

June 19, 2020 Membership Meeting Questions Transcribed

- 1) I want to become a CCVE, but I don't have 40 VE reports done. So why can't I become a CCVE if I pass the exam and the peer reviews?

President ([01:35:58](#)):

That's a really good question. That's something that we've already had the Registration Committee reviewing to see if that's something we can come to a positive proactive resolution for. Not just for the person who submitted the question, but for other people as well.

- 2) Listening to the VRAC AGM, I feel we are going backwards before the college was started. It's like someone saying I have been an OT aid for 20 years therefore I should be a Reg OT because I know the stuff, without having to do any accepted academic training and exams. If we don't keep moving forward, we will all only be VR aids under an OT. What is the college doing to prevent this from happening?

President ([01:37:03](#)):

Well, that's what we're going to do. As stated earlier, we've already commenced the process to take us to the level where we can have a *Private Members Act*. This will give us recognition in the province of Ontario as a self-regulatory body with greater teeth and power over our profession. More importantly, over the various protective acts that we do as a profession. So, other professionals can't easily come in and just claim that they're also doing it right now.

OTs are saying that life care planning is their domain. We've had some psychologists saying VE assessments is their domain. We are working on that and hope we can go as fast as possible.

- 3) I'm really nervous about doing a peer review. Can my experience and the courses together enable me to be qualified to do a TSA?

President:

Next question about nerves, doing a peer review, kind of my experience. And we want you to qualify. A very good question and a good recommendation. That recommendation has been put on the docket for the Registration committee to look at and see if we can do it under Grandfathering. To the person who submitted that I want to say thank you for your recommendation.

- 4) What would you propose for the college to adopt as a pathway for those doing TSA work should be so we can independently defend that this is what this person has achieved to validate their skills/knowledge and methodology so we as a college can explain same to the public and government? Should we have one pathway for those who have been there for years and a pathway for those who are new to doing them?

President:

We have implemented grandfathering phases for all the College credentials. The Registration Committee is addressing this with a potential pathway.

June 19, 2020 Membership Meeting Questions Transcribed

- 5) Can anyone explain what the issue is? Is it having to do seven CEU hours of training? Or is it the peer review process, which is the same as expected by the CRC, or ABVE in the US for CVE holders?

President ([01:38:55](#)):

Questions 4 and 5 are about the seven CEUs training. The seven CEUs is, what it is, and it counts as CEUs as well. The peer review process has been around for five years with the CCVE, but it was also around years before that in the States. There was many of us in the States who were certified evaluators through the commission when the commission separated the CRC and the CVE as two distinct scopes of work. I think the seven CEU hours is a reasonable amount of time. We've looked at that and don't think it's too overbearing. The domains of competencies and domains with learning are distinct as per the VRA website because there's two distinct scope of work.

- 6) The domains of competencies and domains of learning that a CVRP and a CCVE are supposed to demonstrate through a board peer reviewed exam and/or through a peer review are different, as outlined by VRA website. How does this validate a person's knowledge?

President ([01:39:57](#)):

How does this validate the person's knowledge? Well, the peer review exam is not the peer review, but our college board exams for the CVRP and CCVE, that's what they're evaluating. They're evaluating the domains of knowledge as outlined on the website to be qualified and demonstrate you have this knowledge to be a CVRP and/or CCVE. I've got to say, as a VRA member, that they're doing phenomenal work on the training, and I think they should be highly commended.

- 7) While I have no objection to increasing credential requirements of members; to not allow members a period of time to acquire the appropriate credentials is both astounding, unprofessional and unbefitting a professional organization. On February 26, 2019 we CVRP's we're qualified to do these assessments, and on February 27, 2019 we are not. Just like that. No warning, no lead time, no qualifying period, no anything?

President ([01:39:57](#)):

The College board, when the CCVE came into play five years ago, did not enforce it until or implement it until last year. When that came in, people needed more time, the board agreed and extended it for another year. So, we hope that five years is a reasonable amount of time.

- 8) What is the difference between a designation and a certification?

June 19, 2020 Membership Meeting Questions Transcribed

President ([01:41:38](#)):

Certification is something that you must go out and typically write an exam for. You must demonstrate different things. You must go out and show your competency and skills. A designation is something that some organizations you can go and purchase and have that designation.

- 9) Where are we in relation to becoming Government Regulated? Can you advise when this will occur? What will it mean?

President

This question was already answered earlier.

- 10) What will happen to our self regulated college and our certification when we become government regulated in one province? Are you aware of what happened to the CHRP self regulated college when they became government regulated in ONT? Will this happen to us?

President ([01:42:11](#)):

Number 10 is interesting; that's something that concerns the membership outside of Ontario. If Ontario becomes regulated, by government in Ontario, then what could that mean for the rest of us in Canada with no professional body to belong to. The human resources association in Canada went through that in the last couple of years. In 2017, the Ontario group became government regulated. They had a private member's bill and became self-regulated. So, what happened, everyone outside of Ontario were left without a home and went to the credentialing body in Ontario. So, it's something that we need to think about.

Registrar ([01:43:11](#)):

Sorry, Sean, to interrupt you. This is the route we were taking when we were going towards regulation in Ontario and that we had met at the time. Who's now the health minister now in Ontario, Christine Elliott. We met with her and she was working with the HR professionals, she told us to watch what they do. On the advice of our other, advisor, the right Honorable Eleanor Kaplan, she said to open as a self-regulated body because you could go across the country and wouldn't be excluding others. And that was the advice that we took at the time, 10 years ago. It made sense.

Erika Hachey ([01:59:34](#)):

Hello, this is Erica Hachey here. I'm a solicitor with Charles Foster and Company, who's a member of the Board. I can maybe address some of the self-regulation issues and the differences between lawyers, accountants and other professions. As Sean had mentioned, your organization is under the not-for-profit act, which is a Federal Act, put in place by the federal government. Most of the professions across the country are regulated provincially and each province has its own act for each profession. Are you talking about Ontario specifically. Ontario would have a different act than other

June 19, 2020 Membership Meeting Questions Transcribed

provinces. So, I just want to clear that up. The problem that's been talked about is back a couple years ago, when your association came together, you got legal advice, which at the time was proper legal advice. Everyone across the country wanted to come together in a professional group, they should incorporate under a not-for-profit act and that's what was decided time. Now, Sean has announced that he wants to look towards researching in the future, to self-regulate in Ontario. That's something that in the future is going to be explored. I understand by a lot of these questions of our own self-regulation and whatnot, they can't be answered today. That's something that's going to be answered in the future and the Board is looking at that. Does that make sense, everybody?

- 11) A letter from CAVEWAS was read during the November 2019 AGM wherein CAVEWAS explicitly objects to easing the requirements that those applying for CCVE must have completed 40 Vocational Evaluations in order to qualify for application to CCVE. During the AGM, Board President Sean FitzGerald reiterated the College is available to help CVRP's transition to CCVE. How exactly does the Board propose that CVRPs will qualify for the CCVE credential when a basic requirement is completion of 40 vocational evaluations (which would be outside the scope of CVRP)?

President ([01:43:57](#)):

Question 11 goes back to the 40 VE again, like we said, it is referred to the Registration committee.

Registrar ([01:44:13](#)):

We're looking at this and this number. I guess, five years ago when it came in in 2015, we were looking more at experience rather than the number of evaluations done. That's currently being held with the Registration committee and we're actively pursuing looking at something else that makes it a little less difficult for those that may not be able to complete the 40.

- 12) What exactly is the relationship between CAVEWAS and the College such that they should so influence development of CVRP scope of practice, and what jurisdiction do they have, if any, over our development as a College?

President ([01:44:46](#)):

The relationship between CAVEWAS, the College and society of VRA Canada is strong. CAVEWAS is responsible for developing training modules and CEU training. VRA Canada is responsible for doing that for CVRP. I feel great to see what they're doing. They've gone to the States and have a good relationship to provide a free online CEU training. Also, for people doing TSAs, which is similar to what VRA Canada has done. You can go online now and get all kinds of free CEUs as well.

- 13) Further to the issue of TSAs, what specific TSA training is the Board aware of that most, or all, CCVEs have that CVRPs do not have?

June 19, 2020 Membership Meeting Questions Transcribed

President ([01:45:46](#)):

It's not so much the training that the Board is to validate, it's to determine someone's knowledge base and competency base in a scope of work. The peer review is reviewing the methodology the person uses to encourage a high-quality product. No one is saying someone is qualified if they have more training or less training. The pathway is talking about how you validate it. It's the same thing that we've been doing in the States for years. We've been doing it now in Canada for the past five years and past 10 years for the CVRP.

- 14) What specific training is the Board aware of that most, or all, CCVEs have to do forensic Vocational Assessments that CVRPs do not have?

President

Question 14 was answered above.

- 15) Assuming there is specific training to complete forensic TSAs/forensic Vocational Assessments, is the Board of the opinion that CVRPs are not qualified, able, or educated to pursue/accomplish such training?

President ([01:46:46](#)):

Question 15 was answered above.

- 16) What evidence do you have that has led to your conclusions that CVRPs are not sufficiently competent to complete forensic TSA/Vocational Assessments?

President ([01:46:50](#)):

I don't think a CVRP is not qualified to go and pursue a CCVE. We've been doing them for years before the certification came into play. It's just a decision to make whether a registrant wants to go down the path to validate knowledge and skills. Some people do it for themselves, some do it for work, some do it for other reasons, that's the whole purpose of the CVRP exam and the CCVE exam.

- 17) Why would CVRPs and CCVEs not be expected to be equally trained to complete forensic TSA/forensic Vocational Assessments?

President ([01:47:39](#)):

I could never say someone doesn't have that knowledge or is not qualified to do that. That's the whole purpose of it, really, as self-regulatory body. We don't have to belong to any college. The college has responsibilities and mandates. Some criteria had to be in place so that we can say to the public what has this person done in order to do the scope of work. This is the peer review and exam. It was headed up by Dr. Gary Corbett and other leading academics from Canada. If an applicant passed the board exam, it demonstrates minimum competency level. It's not saying they weren't competent before; we can say to the public, this is what they did do to demonstrate it.

June 19, 2020 Membership Meeting Questions Transcribed

18) How specifically does the diminishment of the number of College members available to complete TSAs or Forensic Assessments (thus concentrating the power in the hands of approximately 10% of members; many of whom presumably have no more training/experience in such matters than CVRPs) in any way protect the public? Indeed, is not the opposite more likely to be true?

President ([01:48:47](#)):

That's a number that we must increase. I really believe that. We must work together to increase that. We must support people in our companies. We must support people to get them to become TSA certified or CCVE certified. They are two distinct bodies of work as outlined on the CRC commission's website and on the VRA website. There are all kinds of documents written on that. I would love to see everybody be certified in both if they so choose; it's not mandatory. As Warren Comeau mentioned earlier, we've got 47 people in the queue already. We are pleased.

19) What, if any, studies or polling has been completed through which to understand and project the impact of these College changes on the public's access to services?

President

I don't know of any studies or polling for number 19. I haven't seen any studies submitted or polling completed as to which to understand the impact of college changes on the public's access to services. If anyone has a study on that or something, please submit it.

20) The premise of the rewriting of the scope of practice, as far as we can determine, was the result of several complaints relating to TSAs. While we are not requesting the release of confidential information, could you please tell us how many complaints were made, summarize the nature of the complaints, and the outcomes of said complaints? Was there disciplinary action? Was there evidence leading the Board to believe the problems were inherent to CVRP lack of education or training that could not be corrected through additional education or training?

President ([01:52:07](#)):

The premise of rerouting the scope, the rationale, relating to TSAs, in the last few years, 8 of the 11 complaints on CVRP registrants were all related to the scope of work of a TSA. We're trying to be proactive. Lawyers wrote and requested, what specific training Registrants received and how has the college been protecting the public. We can prove, why the College feels that they're qualified. The premise of the rewriting of the scope of practice, was the result of several complaints relating to TSAs. The purpose of those is trying to enhance skills and produce better TSAs. Hopefully we can get fewer numbers of these complaints.

With like minds that wanted to raise the level of the profession, make it more sustainable and that's why it was created.

June 19, 2020 Membership Meeting Questions Transcribed

21) There are an estimated 600 CVRPs and an estimate 50 CCVEs in the College. By contrast, in the November 6, 2019 AGM, 6 of 7 members elected to the Board are CCVE (also holding the CVRP credential), and 1 is CVRP(F). Given this obvious and undeniable discrepancy in representation, please explain how the Board has the confidence of the members at large in proceeding with the sweeping changes that are being proposed, especially in view of the fact CCVEs stand to benefit, both professionally and (consequently) financially, from the credential and scope of practice re-organization?

President ([02:02:32](#)):

There are an estimated 600 CVRPs and 50 CCVEs in the college. There's six or seven members elected to the board who hold a CCVE and a CVRP. The election is open to everybody, not just CCVEs. But one of the things I'd like to see at the board level right now is when we go back to our Bylaws is increasing the number of public members on the Board and increasing the number of CCVEs registered on the Board.

22) What plans does the Board have to maintain College coherence and fiscal independence if and when the proposed changes are made, the CVRP membership is unable to practice if required to respect changes to their scope of practice?

President ([02:03:48](#)):

Well, just to give you two examples about the CCVE's on the board, we had a request from Ontario to delete the requirement to belong to CAVEWAS. That was done in three days. We had sent out an email and it was unanimous. Nobody voted against it. It went back to the Board and take some of this scope of work from the CCVE and bring that back under the CVRP such as the TSA. So, I can see how the perception could be, but I can honestly say we've been agreeing to putting things back into the CVRP.

23) What guarantees can the Board provide that the CVRP credential will not, in the future, be further subjugated to the CCVE credential for oversight and sign-off?

24) Why is it that a CCVE holder and not a CVRP holder are recognized to buy and administer psychometric testing?

President ([02:04:44](#)):

I can answer 23 and 24. One is the CCVE holder, not a CVRP holder recognized to administer psychometric testing. We all know when you go to buy psychometric testing, a lot of us don't even need to be a part of the College to go and buy psychometric tests. You submit your own personal qualifications. You have a master's degree in a certain field or an undergrad degree in psych, and you don't train in psychometrics. You could be preapproved and qualify to buy levels, A, B or C testing. So that's not the case, but when we went to the companies like Pearson who sells the test and they looked at us.

June 19, 2020 Membership Meeting Questions Transcribed

President ([02:05:46](#)):

What exam questions are in the CVRP versus the CCVE exam, the importance of the peer review and VE to determine if individuals understand the principles of psychometric testing, as well as how to score and interpret these tests. That's why the CCVE has been accepted and qualified for that. But again, that doesn't mean other people can't go in and do testing, we're not saying the CVRP can't, they must apply. We've got some people who are in the College who are psychologists. They don't need to be a CCVE and we've got psychotherapists. They don't need to be a CCVE to own testing.

25) Can you explain why some people at the VRA AGM were stating we are not registered with the ON government? Are we?

President ([02:07:18](#)):

We talked about that.

26) What progress are we making in having our certifications better recognized?

President:

What progress are we having in making our certifications become recognized? I mean, we're continuously going out to stakeholders.

The next questions relating to the RTWDM, that was based on stakeholders, asking us to come up with this credential for those that specifically do disability management. There are some competing credentials out there and we were asked from some very big stakeholders. We're continuously going to the colleges, boards across Canada, and Veterans Affairs to talk about our credentials and why you should hire a CVRP.

27) Can you confirm a CVRP holder will never be required to become a RTWDM certificate holder? Do I need to get it?

President ([02:08:21](#)):

No, you don't need to get it, it's up to you if you want to have it. Again, it was brought out because stakeholders were asking for it and so were members. There were members that were not able to become CVRP because they didn't have degrees and missed the grandfathering stages but doing this line of work. That was the rationale for creating the certification.

28) What is the difference in being an association compared to being self regulated compared to being government regulated?

29) Why are some people saying being self regulated is better than being government regulated? Please explain.

June 19, 2020 Membership Meeting Questions Transcribed

President ([02:09:18](#)):

I think we've beat these questions to death; I'm going to skip 28 and 29. I also think we want to allow people to have an opportunity to maybe ask questions that haven't been on these sheets.

30) Why do we now have a CVE and a CCVE? I'm a CVE, so can I be grandfathered in?

President ([02:10:19](#)):

Now apparently the commission is thinking of bringing back the CVE from what we've heard from some of our friends in the US.

31) Why does the college have all of these late penalty fees? Don't you want to keep members?

President:

We've really looked at our fees and removed a lot of them. It is not our intention to make our registrant's angry. We did a lot of forgiving because of our transition over the last year. We took away a lot of the penalties and will work with you to try and keep you up to date. We have Anne Marie and Shorey, very efficient at what they do in our admin office. They will work with you to try and get what is lacking rather than penalize with a fee.

32) I'm getting close to retirement and I have seen us go from an ARW to an RRP to a CVRP. It's all the same so why is VRA making these changes every ten years or so?

President ([02:11:21](#)):

It's not all the same from what, you know, we went from ARW and the RRP, they were a peer reviewed credential, and that's all we had. It was great. We looked at people who had a certain level of education and experience, and their applications were reviewed by peers. We wanted to raise this and that's why we created the CVRP. We created an exam to test our knowledge. This is an evolution. VRA has 50 years under her belt, they're celebrating their 50th anniversary. We are celebrating this year. The College has been around for 10 years, it's continuously evolving. We've come a long way from ARW to RRP and they are not all the same.

33) I'm a CCRC and a CVE out of the US. So why do I have to pay the commission and the college?

President ([02:12:34](#)):

Well, that's a choice. That's your own decision no one is forcing you to that.

June 19, 2020 Membership Meeting Questions Transcribed

34) I have both my CVRP and my CCLCP and recently a lawyer accused me of being negligent by not belonging to a college here in Canada that regulates life care planners? What is the board doing to protect me?

And

The same file I worked on, I was asked about my professional liability insurance and how I could have it when it covers anyone who is a member of VRA (not a certified member) confirming my qualifications have been validated. My question is when and how fast are you going to fix this legal problem?

President

Well, that's something that has come up and through IARP Canada. The president stated they have been working on and trying to address and resolve. That's a very valid question. The IARP President can jump in on that.

Warren Comeau ([02:13:50](#)):

We have been approached by the international association of life care planners, which is a branch in the States, like the CVE. There are some life care planners in the States who are interested in what we're doing at the College here. The College is developing the certification in life care planning, sort of resuscitating the CCLP, which is the Canadian version. So that's something that we we're looking to in the States to help us with. There are standards of practice being developed and reviewed. The last review was in 2015. So, we have a person on our Board that's on that committee within IARP. We'll be relying on her to keep us informed of that process, but we're looking at something like that in the fall. Thank you.

President ([02:14:50](#)):

The second part of question 34 was about professional liability insurance. Whoever are members of VRA or are not a certified member cannot confirm qualifications are validated. I think I'm interpreting it, right. My question is where and how fast are we going to fix this legal problem? I'm not a lawyer. I will get our lawyers to answer that. The person who submitted that, if they don't mind, if they can, send me a text or an email on that later. Then we can deal with it. I can get back to you with a better answer, but from my seat, I don't see it as a problem. Roselle, can you take question 35 and 36.

35) I was accused in court of simply paying for my CVRP just like I did for my RRP. Can you provide me and others with a page on the website showing what we had to do and why we are qualified experts in my (our) field?

Registrar ([02:15:47](#)):

The website demonstrates who we are and what we do and what the credentials mean. You have a certificate; you have a portal. I'm not sure what else they would want you to show. I mean, your CV should show why you are qualified when you're going into court.

June 19, 2020 Membership Meeting Questions Transcribed

36) Why are you watering down the value and strength of the CCVE by allowing CVRP members to do TSA work especially when the USA always had the CRC and the CVE?

Registrar ([02:17:19](#)):

Well, I think we've answered this question in terms of the evolution of where we have come from CVRP to CCVE, and then opening the pathway. I don't think we're watering it down. We're just opening with the requirements of the courses and the peer review. So that it is demonstrated that you have the knowledge. While we allowed and remain with the CCVE, doing more of the forensic at work.

37) Why can't we all become one and join the commission in the USA?

President:

We've had discussions in the past, nothing about joining, but a partnership. The commission is going through some changes itself. There was interest in that, and we want to maintain our good status in Canada. That's what's important because as was mentioned earlier, one of the comments that, we had these prior, I have a CCRC, I got it through the commission, I did that because we did not have the CVRP at the time, now that we do, I think we should stand alone on our own. You can certainly become a member of the association.

38) Can we broaden the educational pathways to become certified with the college for those who don't have a degree? Can those who don't have a degree do additional courses or training to become certified?

Registrar ([02:18:40](#)):

That's totally up to you. As I mentioned earlier, the RTWDM was brought forth for those that don't have degrees. I look at everybody's application as the Registrar based on experience and whether it's a degree or a college diploma. So, if there's somebody who wrote this question has a specific need, come to me and discuss this. I'm happy to do that. I'm currently doing that with some potential Registrants.

39) What are you doing to give us better respect and recognition in the VR field, so our scope of work doesn't get swallowed up for OT or other government regulated bodies?

President:

Well, I think we've answered that. The whole impetus of the college was for this reason, and now we're going to further elevate it. So that's what we're doing.

40) Can you confirm if it is true that we have CVRP registrants who are fellows simply because they have a master's degree in English? I know this is correct, so how is this helping with the credibility of the profession?

June 19, 2020 Membership Meeting Questions Transcribed

President ([02:20:24](#)):

I'd like to answer that one first, you know, the person who's a CVRP, they met the requirements. If they have a masters in English or folklore or whatever, this is about us working together to support one another as a profession. We're here to build each other and support each other. I want to say for the record, I don't have a master's in English. I can't even speak English properly. When we first started out with the College, we had the master certified and the board amended that to the fellowship. Noone ever brought a complaint about it.

Once we made the change, we had a lot of feedback from people saying, I didn't want to speak up, but I really felt my CVRP was less. They thanked us for that. For someone to get their fellowship, they had to do extra steps to get it. Let's just keep supporting each other as we move forward.

- 41) I'm new (3 years) with the College. Can you confirm if the rumours I'm hearing are correct in that we have hundreds of CVRP registrants who were simply given the certification and many of them don't even have a university degree? If this is true, why and how is it no better than being an RRP?

Registrar ([02:22:04](#)):

I would say the same for question 41. I'm not going to comment on that. I must go through everybody's files, I know as the Registrar, you have to meet the requirements that are set out. If you obtain your CVRP to your CCVE. I am always looking to have discussions with potential applicants. I really can't answer that.

President ([02:22:34](#)):

I agree with you there. We had the grandfathering period, and this is why the college has the exam. While we have other courses that are required so that people can go and set up, this is what I've had to do or what I'm required to do to do this scope of work. So, it's not focused on what I don't have as focused on what I had to do to achieve the designation and sustain it.

- 42) Is this College going to certify the scope of work of life care planners so the public can be protected, and we can then buy proper professional liability insurance? If you are not, then are you going to make a public statement stating that anyone with just the CVRP should not be doing LCP?

President ([02:23:54](#)):

This is something that IARP is working hard towards and bringing this feedback back to the College. I've already started looking at taking this as a protected act for them. That could have a negative impact. The negative impact is that we could legally be blocked from doing life care plans. So, what we're doing through our board member, Mr. Comeau, the President of IARP, is coming up with a few online modules with specific training. Then we can say to government, this should be something that should be fall within our scope of work. It is what our Registrants had done and demonstrated we are

June 19, 2020 Membership Meeting Questions Transcribed

qualified to do this work. Or do you want to add, please? In terms of the issue of proper professional liability insurance, we should add that to the question.

43) Can you explain why our college and association are not working together to enhance our presence?

President ([02:25:24](#)):

I would say that that's not a correct statement. I just came from the VRA board as a liaison to CVRP. I also sat on the executive for the last four years. I think that we're working in a wonderful spirit of cooperation. We're constantly promoting what the association has done in terms of the centers of excellence and education. The College sets the standards, and the association provides the education. This is always the statement that we speak when we are out with any of our stakeholders. I can tell you that if we want to have any type of government regulation, we must have a strong association and a strong college.

44) I have never seen such a close (improper and unethical) relationship between a college and the association as we have with VRAC and CVRP. Isn't it self-serving and unethical by having such a close relationship, and how can you say we are here to put the needs of the public first when the association who represents the members are telling the college what to do?

President ([02:26:35](#)):

Please come up with some examples because I must be honest with you that I haven't. I don't agree with that statement. I don't agree with that question, but we're not saying you're wrong. If you got it submitted and then we'll look at it. That's all I'm saying. I'm not saying the person's wrong, but just submit it, I might have blinders on, so please provide some more information, if you want to.

45) What do we need to do to become government regulated and where are we with this?

President:

Number 45, we already talked about.

46) I'm getting ready to apply for the CCVE designation and during the VRAC AGM it was stated that you will only accept non-redacted reports. You know this is wrong and for the record, please state why you do? What happens after the person completes the process and becomes certified with their submitted reports and who sees them?

President ([02:27:41](#)):

The second part, I'm not sure. We only accept non redacted reports. Reports must be redacted because of a person's confidentiality. A lot of the people going through the CCVE and TSA process some of them are right. You're not coming up with a report. When I did my life care planning certification, they gave you two or three scenarios. You

June 19, 2020 Membership Meeting Questions Transcribed

wrote a life care plan on that; it wasn't based on any report you ever did. So, you don't have to submit a redacted report that you've written before. But if you do make sure it is completely redacted. Once the peer review process is over, those reports are legally shredded. The peer reviewers sign off on a confidentiality form saying that they do not have a copy of that, and they haven't taken anything out of that report.

47) Why do those who want to become certified as a RTWDM not required to have a university degree (even any degree)?

Registrar ([02:29:01](#)):

I've answered it. It hasn't been developed for people that are non-degree but doing years of experience and work in the DM specific field. Those that either miss the grandfathering or just could never become a CVRP was part of the reason it's a subspecialty.

48) If someone has 2 two-year VR related university diplomas, why can't this be counted as four years of post secondary related education to qualify academically to become certified?

Registrar ([02:29:46](#)):

I think this is a good question. I take the time to speak with potential applicants that may not meet the criteria. So, I would like whoever has this question to contact me. I can review their qualifications and go through your CV and walk you through the process. If you're not quite there, I can recommend what you can do to get there. I think that's a better forum because it's not a yes or no, and not having enough information is not going to allow me to answer this properly.

49) Why don't we, like other countries such as the US, have a professional peer reviewed journal?

50) Why do we need the CCVE when we have the CVE from the US?

President ([02:30:28](#)):

Question 50 and 49, why don't we let go. Other countries have a professional peer review journal. Great question. Love to have one; it's on the bucket list. I think we need to, in the short term, focus on where we're going next with the College.

51) Why can't we just say all CVRP members be allowed to do whatever a CCVE can and then get rid of the CCVE?

52) What's the difference between an RRP and a CVRP? Why do we need both?

President ([02:31:36](#)):

Question 51 and 52 has been answered.

June 19, 2020 Membership Meeting Questions Transcribed

53) Why doesn't the college have annual conferences so we can all get together like IARP does for CCRC and CLCP members

President:

We don't put on conferences. That's the mandate of the association. They're there to provide the education and we're there to set the standards. It's not our role. We don't even put out education programs. The only time we put out a jurisprudence course or any type of education is when there's been several complaints. Or if we feel that there's some education that needs to be done by all Registrants.

54) Why doesn't the college have their own professional liability insurance? Why do I have to join VRAC in order to get it? That's a money grab!

President:

We don't sell professional liability insurance. That's not the role of the college. The insurance can come from VRA. We always recommend that you go to VRA, they are aligned with what is required from the College. It's easier for you to get the insurance because it's an association. It's cheaper to go through VRA, then you should go to some of the other listings that are on the website. That's the reason it's not the role of the College to sell insurance.

55) If I have a masters' degree in Rehab or if I was a registered psychologist, why wouldn't I be awarded the CVRP (masters of Rehab) or awarded the CCVE being a Registered Psychologist?

President ([02:33:10](#)):

That's a unique set of skill sets and the domains of knowledge are slightly different. So therefore, we're saying to these individuals, if you are a psychologist and you want to become a certified VE, just come in and write the exam. That's the reason the domains of knowledge are slightly different.

56) Does the college have a strategic plan to enhance our standing with referral sources? Is the college working towards us having 'Protected Acts' that can be recognized by governments in each province?

President ([02:34:01](#)):

Question 56 has been answered.

57) Can you as President, confirm that the college is not going to take us back to being only an RRP? If not, what is the plan to take us to the next level of professional recognition?

President:

We've talked about number 57

June 19, 2020 Membership Meeting Questions Transcribed

58) I do only forensic work and when I'm asked to critique the qualifications of others, I know many CVRP registrants never wrote the exam and some don't even have a university degree. Why isn't the college (on their public registry) in protecting the public, NOT making this information available to the public so they can know who is actually qualified? Isn't this the ethical thing to do?

President ([02:34:55](#)):

We talked about number 58.

59) Kins are now government regulated in ONT (ONLY) and they have their own protected acts like OT/PT/RN/GP/Psych etc. What is happening to get our profession there? Do you know that Kins in their non-protected act state they can do life care plans? Where does this leave me by only being a CVRP who does life care plans? What is my college doing to protect my expertise?

Speaker 6 ([02:35:50](#)):

We talked about question 59.

60) I'm in support of what the college is trying to do because the RRP has no academia and credibility because there is no exam.

President ([02:35:55](#)):

I don't think that's a question. That's a statement.

61) I have been doing VR work for almost 20 years and have been doing TSA work as well. So why is the college trying to make me do exams and courses so I can continue to do this work? No one has ever complained about my expertise so why are you?

President:

I think we've explained that the, the change in the scope was due to the complaints. And although the complaint may not be about this person that has written this question, we are group, we're better than the greater parts. I can't really say specifically, you know, if anybody's complained about your expertise, this is the whole purpose was to demonstrate knowledge. We know that there's competency and raise the bar and be able to explain this to our stakeholders.

62) Who are you and the College to tell me I need to do all this extra training and to defend how I do my work so you can send me a certificate to say I'm now qualified? I never had to write an exam to get my CVRP certificate, so what right do you have to do this now? Anyone doing TSA work for at least ten years should be awarded this certification. My question to you is, who are you to say I'm not qualified?

June 19, 2020 Membership Meeting Questions Transcribed

Jeff Cohen ([02:37:09](#)):

Speaking to that question. I think it's really important that, for the people who have been doing it for 20 years, you're probably doing a fantastic job, There's an evolution to things and we want you to have the opportunity to demonstrate formally, the currency of your skillset and your evolution of same. I think it helps to set the bar in the industry. I think at least on behalf of the board, we want all our Registrants to also take an active part and have skin in the game. We're all raising the bar for the profession. I think that taking the initiative to upgrade a leadership role in the industry and the profession.

63) I have been providing Rehabilitation counselling for over 23 years. I have an undergrad degree in Psych and was an RRP and now a CVRP. However, now the College of Registered Psychotherapists of Ontario has been recently government regulated and they have a protected controlled act of psychotherapy. Now it has been expanded to include RN, OT, GP, Psychologists/psychological associates as well as RSW. My question is what do we have to do to get the CVRP elevated and recognized to be included in this group?

President ([02:38:41](#)):

I think Jeff kind of just answered that as well. We will investigate. They have a whole broad spectrum with social workers included. So, we will investigate that. That's a good question.

64) The College can't prevent anyone from using the CVRP and or CCVE designations?

Jeff Cohen ([02:42:13](#)):

I think it just comes back to trying to insulate yourself. We had discussions as the board as to, where and how, and then the Honorable Judge spoke to it previously as to how our reports or forensic reports are being used. They often have implications for what could be tens of thousands, hundreds of thousand dollars, millions of dollars, people's income loss and earning capacity. What it really comes down to is, you might've been doing this for 20 years, but if you find yourself in a court room with somebody who has the designation and who's demonstrated the minimum competency, maybe who's been in field for just as long as you. The onus is going to be, or the decision is going to be weighted on the expert and qualifications. You put yourself at a disadvantage, if you don't have the qualification. Here's an opportunity to demonstrate, the minimal competency. If you're as experienced, as you say you are, then it's not so onerous to become qualified. and sit the exam, there's a manual. I've been through the process. There's some energy to it, but it's not onerous and it's doable. And so, I'd encourage it.

65) You have gotten the College designations recognized by the ON WAIS, which I thank you for doing this. Are there plans to make this happen with other boards?

President:

We are in constant communication with our stakeholders.

June 19, 2020 Membership Meeting Questions Transcribed

66) Is the college working with post secondary institutions to further expand the academic influence of our professional designations?

President:

The Registrar is in constant contact with post secondary educational institutions for promotion.

67) Sean, I attended the VRA AGM and there were some VRA members who appear to not understand or at least don't want to validate their knowledge to protect the public which is one of the two main roles of a college. Please advise and confirm the college is NOT going to reduce our status back to a registration number that meant nothing more than I paid for a membership fee?

President:

The CVRP Board has no intentions on that.

68) I know it's been five years since the CCVE came into play, but unfortunately the company I work with doesn't do TSA and VE work. So, is there a pathway or way I can challenge the CCVE exam so I can test my skills and knowledge to validate my ability to do this work without having to do 20 or 40 assessments? And if I need support, who can provide it?

President:

We have already addressed question 68.

69) Can you speak to the number and types of complaints the college has received about members and how this tie into certification requirements? If these complaints were to land in the hands of government officials, and in turn if the government perceived that the college was not doing enough to protect the public, what would happen to us?

President:

We have addressed questions on complaints.

70) Based on my understanding, members of the college who are providing the greatest resistance to meeting the certification requirements to perform TSAs are claiming that they have been doing TSA's for many many years. If that is the case, why not demonstrate they meet the requirements rather than put the entire profession at risk by watering down the level of expertise our profession can demonstrate when called to question, such as by referral sources and court?

President:

We have addressed this question.

June 19, 2020 Membership Meeting Questions Transcribed

71) Regarding the members who do not agree with the College's requirements for TSA certification, can they leave the College and continue to do TSA's, and if so, what happens if the College receives a complaint about them after they leave the College?

President ([02:47:20](#)):

No one is forced to belong to the College. It's a personal choice. Anyone can leave. If a complaint comes in after a person leaves, that's not our legal mandate or responsibility, if the complaint comes in while registered the College will investigate.

72) If we do not have a well-established process for certifying professionals to be able to deliver VOC and TSA Evaluations, what prevents other professions, who are already government regulated, such as Occupational Therapists, from establishing these services as controlled acts under their scope of practice and their college? If something like that were to happen, the government would step in and prevent every single member of our college from delivering such services. This is what happened in the last several years to the mental health counselling profession, where many people, with unstructured, unchecked and widely varying training backgrounds were delivering "psychotherapy". The government saw a need for public protection and set out to regulate the delivery of psychotherapy. If our College does not stand behind appropriate minimum requirements for certification, how great is our risk of losing our ability to regulate ourselves, especially in a growing environment of protecting the public from health care providers?

President ([02:49:09](#)):

If something like this were to happen, the government would step in and prevent every single member of the College from delivering such services. This is what happened in the last several years to the mental health counseling profession, where many people with an unstructured, unchecked and widely varying training backgrounds in delivering psychotherapy. A need for public protection and to regulate the delivery of psychotherapy. If our College does not stand behind appropriate minimum requirements for certification, who will?

73) Considering the ever growing importance to be at least certified with requirements in the province of ONT and that my province makes up the vast majority of College members, what is the College doing to ensure our scope of work doesn't become swallowed up by already government regulated professional bodies as I'm assuming those on the VRAC AGM call never have to live with this reality?

President:

We have addressed this question.

74) If the college becomes government regulated in ON, what will happen to the rest of us?

President:

We have addressed question 74.

June 19, 2020 Membership Meeting Questions Transcribed

75)The bulk of my current caseload is doing medical legal assessments on behalf of lawyers. A component of the assessment entails examining what occupations that the client is now able to perform post injury and what their projected earnings are? Is this considered a TSA?

President:

We have addressed question 75.

76)The CVRP BOD can demonstrate to all registrants that the scope of practice changes serves to protect the public and the extent to which any changes provide such protection?

President:

We have addressed question 75.

77)The CVRP BOD can demonstrate that the board composition (CCVE to CVRP ratio) is not in conflict of interest in changing scope of practice rules to favor CCVE?

President:

They are not in a conflict of interest and the change in scope and we discussed that earlier. The College board last year made that decision. We couldn't have members on our board sitting on another boards. So, we implemented that as well and it came into effect in January of this year.

78)Could any resulting changes to credentials, scope of practice, etc., be communicated clearly and thoroughly to the entire membership and with adequate lead time for members to complete any steps necessary in order to be able to continue practicing their profession without interruption, and that appropriate infrastructure/supports/resources be in place to allow members to make the transition with minimal hardship?

President ([02:55:24](#)):

Question 78, more lead time about advising registrants about changes. Yes, totally agree and that's something that we'll work in hard to fix. We will address it. It was brought to our attention, you know, when the CCVE came into play five years ago, we started to roll it out last year, four years later, when people came back and said, hang on, I just noticed this. Then the Board went back and gave another year extension. We need to work harder at being better at these things.