

HOW TO DIFFERENTIATE THE CKA & KINESIOLOGY FROM OTHER ASSOCIATIONS & CERTIFICATIONS?

Updated: 2020-09-02

The Canadian Kinesiology Alliance (CKA) and the Provincial Kinesiology Associations (PKAs) understand how confusing it is to try to differentiate between Kinesiology (with the CKA) and other professions.

In this document, the CKA attempts to explain the difference between being a Kinesiologist (with the CKA) and having a membership to another exercise-based Association. In the links below we have provided comparisons between Associations (e.g. in job title, scope of practice, prerequisites and eligibility, membership and dues, certifications, training, insurance and benefits):

1. CKA – Canadian Kinesiology Alliance - Kinesiologists
2. CSEP – Canadian Society for Exercise Physiology - Exercise Physiologists
3. CATA – Canadian Athletic Therapists Association – Athletic Therapists
(Click here to see Grid no. 1: Comparing CKA / CSEP / CATA)
4. ACE – Association of Canadian Ergonomists - Ergonomists
5. CAOT - Canadian Association of Occupational Therapists – Occupational Therapists
6. NSCA - National Strength and Conditioning Association
(Click here to see Grid no. 2: Comparing ACE / CAOT / NSCA)

Other associations that represent professions similar to kinesiology include ACSM, EIMC and ACE. We invite you to read more by visiting their websites: [ACSM](#) - American College of Sports Medicine, [EIMC](#) - Exercise is Medicine Canada, [ACE](#)- American Council on Exercise

In reading the different grids, you will find answers to frequently asked questions:

- How does the CKA compare to other organizations?
- If I am a Kinesiologist with the CKA do I have to maintain my certifications with other associations? Do I have to pay two membership fees, insurance fees, etc.?
- What is the difference in the scope of practice between the professions? Why does the scope of one association not cover the entire scope of Kinesiology?
- What is the difference in Professional Liability Insurance (PLI) between Associations? Does the CKA/PKA insurance fully cover you?
- As a CKA Kinesiologist can I work with the same clientele as members of other associations? Will my professional status be lost if I do not renew my certification?
- What are the benefits to becoming a member of the CKA/PKA?

In summary

Kinesiologists are movement specialists that apply exercise and movement science to promote health and well-being; prevent, manage and rehabilitate injuries; treat illness and chronic disease; restore function, and optimize human performance in the workplace, clinical settings, sport and fitness. Kinesiologists are regulated in the province of Ontario, and follow their local legislative guidelines in other provinces. Kinesiology is a profession that includes a wide range of practice including exercise physiology and athletic therapy. Kins work with clients of all ages with or without health problems, in a variety of environments.

Exercise Physiologists are movement specialists (like Kinesiologists) that have a certification in the specific field of practice called exercise physiology and thus have chosen to work primarily in that field. They perform assessments/evaluations, prescribe conditioning exercise, provide exercise supervision/monitoring, coaching,

healthy lifestyle education, and outcome evaluation for “apparently healthy” individuals and/or populations with medical conditions, functional limitations or disabilities. They work with a variety of clients including (but not limited to) high-performance athletes and patients in research settings, hospitals, clinics, etc.

Athletic Therapists are movement specialists (like Kinesiologists) that have a certification in the specific field of practice called athletic therapy and thus have chosen to work primarily with athletes. Athletic Therapists have additional training in hands on modalities (injury assessment, emergency life support, recognition and management of acute traumatic head and spinal injuries, first aid and preparation for subsequent health care delivery), sideline care and acute injury management, are recognized Sport First Responders, and are highly trained in clinical management of musculoskeletal injuries. They often work with sports teams.

Best practice would be that a client is first seen by a Kinesiologist who will, if necessary, refer to an Exercise Physiologist, Athletic Therapist, Occupational Therapist or Ergonomist.

As Kinesiology is now well represented in each province the CKA is looking forward to working with all National Health Organizations (NHOs) and PKAs to raise awareness of the profession of Kinesiology, Kinesiology services and to provide the best care to the Canadian public.

Without prejudice

Updated : 2020-09-02

Disclosure: Currently the practice of kinesiology varies from one province to another. The information in this document may differ and not correspond with the provincial legislation. The main purpose of this document is to present the current portrait of kinesiology (definitions, fields of practice, acts, etc.) across Canada, with information regarding resources in the various fields of kinesiology, practical tools, the extent of its scope of practice and other potentially useful documents. This document is in perpetual revision as per the evolution of the practice of kinesiology in Canada. The CKA / ACK will not be held responsible for any consequences or damages that may occur as a result of the use, misuse, misinterpretation or abuse of the information found on its website. We emphasize that the aim of this document is to help guide you. Should anyone require guidance in interpreting any of the provided information, they should seek the advice of their provincial kinesiology association.

What are the benefits to becoming a member of the PKA/CKA? What other services do the CKA/PKA give me?

Kinesiology is a young profession, yet maturing quickly. The Canadian Kinesiology Alliance works to bring increased recognition and awareness to kinesiology and the sciences of human movement, to advocate on behalf of our partners and stakeholders, and to support common standards and professionalism. Nationally, the Canadian Kinesiology Alliance is the strong and united voice of Kinesiologists. On a national level, the CKA / ACK represents ten (10) provincial kinesiology associations (PKAs) that are member associations, and over 4,200 affiliated Kinesiologists

When joining CKA/PKAs, Kinesiologists benefit from:

- Access to opportunities for networking and social capital;
- Access to promotional event material for the National Kin Week held annually in November and the National Health and Fitness Day held annually in June, and Bell Let’s Talk for mental health;
- Access to preferred rates from partners for industry leading professional insurance products (including errors and omissions and commercial general liability), continued education opportunities (online seminars and printed resources) or home and auto insurance;
- The right to issue receipts to clients for the purpose of reimbursement through their health benefit plans. The CKA/PKAs are committed to investing in the reimbursement of our services through insurance companies. It is important to specify that only the CKA/PKA Kinesiologists, that are members in good standing, can issue receipts to their clients for the purpose of reimbursing services;

- In addition, in order to provide better customer service, the CKA/PKAs have enhanced their member management system and websites to provide online services for registration, to view their profile, view their subscription history, to independently manage their continuing education credits and make any changes to demographic information;
- Be listed in an online directory “Find-a-Kin” for Canadians to be able to locate you and contact you thus increasing your clients.
- Be represented in events to promote the profession to human resource managers of benefit health plans and to insurance companies to ensure kinesiology services are reimbursed to your clients.

Finally, your membership is a guarantee of professionalism towards your colleagues, other healthcare providers and law-makers, and especially for your clients. By renewing your membership each year and taking advantage of the many services, you collectively contribute to the success and recognition of your profession.

As kinesiology is now well represented in each province, the CKA is excited to work with all National Health Organizations (NHOs) and PKAs to raise awareness of the kinesiology profession, Kinesiology services and to the best care to the Canadian public.

Comparing Associations/Organizations: **Grid no.1 CKA / CSEP / CATA**

	CKA / ACK	CSEP	CATA
Mission	<p>The CKA / ACK is a non-profit association that advocates and promotes the advancement of kinesiology in Canada.</p> <p>The CKA / ACK strives to be recognized as the unifying voice for the profession of kinesiology in Canada, and to have a positive impact on Canadians. Kins provide services to improve human movement and deliver quality solutions through prevention, objective assessment, and evidence-based interventions. The CKA / ACK establishes and promotes the standards of the profession across Canada.</p>	<p>CSEP is a resource that translates advances in exercise science research into the promotion of fitness, performance, and health outcomes for Canadians. CSEP sets the highest standards for qualified exercise professionals through evidence-based practice and certification.</p>	<p>CATA is an organization devoted to the health care of Canadians. Certified Athletic Therapists, CAT(C)s, in cooperation with performance enhancement personnel and members of the health care delivery team, are an integral part of a total service to maximize the performance and welfare of all Canadians. Concomitant with the execution of this role, the Athletic Therapist nurtures an attitude of positive health.</p>
Designations	<p>A profession governed provincially and legislated in one province (Ontario) with a College and other provinces are in the process of becoming legislated.</p> <p>You will be called a « Kinesiologist » with a different qualifier depending on your province’s legislation: professional, registered, accredited or certified.</p>	<p>A certification governed nationally thus not a legislated profession.</p> <p>You will be called a</p> <ul style="list-style-type: none"> • Clinical Exercise Physiologist (CSEP-CEP), or • <i>CSEP High Performance Specialist</i> (CSEP-CEP High Performance Specialist). 	<p>A certification governed nationally thus not a legislated profession.</p> <p>You will be called a Certified Athletic Therapist, CAT(C)</p>
Scope of practice	<p>Kinesiology is the study of the dynamics of human movement; the scientific study of how we move, including all the components involved: anatomy, physiology, neurology, biochemistry, biomechanics, neuromotor skills, psychology, sociology, posturology, anthropometry. Kins act in domains such as: prevention, promotion, treatment, and rehabilitation services to various health facilities, including mental health clinics and private clinics ; neuromusculoskeletal and functional evaluations; ergonomics in the</p>	<p>The CSEP Clinical Exercise Physiologist performs assessments/evaluations, prescribes conditioning exercise, provides exercise supervision/monitoring, coaching, healthy lifestyle education, and outcome evaluation for “apparently healthy” individuals and/or populations with medical conditions, functional limitations or disabilities through the application of physical activity/exercise, for the purpose of improving health and function.</p> <p>https://csep.ca/CMFiles/certifications/CSEP</p>	<p>The scope of practice of a Certified Athletic Therapist is in the areas of the human musculoskeletal system, exercise physiology, biomechanics, and basic emergency care in five practice domains: prevention, assessment, intervention, practice management, professional responsibility.</p> <p>https://athletictherapy.org/en/about-athletic-therapy/scope-of-practice/</p>

	CKA / ACK	CSEP	CATA
	<p>workplace and occupational health cases; high-performance coaching and fitness training; promoting public health, clinical management and coordination, case management for insurance companies, personal training and physical condition coaching; researching, lecturing, instructing, and teaching; promoting physical activity and adopting healthy and physically active lifestyles</p> <p>https://www.cka.ca/en/scope-of-practice-of-kinesiology</p>	<p>-CEP%20SOP%20Nov2019-ForWeb%20%281%29.pdf.</p>	
Field of practice in Kinesiology	<p>Kins are experts in human movement and helping people to move and improve their function. Kins are the only human movement specialists that use science and research to offer movement as medicine to any person with a health or fitness goal, who want a hands-on, personalized approach. They improve quality of life, often using interventions that include physical activity.</p> <p>Kins apply exercise and movement science to promote health and well-being; prevent, manage and rehabilitate injuries; treat illness and chronic disease; restore function, and optimize human performance in the workplace, clinical settings, sport and fitness.</p> <p>Kins work with people of all ages, and physical abilities, in many settings, to help them achieve their health and wellness goals: students, adults, seniors and the elderly, pre- and post-natal clients, military personnel, athletes, children, employees, anyone with or without pathologies and symptoms.</p> <p>Kins work in: municipalities, research</p>	<p>Exercise Physiologists act in only one field of practice of kinesiology (exercise physiology) thus do not cover the entire scope of practice of kinesiology.</p> <p>The CSEP-CEP certification is widely recognized across Canada and the world; the field of work may include: health promotion, fitness development, research, clinical rehabilitation, and sport and athletic programming.</p> <p>CEP's may also work in hospitals, clinics, rehabilitation centres, and fitness centres.</p> <p><i>CSEP High Performance Specialist (CSEP-CEP High Performance Specialist)</i> focuses on performance and occupational testing and training for qualified exercise professionals working with elite athletes, emergency services personnel, armed forces, and high-performance clients.</p>	<p>Athletic therapists act in only one specific field of practice of kinesiology (athletic therapy) thus do not cover the entire scope of practice of kinesiology.</p> <p>Athletic Therapy is considered as its own profession and credential, with a Scope of Practice including that of a standard Kinesiologist plus additional University level professional training as outlined by CATA's eight accredited programs. Many accredited Athletic Therapy programs are a major within a Kinesiology program.</p> <p>Athletic Therapists have additional training in hands on modalities (injury assessment, emergency life support, recognition and management of acute traumatic head and spinal injuries, first aid and preparation for subsequent health care delivery), biomechanics, advanced exercise sciences, assessment/ rehabilitation of musculoskeletal injuries, concussion management, spinal injuries, sideline care and acute injury management, are recognized Sport First Responders, and are</p>

	CKA / ACK	CSEP	CATA
	organizations, private or public educational institutions, fitness centres, military or public security organizations, community groups, outdoor organizations, athletic organizations, with public and private employees, at-home interventions, public or privately managed centres, public or private rehabilitation clinics, Government health facilities, and insurance companies.		highly trained in clinical management of musculoskeletal injuries.
Sanctioned Acts vs Non-Sanctioned Acts	<p>Kins are regulated in Ontario only, while in other provinces, the field of practice varies, so it is best to discuss this with each Provincial Kinesiology Association. Whenever considering whether an act, a modality, or the use of a particular device, is within the scope or practice of kinesiology, a Kin should consider whether it:</p> <ul style="list-style-type: none"> • involves a controlled act or some other legally regulated activity; and • whether it falls within the defined scope of practice of kinesiology. <p>Kins are not sanctioned to diagnose pathology.</p>	<p>CSEP-CEP's are sanctioned by CSEP to do the following – click here</p> <p>CSEP-CEP's are not sanctioned by CSEP to diagnose pathology.</p> <p>Exercise physiologists are not regulated by Law in Canada.</p>	<p>At this time Athletic Therapy is unregulated in Canada. Each province is at different stages in this process, with Quebec being the closest to achieving legislation.</p> <p>CATA holds copyright of the designation CAT(C) in Canada.</p>
Prerequisites Training / Education Level	A Bachelor's degree in Kinesiology, or Human Kinetics from a Canadian university program of 120 credits of which must have 60 credits (based on a 3-credit-course or 11 credits based on a 0.5-credit-course) must include six mandatory core competency courses (Human Anatomy, Exercise Physiology, Biomechanics, Psychomotor Behaviour / Motor Control & Learning, Research Design, Statistics) and 16 elective kinesiology courses.	<ul style="list-style-type: none"> • Graduated from an appropriate undergraduate program with successful completion of at least 120 credits at the post-secondary level. • Must show that courses meet all of the Core Competencies outlined for the CSEP-CEP. In some cases: may be required to provide course outlines to support their application. • Proof (e.g. letter from Education Supervisor, or from Supervisor of work/volunteer experience, or logbook copy) of at least 100 hours of practical experience that includes working with 	<ul style="list-style-type: none"> • Successfully complete a CATA accredited program (at one of the eight accredited University programs in Canada) and have earned a Bachelor's degree. • Hold their First Responder certificate, and • Pass CATA's National Certification Exam within two years of graduating from their program in order to use the title of a Certified Athletic Therapist (CAT(C)).

	CKA / ACK	CSEP	CATA
		<p>individuals with chronic conditions, athletes or work populations.</p> <ul style="list-style-type: none"> CSEP-CEP candidates are also encouraged obtain an additional 150 hours of practical experience with diverse populations that include those with chronic conditions, athletes and/or special populations to better prepare themselves for the practical exam and entry level work as a CSEP-CEP. They are required to have a minimum of 25 hours of practical experience in musculoskeletal, neuromuscular, cardiometabolic and pulmonary conditions. 	
Eligibility	<ul style="list-style-type: none"> Must have completed a kinesiology degree from an accredited university Criminal Record Check in some provinces Have a valid standard first-aid and CPR Level C certificate in some provinces Kins must successfully pass entry exams in ON (College – CKO), QC (FKQ) and PEI (KPEI) Adhere to the scope of practice and the code of ethics Fulfill continuing education credits every 3 years Carry annual professional liability insurance for kinesiology If you live in BC, ON, AB, or QC then contact your own provincial association. If you live in NB, PEI, NS, MB then contact the CKA directly to become affiliated with CKA https://www.cka.ca/en/pkas 	<p>Once a candidate’s application is approved, they are required to:</p> <ul style="list-style-type: none"> Successfully challenge the CSEP-CEP Theory Exam and Practical Exam Register with CSEP <p>Complete a course in emergency first-aid and hold a current/valid CPR Level C. CSEP High Performance Specialization, qualified candidates must successfully challenge a 60-question theory exam which will demonstrate they have the appropriate theoretical knowledge in all five core competency areas.</p>	<ul style="list-style-type: none"> Complete a Bachelor’s degree from a CATA accredited program Obtain a valid First Responder certificate, or CATA equivalent. First Responder certification is required to attempt the certification exam Maintain valid BLS certificate, or CATA approved equivalents. Within 2 years of graduating: Successfully complete and pass the CATA National Certification Examination https://athletictherapy.org/en/becoming-an-athletic-therapist/education-and-certification/ Maintain status with CATA and the Regional Chapter and adhere to the Scope of Practice, By-laws, and Codes of Ethics and Professional Conduct
Dues (\$, Renewal	Membership to the provincial kinesiology	All CSEP members need to renew their	Regional Chapter dues vary across the

	CKA / ACK	CSEP	CATA
Process)	<p>association (PKA), and to the CKA, are due annually from January to December.</p> <p>In 2020, dues for a CKA membership are: \$39.73 through PKAs or \$81.18 in a province without PKA (SK-TR).</p> <p>Provincial dues vary by category. In 2018, for an active kin, the rates were:</p> <p>BCAK (\$315), AKA (\$ 45), MKA (\$50), OKA (\$250), FKQ (\$205), NBKA (\$130), NLKA (\$56), KANS (\$50), KPEI (\$55).</p> <p>Professional Liability Insurance not included.</p> <p>Members are required to pay their provincial association dues and national dues separately. At this time, it is required to maintain provincial membership in order to meet practice requirements each year.</p>	<p>membership by March 31, annually.</p> <p>The membership fee varies based on the certification achieved.</p> <p>CSEP-CEPs: \$295 (includes Professional Liability Insurance) but to cover Kinesiology, an additional \$85 is required.</p> <p>Provincial, and national, dues are lumped together for members.</p> <p>Yearly membership is required if a Kinesiologist chooses to practice in the specific field of physiology.</p>	<p>country depending on the region, between \$200-\$350/ year. National dues (as of 2020) are currently set at \$392.66 before insurance costs.</p> <p>Members are required to pay their provincial association dues and national dues separately. At this time, members are required to maintain a provincial membership in order to meet certification requirements each year.</p>
Certifications (1st time, Maintain - Renewal Process)	<p>Not applicable as the CKA nor PKA issue certifications.</p>	<p>To renew, CSEP-CEP's need to:</p> <ul style="list-style-type: none"> • Collect 30 PDCs every two years by March 31 of odd ending years (i.e. 2019, 2021, 2023). See Professional Development Credits (audit occurs every two years). • Ensure CPR-C or equivalent is no more than one-year old. Annual CPR recertification is required as part of your CSEP Professional Liability Insurance. The insurance will not cover any incident that occurs if your most recent CPR recertification was over one year ago at the time of the incident. • Complete the annual renewal survey. • Submit the online renewal form and pay renewal fees. 	<p>The Requirements for Maintaining Certification</p> <ul style="list-style-type: none"> • Submission of the annual CATA national and provincial membership fee • Maintaining current professional liability insurance • Maintaining current BLS • Completion and reporting of continuing education units (CEUs) https://athletictherapy.org/members/en/certified/certification-maintenance.aspx

	CKA / ACK	CSEP	CATA
Insurance & Cost	<p>The CKA and PKAs accept two types of Insurance Liability Coverage:</p> <ul style="list-style-type: none"> • CKA National Insurance Program with Trisura, provided through Prolink, or • Any insurance liability certificate that specifically includes kinesiology services and only in “institutional” context e.g. hospital. <p>The CKA National Insurance Program/Prolink includes 6 types of coverage: Professional Liability / Errors and Omissions: Limits range from \$1M to \$5M; Commercial Liability: Limits available range from \$1M to \$5M; Cybersecurity and privacy responsibility; Optional Clinic / Office / Studio / Property Insurance; Pension plan; Travel insurance</p> <p>The basic \$1M professional liability is \$49.</p>	<p>With BMS through multiple brokers, insurance covers exercise physiology only and is bundled with membership. Mandatory \$5,000,000 Professional Liability and \$5,000,000 Commercial General Liability included within membership fee. Insurance add-ons including the Kinesiology Extension for members who practice kinesiology (entire scope).</p> <p>Additional insurance to cover the entire scope of practice of Kinesiology is estimated at an additional \$85 annually.</p>	<p>CATA offers premium rates with BMS for members, but does not require members to utilize this service. All members must provide proof of insurance (\$5M Professional Liability minimum) with each year's renewal. Because an Athletic Therapist’s Scope of Practice includes that of a Kinesiologist, they include kinesiology as part of the insured scope for liability coverage. Kinesiologists who are also practicing as a Certified Athletic Therapist should always ensure that their coverage includes all modalities and scope of practice that they are utilizing as part of their liability coverage.</p> <p>https://athletictherapy.org/en-members/certified-members/professional-liability-insurance/</p>

Comparing associations: **Grid no. 2: Comparing ACE / CAOT / NSCA**

	ACE (Ergo)	CAOT	NSCA
Designations	A certification Associate Ergonomist (AE): 1st level Canadian Certified Professional Ergonomist (CCPE): AE + more experience Some forms of ergonomic assessment are is legislated in Canada: Occupational Health and Safety (OHS) Acts and Regulations	A profession legislated with a College Occupational Therapists (CAOT) Occupational Therapists (OTs) are a regulated health profession and, as such, must meet the registration requirements of their provincial regulatory organization in Canada.	Four types of certification: CSCS – Certified Strength and Conditioning Specialist CSPS – Certified Special Population Specialist TSAC-F – Tactical Strength and Conditioning Facilitator NSCA-CPT – NSCA Certified Personal Trainer American Association
Scope of practice	Ergonomics and Human Factors are the scientific disciplines concerned with the interactions between humans and other elements of a system (environment, people and objects) with the goal of optimizing human well-being and overall system performance. Ergonomists contribute to the design and evaluation of systems in order to make them compatible with the public’s needs, abilities and limitations.	Occupational therapy is a type of health care that helps to solve the problems that interfere with a person’s ability to do the things that are important to them – everyday things like: <ul style="list-style-type: none"> • Self-care - getting dressed, eating, moving around the house; • Being productive - going to work or school, participating in the community, and; • Leisure activities - sports, gardening, social activities. 	<ul style="list-style-type: none"> • CSCS: Professionals who apply scientific knowledge to train athletes for the primary goal of improving athletic performance. They conduct sport-specific testing sessions, design and implement safe and effective strength training and conditioning programs and provide guidance regarding nutrition and injury prevention. Recognizing that their area of expertise is separate and distinct, CSCSs consult with and refer athletes to other professionals when appropriate. • CSPS: Fitness professionals who, using an individualized approach, assess, motivate, educate, and train special population clients of all ages regarding their health and fitness needs, preventively, and in collaboration with healthcare professionals. They design safe and effective exercise programs, provide guidance to help clients achieve their personal health/fitness goals, and recognize and respond to emergency situations. Recognizing their own areas of expertise, CSPS receive referrals from and refer clients to other healthcare providers as appropriate. • TSAC-F: Applies scientific knowledge to physically train military, fire and rescue, law

	ACE (Ergo)	CAOT	NSCA
			<p>enforcement, protective services, and other emergency personnel to improve performance, promote wellness, and decrease injury risk. They conduct needs analyses and physical testing sessions, design and implement safe and effective strength training and conditioning programs, and provide general information regarding nutrition. Recognizing their area of expertise is separate and distinct, TSAC - Facilitators consult with and refer those they train to other professionals when appropriate.</p> <ul style="list-style-type: none"> • NSCA-CPT: Health/fitness professionals who, using an individualized approach, assess, motivate, educate and train clients regarding their personal health and fitness needs. They design safe and effective exercise programs, provide the guidance to help clients achieve their personal health/fitness goals, and respond appropriately in emergency situations. Recognizing their own area of expertise, a certified personal trainer will refer clients to other health care professionals when appropriate.
Field of practice in Kinesiology	<p>Ergonomic Domains and Applications :</p> <p>1. Organizational 2. Physical 3. Cognitive Applications:</p> <ul style="list-style-type: none"> • Organizational: Quality Management, Organization Culture, Working Times, Communications, Work on the go. • Physical: Injury Prevention, Workplace Layout & Design, Postures, Manual Tasks, Repetitive Movements. • Cognitive: Accident Investigation, Mental Workload, Usability, Training, Decision-making, Human/Computer Interaction. 	<p>Some use an undergraduate degree in kinesiology as a prerequisite to go on to a Masters Degree in OT.</p>	<p>Strength and Conditioning.</p>

	ACE (Ergo)	CAOT	NSCA
Sanctioned Acts vs Non-Sanctioned Acts	<p><i>Ergonomics</i> is a broad field involving issues of safe and effective human interaction with the design and use of all aspects of a person’s environment including systems, organizations, equipment and tasks. Currently in Canadian workplaces, Occupational Health and Safety (OHS) Acts and Regulations are primarily concerned with regulating the prevention of Soft Tissue Injuries, most commonly referred to as Musculoskeletal Injuries (MSI) or Musculoskeletal Disorders (MSD). This draws primarily on “physical” ergonomics applications by regulating how physical work, such as lifting, standing, sitting, etc., should be managed.</p> <p>Cognitive and organizational ergonomics applications are not regulated in Canadian law at this time. These are more likely to be referenced in Standards, Guidelines and Best Practices documents within and outside of the OHS arena, depending on how ergonomics is being applied.</p> <p>Federally, the Canada Labour Code II Part XIX outlines a Hazard Prevention Program under which employers are responsible for developing, implementing and monitoring a program for the prevention of hazards, including ergonomics-related hazards. Provincial and territory related regulations.</p>		Refer to NSCA Strength and Conditioning Professional Standards and Guidelines document
Prerequisites	Possess a Bachelor's degree (or higher) related to ergonomics from a recognized university	Occupational Therapists are university educated and complete a minimum of 1000 hours of supervised fieldwork experience (on-the-job training). The accreditation standards set by the Canadian Association of Occupational Therapists (CAOT) accepts the master’s degree in occupational therapy as	<p>Beginning in 2030, candidates must hold an approved Bachelor’s degree specific to strength and conditioning.</p> <ul style="list-style-type: none"> • CSCS <p>1. Have a Bachelor's degree (does not have to be exercise science related) or higher degree OR currently be enrolled as a college senior at</p>

	ACE (Ergo)	CAOT	NSCA
		<p>the minimal educational requirement for entry-level education in Canada</p>	<p>an accredited institution. Candidates in the United States and Canada must submit an official transcript showing attainment of at least a Bachelor's degree (BSc/BA), a terminal degree in physical therapy, or a terminal degree in chiropractic medicine granted by an accredited institution. Candidates outside of the United States and Canada may submit a photocopy of the final transcript, degree diploma or certificate that was received at the completion of the degree program, showing attainment of at least a Bachelor's degree as defined by the United States educational system.</p> <p>2. Have a current CPR/AED certification. Individuals that do not have current CPR/AED certification can still register and take the exam; however, a copy of valid CPR/AED certification must be received within 1-year of exam date.</p> <ul style="list-style-type: none"> • CSPS <p>1. Have at least one of the following:</p> <ul style="list-style-type: none"> ○ A Bachelor's degree or higher degree granted by an accredited institution in Exercise Science or a related field (e.g., physical therapy, chiropractic medicine). ○ A current license as a physical therapist, physical therapist assistant, athletic trainer, or registered dietitian. ○ A current NSCA certification (CSCS, NSCA-CPT, TSAC-F). ○ A NCCA-accredited personal trainer certification. ○ Candidates in the United States and Canada must submit an official transcript showing attainment of at least a Bachelor's degree (BS/BA), physical

	ACE (Ergo)	CAOT	NSCA
			<p>therapy degree, chiropractic medicine degree granted by an accredited institution or certificate/license that was received at the completion of the approved program within 1-year of the exam date.</p> <ul style="list-style-type: none"> ○ Candidates outside of the United States and Canada may submit a photocopy of the final transcript, degree diploma or certificate that was received at the completion of the degree program, showing attainment of approved program within 1-year of exam date. <p>2. Have a current CPR/AED certification.</p> <ul style="list-style-type: none"> ○ Documentation only needs to be submitted if candidate indicated they did not hold a current CPR/AED certification when completing the registration process. ○ Individuals that do not have current CPR/AED certification can still register and take the exam; however, a copy of valid CPR/AED certification must be received within 1-year of exam date. <p>3. Have a minimum 250 hours of related practical experience.</p> <ul style="list-style-type: none"> ○ Candidates must submit a completed CSPA Practical Experience Form. ○ Hours must be consistent with the CSPA Scope of Practice (see below) and describe a candidate's principle or supporting role in managing clients with unique needs. ○ Candidates must be able to perform the following: <ul style="list-style-type: none"> ✓ Educate a client on the basic pathophysiology and science of health

	ACE (Ergo)	CAOT	NSCA
			<p>status, condition, disorder, or disease.</p> <p>✓ Perform health appraisals, fitness evaluations, SMART goal development, program design, motivational/coaching techniques, and client outcome monitoring.</p> <p>It is appropriate for candidates to include parallel hours for clients with comorbidities. For example, experience may count in three domains if a candidate works with a client who is obese, has Type 2 diabetes and osteoarthritis of the knee. Hours are subject to a random audit. It is strongly recommended that candidates gain experience in each CSPS content domain.</p> <ul style="list-style-type: none"> • TSAC-F <ol style="list-style-type: none"> 1. Must be at least 18 years old 2. Have a high school diploma or equivalent 3. Have a current CPR/AED certification. Documentation only needs to be submitted if candidate indicated they did not hold a current CPR/AED certification when completing the registration process. Individuals that do not have a current CPR/AED certification can still register and take the exam; however, a copy of valid CPR/AED certification must be received within 1-year of exam date. • NSCA-CPT <ol style="list-style-type: none"> 1. Must be at least 18 years old 2. Have a high school diploma or equivalent 3. Have a current CPR/AED certification. Documentation is the same as TSAC-F.

	ACE (Ergo)	CAOT	NSCA
Eligibility	<p>Applicants are required to submit transcripts, history of employment and work products indicating that specific educational requirements and professional competencies have been met.</p> <p>AE Application: Courses must be foundational to ergonomics/human factors. Courses such as Biology, Biochemistry, Nutrition, and Chemistry should not be claimed unless justification can be provided.</p> <p>Hours taught with specific reference to, and examples from, the practice of Ergo/HF. Laboratory work is defined as hours.</p> <p>Field work hours require the application of knowledge in the workplace. If you are short on field work hours, you may use some of your work experience following the completion of your educational requirements. If field work is completed following the educational degree, it must be mentored or supervised by a CCPE or as specified in the application kit. Your work experience counting toward your CCPE designation then starts after the completion of your Field work requirements</p> <p>CCPE Application : Competency 3 & 4 which require collaboration with various parties, do more than indicate you “collaborated with X, Y, and Z”. Competency 9 and 16. 9 is requesting a technical report (problem definition, analysis, recommendations) while 16 is asking to see a range of product for a range of audiences (presentations, resource manuals, newsletters, video, posters). Competency 10 and 11, demonstrate the use of quantitative (numerical) design specifications, this includes quantifying how a change should be implemented (i.e. not</p>	<p>Applicants in every province, except Quebec, must successfully complete the National Occupational Therapy Certification Exam (NOTCE), as a requirement of registration. In the Yukon, Northwest Territories and Nunavut, occupational therapists are not currently a regulated health profession and, as such, do not need to complete the NOTCE to practice in the Territories.</p>	<p>CSCS – Candidates must pass both sections of a two-part exam: 1. Scientific Foundations and 2. Practical/Applied - within 120 days of registration and meet all other eligibility requirements within 1-year from initial exam date.</p> <p>CSPS – Candidates must pass an exam comprised of 100 scored and 10 non-scored multiple-choice questions that tests candidate's knowledge in the following four domains:</p> <ol style="list-style-type: none"> 1. Basic Pathophysiology and Science of Health Status, Condition, Disorder or Disease 2. Client Consultation 3. Program Planning 4. Safety, Emergency Procedures and Legal Issues <p>TSAC-F – Candidates must pass an exam comprised of 130 scored and 20 non-scored multiple-choice questions that tests candidate's knowledge in the following domains:</p> <ol style="list-style-type: none"> 1. Exercise Sciences 2. Nutrition 3. Exercise Technique 4. Program Design 5. Organization and Administration 6. Testing, Assessment, and Evaluation 7. Wellness Intervention <p>NSCA-CPT – Candidates must pass an exam comprised of 140 scored and 15 non-scored multiple-choice questions that tests candidate's knowledge in the following four domains:</p> <ol style="list-style-type: none"> 1. Client Consultation/Fitness

	ACE (Ergo)	CAOT	NCSA
	<p>“raise the conveyor”, but rather “raise the conveyor by 10 cm”, so that engineers or maintenance could implement your change as you intended). Competency 12 demonstrate your participation with the design team at all stages, for example by including meeting minutes, sample emails, or gant charts. Competency 13, focus on your evaluation of the solution and show us your analysis. Competency 14, we are looking for details on the cost benefit of a solution or several options under consideration, ROI, potential cost avoidance with injury reductions, etc. “This will cost \$###”, or “This is available from X Supplier” is not an economic evaluation. Ensure your FTE is done before applying. Work experience obtained before education is met must be discounted at 50%. Furthermore, at least 50% of professional activities must have been in the direct application of ergonomics/human factors for it to count toward FTE experience (i.e. a job with 30% application of ergonomics cannot be counted). No more than 12 months of experience can be accrued per calendar year, even if the applicant holds more than 1 job.</p> <p>Each application is reviewed by two board members. Applications are processed within 6 months of receipt</p>		<p>Assessment</p> <ol style="list-style-type: none"> 2. Program Planning 3. Techniques of Exercise 4. Safety, Emergency Procedures and Legal Issues <p>There are 25-35 video and/or image items that assess competencies across multiple domains.</p>
Dues (\$, Renewal Process)	\$184.00 + Provincial tax. Fee does not include first-time \$30.00 processing fee	Exam fees - \$400-\$565 College renewal is \$425-\$750/year depending on each Province.	<p>US Dollars</p> <p>Membership is not required for certification</p> <p>NCSA Professional Membership = \$120;</p> <p>Student membership = \$65 (USD)</p> <p>CSCS exam registration fee: \$340 member or \$475 non-member</p> <p>CSPS exam registration fee: \$340 member or \$475 non-member</p>

	ACE (Ergo)	CAOT	NSCA
			TSAC-F exam registration fee: \$300 member or \$435 non-member NSCA-CPT exam registration fee: \$300 member or \$435 non-member
Certifications (1st time, Maintain - Renewal Process)	<p>Issued by the Canadian College for the Certification of Professional Ergonomists. The CCPE (Canadian Certified Professional Ergonomist) designation is the only ergonomics certification in Canada that requires applicants to:</p> <ul style="list-style-type: none"> • meet standard competencies in both education and practice • have a degree in a related field • have a minimum of 4 years of full-time practice • devote the majority of their work time to the application, practice and/or teaching of ergonomics • maintain their certification through a continuance of the certification process. <p>All members are held to a code of ethics. CCPEs must accumulate 100 points over a 5 year period. Each member must submit a worksheet at the end of each 5-year period (see links below). The point accumulation count begins in the calendar year after receiving the CCPE designation. For example, if the designation is received in July 2015, the point accumulation begins in January 2016 and it will cover the period from then until December 2020. CCPEs must accumulate 100 points of ergonomics-related activities and submit a completed COC worksheet covering the most recent 5-year period. The majority of required points (80%) are related to applied activities demonstrated through working as a practicing/teaching Ergonomist. The remaining points are related to a variety</p>		<p>In order to remain certified, the NSCA requires that each certified individual maintain current CPR/AED certification, complete Continuing Education Units (CEU) in 4 categories, and pay a recertification fee every three years. A two- to 3-year recertification cycle is common practice among certification organizations in the fitness industry. A three-year recertification period was chosen for NSCA certification programs to ensure that certificate holders keep their knowledge of industry trends, technology, and laws/regulations up-to-date. One may also choose to retake and pass the appropriate certification exam before the end of the 3-year reporting period.</p>

	ACE (Ergo)	CAOT	NSCA
	<p>of sources of professional development including attending conferences, serving on ergonomics-related committees, providing or receiving ergonomics training, publishing articles, books or book reviews, etc. Worksheets shall be submitted to the CCCPE secretariat at info@cccpe.ca at the end of each 5-year period, as per the deadlines outlined in the Continuance of Certification Program. A random selection of roughly 20% of membership will be chosen for more in-depth evaluation of their COC worksheets.</p> <p>Active practice as certified ergonomist – maximum 80 points (16 points per year for 5 years).</p> <p>Providing ergonomics-related training – maximum 20 points over 5 years.</p> <p>Receiving ergonomics-related training – maximum 20 points over 5 years.</p> <p>Ergonomics-related service to societies, committees or standards development activities and mentoring of ergonomists – maximum 20 points over 5 years</p> <p>Publishing ergonomics-related articles, papers, books, book chapters, book reviews, or research reports – maximum of 20 points over 5 years.</p> <p>Attendance or participation at ergonomics-related professional meetings/conferences– maximum 20 points over 5 years.</p>		
Training Education Level	<p>Educational requirements are a Bachelor's degree or higher covering the following areas of knowledge:</p> <ul style="list-style-type: none"> • Ergonomics • Ergonomic approaches at work • Application areas for Ergonomics • Human characteristics & human at work • Quantitative and qualitative design and 	<p>To become registered by a College to practice, people need:</p> <p>A Bachelor's degree, as well as a Masters in Occupational Therapy; or an academic qualification considered equivalent by the College's Registration</p>	<p>CSCS – 1. Have a Bachelor's degree (does not have to be exercise science related) or higher degree OR currently be enrolled as a college senior at an accredited institution. Beginning in 2030, candidates must hold an approved Bachelor's degree specific to strength and conditioning.</p> <p>CSPS – Have a high school diploma or</p>

	ACE (Ergo)	CAOT	NSCA
	<p>analysis Approximately 700 lectures and laboratory hours are required in addition to 8 weeks of field work.</p> <p>Professional experience requirements cover the following areas: - Preliminary Project Definition e.g. Designing and conducting an ergonomics/human factors study or investigation - Systematic Analysis e.g. Conducting a systematic analysis of work demands, products or services - Participation in the Design Process e.g. Determining design specifications based on human factors/ergonomics analysis, working in a design team</p>	<p>Committee; plus a minimum of 1,000 hours of supervised fieldwork (on-the-job training) or clinical practicum (observation and experience) as part of their education program.</p>	<p>equivalent AND a current NSCA certification (min. requirement – see prerequisites above) TSAC-F – Have a high school diploma or equivalent NSCA-CPT – Have a high school diploma or equivalent</p>
Insurance and Cost	<p>ACE members can purchase exclusive professional and business liability insurance, designed specifically for Ergonomists and brokered by BMS Group Ltd. BMS Group is a Lloyd's of London Broker with the only Canadian operation in Ottawa ON. Prof Insurance: \$2M = \$125, \$5M = \$175 Commercial Insurance: \$5M = \$325</p>	<p>All OTs, regardless of area of practice or practice status, must have professional liability insurance that meets the College's requirements.</p>	<ul style="list-style-type: none"> • Optional CPI General Liability insurance coverage (\$5,000,000 Total Limit) • \$349 which includes membership • Add on - Additional Insured Program – covers an insured member's facility Add on - Optional Studio Insurance coverage for a personally owned studio

