

2022 ANNUAL REPORT

Fair Registration Practices Act

Letter to the Minister

November 29, 2023

The Honourable Jill Balsler
Minister of Labour, Skills and Immigration
3rd Floor, 1505 Barrington Street, Halifax, NS B3J 3K5

Dear Minister Balsler:

I am pleased to present this 2022 Annual Report (attached) in fulfillment of the requirements outlined in Subsection 15 (1) of the FRPA, which states:

The Review Officer shall prepare and submit to the Minister an annual report on the implementation and effectiveness of this Act and the regulations in helping to ensure that the registration practices of regulating bodies are transparent, objective, impartial and fair.

For your convenience, I am also quoting Subsection 15 (2) to highlight its requirements:

Within fifteen days of receiving the annual report under subsection (1), the Minister shall table it in the House of Assembly or, where the Assembly is not then sitting, file it with the Clerk of the Assembly.

Pursuant to Subsection 15 (3), this report must be made publicly available and will therefore be posted to the Department's website at this location (replacing the 2021 version):

<https://novascotia.ca/lae/fair-registration-practices/reports.asp>

Sincerely,



Frank Reinhardt, Review Officer, Fair Registration Practices Act (FRPA)
Department of Labour, Skills and Immigration

Executive Summary

The *Fair Registration Practices Act* (FRPA) ensures fair access to Nova Scotia’s labour force of regulated professions, covering a wide variety of occupations (84) including 20 compulsory trades.¹

Pursuant to Section 15 of the FRPA, this report was submitted to the Honourable Jill Balsler, Minister of Labour, Skills and Immigration (LSI) for submission to the House of Assembly of Nova Scotia. The purpose of this report, as provided for in Section 15, is to detail:

“...the implementation and effectiveness of this Act and the regulations in helping to ensure that the registration practices of regulating bodies are transparent, objective, impartial and fair”.

In direct response to the above stated purpose of both the Act and this report and pursuant to Section 16 of the FRPA, regular reviews of the registration practices of regulating bodies against the specific requirements of the Act² are routinely conducted. The results and compliance status of the FRPA reviews initiated between 2020 and 2023 are summarized in the following table:

Table 1 – Summary of FRPA Review results and status

Year	FRPA Reviews						Areas of Non-Compliance*		
	Initiated #	Average Time to Complete (months)	With Identified Areas of Non-Compliance*		Resolved**		Identified #	Resolved**	
			#	%	#	%		#	%
2020	15	9.1	15	100	7	47	140	64	46
2021	11	8.9	7	64	7	64	56	38	68
2022	11	6.2	3	27	8	73	4	0	0
2023	6	5.5	3	50	4	67	7	5	71
Total	43	7.4	28	65	26	60	207	107	52

* An “**area of non-compliance**” refers to a single response to a FRPA review question where one or more specific violations with the FRPA have been identified. The number of FRPA review questions (maximum possible compliance areas identified per review) has changed from 20 in 2020 to only 10 in 2022.

** “**Resolved**” means full compliance has since been demonstrated. All other identified areas of non-compliance are on a scheduled path toward compliance, with progress reports pending.

¹ See Appendix A for a list and counts of all occupations and regulating bodies subject to the FRPA.

² The specific requirements of the FRPA are detailed in Sections 5 through 12 and are formally referred to as the “**Fair Registration Practices Code**”. These specific requirements are intended to ensure that registration practices are “**...transparent, objective, impartial and procedurally fair**”.

The numbers of FRPA reviews initiated each year is determined by the requirement in the Act to review each regulating body “...**every five years**...”. Prior to the November 2021 FRPA amendments, the requirement was to conduct reviews “...**every two years**...”. This explains the lower number of reviews in 2023.

Table 1 shows the significant and positive impacts of FRPA implementation by showing:

- the dramatic reduction in the numbers of compliance issues identified in 2022 and 2023 (4 and 7 respectively) compared to the previous two years (140 and 56); and
- that just over half (107 or 52%) of the 207 areas of non-compliance identified through FRPA reviews have since been brought into compliance (“resolved”), with the remaining 48% (100) on a scheduled path to compliance, with progress reports pending.

Table 1 also shows a significant reduction in the average time to complete a FRPA review, from 9.1 months in 2020 to 5.5 months in 2023. This is consistent with informal reporting by regulating bodies of a reduction in the administrative burden of compliance and coincides with the enhanced FRPA compliance resources and templates provided over this period (2020-2023).

The data from Table 1 is based on 43 FRPA review reports, which include Action plans to address any noted areas of non-compliance, and 30 subsequent progress reports on those Action plans. As required under Subsection 16(11), all 73 of these reports have been made available to the public by posting them to the FRPA website (<https://novascotia.ca/lae/fair-registration-practices/>). An additional 16 progress reports are forthcoming and are expected to demonstrate full compliance with the remaining 100 identified areas of non-compliance.

Pursuant to Subsection 16(12), full compliance is required within one year of any finding of non-compliance, unless the Review Officer extends the one-year deadline. Extensions have been regularly granted in the past. However, going forward, now that all regulating bodies have been subject to at least one FRPA review, and are now fully familiar with the Act, it is expected that extensions will be rare and granted only under extenuating circumstances.

In addition to conducting FRPA reviews, the FRPA program has provided ongoing supports to regulating bodies to facilitate compliance with the FRPA, including the provision of templates and resources, quarterly meetings and newsletters, and offering professional development opportunities.

The FRPA program also monitors key indicators (e.g., success rates and application processing times) of the registration processes subject to the FRPA by occupation, regulating body, and applicant type (Interprovincial, International, and New) through annual FRPA surveys. This report details the results of the 2022 annual survey.

Table of Contents

Letter to the Minister	ii
Executive Summary	iii
Table of Contents.....	v
Background and Context.....	1
Fair Registration Practices Act (FRPA).....	1
FRPA History and Canadian Context.....	1
Occupations and Regulating Bodies Subject to the FRPA	1
Size and Economic Importance of FRPA Occupations	2
2022 Annual FRPA Survey	3
Overall Data Findings	3
<i>Received and In Progress Applications</i>	4
<i>Processed Applications (Application Outcomes)</i>	4
<i>Distribution And Success Rates by Application Type</i>	5
<i>Distribution and Success Rates by Occupations (Top 10)</i>	6
<i>Application Processing Times</i>	7
<i>Treatment of Interprovincial Applicants:</i>	10
<i>Application Processing Fees</i>	11
<i>Internal Reviews/Appeals</i>	12
Distribution and Success Rates by Occupation for New Applications (Top 10)	12
Distribution and Success Rates by Occupation for Interprovincial Applications (Top 10)	13
<i>Distribution by Province</i>	14
Distribution and Success Rates by Occupation for International Applications (Top 10).....	15
<i>Distribution by Country</i>	16
Health Sector Occupations	17
<i>Distribution and success rates by occupation for health occupations (Top 10)</i>	17
<i>Distribution by Province/Territory (Health Care - Interprovincial Applicants)</i>	18
<i>Distribution by Country (Health Care - International Applicants)</i>	18
<i>Average Application Processing Times in Health Occupations</i>	19
<i>Treatment of Interprovincial Applicants for Health Occupations:</i>	21
2022 FRPA Reviews	22
Continuous Improvement and Consultations	23
Appendix A – Counts, Names and Key Statistics of all Regulating Bodies and Occupations subject to the FRPA	25

Background and Context

Fair Registration Practices Act (FRPA)

The [Fair Registration Practices Act](#) (FRPA) ensures fair access to Nova Scotia’s labour force of regulated professions, covering a wide variety of, regulating bodies, occupations and trades (see Appendix A detailed listing and associated key indicators).

Sections 5 to 12 of the FRPA, formally referred to as the “**Fair Registration Practices Code**”, detail specific requirements that are designed to ensure that the registration practices of regulating bodies are “...**transparent, objective, impartial and procedurally fair**” for all applicants.

For the purpose of administering the FRPA, including conducting FRPA reviews of the registration practices of regulating bodies and annual data surveys, applicants are defined as being one of the following three types:

- 1) “**New**” applicants (65% of all applicants in 2022): Those who only include Canadian credentials in their application to apply for registration (licensure) and are not currently registered (licensed) to practice anywhere in Canada;
- 2) “**Interprovincial**” applicants (28% in 2022): Those who are currently registered (licensed) to practice elsewhere in Canada (outside of Nova Scotia).
- 3) “**International**” applicants (8% in 2022): Those who are including international credentials in their application to apply for registration (licensure) and are not currently registered (licensed) to practice anywhere in Canada; and

FRPA History and Canadian Context

FRPA received Royal Assent on November 25, 2008, and was proclaimed on December 7, 2009, making Nova Scotia one of the first provinces to adopt Fair Registration Practices Legislation behind Ontario and Manitoba. With the introduction of similar legislation in 2022 by New Brunswick, Saskatchewan and Newfoundland, nine of ten Provinces (all but PEI) now have Fair Registration Practices Legislation for regulated professions. This is at least partly due to the recognition of the size and growth of regulated professions and therefore, the importance of this legislation to ensure fair access to the labour force and to facilitate labour mobility.

Occupations and Regulating Bodies Subject to the FRPA

Table 2 shows the counts of regulating bodies (47) and occupations (84) that are subject to the FRPA in Nova Scotia, which had a total of 153,263 registered members as of December 2022. The 47 regulating bodies are specifically named and defined as “regulating bodies” in the [Fair Registration Practices Act](#). This includes 6 government regulating bodies, which are Ministers of NS

government Departments. There are 11 license granting offices, operating under these Ministers, which are each treated (but not counted) as separate regulating bodies. This includes the *Nova Scotia Apprenticeship Agency* and the *Technical Safety Division*, which both operate under the *Minister of Labour Skills and Immigration* as well as the Office of Teacher Certification, which operates under the *Minister of Education and Early Childhood Development*. Appendix A lists all 47 regulating bodies, 11 license granting offices, and 84 occupations along with the 2022 key indicators (success rates, and average times to process applications).

Table 2 – Regulating Bodies and Occupations Subject to the FRPA (counts)

Regulating Body Type:	Regulating Bodies	Occupations			
		Compulsory Trades*	Health	Other	Total
Self Regulating	41	1	26	22	49
Government Regulating**	6**	19	0	16	35
Total	47	20	26	38	84

* The 20 Compulsory Trades consists of all 13 under the NS Apprenticeship Agency's (NSAA) authority plus 7 under other authorities (excludes the trade of "welder"). All 20 are listed on [this page of NSAA website](#).

** The 6 government regulating bodies are Ministers of NS government Departments. There are 11 license granting offices operating under these Ministers as listed in Appendix A.

Size and Economic Importance of FRPA Occupations

Without the benefit of data on employment and labour force participation of individuals registered in FRPA occupations, we do not have a precise picture of the size and economic importance of FRPA occupations relative to NS totals. However, the data in Table 3, which compares FRPA registration data to general NS labour market data provides a general indication. Accordingly, in 2021 and 2022, the total number of FRPA registered members was about 30% of Nova Scotia's total labour force and the number of new FRPA registrants was 73% of the Province's total net employment gain in 2022. However, it is important to note that not all FRPA registered members are currently employed or are in the labour force and some practice outside of NS, so these percentages overstate the relative size of FRPA occupations.

Table 3 – Size and Economic Importance of FRPA Occupations

	2021	2022	% Change
FRPA – Total Registered Members¹	155,572	156,745	0.8%
NS's Labour Force²	512,600	524,600	2.3%
% of Labour Force*	30%	30%	
New FRPA Registrants³	12,202	12,682	3.9%
NS's Net Employment Gains⁴	22,647	17,482	-22.8%
% of Net Employment Gains*	54%	73%	

1. Total and as of December 31.

2. Statistics Canada, CANSIM Table: 14-10-0287-01

3. Total successful registration decisions rendered within calendar year.

4. Statistics Canada, CANSIM Table: 14-10-0215-01 (Year over Year net employment gains)

2022 Annual FRPA Survey

As required under Section 15 of the FRPA, Nova Scotia’s regulating bodies annually submit quantitative data about their registration processes for the previous calendar year. This section details the results of the Annual Survey covering the 2022 calendar year, with some comparisons to the 2021 survey results. Appendix A details the 2022 key indicators (success rates, and average times to process applications) for each regulating body and occupation.

The 2022 data is based on a total of 79 surveys representing the 84 occupations noted in Table 2 (and listed in Appendix A) and their associated registration processes. Some regulating bodies grouped similar occupations/processes into single surveys. The terms “occupations”, “registration processes” and “surveys” are occasionally used interchangeably in this report. The 2021 survey was based on 65 surveys. Differences between these two years are primarily due to the grouping or ungrouping of similar occupations. In some tables, where 2022 data is compared to 2021, it was necessary to restrict the data to only the surveys that are comparable to both years. When/where this is done, it is specifically noted as such.

Overall Data Findings

Table 4.1 shows that the overall aggregate findings of the 2022 FRPA survey were similar to that of 2021, with about 155,000 individuals registered in FRPA occupations and about 13,500 applications both received and processed in 2022. There has been a notable increase in international applications, which coincides with increased immigration and policies specifically designed to attract international workers, most notably in health care occupations.

Table 4.1 – Overall Aggregate Findings

	2021	2022	% Change
Total Registered Members¹:	155,572	156,745	0.8%
Annual Application Flows:			
Total Applications Received²:	13,436	13,672	1.8%
<i>New</i>	8,036	8,823	9.8%
<i>Interprovincial</i>	4,419	3,795	-14.1%
<i>International</i>	981	1,054	7.4%
Total Applications Processed³:	13,076	13,733	5.0%
<i>New</i>	8,066	9,071	12.5%
<i>Interprovincial</i>	4,255	3,790	-10.9%
<i>International</i>	755	872	15.5%
Total Applications in Progress⁴:	1,399	1,426	1.9%
<i>New</i>	601	690	14.8%
<i>Interprovincial</i>	332	230	-30.7%
<i>International</i>	466	506	8.6%

1. As of December 31.

2. Received within calendar year (Jan 1-Dec 31)

3. Decisions Rendered (Successful, unsuccessful, or withdrawn) within calendar year, regardless of when application was received.

4. In progress at end of calendar year (Dec. 31), regardless of when application was received.

Received and In Progress Applications

All, or almost all, ***in-progress applications*** at the end of one year are a subset of the group of ***applications received*** in that same year.³ Since the outcomes of these applications have not yet been determined, they cannot be used in any statistics that describe the outcomes of the registration process (e.g., decisions rendered, success rates, application processing times, etc.). A primary use for these statistics is to measure the completeness and consistency of reporting within and between years.

With complete and consistent reporting, the number of applications reported to be in progress at the end of 2022 (1,371) should be equal to the number in progress from the previous year (1,399) plus those received in 2022 (13,483) minus those processed in 2022 (13,590), which is equal to 1,292. The fact that these two numbers (reported vs. calculated) are close (off by 79 or 0.6% of processed applications), suggests that there is a high level of completeness and consistency in reporting – though this discrepancy is considerably larger for each of the three application types alone. It is intended that improvements to the 2023 survey will close these gaps.

Processed Applications (Application Outcomes)

A processed application means that a registration decision has been rendered such that the application was either: *Successful*, *Unsuccessful*, or *Withdrawn*. Any statistics in this report on application outcomes are based entirely on comparable groups of processed applications. For example, success rates are calculated as:

$$\text{Success Rate} = \# \text{ of successful applications} / \# \text{ processed applications}$$

...such that successful applications are a sub-group of those processed and all those processed at least had the opportunity to be counted as successful (the two groups are comparable and in progress applications are specifically excluded).

Table 4.2 shows the aggregated application outcomes of all applications processed in 2022 compared to 2021. Although there were some significant changes in the total numbers of outcomes by applicant type between the two years, their 2022 distribution and success rates, which are further illustrated in Figure 1, remained relatively stable.

³ It is possible that a small number of in progress applications may have been received in earlier years. However, such applications would have had processing times of over one year, which is far longer than the average processing times reported by any single regulating body.

Table 4.2 – Overall Data Findings - Application Outcomes*

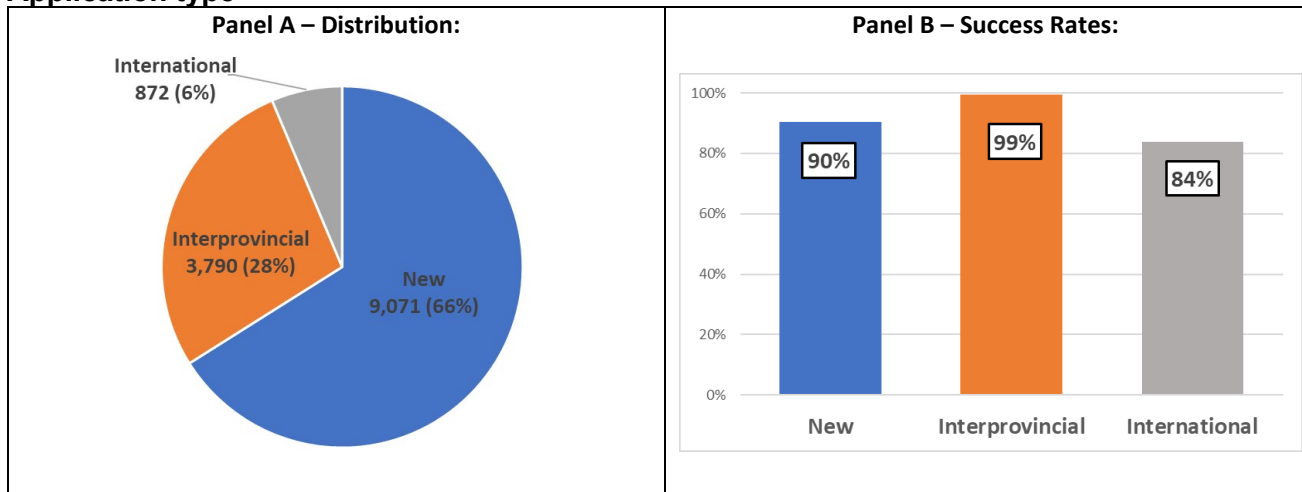
	2021	2022
Total Applications Processed (registration decisions rendered):	13,076	13,590
Successful	12,202	12,556
Success Rate	93%	92%
Unsuccessful	142	385
Withdrawn/set as "inactive"	732	649
New:	8,066	9,071
Successful	7,419	8,188
Success Rate	92%	90%
Unsuccessful	57	308
Withdrawn/set as "inactive"	590	575
Interprovincial:	4,255	3,790
Successful	4,173	3,764
Success Rate	98%	99%
Unsuccessful	16	2
Withdrawn/set as "inactive"	66	24
International:	755	729
Successful	610	604
Success Rate	81%	83%
Unsuccessful	69	75
Withdrawn/set as "inactive"	76	50

Distribution And Success Rates by Application Type

Figure 1 shows the distribution of applications processed in 2022 by application type and their respective success rates. Accordingly, of the 13,733 applications processed:

- 66% (9,071) were “New” and of these, 90% (8,188) were successful;
- 28% (3,790) were “Interprovincial” and of these, 99% (3,764) were successful; and
- 6% (872) were “International” and of these, 84% (730) were successful.

Figure 1 – Distribution and success rates of the 13,733 applications processed in 2022 by Application type*



* Detailed definitions of “New”, “Interprovincial” and “International” applications on page 1.

Distribution and Success Rates by Occupations (Top 10)

Table 5 (which excludes doctors due to data comparability issues) shows the success rates and distribution of the top 10 occupations by number of processed applications in 2022. These occupations account for 2/3 (66%) of all processed applications. *Insurance agents* were, by far, the largest occupation, with 2,348 applications processed (17% of all processed applications) and all of which were successful (100% success rate). The next largest occupations were *Early Childhood Educators*, *Nurses* and *Gas fitters* - each with about half the number of processed applications as Insurance agents and success rates in the mid-90s. In 10th place was *Social Workers* with 335 processed applications, accounting for 2% of all processed applications.

With the exception of *Construction Electricians* and *Water & Wastewater Operators*, which each had success rates of about 61%, all other Top-10 occupations in Table 5 had success rates of over 91%.

Table 5 – Distribution and Success Rates by Top 10 Occupations

Occupation	2022 Processed Applications* (Decisions Rendered)				% of Total	Success Rate
	Total	Successful	Unsuccessful	Withdrawn		
Insurance agents	2,348	2,348	0	0	17%	100%
Early Childhood Educators	1,211	1,157	48	6	9%	96%
Registered Nurses	1,178	1,137	0	41	9%	97%
Gas Fitters	1,094	1,056	7	31	8%	97%
Engineers	986	985	1	0	7%	100%
Teachers	677	620	51	6	5%	92%
Licensed Practical Nurses	508	500	0	8	4%	98%
Construction Electrician	406	251	0	155	3%	62%
Water & Wastewater Operators	349	213	136	0	3%	61%
Social Workers	335	335	0	0	2%	100%
All other Occupations*	4,641	4,080	145	416	34%	88%
Total	13,733	12,682	388	663	100%	92%

* Excluding Medical Doctors due to a lack of comparability of available data.

Application Processing Times

Table 6.1 shows the 2022 combined average processing times per application across all regulating bodies and occupations that are subject to the FRPA (based on all 79 surveys received). These averages combine diverse and non-comparable occupations (e.g., Hairstylists, Doctors, and Gas Fitters). Consequently, they are not comparable to, or representative of, any one occupation. For processing times by specific regulating bodies and/or occupations, see Appendix A. The intention of Table 6.1 is only to provide a general high-level aggregate concept of processing times in Nova Scotia. Nevertheless, three notable conclusions can be drawn from Table 6.1:

- 1) There is very little evidence to support concurrent application processing (where **3rd-Party Assessors** and **regulating bodies** process at the same time for increased efficiency in order to save on total processing times). This is based on the fact that average total processing times per application are very close to a straight summation of the processing times by the regulating body and that of third-party assessors;
- 2) Use of **3rd-Party Assessors** is a source of significant processing time but is largely confined to International Applicants; and
- 3) Average processing times of Interprovincial Applications are about half that of “new” applications, which suggests at least some level of compliance with the *Canadian Free Trade Agreement*.

**Table 6.1 – 2022 Average Application Processing Times per application (# of Days)
(based on all reporting 79 Surveys/Occupations/Registration Processes)**

Application Type:	...by Regulating Bodies ¹ :	...by 3 rd -Party Assessors ^{2,3} :	Total ^{1,3, 4} :
New	19	1.2	19
Interprovincial	10	0.0	10
International	40	176	212

1. Timeframe: Complete to Decision

2. Timeframe: Anytime to Decision

3. Not all regulating bodies track 3rd-party assessor processing times or track them in the same way or to the same extent.

4. Totals do not add because: 1. they are based on reported totals (rather than calculated); 2. the time-period of 3rd-Party Assessors is different; and 3) there may be some concurrent application processing.

In order to compare the 2022 reported average processing times (79 surveys) to that of 2021 (65 surveys), Table 6.1 restricts the average per application to only the 29 survey/occupations that are comparable to both years, which are all those that reported both the average processing times by the Regulating Body and the total average processing times (including 3rd party assessors) for all three applicant types.

For these 29 comparable occupations/surveys, Table 6.2 shows that total average processing times increased for both “New” and International Applications (by 17% and 4% respectively) but declined for Interprovincial Applications (-8%).

**Table 6.2 – Average Application Processing Times (# of Days)
(Restricted to the 29 comparable Surveys/Occupations/Registration Processes)**

Application Type:	2021	2022	Change	
			#	%
Average Application Processing Times by <u>Regulating Bodies</u>¹:				
New	14.1	17.3	3.1	22%
Interprovincial	11.4	10.8	-0.6	-6%
International	37.8	41.3	3.5	9%
Average Application Processing Times by <u>3rd-Party Assessors</u>^{2,3}:				
New	0.7	0.1	-0.6	
Interprovincial	0.3	0.0	-0.3	
International	147.3	156.0	8.7	6%
Average <u>Total</u> Processing Times^{1,3}:				
New	14.9	17.4	2.5	17%
Interprovincial	11.7	10.8	-0.9	-8%
International	185.1	193.4	8.3	4%

1. Timeframe: Complete to Decision

2. Timeframe: Anytime to Decision

3. Not all regulating bodies track 3rd-party assessor processing times or track them in the same way or to the same extent.

Given the noted issues related to combining diverse occupations into single averages, Tables 7 keeps them separate and instead, reports the counts of reported average processing times by ranges of processing times. For example, it shows that:

...for reported average processing times by regulating bodies:

- Of the 74 reported for **“New”** applications, 20 (or 27%) were **5 days or less***;
- Of the 50 reported for **“Interprovincial”** applications, 19 (or 38%) were **5 days or less***; **and**
- Of the 39 reported for **“International”** applications, 8 (or 21%) were **5 days or less***.

** All other average processing times reported by the regulating body were over 5 days, (31%, 21% and 41% were over 20 days for “New” “Interprovincial” and “International” Applicants respectively).*

Table 7 –2022 Counts of Reported Average Application Processing times by # of Days (All Occupations)

	Processing Type:	Counts of Occupations by Reported Average Processing Times*				% Reporting 5 Days or Less
		5 days or less	5-20 days	More than 20 days	Total Occupations*	
“New” Applications						
Average Processing times	...by the Regulating body	20	31	23	74	27%
	...by 3rd party assessors	0	5	2	7	0%
	Total Average Processing Times	19	32	23	74	26%
“Interprovincial” Applications						
Average Processing times	...by the Regulating body	19	20	11	50	38%
	...by 3rd party assessors	2	1	0	3	67%
	Total Average Processing Times	16	22	12	50	32%
“International” Applications						
Average Processing times	...by the Regulating body	8	15	16	39	21%
	...by 3rd party assessors	0	5	11	16	0%
	Total Average Processing Times	4	11	23	38	11%

*Surveys Received with corresponding reported processing times. Each represents one occupation or a combination of similar Occupations.

Treatment of Interprovincial Applicants:

The Fair Registration Practices Act "...recognizes the commitments ...made under the [Canadian Free Trade Agreement \[CFTA\]](#) ...as implemented by the Province under the [Canadian Free Trade Agreement Implementation Act \[CFTAIA\]](#)."

The CFTAIA compels (requires) Nova Scotia's regulating bodies to comply with the CFTA and goes a step further by stating that in the event of any legislative conflict, obligations under the CFTA and CFTAIA "**prevail**".

Compliance with the CFTA (Chapter 7 - Labour Mobility) requires certificate-to-certificate recognition unless as specifically provided for within the CFTA. Given this requirement, it is expected that "Interprovincial" applications would be processed more quickly than "New" applications. However, Figure 2, shows that this is only the case in 15% (or 7 – **green section**) of the 48 registration processes (coinciding with occupations) where total average application processing times (complete to decision) were reported for both "New" and "Interprovincial" applications, enabling such direct comparisons to be made. In 23% (11 – **red section**) of these occupations, regulating bodies reported longer processing times for Interprovincial applications, with the remaining 62% (30 – **yellow section**) reporting no difference in processing times.

Figure 2: Average Total Processing Times of "Interprovincial" Applications Relative to "New" Applications – Counts of Occupations

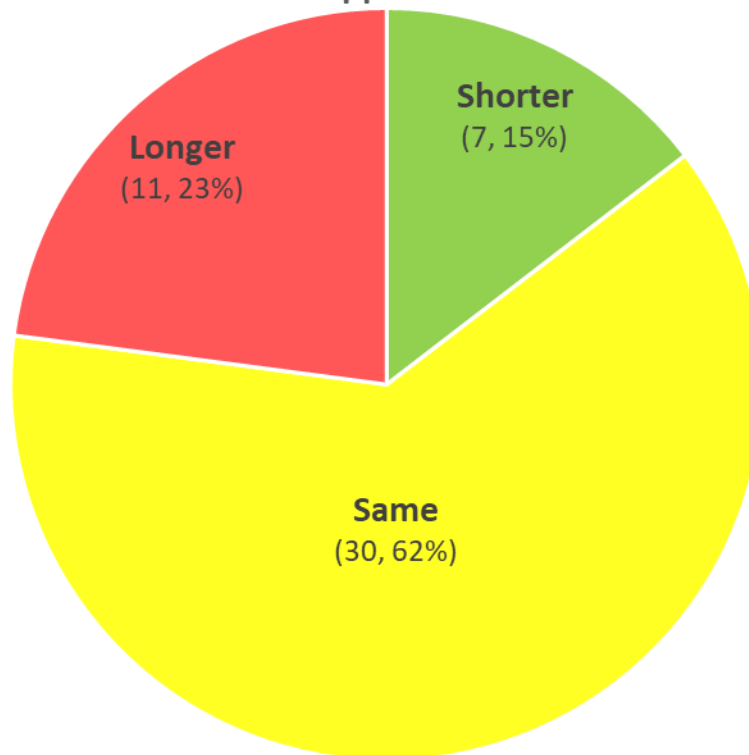


Table 8 displays the same data from Figure 2 above as well as the processing times by just the regulating body. It shows that the treatment of interprovincial applicants (as measured by relative processing times) by just the regulating body is similar to that of total processing times shown in Figure 2 (regulating body + third party assessors).

Table 8 - 2022 Reported Average Processing Times of "Interprovincial" Applications Relative to "New" Applications by Counts of Occupations:

	Processing times by the Regulating Body		Total Processing times	
	#	%	#	%
Shorter	6	13%	7	15%
Same	33	69%	30	63%
Longer	9	19%	11	23%
Total:	48	100%	48	100%

Application Processing Fees

Table 9 shows the costs that applicants incur from the application process. These include costs paid to the regulating body and those paid to third-party assessors. Applicants in the *Education, Law, and Social Services* sector had, by far, the highest fees associated with becoming a registered member followed by those in *Health occupations*. "International" applicants paid close to double the fees in these two sectors.

Table 9 – Total Average application processing fees by Sector

Sector	Application Type		
	New	Interprovincial	International
Education, law and social services	\$2,511	\$988	\$4,495
Health occupations	\$1,014	\$850	\$2,141
Natural and applied sciences	\$853	\$888	\$954
Art, culture, recreation and sport	\$587	\$384	\$587
Sales and service	\$335	\$318	\$451
Business, finance and administration	\$323	\$289	\$314
Trades, transport and equipment operators and related	\$130	\$35	\$35

Internal Reviews/Appeals

Section 10 of the FRPA requires that regulating bodies provide an opportunity for applicants, who are initially unsuccessful, to appeal the original decision to not grant registration.

As shown in Table 10, there were only 4 internal reviews in 2022 compared to 25 from the year before.

Table 10 – Internal Reviews and Associated Processing Times

Internal Reviews (as reported)	2021	2022	% Change
Total Conducted	25	4	-84%
New	3	3	0%
Interprovincial	7	1	-86%
International	15	0	-100%
Average Time to Complete (Days):	53	69	30%
New	52	55	0%
Interprovincial	45	93	108%
International	63	90	44%

Distribution and Success Rates by Occupation for New Applications (Top 10)

Table 11 (which excludes doctors due to data comparability issues) shows the success rates (# of successful applications / # processed applications) and distribution of the top 10 occupations by numbers of processed “**New**” applications in 2022. These occupations account for 61% of all processed “New” applications. *Gas Fitters* and *Early Childhood Educators* were, by far, the largest occupations. Combined, these two occupations accounted for about 24% of all “New” applications processed. Pesticide Applicators were in 10th place accounting for 4% of all “New” applications processed. Of these top 10, *Construction Electricians*, *Water & Wastewater Operators*, and *Pesticide Applicators* had the lowest success rates (62%, 60% and 71% respectively). The remaining 7, had success rates in the high 90s or 100%.

Table 11 – "New" Applications - Distribution and Success Rates by Occupation (Top 10)

Occupation	2022 Processed Applications* (Decisions Rendered)				% of Total	Success Rate
	Total	Successful	Unsuccessful	Withdrawn		
Gas Fitters	1,094	1,056	7	31	12%	97%
Early Childhood Educators	1,062	1,032	26	4	12%	97%
Engineers	614	613	1	0	7%	100%
Insurance Agents	536	536	0	0	6%	100%
Teachers	438	438	0	0	5%	100%
Registered Nurses	419	416	0	3	5%	99%
Construction Electrician	406	251	0	155	4%	62%
Water & Wastewater Operators	336	200	136	0	4%	60%
Securities Agents, investment dealers, and brokers	328	328	0	0	4%	100%
Pesticide Applicator	318	225	93	0	4%	71%
All other Occupations	3,520	3,093	45	382	39%	88%
Total Reporting	9,071	8,188	308	575	100%	90%

* Excluding Medical Doctors due to a lack of comparability of available data.

Distribution and Success Rates by Occupation for Interprovincial Applications (Top 10)

Table 12 (which excludes doctors due to data comparability issues) shows the success rates and distribution of the top 10 occupations by numbers of processed “**Interprovincial**” applications in 2022. These occupations account for 87% of all processed “Interprovincial” applications and all have success rates of either 100% or close to 100%. *Insurance Agents* were, by far, the largest occupation, accounting for 48% of all “Interprovincial” applications processed. All other occupations, not shown in Table 1, are small, each accounting for at most 1% of processed “Interprovincial” applications.

Table 12 – Interprovincial Applications - Distribution and Success Rates by Occupation (Top 10)*

Occupation	2022 Processed Applications* (Decisions Rendered)				% of Total	Success Rate
	Total	Successful	Unsuccessful	Withdrawn		
Insurance Agents	1,808	1,808	0	0	48%	100%
Registered Nurses	576	573	0	3	15%	99%
Engineers	270	270	0	0	7%	100%
Licensed Practical Nurses	215	214	0	1	6%	100%
Teachers	145	141	0	4	4%	97%
Early Childhood Educators	85	85	0	0	2%	100%
Social Workers	61	61	0	0	2%	100%
Architects	51	51	0	0	1%	100%
Lawyers	44	44	0	0	1%	100%
Accountants	42	42	0	0	1%	100%
All other Occupations	493	475	2	16	13%	96%
Total Reporting	3,790	3,764	2	24	100%	99%

* Excluding Medical Doctors due to a lack of comparability of available data.

Distribution by Province

Table 13 shows the number of received interprovincial applications and the distribution of successful decisions by Canadian jurisdiction. Accordingly, well over half of the applications received and those that were successful (56%), were from Ontario, followed by New Brunswick, Alberta, and BC (accounting for 11%, 9% and 6% of successful applications).

The overall success rate of Interprovincial Applications in 2022 was 99% (successes / processed = 3,764 / 3,790). However, the numbers in Table 13 are not sufficient to calculate success rates by Canadian jurisdiction because it does not include the numbers of processed applications. The number of successes is not a subset of the number received in 2022 as some were received in 2021 and not all received applications have been processed. For example, there were more applications from Alberta that were deemed successful in 2022 than those received in 2022.

Table 13 – Interprovincial Applicants and Distribution by Province of Origin*

Province of Origin	# Received	# Successful	% of Total Successful (Distribution, <u>not</u> Success rates)
Ontario	2,210	2,107	56%
New Brunswick	439	416	11%
Alberta	321	324	9%
British Columbia	239	218	6%
Newfoundland and Labrador	169	157	4%
Quebec	149	142	4%
Prince Edward Island	63	59	2%
Saskatchewan	62	61	2%
Manitoba	58	56	1%
Northwest Territories	10	7	0.2%
Yukon	5	3	0.1%
Nunavut	1	1	0.0%
Unknown**	69	213	6%
Total	3,795	3,764	100%

* Excluding Medical Doctors due to a lack of comparability of available data.

** Other/Unknown calculated to reconcile differences between the reported numbers in this table and the totals reported by regulating bodies.

Distribution and Success Rates by Occupation for International Applications (Top 10)

Table 14 shows the success rates and distribution of the top 10 occupations by numbers of processed “**International**” applications in 2022. These occupations account for 96% of all processed “International” applications with success rates ranging from 44% for teachers to 100% for *Engineers* and *Pharmacists*. *Registered Nurses* accounted for 21% (183) of all processed applications followed by *Specialists Doctors*, *Engineers* and *Estheticians* (12%, 12% and 8% respectively).

Table 14 – International Applications - Distribution and success rates by Occupations (Top 10)*

Occupation	2022 Processed Applications* (Decisions Rendered)				% of Total	Success Rate
	Total	Successful	Unsuccessful	Withdrawn		
Registered Nurses	183	148	0	35	21%	81%
Doctors - Specialists*	103	92	0	11	12%	89%
Engineers	102	102	0	0	12%	100%
Estheticians	72	71	1	0	8%	99%
Teachers	94	41	51	2	11%	44%
Early Childhood Educators	64	40	22	2	7%	63%
Doctors - General*	40	34	3	3	5%	85%
Pharmacists	32	32	0	0	4%	100%
Licensed Practical Nurses	35	28	0	7	4%	80%
Hairstylists	28	27	0	1	3%	96%
All other Occupations*	119	115	1	3	14%	97%
Total*	872	730	78	64	100%	84%

* The totals in this table include Doctors, which had to be excluded from other tables for comparability.

Distribution by Country

Table 15 shows the numbers of received international applications and the distribution of successful decisions by the top 10 Countries of Origin. Accordingly, just over half of all 2022 successful International applications were from these top 10 countries, led by India, the US and Ukraine, accounting for 13%, 8% and 5% respectively.

The overall success rate of International Applications in 2022 was 84%. However, the numbers in Table 15 are not sufficient to calculate success rates by Country of Origin because it does not include the numbers of processed applications for comparability with successful occupations.

Table 15 – International Applicants and Distribution by Country of Origin (Top 10)

Country of Origin	# Received	# Successful	% of Total Successful (Not Success rates)
India	122	79	13%
United States of America	59	51	8%
Ukraine	28	28	5%
Nigeria	35	23	4%
Egypt	25	23	4%
Viet Nam	23	22	4%
Philippines	74	20	3%
Iran	18	16	3%
United Kingdom	28	13	2%
China	13	10	2%
Other/Unknown*	440	319	53%
Total	865	604	100%

* Other/Unknown calculated to reconcile differences between the reported numbers in this table and the totals reported by regulating bodies.

Health Sector Occupations

Given the general high level of interest in health care occupations, particularly as they pertain to concerns around shortages of practitioners and the need to attract more, they are profiled in this section.

Distribution and success rates by occupation for health occupations (Top 10)

Table 16 shows the success rates and distribution of the top 10 Health occupations by numbers of processed applications in 2022. These occupations account for 84% of all processed health related applications and all have success rates of over 90%.

Table 16 – 2022 Applications for Health Occupations - Distribution and Success Rates (Top 10)

Health Occupation	2022 Processed Health Applications (Decisions Rendered)				% of Total	Success Rate
	Total	Successful	Unsuccessful	Withdrawn		
Registered Nurses	1,178	1,137	0	41	31%	97%
Licensed Practical Nurses	508	500	0	8	13%	98%
Social Workers	335	335	0	0	9%	100%
Counselling Therapists	139	136	2	1	4%	98%
Paramedics	117	116	0	1	3%	99%
Pharmacists	104	104	0	0	3%	100%
Occupational Therapists	74	74	0	0	2%	100%

Physiotherapists	67	67	0	0	2%	100%
Doctors - Specialists	481	466	0	15	13%	97%
Doctors - General	214	198	3	13	6%	93%
All other Occupations	617	597	4	16	16%	97%
Total	3,834	3,730	9	95	100%	97%

Distribution by Province/Territory (Health Care - Interprovincial Applicants)

Table 17 shows the numbers of successful interprovincial applications by Province/Territory of origin. Most (56%) were from Ontario, followed by New Brunswick (13%), BC (9%) and Alberta (8%). The overall success rate in 2022 of interprovincial applicants for health care occupations was 98% but is not available at the level of the Province/Territory.

Table 17 – Distribution of Successful Interprovincial Applicants in Health Occupations*

Province of Origin	# of Successful Health Care Applicants	% of Total Successful (Not Success rates)
Ontario	523	56%
New Brunswick	124	13%
British Columbia	81	9%
Alberta	76	8%
Newfoundland	58	6%
Prince Edward Island	29	3%
Quebec	12	1%
Saskatchewan	11	1%
Manitoba	7	1%
Yukon	3	0%
Northwest Territories	1	0%
Nunavut	1	0%
Total Reporting	926	100%

* Excluding Medical Doctors due to a lack of comparability of available data.

Distribution by Country (Health Care - International Applicants)

Table 18 shows the numbers of received international applications for Health Care Occupations and the distribution of successful decisions by the top 10 Countries of Origin. Accordingly, 26% of all 2022 successful international applicants were from the U.S., followed by India (24%), the Philippines (14%), Nigeria (11%), and the U.K. (8%)

The overall success rate of International Applications in Health-related occupations in 2022 was 86% (277/322). However, the numbers in Table 18 are not sufficient to calculate success rates by Country of Origin because it does not include the numbers of processed applications for comparability with successful occupations.

Table 18 – International Health Occupation Applicants by Country of Origin (Top 10)

Country of Origin	# Received	# Successful	% of Total Successful (Not Success rates)
United States of America	36	32	26%
India	50	29	24%
Philippines	70	17	14%
Nigeria	27	13	11%
United Kingdom	19	10	8%
Egypt	8	8	7%
China	5	4	3%
Australia	7	3	2%
Lebanon	7	3	2%
South Africa	5	3	2%
Total	234	122	100%

Average Application Processing Times in Health Occupations

Table 19 shows the counts of reported average processing times for Health Occupations by ranges of processing times. For example, it shows that:

...for reported average processing times by regulating bodies:

- Of the 25 reported for **“New”** applications, 16 (or 64%) were **5 days or less***;
- Of the 26 reported for **“Interprovincial”** applications, 15 (or 58%) were **5 days or less***; and
- Of the 21 reported for **“International”** applications, 8 (or 38%) were **5 days or less***.

** All other average processing times reported by the regulating body were over 5 days.*

Table 19 –2022 Counts of Average Application Processing times by # of Days (Health Occupations)

		Counts of Occupations by Reported Average Processing Times*				% Reporting 5 Days or Less
		5 days or less	5-20 days	More than 20 days	Total Occupations*	
"New" Applications						
Average Processing times	...by the Regulating body	16	7	2	25	64%
	...by 3rd party assessors	0	0	0	0	0%
	Total Average Processing Times	15	8	2	25	60%
"Interprovincial" Applications						
Average Processing times	...by the Regulating body	15	8	3	26	58%
	...by 3rd party assessors	1	0	0	1	100%
	Total Average Processing Times	13	10	3	26	50%
"International" Applications						
Average Processing times	...by the Regulating body	8	8	5	21	38%
	...by 3rd party assessors	0	3	7	10	0%
	Total Average Processing Times	4	7	9	20	20%

*Surveys Received with corresponding reported processing times. Each represents one occupation or a combination of similar Occupations.

Treatment of Interprovincial Applicants for Health Occupations:

Figure 3 shows that for the 25 Health Occupations with reported average total processing times for both “New” and “interprovincial” applications, 18 (or 72% – yellow section) reported the same processing times for both, 6 (or 24% – red section) reported longer processing times for “interprovincial” applications compared to “New” applications, with only 1 (green section) reporting shorter processing times for “interprovincial” applications.

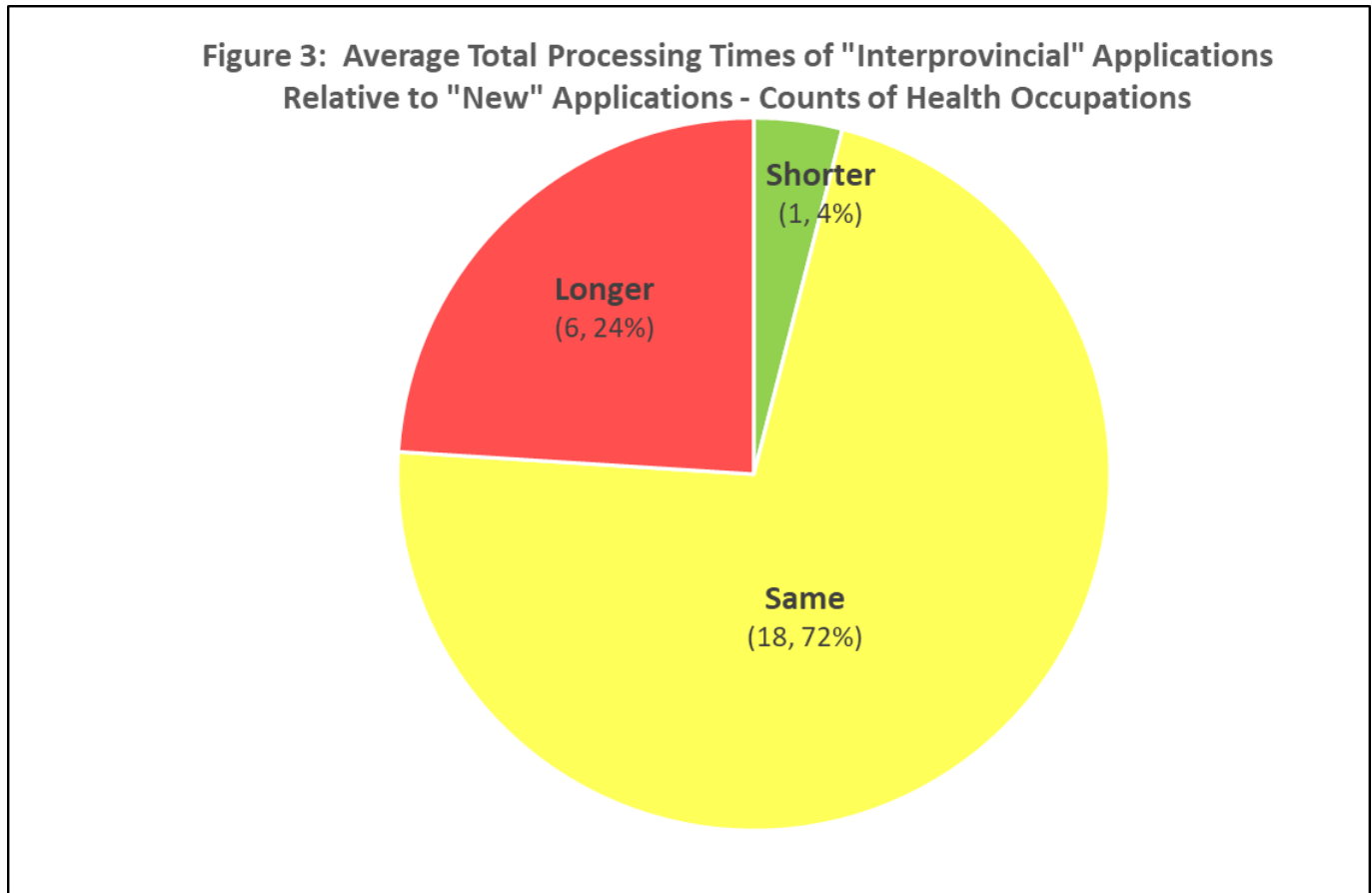


Table 20 displays the same data from Figure 3 above as well as the processing times by just the regulating body. It shows that the treatment of interprovincial applicants (as measured by relative processing times) by just the regulating body is similar to that of total processing times shown in Figure 3 (regulating body + third party assessors).

Table 20 - 2022 Reported Average Processing Times of "Interprovincial" Applications Relative to "New" Applications by Counts of Health Occupations:

	Processing times by the Regulating Body		Total Processing times	
	#	%	#	%
Shorter	1	4%	1	4%
Same	19	76%	18	72%
Longer	5	20%	6	24%
Total*:	25	100%	25	100%

2022 FRPA Reviews

Subsection 16(2) of the FRPA requires that every regulating body:

“...review its registration practices in accordance with this Section and shall file a report on the results of the review with the Review Officer...”

...and following the initial review (“first report”), which has now been completed and submitted by all regulating bodies currently subject to the FRPA, Subsection 16(8) requires that subsequent reports:

“...must be filed every five years ...unless the Review Officer, based on an assessment of the information provided in a report, specifies a more frequent reporting”.

These FRPA reviews support the overarching purpose of the FRPA, which is to ensure that the registration practices of regulating bodies: ***“...are transparent, objective, impartial and procedurally fair.”***

Results of the FRPA reviews initiated in 2020 to 2023 are summarized in Table 1 (Executive Summary).

Table 21 lists the 11 regulating bodies that had FRPA reviews initiated in 2022 as well as their initiation and completion dates and the length of time to complete. On average, it took 6.2 months to complete the 2022 FRPA review, which was a considerable improvement from the 2020 and 2021 reviews, which took an average of 9.1 and 8.9 months to complete respectively.

Table 21 – FRPA Reviews Initiated in 2022

Regulating Body:	FRPA Review		
	Date Initiated: (all 2022)	Date Complete: (Report Signed):	Months to Complete
Association of Interior Designers of Nova Scotia	May 03	Sep 14, 2022	4.4
Association of Professional Geoscientists of Nova Scotia	May 03	Nov 09, 2022	6.2
Board of Registration of Embalmers and Funeral Directors	Jun 30	Nov 17, 2022	4.6
College of Dental Hygienists of Nova Scotia	Jun 30	Dec 22, 2022	5.8
College of Physicians and Surgeons of Nova Scotia	Mar 01	Nov 08, 2022	8.3
Education & Early Childhood Development: Early Childhood Educator	Mar 01	Nov 07, 2022	8.3
Nova Scotia College of Nurses	May 03	Oct 13, 2022	5.4
Nova Scotia Institute of Agrologists	Jun 30	Jan 26, 2023	6.9
Nova Scotia Securities Commission	May 03	Oct 25, 2022	5.8
Nova Scotia Veterinary Medical Association	Jun 30	Nov 18, 2022	4.6
Service Nova Scotia: Mortgage Brokers	Mar 01	Nov 15, 2022	8.5

Only 4 areas of non-compliance were identified in the 2022 reviews, which was a dramatic reduction in the numbers identified in previous years (140 in 2020 and 56 in 2021). All 4 areas of non-compliance related to the internal review (or appeals) process:

- 2 for non-compliance with Subsection 10(5) – Independence of the Internal Review Process; and
- 2 for non-compliance with Section 11 – Required Training for Internal Reviewers.

FRPA Quarterly Meetings and Newsletters

In 2022, three FRPA Meetings were held (a fourth was cancelled) to support regulating bodies, to build rapport, and to maintain connections. The topics of these meetings included:

- 1) *Regular FRPA updates including Emerging issues flowing from regular reporting/FRPA reviews;*
- 2) *Cultural Competency in relation to the registration process;*
- 3) Requirements and obligations under the *Canadian Free Trade Agreement (CFTA)*;
- 4) 2021 Annual Report/ 2022 Annual Survey
- 5) Collecting/Reporting Application Processing Times
- 6) Requirements of the Internal Review (Appeals) Process

Topics for each quarterly meeting are informed by feedback received from by regulating bodies and emerging issues.

Accompanying the quarterly meetings, the FRPA newsletter provides quarterly meeting information, messages from the FRPA Review Officer, and external professional development opportunities for regulatory bodies. It continues to be a consistent resource of information to regulating bodies. Before each meeting, the FRPA newsletter is distributed to regulating bodies and published on the FRPA website.

Continuous Improvement and Consultations

The way in which the FRPA is administered has been on a continuous path of improvement since coming into force in 2009. This trend will continue. Many of the improvements are the result of consultations (formal and informal) with regulating bodies. Improvements made in 2022 included improvements to templates and resources available to regulating bodies as published on the [FRPA website](#) and improvements to internal administrative processes including tracking and reporting capabilities.

Additionally, through several consultation sessions with regulating bodies (including meetings, a survey, and e-mail correspondence) and through coordination with the *Department of Health and Wellness*, a new path forward has been established related to the collection and reporting of application processing times. This will have several benefits beginning in January 2023:

- Reduction in administration burden:
 - Since the definition of a “complete application” has been coordinated with that used by the *Department of Health and Wellness*, for the purpose of administering the *Patient Access to Care Act (PACA)*, health regulating bodies will only need to report based on a single definition.
 - Regulating bodies no longer need to track processing times by third party assessors at all.

- The new approach only requires tracking and reporting of dates that were already tracked for applications: date of receipt; date application was complete; and the date a decision was rendered.
- The Department will have clear, complete, and consistent data on Application processing times, which is a key FRPA indicator and can then be reported to monitor the effectiveness of FRPA.

These improvements ultimately make it easier for regulating bodies to comply with the FRPA and to report on compliance through FRPA review reports. They also support the broader government commitment to reducing administrative burden (“red tape reduction”).

Appendix A – Counts, Names and Key Statistics of all Regulating Bodies and Occupations subject to the FRPA

The 47 Regulating Bodies subject to the [Fair Registration Practices Act](#) (FRPA) are those listed in Schedules A and B of the Act:

Schedule A – Self-regulating bodies (non-government); and

Schedule B – Government Regulating bodies (Ministers of Departments).

Total counts of regulating bodies and their associated occupations and trades, at the time of publication of this report, are as noted in the table below:

Regulating Body Type:	Regulating Bodies	Occupations			
		Compulsory Trades*	Health	Other	Total
Self Regulating	41	1	26	22	49
Government Regulating**	6**	19	0	16	35
Total ¹	47	20	26	38	84

* The 20 Compulsory Trades consists of all 13 under the NS Apprenticeship Agency's (NSAA) authority plus 7 under other authorities (excludes the trade of "welder").

** The 6 government regulating bodies are Ministers of NS government Departments. There are 11 license granting offices operating under these Ministers as listed in Appendix A.

All regulating bodies submitted Annual Surveys covering the year 2022.

The names of each regulating body, their associated occupations, which make up the counts in the table above, are listed in the two tables that follow, along with key 2022 statistics, with regulated trades occupations highlighted in **bold red font**.

Schedule A – Self Regulating Bodies

Schedule A – Self Regulating Bodies	Occupation/ Trade	2022 Applications Processed				
		Total	Success Rate	Average Processing Times (Days)*		
				New	Inter-provincial	Inter-national
Association of Interior Designers of NS	Interior Designers	5	80%	28	24	30
Association of NS Land Surveyors	Land Surveyors	5	100%	90	90	90
Association of Professional Engineers of the Province of NS	Engineers	986	100%	10	10	60
Association of Professional Geoscientists of NS	Geoscientists	22	100%	90	90	90
Board of Registration of Embalmers and Funeral Directors	Embalmers	32	91%	10	12	21
	Funeral Directors					
Chartered Professional Accountants of NS	Chartered Professional Accountants	173	100%	14	14	20
College of Occupational Therapists of NS	Occupational Therapists	74	100%	2	2	3
College of Paramedics of NS	Paramedics	117	99%	1	1	
College of Physicians and Surgeons of NS*	General practitioners and family physicians	214	93%	1		6
	Specialist Physicians/Surgeons	481	97%	1		2
Cosmetology Association of NS	Estheticians	144	99%	17	8	20
	Hairstylists	70	97%	17	13	22
Denturist Licensing Board	Denturists	1	100%		15	
Licensed Professional Planners Association of NS	Licensed Professional Planners	44	100%	38	40	
Midwifery Regulatory Council of NS	Midwives	11	100%	7	7	11
NS Association of Architects	Architects	68	100%	12	28	25
NS College of Medical Imaging and Radiation Therapy Professionals	Medical Imaging and Radiation Therapy Professionals	62	100%	5	5	5
NS Association of Real Estate Appraisers	Real Estate Appraisers	10	100%	3	3	7
NS Barristers' Society	Lawyers	172	99%	7	7	45
NS Board of Examiners in Psychology	Psychologists	51	98%	30	30	30
NS College of Audiologists and Speech-Language Pathologists	Audiologists	9	100%	7	11	
	Speech-Language Pathologists	28	100%	2	2	13
NS College of Chiropractors	Chiropractors	17	94%	14	14	14
NS College of Counselling Therapists	Counselling Therapists	139	98%	30	30	30
NS College of Dispensing Opticians	Dispensing Opticians	17	100%	5	5	7
NS College of Medical Laboratory Technologists	Medical Laboratory Technologists	46	98%	3	3	3
NS College of Nursing	Licensed Practical Nurses	508	98%	1	1	21
	Nurse Practitioners	64	92%	1	1	1
	Registered Nurses	1178	97%	5	7	27
NS College of Optometrists	Optometrists	10	100%	15	22	10
NS College of Pharmacists	Pharmacists	104	100%	10	10	10
NS College of Physiotherapists	Physiotherapists	67	100%	1	1	1
NS College of Respiratory Therapists	Respiratory Therapists	16	100%	1	1	30
NS College of Social Workers	Social Workers	335	100%	10	10	10
College of Dental Hygienists of NS	Dental Hygienists	55	100%	4	5	
NS Dental Technicians Association	Dental Technicians	~	~	~	~	~
NS Dietetic Association	Dietitians & Nutritionists	49	96%	1	1	7
NS Institute of Agrologists	Agrologists	12	100%	42	42	42
NS Real Estate Commission	Real Estate Agents	317	100%	2	2	
NS Registered Barbers Association	Barbers	120	100%	7	7	7
NS Registered Music Teachers Association	Music Teachers	3	100%		4	
NS Securities Commission	Securities Agents, investment dealers, and brokers	328	100%	2		
NS Veterinary Medical Association	Registered Veterinary Technologists	47	87%	13	8	
	Veterinarians	43	95%	4	4	4
Provincial Dental Board of NS	Dental Assistants	54	100%	5	5	5
	Dentists	37	95%	5	5	5
Registered Professional Foresters Association of NS	Foresters	11	91%	7		
TechNova	Engineering Technicians & Technologists	34	100%	14	14	14
Total Self Regulating Bodies: 41	Total Occupations: 49 (Incl. 1 compulsory trade in red)	6,390	98.2%	13.2	14.3	20

Note: This table includes Doctors, which were not included in Table 4 due to the lack of comparability with the Table 4 data (no distinction between "New" and "Interprovincial" applicants).

* Reported Average Processing Times are from the date the regulating body deems the application is "complete" to the date a decision is communicated to the Applicant and excludes 3rd party processing times, which are often significant.

Schedule B – Government Regulating Bodies

Schedule B – Government Regulating Bodies	Licencing Office	Occupation/ Trade	2022 Applications Processed				
			Total	Success Rate	Average Processing Times (Days)*		
					New	Inter-provincial	Inter-national
Minister of Education and Early Childhood Development	Early Childhood Education Training & Classification	Early Childhood Educator	1,211	96%	30	30	45
	Office of Teacher Certification	Teacher	677	92%	30	22	105
Minister of Environment and Climate Change	Inspection, Compliance and Enforcement Division (ICE)	Onsite Sewage Disposal System Installer	125	72%	11		
		Pesticide Applicator	335	72%			
		Petroleum Storage Tank Installer	8	75%			
		Pump Installer	15	93%	11		
		Well Diggers (separate licence and occupation to "Well Drillers")					
	Well Drillers (separate licence and occupation to "Well Diggers")						
Sustainability and Applied Science Division (SAS)	Water & Wastewater Operator	349	61%	18	11		
Minister of Finance and Treasury Board	Office of the Superintendent of Insurance	Insurance agents/brokers/adjusters	2,348	100%	10	10	10
Minister of Labour, Skills and Immigration	Nova Scotia Apprenticeship Agency	Auto Body and Collision Technician	42	64%	45		
		Automotive Service Technician	296	70%	45		
		Automotive Service Technician (Service Centre Technician)	~	~	~	~	~
		Boilermaker	8	100%	45		
		Bricklayer	17	76%	45		
		Construction Electrician	406	62%	45		
		Oil Heat System Technician	33	61%	45		
		Plumber	215	65%	45		
		Refrigeration & A/C Mechanic	124	77%	45		
		Sheet Metal Worker	76	37%	45		
		Sprinkler Fitter	16	88%	45		
		Steamfitter/Pipefitter	86	49%	45		
		Truck and Transport Mechanic	140	68%	45		
	Occupational Health and Safety Division	Blaster	0		15		
	Technical Safety Division	Amusement Device Mechanics	1	100%	15		
		Crane Operator (Mobile)	38	100%	30		
		Crane Operator (Tower)	1	100%	18		
		Elevating Device Mechanic	19	100%	15		
		Gasfitter	1,094	97%	18		
Power Engineer	1	100%	18				
Minister of Natural Resources and Renewables	Forestry Division	Timber Scalers	7	100%	15		
	Wildlife and Biodiversity Division	Hunting & Fishing Guides	50	100%	6	7	8
Minister of Service Nova Scotia and Internal Services	Business Licensing and Compliance	Associate Mortgage Brokers	106	91%	4	4	
		Hearing Aid Salesperson	15	100%	6		
		Mortgage Brokers	32	94%	7	7	
Total Gvt. Regulating Bodies: 6	Licencing Offices: 11	Total Occupations: 35 (Incl. 19 compulsory trades in red)	7,891	88%	814	91	168

* Reported Average Processing Times are from the date the regulating body deems the application is "complete" to the date a decision is communicated to the Applicant and excludes 3rd party processing times, which are often significant.

