Nova Scotia Registered Music Teachers Association
Nova Scotia Securities Commission
Nova Scotia Veterinary Medical Association
Provincial Dental Board of Nova Scotia
Public Accountants Board of the Province of Nova Scotia
Registered Professional Foresters Association of Nova Scotia
Society of Certified Engineering Technicians and Technologists of Nova Scotia

Schedule B

Department of Education and Early Childhood Development
Department of Environment
Department of Finance and Treasury Board
Department of Lands and Forestry
Department of Labour and Advanced Education
Service Nova Scotia and Internal Services