

OPFA Indigenous Peoples, Lands and Resources Standard Implementation Strategy

Approved by Council 2024/04/15

Amended 2025/01/24

Date of implementation:

May 2024: Soft launch begins with the Competency 1 online training module and exam to be made available to members for voluntary early completion and feedback. Individuals that complete the exam successfully will be deemed to be competent in this competency and will not be required to redo the exam after the official implementation of the whole standard.

June 2024 – April 2025: Competency 2 & 3 online training modules and exams to be made available to members for voluntary early completion and feedback. Individuals that complete the exams successfully will be deemed to be competent in these two competencies and will not be required to redo the exam after the official implementation of the whole standard.

May 1, 2025: Official implementation of the OPFA Indigenous Peoples, Lands and Resources Standard as a requirement for practising membership, with completion of the learning resources and necessary bylaw changes.

Applicability

All practising OPFA registrants at the time of the official implementation of the Indigenous Peoples, Lands and Resources (IPLR) Standard will be required to meet the Standard according to the timelines below or will have a condition placed upon their license. OPFA registrants that will be required to complete the IPLR Standard are:

- Full Members
- Associate Members
- Provisional Members with scope of practice

All registrants who are working towards or returning to practising membership at the time of official implementation will be required to meet the IPLR Standard, in addition to their other registration requirements, to be approved for Full or Associate membership. This will include:

- Provisional Members
- Labour mobility applicants (R.P.F.s licensed in other provinces who transfer to Ontario)
- Previously practising registrants who wish to return to Full or Associate Membership

Registrants in non-practising membership categories will not be required to meet the IPLR Standard but will be encouraged to utilize the training materials to improve their competency in these areas.

Timelines to meet the Indigenous Peoples, Lands and Resources (IPLR) Standard

Membership Category	Deadline
<p>Full and Associate Members who are registered in these categories prior to implementation of the IPLR Standard and individuals who have submitted complete applications for Full or Associate Membership* prior to the official implementation of the IPLR Standard and are awaiting processing.</p> <p><i>*Includes Labour mobility applicants (R.P.F.s licensed in other provinces who transfer to the OPFA) and past practising members returning to practising membership.</i></p>	<p>Within 2 years of official implementation of the IPLR standard (by May 1, 2027).</p>
<p>Provisional Members who are registered prior to May 1, 2025, IPLR Standard and who have maintained their registration and individuals who have submitted complete applications for Provisional Membership by May 1, 2025.</p>	<p>Within 2 years of official implementation of the IPLR standard (by May 1, 2027).</p> <p><i>Note: They will not be required to meet the IPLR Standard before progressing to Full or Associate Membership – to avoid delays to almost complete applications of current members. If they do not apply for Full or Associate Membership by May 1, 2027, they will be required to meet the IPLR Standard before progressing to Full or Associate Membership.</i></p>
<p>Provisional Member applicants who apply for Provisional Membership after the official implementation of the IPLR Standard on May 1, 2025.</p>	<p>Not required to meet the IPLR Standard to be approved for Provisional Membership but must successfully demonstrate that they meet the IPLR Standard before they are eligible to apply for Full or Associate Membership.</p> <p><i>Note: This is aligned with the current process and requirement to demonstrate that they meet the required competencies within the national Certification Standards.</i></p>

Inactive and Non-Resident Members who are registered prior to May 1, 2025 and have maintained their registration, who wish to apply for Full or Associate Membership.	<p>If applying for Full or Associate Membership within 2 years of official implementation of the IPLR standard (by May 1, 2027) they will not be required to meet the IPLR Standard before progressing to Full or Associate Membership but will have a note placed on the registry if they do not do so by May 1, 2027.</p> <p>If they apply for Full or Associate Membership after May 1, 2027, they will be required to meet the IPLR Standard before progressing to Full or Associate Membership – to avoid delays to almost complete applications of current members.</p>
Labour mobility applicants (R.P.F.s licensed in other provinces who transfer to the OPFA) who apply for Full Membership after the official implementation of the IPLR Standard on May 1, 2025.	<p>Must meet the IPLR Standard prior to application for Full Membership with the OPFA.</p> <p><i>*Currently under review - labour mobility applicants please contact opfa@opfa.ca</i></p>
Past practising members who resigned or had their certificate of registration cancelled who apply to return to Full or Associate Membership after the official implementation of the IPLR Standard on May 1, 2025.	Must meet the IPLR Standard prior to application for Full or Associate Membership with the OPFA.

Method of implementation

1. Provision of training resources

The OPFA will provide a 3-part online training module series for registrants that address each of the 3 competencies within the IPLR Standard. These online modules will include videos, reading materials and practice questions.

Registrants will be able to work through each of the 3 online modules at their own pace, within the timelines described.

At the end of each training module there will be an automated online exam to complete (IPLR Competency Assessment Exam). All 3 exams will need to be passed to meet the IPLR Standard.

2. Demonstrating competence through the IPLR Competency Assessment Exams

Full and Associate Members, and those who are working towards Full and Associate Membership (Provisional Members, labour mobility applicants and those returning to practising membership) will

be required to successfully complete all 3 IPLR Competency Assessment Exams to demonstrate that they meet the competencies within the IPLR Standard. Registrants in other membership categories will not be required to complete the IPLR Competency Assessment Exams but will be able to do so if they choose to.

The 3 IPLR Competency Assessment Exams will be open book online exams which will generate results automatically upon completion. OPFA staff will provide registrants with access to the IPLR training resources and Competency Assessment Exams, and registrants may complete the training and exams at a time and date of their choice. There will be no time limit or limit to the number of times an individual may take an exam.

It will be strongly recommended that registrants work through each of the online training modules prior to completing the IPLR Competency Assessment Exams. However, if a registrant has completed relevant courses and/ or has experience in these areas and believes that they currently meet the competencies within the IPLR Standard without needing to work through the provided training resources, they will be given the option to proceed directly to completing the 3 IPLR Competency Assessment Exams.

If a registrant successfully passes an IPLR Competency Assessment Exam, they will receive a confirmation email and certificate.

If a registrant fails an IPLR Competency Assessment Exam, they will be directed back to the training modules to review the materials and re-take the exam.

Structure of IPLR Competency Assessment Exams

There will be 1 exam for each competency within the IPLR Standard, for a total of 3 exams.

The exams will be available:

1. at the end of each online training module, or
2. on their own for those individuals who already have training and wish to demonstrate current competence without participating in the online training modules.

Questions:

- Each exam will consist of approximately 15 questions.
- The questions will be randomised from a larger pool of questions for each exam to ensure a variety of questions during multiple attempts to complete the exam.
- Will be developed in conjunction with training materials to ensure content is included.

Scoring levels:

- The passing grade for each exam will be 70%.
- All 3 competencies must be met to meet the IPLR Standard

Reasoning: For the national Certification Standards, 70% of competency elements are required to be demonstrated to meet the Standard.

Recording Method

1. Registrants who successfully complete an IPLR Competency Assessment Exam will receive

confirmation and a certificate by email. Staff will automatically be notified by email when a registrant has completed an IPLR Competency Assessment Exam.

2. Staff will review the exam results, and if the exam was successfully completed, will record completion of the IPLR Competency Assessment Exam in their online file.
3. When all 3 IPLR Competency Assessment Exams have been completed by a practising member, a note will be added to the public register to state that they have met the IPLR Standard.

Note about exam exemptions:

Initially the OPFA planned to include an exemption for individuals who completed the relevant course at Lakehead University, as some of this course content was utilized in the development of the IPLR Standard. However, upon further consideration, there will be no exemptions for the following reasons:

- Fairness: Registrants may have completed other relevant courses through their education or their workplace or may have completed the Lakehead course(s) during different time periods. The OPFA does not have the resources to evaluate every course to determine which are eligible for exemptions.
- Objectivity: The IPLR Competency Assessment Exams provide an objective and standardized method for all registrants that have completed any course(s) which sufficiently covers the competencies included in the IPLR Standard to successfully demonstrate that they meet the standard.
- Maintenance of competency: A refresher may be required to ensure registrants are still competent in these areas, even if a course was completed in the past. This is similar to the Ontario Forest Policy & Legislative Framework Policy, which requires graduates of Canadian Forestry Accreditation Board (CFAB) accredited programs who graduated over 5 years ago, to complete Bridge Training modules to ensure that they are currently competent in Ontario forest policy & the legislative framework, and which will also be moving to an online competency assessment in the future to determine whether the Bridge Training is necessary.

Individuals who believe that they already have sufficient training in this area and do not wish to utilize the online training modules will be able to proceed directly to the 3 IPLR Competency Assessment Exams. If they are unsuccessful at passing one or more of the exams, they will be directed to the relevant online training module(s) and will be able to re-take the exam(s) after reviewing the learning materials.

Fees

There will be no cost for registrants to access the training resources or the IPLR Competency Assessment Exams within the soft launch stage or the 2-year implementation phase. A fee may be introduced after that date, if necessary, to allow for the updating and maintenance of the training resources and testing software.

Enforcement

The requirement to meet the IPLR Standard will be enforced using the following methods:

At the end of the 2-year timeframe to meet the IPLR Standard after official implementation (The official implementation date is tentatively set for May 1, 2025. This means that the IPLR standard must be met tentatively by May 1, 2027). Practicing members who were eligible for the 2-year timeframe who have not met the IPLR Standard will have a notice placed on their public register indicating that they have not met the IPLR Standard.

Provisional Members who applied for Provisional Membership prior to the official implementation of the IPLR Standard who do not demonstrate that they meet the IPLR Standard within the 2-year timeframe and remain in the Provisional Membership category at the end of the 2-year timeframe will be required to successfully demonstrate that they meet the IPLR Standard to be eligible to apply for Full or Associate Membership.

Individuals who apply for Provisional Membership after the official implementation of the IPLR Standard will not be able to progress to Full or Associate Membership until they have successfully demonstrated that they meet the IPLR Standard. This is the same process for the demonstration of the national Certification Standards for the profession of forestry in Canada.

Labour mobility applicants (R.P.F.s licensed in other provinces who transfer to the OPFA) who apply after the official implementation of the IPLR Standard will not be able to apply for Full Membership until they have successfully demonstrated that they meet the IPLR Standard.