

College of TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND ACUPUNCTURISTS of Ontario

2025 Fair Registration Practices Report

Prepared for the Office of the Fairness Commissioner (OFC)



FAIRNESS COMMISSIONER
COMMISSAIRE À L'ÉQUITÉ

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1. Background

Under section 22.7(1) of Schedule 2 of the Regulated Health Professions Act, 1991 (RHPA), which is substantially similar to section 20 of the Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA).

“A regulated profession shall prepare a fair registration practices report annually or at such other times as the Fairness Commissioner may specify or at such times as may be specified in the regulations”.

Section 22.9 of Schedule 2 of the RHPA and Section 23 of FARPACTA then go on to indicate that the Fairness Commissioner shall specify the form in which these reports shall be prepared, along with the required filing dates. This section also stipulates that a regulator must make these reports public.

It is pursuant to these authorities that the Office of the Fairness Commissioner (OFC) has required that each regulator complete its annual Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2025.

The FRP:

- Collects information about the organization, applicants to the profession and current membership.
- Provides information to the public about how the organization has implemented fair registration practices during the reporting period.
- Helps the OFC to successfully undertake the education and compliance activities which include monitoring, applying a risk-informed compliance framework, assessing performance, and sharing best practices.
- Determines whether the regulator is complying with recently enacted legislative and regulatory provisions designed to reduce barriers for domestic labour mobility and internationally trained applicants.
- Identifies trends across regulated professions and regulated health colleges.

2. Organization information

Organization name	College of TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND ACUPUNCTURISTS of Ontario
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3. Registration requirements

Applicants to the regulated professions and compulsory trades must fulfil registration requirements to practice their profession or use a professional title. This section summarizes registration requirements for each profession or trade regulated by College of TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND ACUPUNCTURISTS of Ontario

Licensing requirements (brief description for each requirement listed):

Profession/ Trade Name	Traditional Chinese Medicine Practitioner and Acupuncturist
Academic requirement	For TCM Practitioners - Completion of a 4-year full time education program. For Acupuncturists - Completion of a 3-year full time education program.
Experience requirement	A minimum of 45 weeks of clinical training involving at least 500 hours of direct patient contact.
Language requirement	Reasonable fluency in English or French

Additional information on licensing requirements (may include links to appropriate page on regulator website):	Successful completion of an entry-to-practice examination, as well as safety and jurisprudence tests.

4. Third party assessments

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

Organization name	Function
World Education Services	Academic credential evaluation
Captus Press	Jurisprudence exam
CARB-TCMPA	Competency-based assessment

Fair access legislation requires regulators to take reasonable measures to ensure that any third parties undertake assessment of qualifications in a way that is transparent, objective, impartial and fair.

College of TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND ACUPUNCTURISTS of Ontario takes the following measure(s) to ensure fair and timely assessments:

CARB-TCMPA is the organization that delivers the entry-to-practice examinations nationally for the profession. College staff maintain regular communications with CARB-TCMPA regarding the administrative and operational details of the exam sessions, ensuring that candidates receive the information they need. College representatives sit on CARB-TCMPA’s board, which provides oversight and direction to the organization. Captus Press administers the Jurisprudence and Safety tests on behalf of the College. There are well-developed processes in place to coordinate the delivery of these online, on-demand tests, and staff from both organizations work collaboratively to ensure they are delivered in a fair and timely manner. For World Education Services, notification protocols are in place

to advise when credential assessments are available. The reports can then be retrieved as needed via a secure online portal.

5. Accomplishments, risks and mitigations

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

A. Accomplishments

1	We developed and published English and Chinese-language informational videos on the Pan-Canadian Examination application process on our website to assist candidates who are planning to take the examinations.
2	The College initiated the process to replace its CRM system, which is used to manage and track all registration-related processes, from a candidate's initial application to final registration and beyond. The development and eventual implementation of the new system will allow the College to create more nimble and efficient processes for applicants, members and staff.
3	Development of the College's TCM education program approval process has been completed. The College began accepting applications from Ontario-based education programs in early 2026.

B. Risks and Mitigations

Risk	Mitigation Measure
Variations in the education programs that applicants take as a pre-requisite to registration, and potential deficiencies in the training provided create the risk that graduates may not meet the educational requirements for registration.	To ensure that registration requirements are properly met, full curriculum details must be submitted and then reviewed as part of the application process for each applicant. This is an administratively heavy process for all parties, but it will be lightened considerably for graduates of education programs that achieve "approved" status via the College's newly launched assessment process.

6. Changes to registration practices

During the January 1 to December 31, 2025 reporting period, College of TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND ACUPUNCTURISTS of Ontario has introduced the following changes impacting its registration processes. Changes, anticipated impacts, and risk mitigation are summarized below.

A. Registration requirements and practices

Registration process	Changes Made (Yes / No)	Description
Timelines for registration, decisions and/or responses	No	
Changes to internal review or appeal process	No	
Assessment of qualifications, including competency-based assessments and examinations	No	
Registration requirements either through regulation, by-law or policy	No	
Documentation requirements for registration	No	

B. Training, policy and applicant supports

Registration process	Changes Made (Yes / No)	Description
Anti-racism and inclusion-based policies and practices	Yes	Attended OFC webinar on approaches to collecting demographic and race-based data.

C. System partners

Registration process	Changes Made (Yes / No)	Description
Steps to increase accountability of third parties	Yes	The College's Registrar has been elected Chair of the board at CARB-TCMPA, allowing for additional oversight and coordination of this partner's activities.
Mutual recognition agreements	No	
Accreditation of educational programs	No	

D. Responsiveness to changes in the regulatory environment

Registration process	Changes Made (Yes / No)	Description
Steps to address labour issues (minister/stakeholders consultations, check demand-supply gap, etc)	No	
Other	No	

7. Membership and application data

The Office of the Fairness Commissioner collects membership and application data from regulators through annual Fair Registration Practices Reports, which are also made available to the public. Information is collected for the purpose of discerning statistical changes and trends related to a regulator’s membership, application volumes, licensure/certification results, and appeals year over year.

A. Race-based data collected

	Race-based data collected? (Yes or No)
Members	No
Applicants	No

Additional description:

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B. Other identity-based or demographic data collected

	Other identity-based or demographic data collected? (Yes or No)
Members	No
Applicants	No

Additional description:

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C. Languages of service provision

College of TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND ACUPUNCTURISTS of Ontario makes application materials and information available to applicants in the following languages.

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

D. Membership Profile

Profession Name	Total Number of Members
Traditional Chinese Medicine Practitioner and Acupuncturist	3216

Class of License	Total Number of Members	Number of Internationally Educated Members
Full / General/ Independent Practice	2796	386
Student Class	9	0
Inactive Class	199	31
General Class with Terms, Conditions or Limitations	212	19

Gender	Number of Members
Female	2146
Male	1070

Jurisdiction of Initial Training	Number of Members
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Ontario	1591
Other provinces and territories	139
United States	27
Other International	408
Other/not collected	1051

Country of Initial Training	Number of Members
Canada	1730
China	336
Hong Kong	27
United States of America	27
Japan	10
South Korea	10
Taiwan	10
Australia	4
Sri Lanka	3
Israel	3
United Kingdom	2
Malaysia	1
Pakistan	1
Russia	1
Other Countries	1051

Official language of preference	Number of Members
English	3216

Racial identity (optional)	Number of Members
Not collected	3216

E. Data Notes

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F. Applicant Profile

Profession Name	Total Number of Applicants
Traditional Chinese Medicine Practitioner and Acupuncturist	314

Gender	Number of Applicants
Female	240
Male	74

Jurisdiction of Initial Training	Number of Applicants
Ontario	205
Other provinces and territories	82
Other International	25
Other/not collected	2

Country of Initial Training	Number of Applicants
Canada	287
China	17
Hong Kong	4
Taiwan	3
South Korea	1

Other Countries	2
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Official language of preference	Number of Applicants
English	314

Racial identity (optional)	Number of Applicants
Not collected	314

G. Data Notes

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H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2025. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	197	1	0
Other provinces and territories	87	0	0
Other International	26	0	0
Other/not collected			

Applications with decisions pending

The table below summarizes the inventory of applications in progress as of December 31, 2025. Again, some of these applications may have been received in the previous year.

Jurisdiction of initial training	Incomplete	Complete	Total
Ontario	7	7	14
Other provinces and territories	6	0	6
Other International	1	0	1
Other/not collected	2	0	2

I. New Registrants

For the 2025 reporting year, the breakdown of new registrants by class of registration is provided below:

Class of registration	Total new registrants	Number of internationally educated registrants
Full / General/ Independent Practice General Class with Terms, Conditions or Limitations	283 27	21 5

J. Data Notes

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K. Reviews and Appeals

Applicants for registration may appeal a registration decision. An **internal review or appeal** involves formal reconsideration of a registration decision further to an application and submissions by the applicant.

Jurisdiction of initial training	Number of internal reviews and appeals processed	Number of decisions changed following internal review or appeal
Ontario	0	0
Other provinces and territories	0	0
Other International	0	0

An **external review or appeal** involves review of a registration decision by an external appeal tribunal or court, such as the Health Professions Review and Appeal Board or Divisional Court.

Jurisdiction of initial training	Number of applicants who sought external review or appeal	Number of decisions changed following external review or appeal
Ontario	0	0
Other provinces and territories	0	0
Other International	0	0

Issues raised in reviews and appeals can point to challenges in the registration process. The table below summarizes top issues or reasons that applicants raised during these appeal proceedings.

Issue or reason raised	Number of appeals
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1. Not Applicable	0
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Internationally trained applicants face additional challenges in the registration process. The table below summarizes top reasons for not registering internationally trained individuals.

Reason for not registering	Number of internationally trained applicants
1. Not Applicable	0

L. Data Notes

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Glossary of terms

Applicant: An individual who has applied for membership in a regulated profession or compulsory trade, with the associated rights to practice their profession / trade or use a professional title.

Domestic labour mobility: Applications subject to the Canadian Free Trade Agreement, which stipulates that a certificate issued by one province or territory should be recognized by all others unless there is an exception due to public health, safety and security reasons.

Internationally educated / trained: An individual whose initial professional education was not from a Canadian educational institution, or who is applying for trade certification based on experience gained outside Canada. This category includes individuals with education / training in the US and other countries. It also includes individuals who completed their initial professional education outside Canada and later addressed gaps with courses or a bridging program based in Canada.

Jurisdiction of initial training: For professions, the jurisdiction in which an applicant obtained their initial professional education used in full or partial fulfilment of registration requirements. For trades, the jurisdiction of initial trade experience listed on a Trades Equivalency Assessment (TEA) application.

Member: An individual who has satisfied the conditions for registration in their profession / trade and has been granted the right to practice and/or the right to use a professional designation or title. Members may hold a full license to engage in independent practice, or they may hold an alternate class of registration.

Racial identity: Voluntary self-report data of racial identity as a social description. Follows categories identified in the Ontario Anti-Racism Directorate Data <<https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism>> .

Registration requirements: the entry-to-practice requirements that that an applicant must meet to be granted full membership in a regulated profession or trade, with the associated right to practice or right to use a professional title.

- **Academic requirement:** The formal education, or equivalent, that is required for licensing or certification in a particular regulated profession or trade.
- **Experience requirement:** The experiential training or work experience that is required for licensing or certification in a particular regulated profession or trade.
- **Language requirement:** The level of language proficiency that is required for licensing or certification in a particular regulated profession or trade, and the language proficiency tests accepted in fulfillment of this requirement.

Third party service provider: An external organization that assesses applicant qualifications on behalf of the regulator.