

FOR INFORMATION

PUBLIC

OPEN SESSION

TO: Committee on Academic Policy and Programs

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CONTACT INFO:

DATE: April 28, 2022 for May 5, 2022

AGENDA ITEM: 8

ITEM IDENTIFICATION:

- I. Annual Report on Certificates (For-Credit), 2021-22
- II. Annual Report on Certificates (Not-For-Credit), 2021-22
- III. Annual Report on OSAP Eligible Microcredentials, 2021-22

JURISDICTIONAL INFORMATION:

The Councils of the academic divisions and the Academic Affairs Committees of the University of Toronto Mississauga (UTM) and University of Toronto Scarborough (UTSC) have delegated authority to approve, modify, and close certificate programs. The Committee on Academic Policy and Programs (AP&P) receives for information annual reports on certificate programs as defined in the University's *Policy on Certificates (For-Credit and Not-for-Credit)*. (*AP&P Terms of Reference, Section 4.4 c*)

GOVERNANCE PATH:

1. Committee on Academic Policy and Programs [for information] (May 5, 2022)

PREVIOUS ACTION TAKEN:

On February 25, 2016 Governing Council approved the *Policy on Certificates (For-Credit and Not-For-Credit)*.

On February 25, 2016 Governing Council approved the amendment of the Committee on Academic Policy and Programs (AP&P) Terms of Reference to reflect the *Policy on Certificates (For-Credit and Not-For-Credit)*.

HIGHLIGHTS:

I & II. On February 25, 2016, Governing Council approved the *Policy on Certificates (For-Credit and Not-For-Credit)*. This Policy replaced the *Policy on Diploma and Certificate Programs*. The purpose of the new Policy was to provide increased clarity, oversight and accountability to for-credit and not-for-credit certificates at the University of Toronto and to reflect that diplomas are now covered under the protocols of University of Toronto Quality Assurance Process (UTQAP) in alignment with Ontario's Quality Assurance Framework (QAF).

The *Policy on Certificates (For-Credit and Not-For-Credit)* states that divisions have delegated authority to create, modify and close certificate programs. The Committee on Academic Policy and Programs receives an annual report on certificate programs, which reflects the Committee's role of monitoring academic programs across the University.

The two reports are a complete list of for-credit and not-for-credit certificates offered at the University of Toronto through the divisions.

Below are the three categories of certificates as defined by the Policy:

1) Post-baccalaureate certificates (stand-alone, for-credit)

- Normally require completion of an undergraduate degree or equivalent, as a condition of admission.
- Comprise a coherent sequence of for-credit undergraduate courses which may be eligible for credit towards a subsequent undergraduate degree program.
- Provide a mechanism for the assessment of student performance.
- Successful completion of the certificate is recorded on the academic transcript.
- Students are registered as University of Toronto undergraduate students and receive a parchment at Convocation.

2) Certificates offered in conjunction with an undergraduate degree program (for-credit):

- Students must be enrolled in a specific University of Toronto undergraduate degree program in order to qualify.
- Comprise a coherent sequence of for-credit undergraduate courses, relating to an identified topic or theme that may complement the degree program.
- Will normally consist of fewer full-course equivalents than a minor in an equivalent area.
- Provide a mechanism for the assessment of student performance.
- Will normally conform to the established rules and regulations relative to student progression and good standing.
- Completion of the certificate is recorded on the academic transcript as a component of the undergraduate degree; students do not receive a separate parchment at Convocation.

3) Certificates in continuing, professional and executive education (not-for-credit):

- May have open admission, but may be targeted to particular professional and quasi-professional areas
- Comprise a coherent sequence of not-for-credit courses.

- Normally provide a mechanism for the assessment of student performance.
- Not-for-credit courses may not be counted for credit toward any degree program at the University of Toronto.
- Participants are not registered as University of Toronto students.
- Normally, courses and certificates are not included on the academic transcript.
- Completion of the certificate program is to be recognized by a certificate from the division offering the program.

III. These not-for-credit offerings have been approved through the same divisional pathways that apply to certificates in continuing, professional, and executive education (not-for-credit). These microcredentials have been approved by the Ministry of Colleges and Universities as OSAP eligible for the 2021-22 OSAP year. The list is provided to AP&P for reference as part of the Committee's role of monitoring academic programs across the University.

FINANCIAL IMPLICATIONS:

There are no financial implications.

RECOMMENDATION:

This item is for information.

DOCUMENTATION PROVIDED:

- Report on Certificates (For-Credit)
- Report on Certificates (Not-For-Credit)
- Report on Micro-Credentials for OSAP Eligibility

Report on Certificates (For-Credit) 2021-22

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Applied Science and Engineering	Artificial Intelligence Engineering	Cross-Disciplinary Programs	2	Open to Engineering undergraduate students in all Engineering undergraduate degree programs	The Certificate in Artificial Intelligence (AI) Engineering will provide Engineering students with a solid foundation in machine learning and AI concepts, which they can then apply within the context of their engineering discipline. Students will develop an understanding of applying AI to improve computer decision making, prediction, image/speech recognition, image/speech synthesis or other tasks.	January 2019	Approved by Faculty Council 10/31/2018

¹ Category 1 is a post-baccalaureate certificate (standalone, for-credit). Category 2 is a certificate offered in conjunction with an undergraduate program (for-credit). See the [Policy for Certificates \(For-Credit and Not-For-Credit\)](#), 2016 for further details.

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Applied Science and Engineering	Communication	Cross-Disciplinary Programs	2	Open to Engineering undergraduate students in all Engineering undergraduate degree programs	The Communication Certificate presents an opportunity for interested students to gain specialized expertise and recognition for a personal and professional commitment to enhanced communication skills through courses that expand on communication practices in contexts beyond engineering, deepen theoretical understanding of communication and facilitate professional development in writing, oral communication and critical thinking.	September 2015	Approved by Faculty Council 04/17/2015

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Applied Science and Engineering	Engineering Business	Cross-Disciplinary Programs	2	Open to Engineering undergraduate students in all Engineering undergraduate degree programs, except those in Engineering Science's Mathematics, Statistics and Financial option. Students can complete either the Engineering Business Certificate or the Entrepreneurship, Innovation and Small Business Certificate, but not both.	The Engineering Business Certificate is a collaborative effort across Engineering and the Rotman School of Management and is open to Engineering students interested in learning more about the business dimension of engineering, from finance and economics to management and leadership.	September 2011	Approved by Faculty Council 12/01/2010

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Applied Science and Engineering	Engineering Leadership	Cross-Disciplinary Programs	2	Open to Engineering undergraduate students in all Engineering undergraduate degree programs.	Engineers are taught to think analytically and systematically. Leadership skills build on these strengths to make one a more effective engineer. In the Engineering Leadership Certificate, undergraduate engineering students will learn how to effectively handle complex, human challenges that often mean the difference between success and failure.	September 2014	Approved by Faculty Council 12/11/2013

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Applied Science and Engineering	Entrepreneurship, Innovation and Small Business	Cross-Disciplinary Programs	2	Open to Engineering undergraduate students in all Engineering undergraduate degree programs. (Note that students can complete either the Entrepreneurship, Innovation and Small Business Certificate or the Engineering Business Certificate, but not both.)	Engineering undergraduates with an interest in running their own businesses can choose to take two half-course electives for the Entrepreneurship Certificate. The first course provides an overview of small businesses, while the second examines business management skills. Rounding out the three-course certificate is a class in engineering economics.	September 2010. (Note that this certificate had existed previously as an “in-house” recognition, which did not have a formal governance approval outside of Engineering.)	Approved by Faculty Council 05/26/2010

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Applied Science and Engineering	Forensic Engineering	Cross-Disciplinary Programs	2	Open to Engineering undergraduate students in all Engineering undergraduate degree programs	The Certificate in Forensic Engineering allows interested students across disciplines to develop enhanced engineering investigation competencies. In addition to the traditional focus on the investigation of artifacts that do not function as intended, causing personal injury and/or monetary loss, the flexibility of the certificate will allow students to gain specialized expertise in areas such as assessing deterioration in infrastructure; improving product quality, procedural practices and engineering design practices; and revising codes and standards to enhance public safety.	September 2017	Approved by Faculty Council 12/01/2016

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Applied Science and Engineering	Global Engineering (U of T Global Scholar)	Cross-Disciplinary Programs	2	Open to Engineering undergraduate students in all Engineering undergraduate degree programs	The Certificate in Global Engineering (U of T Global Scholar) is open to Engineering students interested in developing their knowledge of global issues and how engineers can influence and improve conditions around the world. The courses focus on a variety of concepts such as effects of emerging technologies in both developed and developing economies, global energy systems, innovative finance techniques, current theories in international development and foreign aid. In January 2019, the Engineering Undergraduate Curriculum Committee approved the name change to the certificate for it be recognized within the University's Global Scholar initiative.	September 2011	Approved by Faculty Council 12/01/2010

Division	Certificate	Unit	Category: 1 or 2¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Applied Science and Engineering	Mineral Resources	Cross-Disciplinary Programs	2	Open to Engineering undergraduate students in all Engineering undergraduate degree programs, except those enrolled in the Mineral Engineering degree program.	The Mineral Resources Certificate will expose students to the mineral resources sector and provide a window into state-of-the-art research in mining.	September 2012	Approved by Faculty Council 03/07/2012
Faculty of Applied Science and Engineering, Faculty of Music	Music Technology	Cross-Disciplinary Programs	2	Open to Engineering undergraduate students in all Engineering undergraduate degree programs.	The Music Technology Certificate will provide an opportunity for Engineering students to pursue their musical interests in a way that contributes to their degree program requirements and explore the ties between engineering and music. Students completing the certificate will be able to apply their knowledge of music, music theory, sound and technology to future engineering design projects.	September 2018	Approved by Engineering Faculty Council 12/12/2017. Approved by Music Faculty Council January 2018.

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Applied Science and Engineering	Nuclear Engineering	Cross-Disciplinary Programs	2	Open to Engineering undergraduate students in all Engineering undergraduate degree programs.	The Nuclear Engineering Certificate recognizes an interdisciplinary focus on nuclear systems. Nuclear energy constitutes an important component of the energy mix in most national energy strategies, and its proportion will likely increase in response to growing challenges related to fossil-driven climate change. Modular nuclear systems power space craft and remote sites on earth. Future nuclear power systems will address current concerns regarding safety and the environment, and significant breakthroughs are likely in fusion technology.	September 2013	Approved by Faculty Council 11/29/2012

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Applied Science and Engineering	Public Health and Engineering	Cross-Disciplinary Programs	2	Open to Engineering undergraduate students in all Engineering undergraduate degree programs.	Since the start of COVID-19, public health has been front-of-mind for many. Engineering as a discipline has strong historical connections to public health and direct connections currently to mitigating public health challenges and improving conditions for a healthier environment. The Certificate in Public Health and Engineering will provide students in the Core-8 engineering programs and Engineering Science with an introduction to public health and exposure to connections with Engineering that might spark an interest to explore careers or graduate studies in the area of public health through either Faculty.	September 2022	Approved by Faculty Council 12/16/2021

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Applied Science and Engineering	Renewable Resources Engineering	Cross-Disciplinary Programs	2	Open to Engineering undergraduate students in all Engineering undergraduate degree programs	The Certificate in Renewable Resources Engineering recognizes a demonstrated focus in sustainable resource management and bio-economics, sustainable energy production, green manufacturing and sustainable communities, and reflects the strong interconnections between the Graduate Department of Forestry, John H. Daniels Faculty of Architecture, Landscape, and Design and the Faculty of Applied Science and Engineering.	September 2014	Approved by Faculty Council 12/11/2013

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Arts and Science	Certificate in Human Resource Management (CHRM)	Centre for Industrial Relations and Human Resources ²	1		The Certificate in Human Resource Management is designed for students who have completed undergraduate degrees in subjects other than human resource management or related programs such as Employment/Industrial Relations, who now wish to study courses in this field to meet professional needs, prepare for advanced studies or simply to broaden their academic experience. The level of instruction is undergraduate.	Certificate in Personnel and Industrial Relations was launched in the mid-1970s. The program was revised and launched as CHRM in 2001.	
Faculty of Arts and Science	Teaching English to Speakers of Other Languages (TESOL)	Woodsworth College	1		The program offers specialized academic and professional preparation to individuals interested in teaching English to second language learners, specifically adults. The certificate consists of eight half courses.	1972	

² The program was administered by Woodsworth College and transferred to the Centre for Industrial Relations and Human Resources in 2013. The Program Office located in Woodsworth College continues to administer the program as per the memorandum of agreement.

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Arts and Science	Psychology of Economics and Management	Department of Psychology	2	Psychology, Economics, Rotman Commerce	The Certificate in Psychology of Economics and Management will provide students with a specialized program that takes advantage of the interdisciplinary connections between social psychology, economics and business.	2018	04/06/2018
Faculty of Arts and Science	Global German Studies (U of T Global Scholar)	Germanic Languages and Literatures	2		This Certificate in Global German Studies (U of T Global Scholars) recognizes the achievement of learning goals associated with global fluency in the German context, including a basic level of linguistic competence.	03/01/2020	04/05/2019
Faculty of Arts and Science	Certificate in International Affairs (U of T Global Scholar)	Faculty of Arts and Science in association with Trinity College	2	Honours Bachelor of Arts (HBA). Honours Bachelor of Science (HSc). Bachelor of Commerce (BCom).	This Certificate in International Affairs (U of T Global Scholars) recognizes the achievement of learning goals associated with a multifaceted approach to the study of international affairs, including introduction to a new language, study of the discipline of international relations and more advanced studies in international affairs taken as part of an international experience. The certificate offers students both skills and an international affairs context in which they might situate or supplement their program of study.	03/01/2021	04/02/2020

Division	Certificate	Unit	Category: 1 or 2¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Arts and Science. Rotman School of Management.	Certificate in Business Fundamentals	Faculty of Arts and Science in association with Rotman School of Management	2	Honours Bachelor of Arts (HBA). Honours Bachelor of Science (HSc).	This Certificate in Business Fundamentals will provide all interested students with an opportunity to obtain some basic business knowledge and grounding in management to supplement their chosen program of study.	03/ 01/2021	01/27/2021
Faculty of Arts and Science	Certificate in Sustainability (U of T Sustainability Scholar)	School of the Environment	2	Honours Bachelor of Arts (HBA). Honours Bachelor of Science (HSc). Bachelor of Commerce (BCom).	The Certificate in Sustainability (U of T Sustainability Scholar) will bring together students from across both arts and science, to engage in interdisciplinary dialogue to address society's pressing sustainability challenges. This Certificate is designed to provide students the opportunity to complement their degree program with a framework that situates their expertise in a global sustainability context and integrates the sciences, social sciences and humanities.	03/01/2021	01/29/2021

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Arts and Science	Certificate in Black Canadian Studies	University College	2	Honours Bachelor of Arts (HBA). Honours Bachelor of Science (HSc). Bachelor of Commerce (BCom).	The Certificate in Black Canadian Studies will provide students with an opportunity to study and research the social construction of race in Canada, with a focus on Black Canada and Black Canadians, past and present. This will include attending to structural and systemic discrimination in areas including politics, judicial systems, and the arts, as well as considering counter-narratives and forms of resistance and empowerment enacted by Black Canadian communities.	07/10/2021	03/25/2021

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Kinesiology and Physical Education	Certificate in Global Kinesiology and Physical Education (U of T Global Scholar)		2	Bachelor of Kinesiology (BKin)	In order to complete the certificate, BKin students must successfully complete 2.0 full-course equivalents (FCEs) from a pre-identified list of courses which will also count towards their degree program. The certificate showcases the international, global and Indigenous content existing within BKin courses. It makes transparent for students and their future employers the burgeoning role that the field of Kinesiology and Physical Education plays in health, physical activity and their intersections in a global context. At the same time, students are armed with a global perspective advantageous for numerous future academic and professional pursuits.	September 2019	01/18/2019

Division	Certificate	Unit	Category: 1 or 2¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Kinesiology and Physical Education	Certificate in Physical Activity Instruction		2	Bachelor of Kinesiology (BKin)	In order to complete the certificate, BKin students must successfully complete 1.5 full-course equivalents (FCEs) from a pre-approved list of courses with a major focus on theories and practices of physical activity instruction. It makes transparent for students and their future employers the strong theoretical-practical experience in physical activity instruction and commensurate leadership and communication skills of these graduates necessary for success in a wide range of academic and professional pursuits.	September 2020	01/17/2020
Faculty of Law	Certificate in Aboriginal Legal Studies		2	Centre for Indigenous Studies and Variable (e.g., Collaborative Program in Health Care, English, History, Nursing, Political Science, Social Work)	Law students can earn this certificate by taking a sequence of courses including a required course, a combination of eligible courses, and producing and publicly presenting a significant written work of publishable quality in one of those courses. Only graduate-level courses are accepted towards the certificate.	Winter 2012	June 2013

Division	Certificate	Unit	Category: 1 or 2¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Law	Certificate in Environmental Studies		2	School of the Environment	Law students can earn this certificate by taking a sequence of courses including a required course, a combination of eligible courses, producing a research paper and completing an internship. Only graduate-level courses are accepted towards the certificate.	Proposal dated 09/22/2003	Approximately June 2003
Faculty of Law	Certificate in Sexual Diversity and Gender Studies		2	Sexual Diversity Studies	Law students can earn this certificate by taking a sequence of courses including a required course, a combination of eligible courses and producing significant written work of publishable quality in one of those courses. Only graduate-level courses are accepted towards the certificate.	Winter 2012	June 2012
Faculty of Law	Collaborative Program in Jewish Studies		2	Jewish Studies	Law students can earn this certificate by taking a sequence of courses including a required course, a combination of eligible courses and producing significant written work of publishable quality in one of those courses. Only graduate-level courses are accepted towards the certificate.	January 2011	June 2011
Faculty of Music	Advanced Certificate in Performance		1		This is an intensive, one-year full-time program that allows post undergraduate-level students to focus on the development of practical musical skills.		1998-1999

Division	Certificate	Unit	Category: 1 or 2¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Music	Artist Diploma		1		This is a three-year program with a strong emphasis on the development of performance skills. The core curriculum of the program is based on the Bachelor of Music in Performance degree program, without the breadth requirement (Arts and Science courses).	1952-53	
Faculty of Music	Diploma in Operatic Performance		1		This is an advanced diploma requiring two years of full-time study. An additional year of study is possible for suitable candidates. The diploma is designed to prepare students through vocal and operatic experience for professional operatic careers.	1969-70	

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Music	Certificate in Health Applications in Music		2	Open to Music undergraduate students in all Music undergraduate degree programs	The Certificate in Health Applications in Music will provide an opportunity for students to explore some of the many intersections between music and health. Research over the past 10 to 15 years, in particular, has built an increasing consensus around new findings demonstrating the benefits of music learning and training for significant gains in non-musical abilities, in both professional and non-professional music pursuits. The certificate will offer the opportunity to gain an understanding of the broad spectrum of applications of music to health, and therefore open significantly more professional avenues to students.	September 2019	07/03/2019

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Music	Certificate in Music Technology		2	Open to Music undergraduate students in all Music undergraduate degree programs	<p>The Certificate in Music Technology is intended to provide an opportunity for students to explore some of the many ways that music intersects with technology. The certificate arises out of the Faculty of Music’s longstanding leadership in this area. The Faculty of Music was the first institution in Canada and the second in North America to set up an electronic music studio. Housed in the Edward Johnson Building, the facility has just been completely revamped and refurbished.</p> <p>The recent appointment of an assistant professor of composition in music technology and digital media, and of several part-time faculty members with expertise in this area, have given new impetus to the field of music and technology studies. The certificate will offer the opportunity for students to gain an understanding of some of the many ways that music and technology intersect, opening up many more avenues of professional activity for their consideration.</p>	September 2019	07/03/2019

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Music	Certificate in Popular Music Studies and Ethnomusicology with Ensemble Option		2	Open to Music undergraduate students in all Music undergraduate degree programs	The Certificate in Popular Music Studies and Ethnomusicology with Ensemble Option is to provide an opportunity for students to broaden their musical perspectives, to become familiar with a sample of the huge diversity of music that flourishes in Toronto and the world at large, and to reimagine music as a space of dialogic encounter. In the words of John Blacking, “The ultimate goal is personal and social transformation: music making must be used to enhance personal consciousness and experience in community.” This option requires the completion of both academic and performance courses.	September 2019	07/03/2019 (title changed, May 2021)

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Faculty of Music	Certificate in Popular Music Studies and Ethnomusicology		2	Open to Music undergraduate students in all Music undergraduate degree programs	The Certificate in World and Popular Musics is to provide an opportunity for our students to broaden their musical perspectives, to become familiar with a sample of the huge diversity of music that flourishes in Toronto and the world at large, and to reimagine music as a space of dialogic encounter. In the words of John Blacking, “The ultimate goal is personal and social transformation: music-making must be used to enhance personal consciousness and experience in community.” This option requires the completion of both academic courses only.	September 2019	07/03/2019 (title changed May, 2021)
Faculty of Music	Certificate in Piano Pedagogy		2	Open to Music undergraduate students in all Music undergraduate degree programs	This certificate is available only to students with Piano as their major instrument and who intend to pursue applied lessons in all four years of study. This Certificate would be open to students in all programs whose major instrument is piano. Like the three existing certificates, there is a combination of required and elective courses.	September 2022	May 2021

Division	Certificate	Unit	Category: 1 or 2¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
John H. Daniels Faculty of Architecture, Landscape, and Design	Certificate in Sustainability of the Built Environment		2		In order to complete the certificate, students must complete 2.0 full-course equivalents (FCEs) from a pre-identified list of courses on the topic of sustainability. This certificate will foster in students a greater understanding of the broad spectrum of thought and research in the area of sustainability. It reflects current presidential co-curricular and curricular proprieties of the University.	September 2020	11/20/2019
John H. Daniels Faculty of Architecture, Landscape, and Design	Certificate in Global Studies of the Built Environment (U of T Global Scholar)		2		In order to complete the certificate, students must complete 2.0 full-course equivalents (FCEs) from a pre-identified list of courses across the University (at U of T or abroad) that relate to global and/or international topics. This certificate fosters a greater understanding of global perspectives and topics for students and reflects the current presidential co-curricular and curricular priorities of the University.	September 2020	11/20/2019

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Leslie Dan Faculty of Pharmacy	Certificate in Global studies in Pharmacy (U of T Global Scholar)		2	Doctor of Pharmacy (PharmD): <ul style="list-style-type: none"> • PharmD program • PharmD for Pharmacists program 	This certificate highlights the global and Indigenous content of the curriculum and gives students the opportunity to be introduced to foundational competencies in global health education and allow exposure to caring for diverse vulnerable populations. Students complete 1.5 full-course equivalents (FCEs) from pre-identified electives and an experiential rotation focusing on global and/or Indigenous health.	September 2020	4/22/2020. Approved as an option for the PharmD for Pharmacists program: 04/16/2021.
Ontario Institute for Studies in Education	Certificate in Leadership in Higher Education	Leadership, Higher and Adult Education	1		The Certificate in Leadership in Higher Education is a part-time program specifically designed to meet the professional development needs of individuals aspiring to be, or are currently in, leadership roles in colleges and universities. It will be offered only on a compressed format/cohort basis.	Fall 2007	09/01/2007

Division	Certificate	Unit	Category: 1 or 2¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Ontario Institute for Studies in Education	Certificate in Adult Education	Leadership, Higher and Adult Education	1		The Certificate in Adult Education provides an opportunity for interested applicants to broaden their knowledge of theory and methods in adult education. Specialized areas within the certificate are Adult Education and Sustainability; Community Healing and Peacebuilding.	Fall 2001 *Note: Admissions have been administratively suspended, effective Sept 1, 2019	09/01/2001
Ontario Institute for Studies in Education	Certificate in School Management	Leadership, Higher and Adult Education	1		The Certificate in School Management serves the professional development needs of school business officials and other educational administrators who desire to further their study in school administration.	Fall 2000 *Note: Admissions have been administratively suspended, effective Sept 1, 2019	09/01/2000 or earlier

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Toronto School of Theology	Conjoint Certificate in Spiritual Care and Psychotherapy	Emmanuel College. Knox College.	2	Conjoint Master of Pastoral Studies	The conjoint certificate, offered as part of the Master of Pastoral Studies, is designed to equip students to apply to professional bodies for membership, typically with a view to vocations as spiritual care therapists in hospitals, correctional institutions, churches, family therapy practices, private practices, counselling services, palliative care hospices, schools, developmental disability facilities or the military.	Fall 2016	05/30/2016

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Toronto School of Theology	Conjoint Certificate in Theological Studies	Emmanuel College. Knox College. Regis College. St. Augustine's Seminary. St. Michael's College. Trinity College. Wycliffe College.	1		This certificate is intended to provide university graduates with a general university-level foundation in Christian studies. It would require seven semester courses (3.5 full-course equivalents [FCEs]) and could be taken on a full-time or part-time basis. The focus of the conjoint certificate is to provide the necessary academic background for those interested in applying to the Master of Arts in Theological Studies, but lacking the admissions requirement of a bachelor's degree in Theology or a major or specialist in Theology or Religious Studies. It will be offered by all seven member institutions of the Toronto School of Theology.	Winter 2019	04/23/2018

Toronto School of Theology	Conjoint Certificate in Theology and Interreligious Engagement	Emmanuel College. Knox College. Regis College. St. Augustine's Seminary. St. Michael's College. Trinity College. Wycliffe College.	1		<p>The proposed Post-Baccalaureate Certificate in Theology and Interreligious Engagement is intended to provide university graduates with a general university-level foundation in theological and practice-based approaches to religious pluralism and interreligious engagement through the exploration of religious texts and histories; spiritualities and practices; and theologies and theories of religions. It will require seven courses (3.5 full-course equivalents [FCEs]) and can be taken on a full-time or part-time basis.</p> <p>The focus of the conjoint certificate is to provide the necessary academic foundation for those working in multi-faith contexts as well as those who are interested in developing this area for professional development; for example, hospital or school chaplains, social workers, etc. A second focus is to provide necessary background in the area of religious texts and histories, theologies of religion and contextual practices for those interested in applying to various degrees such as the Master in Pastoral Studies, Master of Religious Education, Master of Divinity, Master of Theological Studies and Master of Arts in Theological Studies. It will be offered by all member institutions of the Toronto School of Theology (TST).</p>	September 2019	03/25/2019
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Division	Certificate	Unit	Category: 1 or 2¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
University of Toronto Mississauga	Certificate in Advanced Economics	Department of Economics	2	Economics, Bachelor of Commerce (Specialist). Economics, Honours Bachelor of Arts (Specialist, Major, Minor).	The Certificate in Advanced Economics will provide interested students with a rigorous and advanced study of the theoretical and analytical foundations of its main fields beyond the scope of their current programs of study. Courses will be offered in three main fields: microeconomics, macroeconomics and econometrics. Completion will help prepare students for graduate studies in the area by providing a more formal and deeper analysis of economic models and their application.	09/01/2019	01/15/2019
University of Toronto Mississauga	Certificate in Curatorial Studies	Department of Visual Studies	2	Art History (Major, Specialist). Art and Art History (Major, Specialist).	Capitalizing on existing courses offered by the Department of Visual Studies, local experiential learning opportunities and the expertise of the Director/Curator of the Blackwood Gallery, the Curatorial Studies Certificate offers students a compact introduction to the history, theory and practice of curation, with a focus on curating contemporary art in a global and Canadian context.	September 2017	September 2017

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
University of Toronto Mississauga	Certificate in Effective Business Practices and Leadership Skills	Department of Management	2	All Specialists in Bachelor of Commerce (BCom). All Specialists in Bachelor of Business Administration (BBA). All Majors in Commerce and Management.	To complete the certificate, students will be required to complete 2.0 full-course equivalents (FCEs) from an identified list of courses; a minimum of 15 points from Management's Professional Skills Development Program; participation in a workplace preparation workshop; as well as a four-month paid work-integrated learning placement. This certificate will allow students to learn in a professional workplace environment while employers will have the benefit of added flexibility with a four-month full-time placement structure in addition to the current internship offering.	September 2021	10/28/2019

Division	Certificate	Unit	Category: 1 or 2¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
University of Toronto Mississauga	Certificate in Global Perspectives	Department of Language Studies	2	All Major and Specialist programs offered by the University of Toronto Mississauga	The Certificate in Global Perspectives is part of a tri-campus initiative to create a series of new academic certificates that will develop globally minded citizens across disciplines. This Certificate will encourage the examination of issues from different cultural, economic and socio-political perspectives as well as provide an interdisciplinary or disciplinary lens through which to interpret and evaluate our interconnected world.	09/01/2019	01/15/2019
University of Toronto Mississauga	Professional Experience Certificate in Digital Media, Communication and Technology	Institute of Communication, Culture, Information and Technology (ICCIT)	2	Specialist in Digital Enterprise Management (Honours Bachelor of Arts).	The Professional Experience Certificate in Digital Media, Communication and Technology program provides eligible students the opportunity to integrate two paid work placements into their ICCIT program of study. The certificate offers students authentic learning experiences outside the classroom that involve the application of skills and concepts learned in the classroom through two four-month, non-credit, paid work terms.	05/01/2020	9/12/2018

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
University of Toronto Scarborough	Certificate in Bioarchaeology	Department of Anthropology	2	Evolutionary Anthropology (Major, Specialist)	Bioarchaeology is a subdiscipline of Archaeology that focuses on the study of biological materials from archaeological sites, with a particular emphasis on skeletal remains (both human and non-human). To complete the certificate, students must take four pre-identified courses (total of 2.0 full-course equivalents [FCEs]) as part of their undergraduate degree requirements.	January 2020	09/12/2019

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
University of Toronto Scarborough	Certificate in Biological Sciences Research Excellence	Department of Biological Sciences	2	Specialist programs (Honours Bachelor of Science) in: Conservation and Biodiversity; Human Biology; Integrative Biology; Molecular Biology and Biotechnology — Co-op and non-Co-op. Major programs (Honours Bachelor of Science) in: Biology; Conservation and Biodiversity; Human Biology; Molecular Biology, Immunology and Disease; Plant Biology.	This certificate will recognize students' research accomplishments in experiential, research-based learning experiences throughout their undergraduate programs.	Fall 2019	05/02/2019

Division	Certificate	Unit	Category: 1 or 2¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
University of Toronto Scarborough	Certificate Program in Business	Department of Management	1		This is a part-time program designed to provide students with the skills they need to function as managers in today's rapidly changing workplace. The program also gives students who already have degrees in other fields of study an opportunity to focus on business studies. In addition, courses in the program can be used towards various professional designations. Students must complete a total of 6.0 credits and earn a cumulative grade point average (CGPA) of at least 2.0.	1997-98	
University of Toronto Scarborough	Certificate in Computational Social Science	Department of Sociology	2	Honours Bachelor of Arts (HBA). Honours Bachelor of Science (HSc).	The Certificate in Computational Social Science provides students with training in statistics, modelling and programming approaches to the analysis of social problems using data and fosters critical thinking and communication skills crucial to social science research.	Fall 2021	04/27/2021

Division	Certificate	Unit	Category: 1 or 2¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
University of Toronto Scarborough	Certificate in Economics Within Management and International Business (MIB)	Department of Management	2	Specialist (Co-op) program in Management and International Business, Bachelor of Business Administration (BBA).	The Certificate in Economics Within Management and International Business will recognize that students in the MIB program have taken extra courses in economics and will record that extra concentration on their transcripts.	Fall 2021	04/27/2021
University of Toronto Scarborough (UTSC)	Certificate in Evolutionary Anatomy	Department of Anthropology	1		The Certificate in Evolutionary Anatomy will provide students with a detailed knowledge of skeletal and dental anatomy in humans and related taxa from diverse perspectives. Students will have a thorough understanding of modern human skeletal variation from the perspectives of age, sex and disease, as well as familiarity with human and non-human primate dental anatomy.	Fall 2020	05/27/2020
University of Toronto Scarborough	Certificate in Finance Within Management and International Business (MIB)	Department of Management	2	Specialist (Co-op) program in Management and International Business, Bachelor of Business Administration (BBA).	The Certificate in Finance Within Management and International Business will recognize that students in the MIB program have taken extra courses in finance and will record that extra concentration on their transcripts.	Fall 2021	04/27/2021

Division	Certificate	Unit	Category: 1 or 2 ¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
University of Toronto Scarborough (UTSC)	Certificate in Global Development, Environment and Health (UofT Global Scholar)	Centre for Critical Development Studies	2	Honours Bachelor of Arts (HBA). Honours Bachelor of Science (HSc). Bachelor of Business Administration (BBA).	The certificate's goals are to: promote a general awareness of global issues relating to global development, environment and health; lay the foundations for a critical, comparative and interdisciplinary understanding of global challenges related to development, environment and health; and allow for programmatic flexibility in meeting these cross-disciplinary learning outcomes. It is open to students in all programs at UTSC. Students complete a total of 2.0 credits which includes one core course, <i>Global Development in Comparative Perspective</i> .	September 2020	05/29/2019
University of Toronto Scarborough	Certificate in Human Resources Within Management and International Business (MIB)	Department of Management	2	Specialist (Co-op) program in Management and International Business, Bachelor of Business Administration (BBA).	The Certificate in Human Resources Within Management and International Business will recognize that students in the MIB program have taken extra courses in organizational behaviour and human resources and will record that extra concentration on their transcripts.	Fall 2021	04/27/2021

Division	Certificate	Unit	Category: 1 or 2¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
University of Toronto Scarborough	Certificate in Marketing Within Management and International Business (MIB)	Department of Management	2	Specialist (Co-op) program in Management and International Business, Bachelor of Business Administration (BBA).	The Certificate in Marketing Within Management and International Business will recognize that students in the MIB program have taken extra courses in marketing and will record that extra concentration on their transcripts.	Fall 2021	04/27/2021
University of Toronto Scarborough	Certificate in Strategy Within Management and International Business (MIB)	Department of Management	2	Specialist (Co-op) program in Management and International Business, Bachelor of Business Administration (BBA).	The Certificate in Strategy Within Management and International Business will recognize that students in the MIB program have taken extra courses in strategy and will record that extra concentration on their transcripts.	Fall 2021	04/27/2021
University of Toronto Scarborough (UTSC)	Certificate in Sustainability (UofT Sustainability Scholar)	Department of Physical and Environmental Sciences	2	Honours Bachelor of Arts (HBA). Honours Bachelor of Science (HBA).	The Certificate in Sustainability builds on UTSC's longstanding academic strengths to provide an opportunity for a broad range of students to incorporate sustainability into their undergraduate studies.	Fall 2021	04/27/2021

Report on Certificates (Not-for-Credit) 2021-22

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Dalla Lana School of Public Health	Fellowships in Global Journalism		This not-for-credit program combines courses in journalism, freelancing and global affairs with mentorship opportunities to produce experience global correspondents with increased depth within their own speciality. The program includes a “boot camp” on journalism fundamentals, mentored freelancing with major media, classes and post-program coaching. Certificate was administratively transferred from the Faculty of Arts and Science to the Dalla Lana School of Public Health as of July 1, 2019.	2016
Dalla Lana School of Public Health	Certificate in Health Impact		<p>This not-for-credit program is part of the Fellowships in Global Journalism program and uses the same program features — a “boot camp” on journalism fundamentals, mentored freelancing with major media, classes and post-program coaching — with a focus on enhancing the public conversation on health and health policy.</p> <p>This not-for-credit program is in partnership with the Dalla Lana School of Public Health and the Faculty of Medicine. Certificate was administratively transferred from the Faculty of Arts and Science to the Dalla Lana School of Public Health as of July 1, 2019.</p>	Fall 2018

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Dalla Lana School of Public Health	VICTOIRE Postdoc – Vaccine Interdisciplinary Training in Collaborative Research and Education for Postdoctoral Fellows	Centre for Vaccine Preventable Diseases (CVPD)	This not-for-credit program provides a professional development pathway for postdoctoral fellows to develop as emerging leaders and independent multi-disciplinary researchers of immunization and vaccine preventable diseases. There has been a recent recognition that vaccinology, the science of vaccines, encompasses various fields ranging from basic sciences of understanding immunogens, to understanding ethical, economic, and social behavioural approaches that impact delivery and uptake of vaccines. VICTOIRE provides a collaborative approach to interdisciplinary training for postdoctoral fellows. Fellows engage in learning with a cohort of peers conducting immunization research across different disciplines.	Fall 2020
Dalla Lana School of Public Health	Executive Course on Global Health Diplomacy	Centre for Global Health (CGH)	<p>This not-for-credit course is designed for working professionals interested in expanding their knowledge in global health and foreign policy. While this course is aimed towards those working in health or health-related sectors, individuals working in other cross-disciplines such as international relations, economics, management, and security will gain a unique perspective in global health that will help advance their careers in the global health field. Professionals working in health and health-related fields are required to interact and negotiate across many sectors of society to tackle a range of important health issues.</p> <p>This course explores a wide range of issues in global health diplomacy, with an emphasis on current affairs and urgent global health issues. Participants learn about the dynamics of global health negotiations, engage in discussions, case studies and simulations to improve negotiation skills.</p>	Spring 2021

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Dalla Lana School of Public Health	AI in Health	Institute of Health Policy, Management, and Evaluation (IHPME)	This not-for-credit course is applicable for health care providers, health administrators, health informatics professionals, and others across the health sectors (e.g., evaluators, researchers, etc.). During the course, learners will gain an understanding of fundamental concepts of AI and enablers, current applications and emerging trends of AI for health, how to pragmatically implement AI for health and will develop an individual case for their local context.	Spring 2021
Dalla Lana School of Public Health	AMS-Fitzgerald Fellowship in AI and Human-Centred Leadership	Joint Centre for Bioethics (JCB)	This not-for-credit professional fellowship is designed for early and mid-career leaders who are interested to develop knowledge, skills, and capacity to meet the opportunities and challenges of artificial intelligence (AI) in health care, public health, and health systems. The Fellowship re-imagines a human-centred approach to leadership that is driven by a holistic focus on individuals, people and communities and a commitment to promoting, fostering, and advancing compassion and equity in an age of AI.	Spring 2022
Dalla Lana School of Public Health	Clinical Public Health for Internationally Educated Physicians & Health Systems Practitioners		This not-for-credit program was designed to support internationally educated physicians and health systems professionals to integrate into Canadian health research and health systems. Engaged in a cohort, learners will be connected asynchronously in a virtual learning environment and synchronously over video conferencing at regular meeting intervals. Throughout the program, learners will develop a personal portfolio that demonstrates connection of course concepts to their personal context and practice and/or supports them to identify and plan next steps toward their integration into Canadian health systems. Learners will be engaged in collaborative case studies, design research projects on personally relevant global health issues, and design a healthcare improvement project as relevant to their current or desired contexts.	Summer 2022

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Faculty of Arts and Science	The Writer-In-Residence Non-Credit Creative Writing Seminar	Department of English	The Jack McClelland Writer-in-Residence offers a non-credit creative writing seminar on poetry weekly through the Winter 2017 term, open to a maximum of 15 participants.	2017
Faculty of Arts and Science	Global Ideas Institute	Munk School of Global Affairs and Public Policy	<p>The Global Ideas Institute (GII) selects one global development challenge for the year-long program and gives high school students an opportunity to have a university experience by receiving an experts lecture series and during the breakout sessions U of T students work as mentors to teach about learning, asking questions, discussing the challenge and to be audacious to come up with solutions. The program culminates into an all-day symposium with a poster exhibition. The students present their findings and solutions to their teachers, peers, and special guests.</p> <p>This not-for-credit program is in partnership with the University of Toronto Schools, Learning Partnership Canada, and the Rotman I-Think Initiative.</p>	Fall 2011
Faculty of Dentistry	Certificate Course in Dental Practice Management	Continuing Dental Education	This comprehensive program in dental practice management has been designed to provide the entire dental team with the tools required to understand and implement proven strategies for operational effectiveness and real-life business principles specifically for dentistry. The certificate is 10 Saturday sessions over two semesters.	2004

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Lawrence S. Bloomberg Faculty of Nursing	Certificate in Leadership and Management	Centre for Professional Development	The Certificate in Leadership and Management program is an online program specifically designed to meet the needs of those starting their career in or aspiring towards leadership positions in health care. This program will enhance participants' knowledge and expertise in managing and leading clinical teams to support: excellence in patient care; high performance operations, and healthy work environments. All course content is relevant for working in health-care systems around the world; those living outside of Canada are encouraged to register for the courses and program.	September 2020
Lawrence S. Bloomberg Faculty of Nursing	Certificate in Hospital and Acute Care for Nurse Practitioners	Centre for Professional Development	The Certificate in Hospital and Acute Care for Nurse Practitioners builds upon the foundational knowledge acquired through entry to practice education and the acquisition of entry-to-practice competencies. The not-for-credit certificate program will equip Nurse Practitioners with the knowledge and tools to confidently assess and develop a treatment plan for the acutely ill adult patient, hospitalized with a broad range of conditions, and facilitate a foundation for advanced nursing care of the ill or critically ill patient.	May 2019
Lawrence S. Bloomberg Faculty of Nursing	Certificate in Nursing Education for the Practice Setting	Centre for Professional Development	This certificate program has been developed to provide aspiring and/or practicing nursing educators and practice leaders with advanced level education, tools, and skills, to enhance their knowledge and expertise in the provision of clinical education that supports excellence in professional practice.	September 2019

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Lawrence S. Bloomberg Faculty of Nursing	Certificate in Palliative Care for Nurse Practitioners (NP): Core Competencies for NP Practice	Centre for Professional Development	The certificate is for Nurse Practitioners (and/or Nurse Practitioner Program students), and those in Advanced Practice and/or clinical nurse specialist roles who, as part of their routine practice, may be responsible for the care of adult clients with progressive and life-limiting illnesses. The practice setting may include acute care, long-term care, community, primary care or private practice. Palliative care is defined as “an approach that improves the quality of life of patients and their families facing the problems associated with life-threatening illness, through the prevention and relief of suffering by means of early identification and impeccable assessment and treatment of pain and other problems, physical, psycho-social and spiritual (World Health Organization 2018).”	September 2020
Lawrence S. Bloomberg Faculty of Nursing	Certificate in Mental Health & Addictions for Nurse Practitioners	Centre for Professional Development	The Certificate in Mental Health and Addictions for Nurse Practitioners will build upon the foundational knowledge acquired through entry to practice education and the acquisition of entry-to-practice competencies. The certificate will equip Nurse Practitioners with the knowledge and tools to confidently assess and develop a treatment plan for the patient with mental health and addictions issues and facilitate a foundation for advanced nursing care of the patient. The courses will address care issues across the lifespan from care of children to the older adult. Additionally, content will address special populations within mental health: homeless; indigenous; immigrants; refugees; lesbian, gay, bisexual, transgender and queer or questioning (LGBTQ) and corrections.	Fall 2021

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Lawrence S. Bloomberg Faculty of Nursing	Certificate in Point-of-Care Clinical Leadership in Long Term Care	Centre for Professional Development	This certificate has been designed to provide nurses working in Long-Term Care (LTC) with the foundational knowledge and skills required by Point-of-Care clinical leaders. The three required courses address key content such as, how to work effectively with families and teams, fostering clinical reasoning and reflective practice, how to provide effective feedback and manage conflict, lead in resident care-planning & managing transitions in care, and leading best practice application & emergency response coordination. Course content is aligned with the Front-Line Leader domains & behaviors identified by the Canadian College of Health Leaders in the LEADS in a Caring Environment Framework.	January 2022
Temerty Faculty of Medicine ¹	New and Evolving Academic Leaders (NEAL) Program	Centre for Faculty Development	The NEAL Program is a one-year leadership development certificate program. The goals of the program are for participants to develop the mindsets and capabilities to successfully lead their division, program, research, education or other academic unit and help enable the success of their academic teams. The longitudinal program consists of three four-day modules over the course of a year, as well as individual and group coaching, reflection assignments, a leadership project and a learning impact presentation.	2013

¹ The Temerty Faculty of Medicine not-for-credit programs are reviewed and accredited by Continuing Professional Development (CPD). The majority of programs are developed and delivered by clinical departments in the Temerty Faculty of Medicine. CPD is fully accredited by the Committee on Accreditation of Continuing Medical Education (CACME), a subcommittee of the Committee on Accreditation of Canadian Medical Schools (CACMS). This accreditation standing allows CPD to review and accredit educational activities based on the criteria established by The College of Family Physicians of Canada and the Royal College of Physicians and Surgeons of Canada. CPD with other Canadian Medical Schools, are represented in reciprocal accreditation agreements between the Royal College of Physicians and Surgeons of Canada (RCPSC) and the American Medical Association (AMA), and the European Union for Medical Specialties (EUMS). These agreements allow for physicians who had participated in select CPD U of T accredited learning activities to earn up to the maximum credits that have been assigned, via a conversion process through their respective associations. In some Certificate of Completion programs other healthcare professionals who are not required to report or earn physician-based credits, are eligible upon completion of all necessary requirements to receive a Certificate of Completion for their personal learning portfolios.

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	Stepping Stones Teacher Development Certificate Program	Centre for Faculty Development	This is a two-year foundational faculty development program, consisting of integrated workshop and Journal Club components. The goals of the program are to promote growth and development of individuals in relation to their educational activities as teachers, educators, leaders, scholars and advocates, and to provide opportunities for networking and collaboration across caring and learning environments.	2008
Temerty Faculty of Medicine	Collaborative Change Leadership Program	Centre for Interprofessional Education	The Collaborative Change Leadership Program grounded in leadership, change and social accountability theories, is designed for leaders who are driven to engage communities in a meaningful way to create and sustain system change. It covers a nine-month period with five two-day face-to-face sessions and blends these intensive sessions with coaching from faculty within and between sessions. Additional coaching and learning are promoted via an online platform and community of practice.	2012
Temerty Faculty of Medicine	Advanced Literacy Practices: Making it Happen! 2021 — Certificate	Department of Speech-Language Pathology	The program discusses contemporary and advanced approaches to assessment and intervention in emergent literacy, reading and writing disorders. Learners will acquire knowledge of emergent literacy, reading and writing disorders across various populations (that is, English-language learners and special populations, including students with executive functioning difficulties, Down syndrome and autism). The program will also include a review of the latest technology and its role in accommodating students with literacy needs. Classroom learning will involve interactive lectures interspersed with group discussions and sharing by learners.	2014

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	Certificate Program in Continuing Professional Development (CPD) Foundations Program	Continuing Professional Development	This program is designed for professionals working within the field of CPD. It provides fundamental theory and skill training needed to ensure effectiveness and success of CPD activities. This webinar-based program, consisting of 10 webinars, addresses adult learning principles where participants will have an opportunity to learn from leading experts in the field and to share their experiences with an international audience of learners. Readings, reflection and a final paper are required.	2015
Temerty Faculty of Medicine	The Five Weekend Care of the Elderly Certificate Program	Department of Family and Community Medicine	This program is an enhanced learning experience that is of greater depth than a Continuing Professional Development conference, but not as time consuming as a one-year clinical care of the elderly fellowship. It is aimed at primary care physicians (family physicians/trainees and nurse practitioners) who want to develop their own clinical skills or function as resources in their group practices, for example a Family Health Team. Procedures relevant to primary care of the elderly will be taught via didactic lectures and facilitated discussion about clinical cases/questions brought up by the participants. There will be take home clinical assignments with time allotted to debrief on experiences encountered.	2014
Temerty Faculty of Medicine	Interprofessional Applied Practical Teaching and Learning in the Health Professions (INTAPT) Certificate Program	Department of Family and Community Medicine	A live, online, interactive, foundational faculty development course on health professions education. This course will provide participants with an overview of adult education theories, and practical teaching skills for student and patient education. Other core themes include interprofessional education, curriculum development and education scholarship. INTAPT is taught by an interprofessional team of experienced and award-winning clinical educators. The program is taught over 10 days of interactive class time spread over a five-month period with independent and group work in between sessions.	2015

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	Advanced Imaging and Education Centre (AIEC) Cardiac CT Certificate Program	Department of Medical Imaging	This intensive five-day program is designed to provide a focused, comprehensive and in-depth learning experience principally in cardiac computed tomography (CT) with a ratio of one instructor to four students. The curriculum format assumes no prior knowledge and will accommodate trainees with varying levels of experience.	2013
Temerty Faculty of Medicine	Advanced Clinician Practitioner in Arthritis Care (ACPAC) Certificate Program	Department of Medicine	The Advanced Clinician Practitioner in Arthritis Care Program is a unique post-licensure academic and clinical educational program that prepares experienced physical therapists, occupational therapists and nurses for extended practice roles using advanced knowledge and skills training in the diagnosis and management of patients with arthritis. It consists of five intensive on-site weeks interspersed with advanced clinical training and self-directed learning opportunities.	2005
Temerty Faculty of Medicine	Certificate Program in Patient Safety and Quality Improvement	Department of Medicine	The program, which is offered over the course of 19 weeks, teaches concepts of patient safety and quality improvement using didactic and interactive sessions followed by an evaluative presentation of a project.	2013
Temerty Faculty of Medicine	Advanced Training Programs in Psychoanalytic Psychotherapy — ATPPP Certificate Program	Department of Psychiatry	The ATPPP is offered as a two-year program of integrated seminars and case supervision by psychoanalysts. It is based on a tri-partite model of didactic lectures, clinical supervision and personal psychotherapy. It is designed to help front-line mental health professionals apply knowledge and clinical techniques from psychoanalysis to their work with patients and clients.	2005

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	Certificate Program in Health Equity and Diversity	Department of Psychiatry	The Certificate Program aims to provide Centre for Addiction and Mental Health (CAMH) staff with a fundamental knowledge and skills needed to plan and implement equitable mental health and addiction programs and services. It consists of six in-class workshops and two online programs. Participants must complete a minimum of 39 hours of training to obtain the Certificate of Completion in Health Equity and Diversity,	2013
Temerty Faculty of Medicine	Concurrent Disorders Certificate Program	Department of Psychiatry	This program is designed to help participants gain skills and knowledge to better identify, assess and provide treatment to people with concurrent disorders. This program requires the completion of a core program followed by two electives, plus a learning contract assignment. All the components are offered online.	2014
Temerty Faculty of Medicine	Knowledge Translation Professional Certificate (KTPC™) Program	Department of Psychiatry	The Knowledge Translation Professional Certificate is a five-day professional development program, which aims to develop the competencies of KT professionals (knowledge brokers, KT specialists, etc.) working across all disciplines and sectors. KTPC includes numerous opportunities for networking both during and after the program.	2011
Temerty Faculty of Medicine	Narrative-Based Medicine: An Introduction to Reading, Writing and Reflecting in Clinical Practice and Self-Care	Continuing Professional Development	A longitudinal program introducing and developing participants' skills in narrative-based medicine through lecture, individual and group activities. The program will review the theory of narrative-based medicine and advance practical skills through a variety of exercises and assignments focused on developing writing and reading skills. Participants must complete a longer individual assignment (creative, reflective or theoretical) supervised by the Program Director, in order to receive the certificate.	2015

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	Opioid Dependence Treatment Certificate Program	Department of Psychiatry	This program consists of a core component and two or three electives. It aims is to prepare physicians, pharmacists, nurses and counsellors to provide a comprehensive range of services for people with opioid dependence. By the end of this program, participants will demonstrate enhanced clinical knowledge and skills in screening and assessing, determining treatment approaches, counselling and safe prescribing, dosing and dispensing of methadone and buprenorphine.	2008
Temerty Faculty of Medicine	Training Enhancement in Applied Cessation Counselling and Health (TEACH) Certificate Program	Department of Psychiatry	This 46.5-hour certificate program includes one online core course (19.5 hours) and two online specialty courses (13.5 hours each) which provide the context, background and evidence-based knowledge and skills for intensive tobacco cessation counselling.	2008
Temerty Faculty of Medicine	Practicing Knowledge Translation (PKT) Certificate Program	Institute of Health Policy, Management and Evaluation	The Practicing Knowledge Translation program is a three-month interactive web-based program that includes a three-day in-person workshop. Both the online webinars and the in-person workshop use didactic methods of instruction, interactive activities and independent assignments that work toward building participants' knowledge and skills related to knowledge translation theories and practices.	2016
Temerty Faculty of Medicine	Education Scholars Certificate Program	Centre for Faculty Development	This longitudinal leadership development program for health professional educators fosters academic excellence, creativity and scholarly productivity in education. The program builds capacity by enhancing competence in education leadership, scholarship, curriculum and teaching.	2008

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	International Interprofessional Wound Care Certificate Program	Dalla Lana School of Public Health	The International Interprofessional Wound Care Certificate (IIWCC) is a one-year program consisting of two residential weekends, nine self-study modules and a selective related to each registrant's day-to-day activities. The aim of this program is to train health professionals who are delivering wound care in practice to provide scientific grounding in the elements of wound healing science, establish interdisciplinary wound healing provision as a field of specialty and to translate new knowledge into practice.	1999
Temerty Faculty of Medicine	Leading and Influencing Change Certificate Program	Continuing Professional Development	This certificate program is designed to meet the needs of individuals who are interested in promoting excellence, innovation and change in continuing professional development initiatives for health professionals. This program specifically aims to provide the participants with a broad range of valuable management and leadership skills and the tools necessary to lead continuing professional development initiatives for health professionals in today's complex health-care environment.	2018
Temerty Faculty of Medicine	The Excellence in Quality Improvement EQUIP Academic Certificate Program	Department of Medicine	The EQUIP program uses a mix of didactic and interactive small group sessions to address the specific learning needs of faculty members working in academic settings (that is, academic medical centers, teaching hospitals, ambulatory teaching clinics and other related clinical learning environments) by training them to be academic quality improvement (QI) faculty champions and help academic departments/universities address the pressing need to develop capacity in QI.	2017

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	Sick Kids Teaching Scholars Program (TSP)	Department of Paediatrics	The Teaching Scholars Program is designed to enhance the teaching skills of health-care professionals who have, or will have, a mandate to support learners within their role and to develop expertise in education. The program will focus on the essentials of adult learning and teaching. The foci of this program include effective education design, clinical teaching strategies and knowledge transfer approaches, program evaluation and learner assessment and promotes interprofessional education and collaborative care.	2015
Temerty Faculty of Medicine	Administration of Repetitive Transcranial Magnetic Stimulation for Psychiatric Disorders — Advanced Certificate	Department of Psychiatry	This Advanced Certificate is a -week intensive training program for repetitive transcranial magnetic stimulation (rTMS) technicians. Attendees will learn about evidence-based treatments for psychiatric disorders using rTMS, and they will receive substantial hands-on experience shadowing technicians and learning to administer rTMS.	2019
Temerty Faculty of Medicine	Emergent Leaders Development Program	Department of Family and Community Medicine	This program will assist new and aspiring leaders to successfully transition to a more formal supervisory position. The focus of the program is on development of leadership and operational skills and abilities and to prepare the leader to confidently and competently assume the responsibilities of the role.	2019

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	Medical Psychiatry Collaborative Care Certificate (MP3C)	Department of Psychiatry	This certificate program is a continuing professional development initiative designed to build integrated mental and physical health and collaborative care capacity of inter-professional care providers. The team-based case studies are designed to foster deeper generative processing and learning on the subject and how to create coordinated care plans across various disciplines in a collaborative care team. The sessions introduce practical and accessible assessment tools and demonstrate how to use these tools to identify co-morbidities in physical and mental health.	2019
Temerty Faculty of Medicine	Artificial Intelligence (AI) in Health Certificate Program	Dalla Lana School of Public Health	This four-day certificate program will prepare learners to apply innovations in AI for health. Learners will gain an understanding of fundamental concepts of AI, current applications and emerging trends of AI for health and a practical understanding of how to implement AI for health.	2020
Temerty Faculty of Medicine	The Management Excellence Certificate Program	Department of Family and Community Medicine	This program is an opportunity for participants to develop their ability to influence others by building respectful relationships and trust. Starting with the foundation of increasing self-awareness, participants can choose from several workshops that explore effective communication, conflict resolution, change management, strategy and coaching skills. At the end of this program, learners will have a better understanding and ability of how to lead themselves, others, teams and organizations.	2020

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	Teaching with Technology Certificate Program	Continuing Professional Development	Teaching with Technology is an online program for health professionals interested in learning more about how to use technology in their teaching. It focuses on the background, theory and practical application of educational technologies in health professional education. By the end of this program, participants will be able to demonstrate proficient teaching using synchronous technologies such as Zoom, build a video, website and infographic, and explore in depth at least one other educational technology tool or concept of interest.	2020
Temerty Faculty of Medicine	Wounds Canada Institute Super Program #1	Department of Family and Community Medicine	The Wounds Canada Institute's Super Program #1 is a unique asynchronous e-learning program, consisting of 21 interactive online modules, seven webinars, an asynchronous discussion forum lead by Wounds Canada faculty, and two robust outcome measures, this program is ideal for health-care professionals who self-identify as a novice or advanced beginner in their skin health and wound care knowledge.	2020
Temerty Faculty of Medicine	Asking the Right Questions: Talking with Clients about Sexual Orientation and Gender Identity Course	Department of Psychiatry	The Asking the Right Questions ... program aims to support clinicians in increasing their repertoire of appropriate questions and approaches to serving clients from marginalized sexual orientations and gender identities (lesbian, gay, bisexual, transgender, transsexual, two-spirited, intersex, queer communities, or LGBTIQ).	2020

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	Healthcare Leadership Development Program	Department of Medicine	The Healthcare Leadership Development program is a non-clinical learning experience focusing on developing key leadership competencies of Physician and non-physician leaders as identified by Humber River Hospital for health care leadership. It is a 6 module highly experiential in-class program (80-20 rule of adult learning principle) with online and self-study elements between each module, including executive coaching in between each module.	2020
Temerty Faculty of Medicine	Indigenous Health and Healing: Historical and Contemporary Considerations when working with First Nations, Inuit and Métis	Department of Psychiatry	Indigenous Health and Healing: Historical and Contemporary Considerations when working with First Nations, Inuit and Métis program is designed to engage participants and increase the capacity of CAMH staff to improve client care for First Nations, Inuit and Métis populations. The first part of the course will orient participants to the diversity of First Nations, Inuit and Métis, followed by the process of colonization, the impacts of government policy and legislation and the current context of health outcomes on the social determinants of health. The second half of the course will then address concepts of cultural competency, cultural safety and humility, demonstrated through the growing number of Indigenous healing initiatives from both Canadian and Indigenous-specific sources. Finally, drawing on the movement towards reconciliation in Indigenous communities and within CAMH, learners will be grounded in the recommendations made through The Truth and Reconciliation Commission's Calls to Action.	2020

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	Palliative Care eLearning Review	Department of Surgery	<p>The Palliative Care eLearning Review Program is composed of 2 virtual synchronous online sessions and 6 online modules for collaborative knowledge building. The 2 virtual synchronous online sessions are 3-hours each and provide an introduction to palliative care and symptoms other than pain. The sessions will be held using an online conferencing platform. The web-based modules focus on clinical case scenarios and require participation in asynchronous online discussion. Each module is facilitated online by a palliative care expert over 1 month. Also embedded within the program is a series of interactive formative feedback exercises to help participants identify individual learning needs and to help you translate new knowledge to practice.</p>	2020
Temerty Faculty of Medicine	Schulich Mini-MBA: Physician Business Leadership Program	Department of Ophthalmology and Vision Sciences	<p>The Schulich Mini-MBA: Physician Business Leadership Program program delivers current MBA subjects in a practical time frame for busy doctors:</p> <ul style="list-style-type: none"> • Completely online from Jan 22 – June 11, 2021 • 19 days over 6 months (Fri from 5pm – 8pm; Sat from 9am – 12 Noon EST) • Topics include Human Resources Management, Finance, Strategic Management, The Business of Healthcare, Marketing & Brand Strategy, Building and Running a Successful Practice, Leading Healthcare Transformation, Entrepreneurship and Innovation in Healthcare, Integrated Strategy Case Project, Emerging Digital Technologies and their Impact on Healthcare <p>The Schulich Mini-MBA is designed for the physician entrepreneurs and doctors who want to enhance their business management skills.</p>	2021

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	SickKids ACTS Clinician Education Program	Department of Paediatrics	The Sick Kids Transport Clinician Education Program is a structured & multi-dimensional program that supports the training and certification of an advanced practice inter-professional clinical role for SickKids Acute Care Transport Services Program. The successful candidate must complete the transport entry level training program and demonstrate competency operating in the entry level role of Transport Associate prior to advancement. The Transport Clinician Education Program is delivered over a 9 - 12 month training period. The target audience is RN /RRT employed by SickKids Acute Care Transport Services Program.	2021
Temerty Faculty of Medicine	SickKids Advanced Paediatric Cardiology Program 2021-2022	Department of Paediatrics	<p>The SickKids Advanced Paediatric Cardiology Program is an evidence-based curriculum that equips health care professionals to provide expert care to infants, children and families affected by congenital and acquired heart disease. This two-semester program offers a livestream webinar series for 6.5 hours per week, over 33 weeks and consists of 240 hours of learning, 200 sessions, and is facilitated by 100+ SickKids interprofessional faculty. Faculty consists of, but is not limited to Paediatric Cardiovascular Surgeons, Cardiologists, Intensivists, Interventionalists, Anesthesiologists, Nurse Practitioners, Registered Nurses, Respiratory Therapists, Radiologists, Perfusionists, Haematologists, Pharmacists, and Interprofessional Education Specialists. This program is suited to all health care professionals invested in better health outcomes for children with heart disease. The typical breakdown of attendees by discipline includes 40% physicians and nurse practitioners, 40% registered nurses, 20% allied health.</p> <p>The program is grounded in the development of four professional abilities: technical, cognitive, collaborative and affective.</p>	2022

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	Leadership Certificate Program	Department of Family and Community Medicine	The Leadership Certificate Program is an opportunity for participants to develop their ability to influence others by building respectful relationships and trust. Starting with the foundation of increasing self-awareness, participants attend a number of workshops that explore effective communication, conflict resolution, diversity & inclusion, and coaching skills. At the end of this program, you will have a better understanding of how to lead yourself, others, teams and organizations	2021
Temerty Faculty of Medicine	OSP Cognitive-Behavioural Therapy (CBT) Training Program	Dalla Lana School of Public Health	<p>The Ontario Structured Psychotherapy (OSP) cognitive behavioural therapy (CBT) training program has been developed to provide therapists across Ontario with the knowledge, skills, and attitudes necessary to deliver the in-scope structured psychotherapy treatments within the OSP program, and to implement processes within the overarching OSP stepped-care clinical pathway.</p> <p>The training program consists of five core courses: Fundamentals of CBT; CBT for Depressive Disorders; CBT for Anxiety and Related Disorders I; CBT for Anxiety and Related Disorders II; and CBT for Anxiety and Related Disorders III. This comprehensive continuing professional development program allows therapists to develop knowledge, skills, and attitudes necessary to deliver high-intensity face-to-face CBT, in-person or virtually.</p>	2021

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	MR-integrated Radiation Therapy (MRiRT) Training Program	Department of Radiation Oncology	The MRiRT Training Program is a comprehensive, learner-centred, multi-faceted curriculum designed for learners to acquire the confidence and competence to integrate MRGRT at their respective centres through the development and application of MRI policies, procedures, and a systematic approach to MRI interpretation and safe operation of MRI scanners. The overall program is a 31 week, competency based program comprised of 25 weeks of part-time (3 – 6 hours per week), online learning and a final 6 weeks consolidation course that includes both simulated learning activities leveraging remote-access and web-based MRI and radiation medicine software and a 2-week full-time (37.5 hours per week) clinical practicum at an approved clinical site.	2022

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Ontario Institute for Studies in Education (OISE)	Adult Learning and Development — Certificate of Completion ²	Continuing and Professional Learning	<p>The Adult Learning and Development Program is designed for education professionals who wish to advance their knowledge and skills of workplace learning methods and practices. The program achieves this professional learning need by providing the best balance of adult learning and development theory with existing and emerging workplace learning practices. Education professionals who participate in this program will complete four compulsory course offerings and one elective course offering to achieve an OISE Continuing and Professional Learning Certificate of Completion.</p> <p>Four Compulsory Courses:</p> <ul style="list-style-type: none"> Introduction to Adult Learning Needs Analysis Evaluation Instructional Design <p>One Elective Course:</p> <ul style="list-style-type: none"> Writing for Learner Engagement Online Learning Environments Facilitation Skills 	9/1/2011

² OISE Continuing and Professional Learning recognizes the learning achievement of education professionals who complete courses and programs with two certificate types: (a) Recognition of Achievement, which requires a minimum of 21 to a maximum of 43 instructional content hours; and (b) Certificate of Completion, which requires a minimum of 43 to a maximum of 144 content hours as well as program learning objectives which evolve across the spectrum of conceptual, procedural and metacognitive learning.

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Ontario Institute for Studies in Education	Grief Education — Certificate of Completion	Continuing and Professional Learning	<p>Although grief is a natural process experienced in many ways, it can be an overwhelming subject to acknowledge both personally and professionally. Being equipped and able to understand and normalize grief – in all contexts – can benefit everyone from educators, front-line health care workers, and other professionals to offer grief education and support when it is needed most.</p> <p>The program includes 3 compulsory courses:</p> <ul style="list-style-type: none"> Introduction to Grief and Bereavement Contexts of Grief and Bereavement Experiences Elements of Grief and Bereavement Practice and Education 	9/16/2016

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Ontario Institute for Studies in Education	Continuing Education: Enabling Lifelong Learning	Continuing and Professional Learning	<p>The <i>Continuing Education: Enabling Lifelong Learning</i> program orients education professionals to the field of continuing education today. It will help you to inform, articulate, advance, and develop continuing education learning solutions within post-secondary institutions that address the changing professional and learning needs of diverse learner populations. The program explores all operational aspects of a continuing education unit, from administration, talent acquisition, marketing and finance, to effective and inclusive teaching and learning innovations.</p> <p>The program leads to a certificate of completion and will be delivered fully online.</p> <p>The program includes 5 compulsory courses:</p> <ul style="list-style-type: none"> • Continuing Education: Meeting the Needs of Professional Learners • Continuing Education: The Significance of Learning Environments on Professional Learners • Learning Solutions in Continuing Education • Teaching and Learning in Continuing Education • Administrative Frameworks in Continuing Education 	06/01/2022

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Ontario Institute for Studies in Education	Brief Coaching — Certificate of Completion	Continuing and Professional Learning	<p>Coaching is an integral component of learning development practices and is a critical skill for developing, engaging, and advancing professionals in the workplace. For workplace leaders, applying effective coaching methods can advance not only the capacity and capability of a team but also the capacity and capability of a leader. Upon completion of this program, you will be able to apply Brief Coaching techniques to a variety of contexts by leading all phases of a coaching engagement.</p> <p>The Brief Coaching certificate program is designed for professionals across all sectors who wish to advance their knowledge and practice in coaching.</p> <p>This program includes three core courses, taken sequentially, each 24 hours in duration with a blend of in-class and online delivery</p> <p>Three Compulsory Courses: Foundations of Brief Coaching Applications of Brief Coaching Coaching Masterclass</p>	1/7/2017

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Ontario Institute for Studies in Education	Serving Students in Higher Education	Continuing and Professional Learning	<p>The Serving Students in Higher Education is a Recognition of Achievement (ROA), providing learners with a greater understanding of the complex higher education working environment, and the practical skills needed to address current issues facing campuses and students. Learners will identify student motivations and best practices for effective engagement across the student lifecycle and explore the role of all post-secondary professionals in encouraging and enabling optimal conditions for effective teaching and learning environments.</p> <p>The Recognition of Achievement is comprised of 3 compulsory courses:</p> <ul style="list-style-type: none"> • What’s a Campus? An Introduction to Contemporary Post-Secondary Education Environments • Engaging the Modern Learner: Learner Development <p>Post-Secondary Teaching & Learning: Instructional Strategies and Engagment Trends and Issues</p>	9/13/2020
Ontario Institute for Studies in Education	First Nations Schools Principal Course — Certificate of Completion	Continuing and Professional Learning	<p>The First Nations Schools Principals' Course is designed for Principals, Vice-Principals and aspiring school leaders on reserve schools to develop educational leadership skills and school improvement strategies. The curriculum includes readings, resources, discussions and case studies directly related to working in Band-operated schools. The program is offered as a fully online format, with synchronous and asynchronous learning, over the course of eight months, including guest speakers, peer networking and practical experience.</p>	9/23/2016

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Ontario Institute for Studies in Education (OISE)	OISE Certificate in International Education for International Baccalaureate (IB) Qualification (Diploma Programme) — Certificate of Completion	Continuing and Professional Learning	The program is comprised of four online courses including a final capstone project. The first three courses focus on curriculum, pedagogy, and assessment. The fourth and final course includes a capstone project which can be completed either in-school or as an applied project. To support the application of your learning in the capstone project, you will be paired with a subject-specific mentor who is a practicing IB educator. After successful completion of all four required courses, you will earn an OISE Certificate in International Education for IB Qualification (Diploma Programme) and be eligible to register for the IB certificate in teaching and learning with the International Baccalaureate Organisation. Each course is 30 learning hours in duration.	12/1/2019

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Ontario Institute for Studies in Education	Learning Experience Design — Certificate of Completion	Continuing and Professional Learning	<p>User Experience (UX) in the technology landscape has emerged as critical for organizations which are serious about engaging their customers in mobile and digital environments. With the influence of technology within the education space, Learning Experience Design is the synthesis of user experience design methodology, instructional systems design and educational pedagogy/andragogy. The Learning Experience Design Program introduces education professionals to the attributes and processes of Learning Experience Design in order to advance their professional skill set for developing learning solutions which produce compelling and engaging learning experiences.</p> <p>Three Compulsory Courses: Fundamentals of Learning Experience Design Writing for Learner Engagement Learning Campaigns: Applying Elements of Learning Experience Design</p>	1/1/2016

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Ontario Institute for Studies in Education	Solution-Focused Brief Therapy (SFBT) — Certificate of Completion	Continuing and Professional Learning	<p>The Solution-Focused Brief Therapy Program is intended to teach solution-building skills at a specialist level. Learners will learn the skills to conduct interviews in which clients’ existing strengths and resources are utilized to help them find solutions to a wide range of human difficulties. The solution-focused approach represents a paradigm shift from the classical problem-focused and symptom-based, to a post-modern solution-focused and strength-based interventions.</p> <p>Three Compulsory Courses: Foundations, Assumptions, Theory and Skills Single Session Practicum Clinical Case Presentation</p> <p>Three Elective Courses: Crisis Intervention Group Applications Couple and Family Mindfulness in Solution-Focused Brief Therapy: An Integrated Approach Child and Adolescent Promoting Post-Traumatic Growth</p>	9/16/2016

<p>Ontario Institute for Studies in Education</p>	<p>Teaching English As a Foreign Language Online (TEFL Online) — Certificate of Completion</p>	<p>Continuing and Professional Learning</p>	<p>The TEFL Online program provides the foundations in Teaching English as a Foreign Language training. The curriculum progresses from the underlying theories of language learning, to the creation of learner-centered lessons, and culminates in what K-12 teachers need to know in order to teach abroad. The TEFL courses are designed for educators who wish to teach English in international contexts.</p> <p>There are three certificate courses delivered online (100 hours, 120 hours, 150 hours).</p> <p>100-hour TEFL curriculum: The 100-hour TEFL course consists of six core units, as follows: Unit 1: Introduction to English Language Teaching (10 hours) Unit 2: Teaching Language Skills (25 hours) Unit 3: Adapting Subject-Specific Content (10 hours) Unit 4: Structuring and Delivering Lessons (20 hours) Unit 5: Managing Your Teaching Environment (25 hours) Unit 6: Resources and Materials (10 hours)</p> <p>120- and 150-hour TEFL curriculum In addition to the six core units above, candidates in the 120- and 150-hour TEFL courses are required to complete two elective specializations of 10 hours each from the list below for the 120-hour course and five elective and required specializations for the 150-hour course: Teaching English to Korean Speakers Teaching English to Arabic Speakers Teaching English to Mandarin Speakers</p>	<p>4/1/2012</p>
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Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
			Teaching English to Young Learners Teaching Test Preparation Courses Teaching Business English Digital Technology in the Classroom Learner-Centred Lessons Teaching Abroad	

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Ontario Institute for Studies in Education	Teaching in Ontario's Catholic Schools — Certificate of Completion	Continuing and Professional Learning	<p>The Teaching in Ontario's Catholic Schools course is open to OISE Teacher Education Candidates only — Master of Teaching in Teaching, Child Study and Education and Concurrent Teacher Education Program. Catholic School Boards require this course as a pre-requisite for a job interview and as a condition of employment. There are 3 hours of assignments, 24 hours of in-class instruction and 9 hours of online work.</p> <p>Major themes: History of Catholic Education in Ontario Catholic Anthropology and Christology Faith as Revelation and Relationship Theological Foundations of Catholic Schools Introduction to Religion and Family Life Programs Catholic Graduate Expectations Introduction to Integrated Catholic Curriculum Introduction to Scripture Catholic Social Teaching Morality Sacraments Ecclesiology</p>	9/1/2006

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Executive Leadership: Personal	Executive Programs	5 days; Integrative thinking, Innovation collaboration, Emotional Intelligence, Strategy, Advisory Boards.	10/21/2013
Rotman School of Management	Executive Leadership: Organizational	Executive Programs	5 days; program provides the tools to contribute to strategy, improve the quality of your thinking and decisions and lead more effectively.	3/24/2014
Rotman School of Management	Rotman Strategic Human Resources Leadership	Executive Programs	5.5 days; learn how to align strategy, people, performance and culture while exploring the critical elements of a successful human resources strategy. Better able to articulate and implement that strategy, including by supporting culture change initiatives, succession planning and talent management.	1/13/2014
Rotman School of Management	Rotman Leading Change	Executive Programs	5 days; prepare leaders to succeed at change management with tools for targeting behaviour, design, and culture so they can engage teams, influence perceptions and implement lasting change.	4/13/2008
Rotman School of Management	Rotman-Odgers Berndtson CFO Leadership Program	Executive Programs	5 days; Leadership in the C-Suite, Strategic Agility and Business Acumen, Managing Key Stakeholder Relations.	6/18/2015
Rotman School of Management	Rotman-CCCA Business Leadership Program for In House Counsel	Executive Programs	9 days; overview of the essential knowledge and skills required by those who strive to be recognized as strategic business partners within their organizations. program will combine the leading-edge management knowledge from Rotman faculty with the in-house experience of senior General Counsel from across Canada.	10/25/2013

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Rotman Negotiations	Executive Programs	3 days; program will guide you through negotiation exercises beginning with simple situations and culminating in complex group negotiations.	06/08/2015
Rotman School of Management	Rotman Financial Literacy and Analysis	Executive Programs	3 days; navigate between strategy and operations using financial statements and add value to the boardroom and your organization. Provide context for the use of financial information and build a framework for strategic thinking based on solid financial measures.	06/03/2005
Rotman School of Management	Rotman The Business of Payments	Executive Programs	3 days; gain a solid understanding of the changing context of the payments landscape, and the forces and trends shaping its future. Program focuses on technical solutions combined with management training.	4/29/2019
Rotman School of Management	Family Wealth Management	Executive Programs	3.5 days; key building blocks and frameworks for successful wealth management, how to create an integrated wealth management strategy that considers the family's complete financial picture and how to avoid common catastrophic mistakes	10/23/2014
Rotman School of Management	Advanced Health Leadership	Executive Programs	15 days; seeks to improve their understanding and skills in the areas of leadership; management of change; emotional and political intelligence; and Integrative Thinking.	11/12/2007
Rotman School of Management	Health Leadership: Achieving Your Potential	Executive Programs	5 days; learn how successful health leaders design high-performing networks; use tools such as artificial intelligence and big data; and examine behavioural economics opportunities.	02/10/2003

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Rotman Police Leadership Program	Executive Programs	3 weeks; the program ensure that participants are equipped with the necessary skills and tools to think differently; make better decisions; be better negotiators; communicate more effectively; act with integrity and political astuteness; understand the implications of financial decisions; manage and lead change; and contribute to the overall health of the organization.	04/23/2001
Rotman School of Management	Business Design Fundamentals	Executive Programs	2 days; learn and apply industry leading user-centered design research, prototyping and storytelling methods to real business challenges.	04/29/2019
Rotman School of Management	Artificial Intelligence (AI): An Executive Primer	Executive Programs	2 days; the program focuses on the economics of AI and the implications for business. Learn how to identify opportunities for AI and implement them and discover how to develop strategies with your leadership team for leveraging powerful AI tools.	03/27/2018
Rotman School of Management	Rotman-ICD ³ Directors Education	Executive Programs	12 days; the program incorporates roundtable discussions, real-time case studies and on-point insights from world-renowned faculty, experts in the field of board behaviours and executives in residence. The goal of the program is to build competencies deemed necessary to be an effective director. Focus: Guiding Strategic Direction and Risks; Monitoring Financial Strategy; Risks and Disclosure; Guiding Human Performance; Assessing Enterprise Risk; and Directing Extreme and Unique Events.	11/21/2003

³ ICD = Institute of Corporate Directors.

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Rotman-ICD NFP [Not-for-Profit] Governance Essentials	Executive Programs	2 days; this innovative program provides learning on key accountabilities and responsibilities of not-for-profit leaders. Program is also offered at other leading business schools in Vancouver, Victoria, Calgary, Edmonton, Toronto, Ottawa, Montreal, Halifax, St. John's and Winnipeg.	05/07/2006
Rotman School of Management	Rotman-ICD Board Dynamics for Executives	Executive Programs	2 days; develop a deeper understanding of how boards function while you gain new insights and build concrete skills to enhance your impact on board decisions. Jointly developed by the Institute of Corporate Directors and the Rotman School of Management, Board Dynamics for Executives delivers a fresh perspective on optimizing board-management effectiveness from to the other side of the table.	11/28/2011
Rotman School of Management	Excellence in Executive Leadership Certificate	Executive Programs	Over a three-year period, take three programs — one on executive leadership and two focused programs on strategy or emerging trends — signalling a commitment to leadership excellence.	04/25/2019
Rotman School of Management	The Coaching Habit	Executive Programs	1 day; applying next-day ready tools with real people so when you return to the office you can increase your team's focus, engagement and impact. Only practice, done in pairs or triads, can get the seven Core Questions ingrained into your management style. During the practice session you'll work through real-life business challenges in small groups. After the workshop, we establish a 108-day follow-up process to help embed your new tools, skills and behaviours.	03/23/2017
Rotman School of Management	Search Inside Yourself	Executive Programs	2 days; the workshop focuses on the five key domains of emotional intelligence: self-awareness, self-regulation, motivation, empathy and social skills — with mindfulness practice, science and leadership applications fully integrated at all levels.	10/18/2013

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Playing to Win Workshop	Executive Programs	1 day; by the end of the program, participants will: learn a proven approach to strategy that is used by leading organizations around the world; develop the strategic capability to make better strategic choices for their organization; experience the process of creating a strategy using the Playing to Win framework; be given The Playing to Win Strategy Toolkit as a resource to guide to apply this in the organization; and receive coaching in a small group setting, helping to apply the framework when back at work.	03/15/2015
Rotman School of Management	Getting It Done	Executive Programs	1 day; the GettingItDone® management system provides you with the tools you need to make decisions more effectively, get buy-in from key stakeholders, align teams and increase accountability, coach and mentor your reports, plan and run fast, efficient meetings without wasting time.	03/31/2017
Rotman School of Management	Pension Governance Education Program	Executive Programs	3.5 days; developed by the International Centre for Pension Management (ICPM) and Rotman Executive Programs at the University of Toronto, the program instills best practices in key areas such as organizational mission, fiduciary duties, investment styles, risk management and human resources management.	11/25/2019
Rotman School of Management	Public Sector Leadership Program	Executive Programs	15 days; the program is aligned with the various priority areas of the Ontario Public Sector (OPS) Leadership Framework (Connects, Delivers, Inspires, Transforms, Integrity and Self Awareness). It is enhanced by tapping into relevant elements of the Rotman executive development curriculum with learning broadened and deepened by exposure to a careful selection of leading public and private sector leaders who bring unique perspectives to the learning.	02/28/2013

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	CIRI-Rotman Investor Relations Certification	Executive Programs	5 days; developed in partnership with the Canadian Investor Relations Institute (CIRI), the Investor Relations (IR) Certification Program covers all relevant areas of the multi-disciplinary role of IR, including capital markets, corporate governance, securities law, finance and communications. The program also covers current IR challenges to meet the evolving demands on today's IR professionals.	01/28/2020
Rotman School of Management	Strategy and Competitive Advantage — Virtual	Executive Programs	2 half days; in two half days, participants prepare to identify and exploit sources of competitive advantage. Working with a class of other professionals, our faculty will help participants develop the analytical skills and vision to understand and predict industry trends anticipate and plan for competition, and sustain corporate success in a fast-changing global economy.	04/08/2021
Rotman School of Management	Negotiations Foundations — Virtual	Executive Programs	4 half days; this program is designed to respect both the current challenges of working from home while maintaining and building connections with a class of your peers across different industries and organizations. Participants still gain the networking and learning benefits of our in-class programs while learning from the comfort of their own home with a schedule adapted to current needs. This program also includes a self-assessment to help identify a baseline negotiating preferences so participants have a strong understanding of areas to target during the program.	06/01/2020
Rotman School of Management	Resilient Leadership — Virtual	Executive Programs	4 half days; drawing from top research, Dr. Julie McCarthy provides practical ways to boost productivity, increase leadership capacity and improve well-being.	06/06/2021

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Risk Management — Virtual	Executive Programs	4 half days; over just four half-day sessions participants gain hands-on practice distinguishing different types and aspects of risk, including: risk awareness, risk avoidance, risk taking, loss avoidance, risk management and crisis management. Participants also gain non-technical exposure to state-of-the-art tools such as data analytics and machine learning and how they can be applied to risk management.	10/15/2020
Rotman School of Management	Advanced Negotiations — Virtual	Executive Programs	2 days; Rotman's Advanced Negotiations addresses the more complex interpersonal processes experienced during a negotiation. That could mean disputes, multi-party dynamics or social influence and networking. By practicing negotiating with real people, participants learn how to navigate people and change, how to build better agreements, and how to better prepare for complex negotiations by taking these factors into account ahead of time.	06/02/2021
Rotman School of Management	Coaching for Great Work — Virtual	Executive Programs	2 days; Coaching for Great Work enables further curiosity-led behaviours to hone potential and help transform organizations. Building on the foundations of The Coaching Habit program, which uncovers the “why” of coach-like behaviours, Coaching for Great Work provides participants with a step-by-step process within that framework to tackle crucial challenges.	06/14/2021
Rotman School of Management	Rotman Corporate Finance for Executives — Virtual	Executive Programs	6 half days; combining intuition and analysis, this program explores the central pillars of corporate finance. Expert faculty will guide participants through how to use valuation techniques and concepts so you can build your understanding of critical decisions that ultimately determine the value of the firm and its value to its stakeholders.	8/10/2021

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Onboarding and Coaching for HR Professionals — Virtual	Executive Programs	3 half days; participants learn how to re-evaluate hiring, onboarding and coaching practices to make an immediate difference. Participants also learn practical approaches to assessing leadership resilience, how to enhance team’s emotional intelligence and how to improve effectiveness based on the latest neuroscience research. By the end of the program participants will have a stronger ability to influence others and effect change via coaching, co-develop a Lean Forward Playbook to evolve hiring practices and prepare for a new hybrid work from home environment as they integrate new leaders into their organization.	8/4/2021
Rotman School of Management	Rotman Executive Presence	Executive Programs	2 half days; participants build the motivational stance necessary to develop trust, rapport and inspired action with their colleagues. Each participant will also receive a five-channel framework for expression, a body language checklist and a one-on-one session of expert body language analysis.	09/16/2020
Rotman School of Management	Financial Analysis for Human Resources (HR) Professionals — Virtual	Executive Programs	4 half days; Rotman’s Financial Analysis for HR Professionals program fills in the gaps in your education with practical learning on: Corporate strategy, Financial reports, Metrics, Shareholder value. Participants learn what is on a balance sheet and income statement through hands-on exercises, cases and real-time examples from different industries. By the end of the program, participants will be able to understand cash flow statements, determine the right questions to ask colleagues and build confidence when using financial metrics.	10/06/2021

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Rotman Finance and Accounting for the Non-Financial Professional — Virtual	Executive Programs	7 half days; this program is an introduction to the language of accounting and finance to help make better decisions. Rotman’s Finance and Accounting for the Non-Financial Professional program will demystify the language, tools and techniques of accounting and finance so participants can return to their organization with the confidence to analyze financial information to succeed.	01/25/2021
Rotman School of Management	New Executive’s Roadmap — Virtual	Executive Programs	6 half days; designed jointly by Rotman and Odgers-Berndston, helps executives like you overcome challenges and seize opportunities in your new role by mastering team and organizational dynamics from the get-go. With the help of industry-experts and insights from one of the world's top executive search firms, participants are equipped to quickly identify key issues and opportunities, make meaningful contributions to the organization faster and create an inspiring and impactful agenda for their first year.	10/20/2021
Rotman School of Management	Rotman Executive Leadership — Virtual	Executive Programs	8 half days; this program is designed to help senior leaders overcome new and increasingly complex challenges brought on by remote work, thorny political situations and a changing workforce. Participants moving into a more senior role for the first time will receive the tools and frameworks they will need to change their approach and priorities so they can succeed. Participants that have already assumed senior leadership responsibilities will benefit from insights on alternative approaches and strategies that they can adopt to ensure their success in delivering on their new responsibilities.	11/03/2020

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Rotman Inclusion by Design — Virtual	Executive Programs	6 half days; Inclusion by Design is for leaders and organization looking for disruptive ways to design, implement and evaluate inclusion practices that actually work. Whether it's hiring, retention, or compensation, use a new approach to move past acceptance to true inclusion so you can engage, energize, inspire and benefit from diversity with greater success.	02/03/2021
Rotman School of Management	Rotman Diversity, Equity and Inclusion for Human Resources (HR) Professionals — Virtual	Executive Programs	4 half days; created based on direct feedback from senior HR leaders across industries and customized for a relevant, practical experience, this program aims to bring HR professionals together in a safe and open environment. Participants learn from expert instructors with experience working in the field and from other HR leaders. By the end of this program, participants develop a sound understanding of what organizations need to know to foster inclusive cultures — and a network of peers you can turn to for sharing experiences, challenges and solutions.	11/16/2021
Rotman School of Management	Machine Learning — Virtual	Executive Programs	6 weeks (4 to 6 hours per week); participants will receive training on how to communicate fluently on the topics of machine learning applications, processes and strategies with data science teams either internal or external; expert guidance on how to describe common algorithms and appropriate business applications for each; techniques to identify ways in which machine learning can support business leadership to improve understanding of customers and use data to make predictions; a deep understanding of the approaches used by data science teams to work with them and achieve better outcomes.	09/30/2020

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Rotman Business Design Thinking — Virtual	Executive Programs	6 weeks (4 to 6 hours per week); this intense six-week online program provides a four-step framework to navigate the innovation process. Participants will learn strategies to leverage existing business frameworks and new design techniques to find, frame; and solve business problems in contemporary ways. Key outcomes include enhancing design literacy and creative thinking processes; collaborating effectively in professional teams; identifying the four stages of innovation; solving business problems through sensing; sensemaking; and changemaking.	2/3/2021
Rotman School of Management	Business Analytics: Data Driven Decision Making — Virtual	Executive Programs	6 weeks (4 to 6 hours per week); Each module is designed to help participants craft the narrative for their company’s data literacy by improving their own data fluency and gaining an understanding of the business value quality data and expert analytics can create for your business. Participants will receive improved data literacy; the ability to communicate effectively with data analysts to understand when to use (and how to interpret) descriptive, predictive and prescriptive analytics; expert guidance on evaluating various data analytics tools, such as dashboards, machine learning, prediction models and regression analysis; techniques to apply scientific thinking to business, such as examining cause and effect in data analysis and designing an experiment; a deeper understanding of how to build a data-driven organization, including managing privacy concerns and developing strategies for cultivating evidence-based decision-making.	11/11/2020

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Master of Business Administration (MBA) Essentials Online; Your Bridge to Business — Virtual	Executive Programs	3 weeks (nine 2-hour evening sessions); this program includes Rotman's signature MBA Essentials program as a real-time virtual experience, bringing you the best of in-class from the comfort of your own home. Participants learn how to develop their business acumen, learn how to work collaboratively across departments and divisions and network with a cohort of early to mid-career professionals.	8/10/2020
Rotman School of Management	Power Influence and Emotions in Negotiations	Executive Programs	2 days; this program addresses the more complex interpersonal processes you experience during a negotiation. That could mean disputes, multi-party dynamics, or social influence and networking. Participants practice applying principles to tough situations through continuous and varied exercises. Next, debrief the simulations with peers in lively discussions as faculty help draw lines between your experience and established theory and research.	04/19/2022
Rotman School of Management	Rotman People Analytics for HR	Executive Programs	4½ days; this program is designed to teach participants how to understand, interpret, and apply data strategically in their organization. Participants learn: what makes HR data actionable, how to quantify complex data like language and personality traits, and how to make the leap from statistical insights to organizational change	04/19/2022

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Executive Coaching Certificate - virtual	Executive Programs	3 month intensive; this program incorporates cutting edge research and models from the fields of organizational behaviour, personality and social psychology, communication, conflict resolution, and neuroscience. Expert faculty combine deep knowledge across these areas with a passion for teaching to produce a highly effective multi-disciplinary coaching program. By the end of the program participants will be able to: apply strategies using a three-pronged change model for personal, relational, and organizational challenges, generate insights that can overcome obstacles and resistance to change, cultivate agency, responsibility, and a trustworthy presence in themselves and the people they coach.	02/12/2022
Rotman School of Management	Board Risk Oversight and Insight	Executive Programs	1 ½ days; this program is jointly sponsored by the Rotman School of Management and Global Risk Institute. This 1.5 day program will provides participants with best practices and exposure to emerging trends in risk oversight and allow to better anticipate future trends that could affect organizations. This program is designed for senior leaders in the financial sector and offers the opportunity to explore with faculty experts, industry practitioners and board peers the types of questions that should be posed to corporate risk professionals.	06/01/2020
Rotman School of Management	CUES Governance Leadership Institute- virtual	Executive Programs	4 days; In this 4-day intensive program, Rotman’s world-renowned faculty guides participants through the research and latest trends affecting credit unions. Participants learn: strategy leadership development, effective board and management communications, risk management, negotiations, influencing change, succession planning	10/01/2020

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Rotman Cybersecurity: Leading Organizational Strategy - virtual	Executive Programs	6 weeks (4 to 6 hours per week); Over six weeks, participants explore the policies, processes, and structures required to minimize the impact of cyber threats, and learn to make better cybersecurity decisions. Participants gain practical experience through the use of simulations as you become fluent in the language of cybersecurity with this program designed for the non-technical audience. Key program takeaways: explore the current cyber threat environment and learn to identify potential cyber threats facing your business, discover ways to avoid, minimize, and manage external and internal cyber threats through practical simulations, equipping participants with first-hand experience in leading change management, gain practical frameworks and a structured approach to managing risk and building cyber resilience and maturity in the organization, develop an action plan to create, implement, and lead a cybersecurity strategy in participant’s company while fostering a culture of cyber awareness, enhance understanding of the various cyber laws, enforcement agencies, and global protocols to recognize how they impact an organization	03/16/2022

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Rotman Digital Transformation - virtual	Executive Programs	6 weeks (4 to 6 hours per week); this online program provides comprehensive insights into the core principles of digital transformation. Over six weeks, participants explore the need for an integrated competitive platform with an in-depth focus on stakeholder value and experience, and how these factors can benefit organizations engaging in digital change. Participants examine how the appropriate strategic approach can create agile teams and outcomes, and be inspired by case studies from successful organizations that have utilized big data and data analysis to achieve their business objectives. Finally, participants create a digital transformation plan, examining important considerations such as scope and cost. In the process, participants learn how to prioritize various projects to best support a digital transformation approach suited to your organizational context.	03/02/2022
Rotman School of Management	Rotman Healthcare Leadership - virtual	Executive Programs	6 weeks (4 to 6 hours per week); This six-week Healthcare Leadership online program helps participants develop clinical proficiencies, business competencies, and soft skills required to guide their organizations forward, as they embark on an inward journey focused on self-awareness and emotional intelligence. Guided by industry leaders, participants learn to overcome myriad industry challenges and organizational inertia with a strategic set of leadership strategies and change management techniques. Participants walk away with the critical knowledge, skills, and competencies required to be an outstanding and compassionate leader in the healthcare value chain.	02/09/2022

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Rotman Organizational Leadership - virtual	Executive Programs	6 weeks (4 to 6 hours per week); In this program, participants gain both concrete tools and conceptual insights for building and leading effective teams. Over the course of six weeks, participants develop a deeper understanding of the challenges senior leaders face in fostering a high-performance culture. Participants explore effective ways to remove silos, respond to change in their business, and navigate new complexities in the broader environment. Participants also examine new methods of thinking about organizational strategy, structure, culture, people, and systems with Professor Hugh Arnold's unique congruence model of organizational effectiveness. Participants walk away with practical organizational leadership techniques to confidently guide teams through an uncertain future.	11/17/2021
Rotman School of Management	Rotman Women in Leadership - virtual	Executive Programs	6 weeks (4 to 6 hours per week); Over the course of six weeks, participants develop an understanding of historical and cultural constructs that have shaped the belief systems of women in the workplace, and be empowered on career journey. Participants will be exposed to the research and techniques of Program Director Maja Djikic as they develop a strong leadership presence by enhancing your communication skills and emotional intelligence. Through personal reflection, participants explore gender stereotypes and how they influence ones personal and professional desires and motivations. Participants also learn to engage with their inner voice and dialogue, and navigate potential imposter syndrome. Participants walk away prepared to overcome workplace challenges and craft a future as a woman in leadership.	02/16/2022

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Rotman Digital Marketing: Creating Successful Marketing Strategies – virtual	Executive Programs	6 weeks (4 to 6 hours per week); This program is designed to equip professionals with the concepts, skills, tools, and techniques needed to launch or enhance digitized marketing initiatives. It will enable them to achieve optimized performance and improved ROI in marketing for their organizations.	12/09/2021
Rotman School of Management	Rotman Sustainability Leadership: Innovation for Growth - virtual	Executive Programs	6 weeks (4 to 6 hours per week); this program delivers innovation, leadership, and strategic frameworks that can help participants learn to build a case for sustainability initiatives and lead successful sustainability strategies in the organization. At the end of this 6-week online program, participants will be able to: explain how to use sustainability as a source of innovation to drive new growth and generate enhanced economic, social, and environmental outcomes, describe how to improve the overall governance of leadership and teams, outline the steps involved in attracting, retaining, and growing employees, customers, and suppliers, articulate the impact of sustainability on profitability	04/18/2022
Rotman School of Management	The Psychology of Leadership	Executive Programs	5 ½ day sessions (over 3 weeks); in this program participants learn the steps necessary for self-development and facilitate conditions for broader organizational development. Motivation (Prioritizing goals) Behaviour (Preventing Burnout) Emotions (Building Resilience) Mind (Cultivating Focus) Body (Building New Habits)	03/31/2022

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Behaviourally Informed Strategy	Executive Programs	<p>2 days; this program goes beyond an introduction to nudges and choice architecture to help executives expand behavioural insights into strategy design, decision-making and execution. Participants learn from practitioners in the private and public sectors through case studies, and discussions. Expert instructors will ensure participants apply lessons to their own organization and leave with a road map to embed behavioural strategy in ones formal processes. Participants learn:</p> <ul style="list-style-type: none"> Behavioural strategy concepts and how to execute them Understand behavioural models that inform assumptions and the 'big bets' of strategy design Rethink traditional strategy frameworks with behavioural insights How to implement strategies effectively and how to pivot when things are going wrong Use AI to assist in decision making 	06/21/2022
Rotman School of Management	Leading Strategic Change in the Middle East - virtual	Executive Programs	<p>4 days; this program will help identify broad changes happening globally, promote an understanding of the change management process with a MENA lens, and provide tools to help execute effective change. The opportunity to interact and learn from others in different industries, sectors and countries will also be extremely valuable in understanding regional and global challenges.</p>	01/01/2022

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Rotman – Odgers Berndston New Leader Integration	Executive Programs	6 half day sessions (over 3 weeks); The New Leader Integration program, designed jointly by the Rotman School of Management and integrated leadership advisory firm Odgers Berndtson, prepares new executives for success during their first year by accelerating their impact through mastering team and organizational dynamics, building strong relationships with peers and team members, and ably navigating challenges and change from day one.	04/05/2022
School of Continuing Studies	Academic English	English Language Program	<p>Improve your prospects for post-secondary success.</p> <p>Satisfy the language requirements for admission to most degree programs at the University of Toronto.</p> <p>Develop your ability to effectively communicate in an academic environment.</p> <p>This rigorous certificate program brings together highly motivated students who want to improve their use of academic English. It has helped non-native English speakers from more than 55 countries strengthen their skills for real-world academic situations. You'll get personalized feedback to develop the skills you need to share academic ideas and communicate in an academic context. Enjoy access to University of Toronto libraries, computer systems, events and many services while studying at one of the world's best universities.</p>	06/12/2002

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Accounting — Level 1	Business and Professional Studies	<p>Correctly interpret accounting and financial statements. Make better business decisions based on proven accounting principles.</p> <p>This introductory certificate covers the basic principles of accounting. You'll learn how to measure and report financial transactions and study business applications for accounting theory. You'll emerge with a broad overview of economic theories — both micro and macro — and know how to apply them to current issues. You'll be introduced to the Canadian legal landscape, as it applies to the administration of business. You'll expand your working knowledge and professional competencies and better prepare yourself for a career in public accounting, business, finance, government and the not-for-profit sector.</p>	11/13/2008
School of Continuing Studies	Accounting — Level 2	Business and Professional Studies	<p>Learn more advanced accounting, management and statistical techniques. Improve business performance through more accurate data measuring and reporting.</p> <p>You learned the basics of accounting in earning your Level I certificate. In Level II, you'll expand your knowledge and skill, and improve your prospects for a rewarding career in accounting. You'll learn what managers need to know about finance and accounting. You'll see how data are used for planning, controlling and decision-making; and how good measurement and reporting can help organizations forecast their liabilities, contingencies, shareholders' equity and future employee benefits. You'll learn probability concepts and techniques for describing and measuring data. You'll also work on writing clearer reports, responses, briefing notes and issue-critical news releases.</p>	11/13/2008

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Accounting — Level 3	Business and Professional Studies	<p>Make better strategic decisions using sound financial planning and management. Choose and manage systems that make a business more efficient and competitive.</p> <p>Now that you have a solid understanding of basic accounting principles, you're ready to study the underlying framework. In this Level 3 certificate, you'll grow your knowledge of accounting and your ability to apply it in a range of positions. You'll study the impact financial management has on business-strategy development. You'll learn how sound management of information technology systems (MIS/IT) can maximize an organization's business capabilities and give it the competitive advantage it needs in the 21st century.</p>	11/13/2008
School of Continuing Studies	Advanced Business Analysis	Business and Professional Studies	<p>With the increase in complexity and uncertainty in today's world, business analysis is vital to enabling change that drives project and business success. Effective business analysts are in demand to help companies understand and address their business and technology problems and opportunities, so they create the right solutions, the right products and services the first time. The Certificate in Advanced Business Analysis will move learners beyond the foundations of the School of Continuing Studies' Certificate in Business Analysis by providing courses aligned to the skills, knowledge, and competencies required for effective analysis, continuing success, and career advancement.</p>	01/24/2022
School of Continuing Studies	Advanced Business Process Management (BPM)	Business and Professional Studies	<p>Deepen your knowledge of key areas crucial to your success as a BPM practitioner. Learn how to manage all aspects of a process improvement project, from defining its requirements to successful implementation.</p>	12/14/2012

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the School of the Environment)	Advanced Environmental Management	Business and Professional Studies	<p>Deepen your understanding of unique challenges associated with climate change, urban areas and water resources.</p> <p>Explore real-world issues and case studies that illustrate the dire implications of climate change on local, regional and global scales.</p> <p>Implement best practices in conservation, sustainability and management to improve the well-being and security of people around the world.</p> <p>Humanity today faces serious environmental challenges, including climate change, biodiversity loss, waste management and overexploitation of water and other resources. Increasing urbanization around the world also has major implications for people and the planet. In this certificate program, you'll learn how to best reduce environmental impacts and improve the living conditions of people around the world. You'll explore key concepts such as spatial disparities, scientific uncertainty, the need for collaborative decision-making and sustainable development. You'll also learn the relevant science, historical details, human impacts and approaches for addressing them. You'll probe similarities and differences in social, economic and ecological challenges faced by different world regions and groups, including Indigenous peoples. You'll examine case studies that illustrate real-world implications of climate change and related issues, and opportunities to improve sustainability and equity. You'll emerge better prepared to build a career in environmental management, implement best practices, influence policy and contribute to positive change.</p>	10/26/2020

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Advanced Project Management	Business and Professional Studies	<p>Take advantage of short modular courses designed specifically for working professionals. Develop advanced analytic and management skills and earn professional development units (PDUs) approved by the Project Management Institute (PMI).</p> <p>A good way to advance your career is to develop advanced project management skills that help you manage more complex projects and respond to a wider range of challenges. This certificate is ideal for working professionals in any sector. Whether you're starting out in project management or have been fulfilling that responsibility without formal training, you'll learn advanced concepts of project management and how to put them into practice. You'll also come away with a working knowledge of software and the challenges involved in managing international projects.</p>	03/24/2009
School of Continuing Studies (offered in partnership with the School of the Environment)	Advanced Study in Geographic Information Systems (GIS) for Environmental Management	Business and Professional Studies	The Certificate of Advanced Study in GIS for Environmental Management is designed for professionals who wish to achieve greater conceptual understanding and technical expertise to master the field of GIS.	12/20/2017

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Advertising	Business and Professional Studies	<p>Prepare for a client or agency role by learning advertising from the ground up. Create digital and traditional campaigns that maximize return on investment, from first idea through execution to final evaluation.</p> <p>Whether you're new to advertising or well into your career and are seeking new skills, this certificate will show you what works in today's rapidly changing marketplace. You'll discover how to use a variety of platforms, new and traditional, to guide consumer decision-making. You'll acquire tools to help you pitch ideas and present concepts and develop and implement creative strategies. You'll learn how to use free and paid media to understand and communicate with your audience. Your instructor will provide an effective mix of lectures, readings, case studies, exercises and assignments.</p>	11/13/2008

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Agile Project Management	Business and Professional Studies	<p>Develop an Agile mindset, knowledge and skills to manage projects and contribute to organizational success.</p> <p>Use Agile practices effectively in a team environment.</p> <p>Agile project management is gaining momentum and increased importance every day. Organizations across all sectors are facing continuous change, and Agile project management presents a way to manage projects and deliver value quickly when uncertainties exist. This certificate will equip you with the concepts and practical skills needed to apply Agile project management on its own, or combined with traditional project management, to manage risk, increase quality, keep communication productive and enhance customer satisfaction to achieve project success. Whether you're beginning the Agile journey or have project management experience, this certificate will help you develop an Agile mindset. You'll learn how to leverage both Agile and traditional project management methods, including the development of the necessary hard and soft skills required to be effective. The courses in this certificate include an emphasis on the leadership skills required to assess change readiness, prepare teams for significant change and contribute to the transformation of your organization. If your organization is ready for a value driven approach to project management that complements the rigor of traditional project delivery practices while emphasizing innovation, stakeholder commitment, adaptability and improved team morale, the Certificate in Agile Project Management is for you.</p>	07/10/2018

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the Factor-Inwentash Faculty of Social Work)	Applied Mindfulness-Based Chronic Pain Management (MBCPM™) Facilitation	Business and Professional Studies	<p>Discover how aligning the mind and body can help people manage chronic pain. Learn how to train others in this life-changing practice. Earn both the School of Continuing Studies Certificate in Applied Mindfulness-Based Chronic Pain Management™ Facilitation, and a Certificate in Applied MBCPM™ awarded by the NeuroNova Centre.</p> <p>People with chronic pain face unique challenges in everyday life, including difficulty in maintaining positive relationships. If you're a health-care professional with a mindfulness practice, this unique certificate program will give you the comprehensive training you need to help people better manage their chronic pain. You'll emerge ready and able to reduce suffering, emotional and physical, among individuals and groups. You'll get the skill and insight you need to facilitate Mindfulness-Based Chronic Pain Management courses and supervise others who want to follow in your footsteps.</p>	01/24/2017

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the Factor-Inwentash Faculty of Social Work)	Applied Specialization in Mindfulness Meditation	Business and Professional Studies	Applied Specialization in Mindfulness Meditation will lead learners to apply the knowledge foundations from the Foundations in Applied Mindfulness Meditation certificate towards a more specialized application. To complete this, learners must complete any combination of four courses from the streams as noted: education, parenting and youth, contemplative arts, workplace, technology and media, therapy, embodied mind, and compassion. For learners who wish to gain more intimate knowledge of a specific subject area, it is recommended that you complete all courses from that stream.	08/19/2016
School of Continuing Studies (offered in partnership with the Faculty of Applied Science and Engineering)	Artificial Intelligence	Business and Professional Studies	<p>Advance your career prospects in a field bursting with innovation and opportunity. Learn the newest AI applications and opportunities from top professionals. Address business and social issues by combining classical and Deep Learning techniques.</p> <p>Are you ready to advance your career in IT, engineering, data management or technology? Then this leading-edge certificate program in Artificial Intelligence (AI) is for you. Through three challenging courses, taught by top professionals, you'll explore all of AI's modern branches. You'll examine ways in which enterprises large and small use AI applications to address their most urgent needs. You'll discover opportunities to use real-world techniques and program your own reusable AI modules. You'll emerge with the hands-on skills you need to apply AI in your enterprise and enhance your career as a champion in the field.</p>	05/14/2018

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Brand Management	Business and Professional Studies	<p>Understand what it takes to build a strong brand that drives company growth. Win more customers — and get the most out of the ones you already have. Companies intent on building strong brands need effective brand managers. The Certificate in Brand Management will help you develop and execute superior strategies that align brand and business goals. You'll learn how to track brand equity and value, evaluate the return on investment of individual marketing investments and explore and develop new leadership skills. Whether you're a brand, product or marketing executive or a business owner, achieving this certificate will deliver valuable insights into the fundamentals and strategic nuances of managing brands.</p>	03/15/2013
School of Continuing Studies (offered in partnership with the Faculty of Applied Science and Engineering)	Building Science Practice	Business and Professional Studies	<p>Learn the essential elements of building envelope systems design and construction technology. Prepare to write BSSB® examinations conducted by the Building Science Specialist Board of Canada (BSSB) for greater success in the building science industry. The building industry needs people who understand how the many different components of a building envelope systems and its environment interact. This certificate will give you the knowledge you need to meet these growing industry demands. You'll increase your understanding of building envelop systems design and failure. The certificate courses are aligned to the Learning Objectives of the Building Science Specialist® designation examinations conducted by BSSB. This certificate is offered in collaboration with the Faculty of Engineering and Applied Science.</p>	26/03/2019

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Business Analysis	Business and Professional Studies	<p>Identify business needs and problems and facilitate solutions that work. Acquire practical skills that add value to your organization. Get closer to coveted professional designations and certifications</p> <p>If you want to be a business analyst, or apply more business analysis to project management, this certificate is for you. You'll learn to add value by working with your business clients to identify problems, articulate their needs and verify and document requirements to facilitate solutions. The three-course program will suit anyone wanting stronger business analysis skills, including project and process managers, financial analysts and service providers, IT managers and other specialists. You'll emerge with valuable skills and you'll also be closer to the coveted professional designations from the International Institute of Business Analysis (IIBA) and the Project Management Institute (PMI). Visit the IIBA and PMI web pages for more information on how the School of Continuing Studies' Certificate in Business Analysis and business analysis courses can assist you in working towards these designations. The textbook for all courses in this certificate is the Business Analysis Body of Knowledge® (BABOK®) Guide version 3.</p>	10/20/2009

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Business Communications	Business and Professional Studies	<p>Strengthen your business communication skills and your career potential in this flexible three-course certificate program available both online and in-class.</p> <p>Write, speak and negotiate with confidence and clarity.</p> <p>What skill do companies rate as most important when looking for new employees? The ability to communicate with people inside and outside the organization. This three-course Certificate in Business Communications will help you master these vital skills. Practical and industry-driven, the Certificate focuses on mastering communications in a business environment: business writing; business presentations; and persuasion and negotiation. Available in-class or in a flexible and compact online format allowing you to take the courses wherever you live, whenever your schedule allows. You'll learn how to use concise and plain language to get your message across to any audience. You'll complete the program with the confidence and tools you need to write effectively, craft winning sales pitches, deliver persuasive presentations or negotiate effectively on your organization's behalf.</p>	02/01/2016

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Business Essentials	Business and Professional Studies	<p>Complement your degree with the applied business skills needed to jump-start your career. Apply key concepts to real-world scenarios; practising and refining your business and communication skills.</p> <p>In today's competitive job market, employers want to hire adaptable, socially aware candidates, who possess a combination of business acumen and communication skills. Be that candidate by sharpening your understanding of business basics and gaining hands-on experience of in-demand skills — before you interview. Our Business Essentials certificate will help you develop a foundational understanding of areas that employers across industries have identified as critical, so no matter where you land, you'll have increased confidence in your ability to work with others and make a meaningful contribution to your team and organization.</p> <p>Whether you have a career plan, or are unsure about your next step, a combination of business and communication skills will increase your adaptability to work in any organization — from startup to multinational. Throughout this program, you'll apply key concepts to real-world situations and receive real-time feedback from instructors and guest speakers, providing an opportunity for you to practice and gain confidence. You'll also refine your written and verbal communication competency, setting yourself up for success when communicating with your colleagues, employer or clients and gain more experience with practical skills that employers seek in Microsoft Office (Word, Excel, PowerPoint), time management, decision making, presentation skills and working on a team.</p>	01/25/2018

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Business Innovation	Business and Professional Studies	<p>Gain the knowledge, skills and tools to drive strategic innovation in your organization. Get hands-on experience in identifying, planning and executing your own innovation projects.</p> <p>Are you an organizational leader or manager who aims to create growth for your organization through strategic innovation? If yes, this certificate will help you develop your intrapreneurship skills and create a sustainable culture of innovation in your organization. The courses guide you through the entire innovation process, from building an initial business case to making innovation a sustainable practice. Through discussions, group exercises and case studies, you'll identify, plan and execute your own innovation projects and engage with other innovation-minded business leaders. All courses provide practical experience you can apply immediately and effectively.</p>	08/09/2010
School of Continuing Studies	Business Management	Business and Professional Studies	<p>Learn the theories and practices of successful professional management. Acquire professional skills that can help advance your career. Develop your personal leadership and management expertise.</p> <p>Mastering the fundamentals of management can help you launch your business career, change jobs or assume more responsibility at work. This comprehensive program will give you the knowledge and foundational skills you need for business and management leadership. You'll be able to add new capabilities to your resumé and pursue professional designations with greater confidence.</p>	06/12/2002

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Business Process Management	Business and Professional Studies	<p>Gain the knowledge and skills you need to work in the growing field of business process management.</p> <p>Learn why business processes are the key drivers of workflow and workload.</p> <p>Acquire knowledge toward a Certified Business Process Professional (CBPP®) designation awarded by the Association of Business Process Management Professionals (ABPMP).</p> <p>Business process management is all about being competitive — managing change; driving workflow and workload; and improving efficiency. This program will give you the deep insights you need to work in this growing field, learning to analyze and optimize business processes and facilitate change. This certificate will benefit process improvement specialists, customer service managers and supervisors, business analysts, project and process managers, financial services providers and information technology analysts and managers.</p>	10/15/2010

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the School of the Environment)	Climate Change Policy and Practice	Business and Professional Studies	<p>Understand the key drivers of climate change policies and regulations in North American jurisdictions, and assess what they are doing to reduce and offset greenhouse gas (GHG) emissions.</p> <p>Know how to prepare accurate GHG emissions reports, including full verification and validation. Emerge ready to design and apply strategies to reduce and offset GHG emissions at your organization.</p> <p>Leading organizations around the world know they have to limit their GHG emissions if climate change is to be slowed. In this dynamic certificate program, you'll learn what is being done in Canada and other North American jurisdictions to encourage sustainability, and reduce and offset harmful GHG emissions. You'll see the lengths to which corporations both public and private must go to accurately verify, validate and report emissions. Buoyed by real-world examples, you'll explore and critically assess a range of possible voluntary business and community programs as well as policies instituted by regulators. You'll learn how to prepare the full range of compliance documents and absorb real-world lessons in sustainability reporting. You'll pick one company of your choosing and devise a GHG mitigation strategy. You'll emerge better prepared to give your organization a strategic and competitive edge as an ambassador of accurate GHG reporting and risk management.</p>	11/01/2018

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the Factor-Inwentash Faculty of Social Work)	Clinical Hypnosis for Clients and Groups	Business and Professional Studies	<p>Grow your professional practice by becoming an accredited clinical hypnotist. Enable individual clients or groups to make empowering, long-lasting changes. Know when to use hypnosis in your practice — and when not to.</p> <p>Whether you work with groups or individual clients, hypnosis can offer an important contemporary approach to encourage change. In this three-course certificate program, you'll learn to use clinical hypnosis to eliminate fears, blocks and self-defeating damaging patterns and behaviours. You'll discover how this gentle yet effective protocol works at the subconscious level, and how you can help clients strengthen their self-esteem and own their lives. You'll be able to facilitate habit and emotional changes — including weight loss, smoking cessation and stress management — at a surprisingly fast rate. The courses build on one another using documentation, demonstrations and in-class practice. You'll cover several specialized areas of applied hypnosis that use complimentary techniques, including Neuro-linguistic Programming, Visualization and Systemic Desensitisation.</p>	08/15/2016

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the Faculty of Applied Science and Engineering)	Cloud Computing	Business and Professional Studies	<p>Understand how cloud computing evolved and how its systems are designed and built today. Learn how to evaluate different vendor products and services. Cloud computing is now integral to the digital economy. Companies value people who can understand and evaluate the design, architecture and frameworks of cloud systems. This program will help you understand different service models, including Software as a Service (SaaS), Platform as a Service (PaaS) and Infrastructure as a Service (IaaS). You'll explore technology choices and development tools and get a market overview of current cloud providers. Other subjects include security and disaster recovery. This certificate is offered in collaboration with the Faculty of Engineering and Applied Science.</p>	12/12/2013
School of Continuing Studies	Conversational Languages: Arabic, Egyptian	Languages and Translation	<p>Enjoy Arabic entertainment from Egypt. Appreciate Arab customs and culture. Travel more easily in Egypt. Enhance relationships with Egyptian business associates, friends and family.</p> <p>This certificate focuses on the Arabic dialect spoken in daily life in Egypt. It is commonly used in Egyptian cinema, music, and entertainment and is therefore usually understood elsewhere in the Arab world. By the program's end, the diligent student will have reached A2 in the grid used by the Council of Europe's Framework of Reference for Languages (CEFR).</p>	08/31/2007

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Conversational Languages: Arabic, Modern Standard	Languages and Translation	<p>Learn a language that is increasingly important in world affairs and is the medium of Arab scholarship, media, culture and religion.</p> <p>Improve your business prospects, travel and tourism opportunities and family relationships if you are a heritage speaker.</p> <p>This certificate focuses on Arabic (Modern Standard), the language of education, scholarship, formal communications and media. You'll learn the most balanced language base for studying Arabic, a moderate idiom that bridges the classical Arabic of literature and the Qur'an to the commonly spoken dialects of 22 Arab countries. By the program's end, you'll have reached A2 in the grid used by the Council of Europe's Framework of Reference for Languages (CEFR). Some material from B1 will also be introduced.</p>	04/30/2013
School of Continuing Studies	Conversational Languages: Chinese (Cantonese)	Languages and Translation	<p>Learn a language that is increasingly important in culture and business.</p> <p>Improve your business prospects, travel opportunities and family relationships.</p> <p>Cantonese is the native language of more than 66 million people in key regions in China including Guangdong, Hong Kong and Macau. Whether you are a traveller, heritage student, language lover, business person with international contacts or have married into a Cantonese-speaking family, this program will help you learn Cantonese. By the program's end, you'll have reached A2 in the grid used by the Council of Europe's Framework of Reference for Languages (CEFR). Some material from B1 will also be introduced.</p>	07/27/2011

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Conversational Languages: Chinese (Mandarin)	Languages and Translation	<p>Learn the world's most spoken language to make travel in China more enjoyable and show goodwill when meeting people in business or other settings.</p> <p>Understand how the language reflects and influences Chinese culture.</p> <p>Mandarin, or Modern Standard Chinese, is the most commonly spoken language in the world, with nearly 900 million speakers. Based on the speech of Beijing, it's the official language of China and Taiwan and is the formal standard written language for Chinese speakers of all dialects. By the program's end, you'll have reached A2 in the grid used by the Council of Europe's Framework of Reference for Languages (CEFR). Some material from B1 will also be introduced.</p>	07/27/2011
School of Continuing Studies	Conversational Languages: Dutch	Languages and Translation	<p>Understand Dutch better so you can travel in Dutch-speaking countries and, if you are of Dutch descent, explore your heritage and culture and communicate with family.</p> <p>Learn enough Dutch to show goodwill if you are working in the Netherlands or Belgium.</p> <p>Dutch is spoken by around 22 million people, primarily in the Netherlands and Belgium. It is also a major language in Suriname, Aruba, the Dutch Antilles and Indonesia. You'll find this program useful if you're a traveller, heritage speaker, retailer or have married into a Dutch-speaking family. By the program's end, you'll have reached A2 in the grid used by the Council of Europe's Framework of Reference for Languages (CEFR). Some material from B1 will also be introduced.</p>	07/27/2011

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Conversational Languages: Farsi	Languages and Translation	<p>Learn a rich language that is spoken by nearly 200 million people in Iran, Iraq, Afghanistan, India, Russia and Central Asia.</p> <p>Understand your heritage better if you're of Iranian or Afghani descent, communicate with family members more easily and be able to read official documents in Farsi.</p> <p>Farsi or Persian is the main language of Iran and a significant language in Tajikistan, Afghanistan, Uzbekistan, Bahrain, Iraq, Armenia, India and parts of southern Russia. This program will leave you with a working knowledge of a rich language with nearly 200 million speakers. By the program's end, you'll have reached A2 in the grid used by the Council of Europe's Framework of Reference for Languages (CEFR). Some material from B1 will also be introduced.</p>	07/27/2011
School of Continuing Studies	Conversational Languages: French	Languages and Translation	<p>Learn a language that immediately increases your career options in the Canadian civil service, the diplomatic corps, politics, law, education and other fields.</p> <p>Enjoy travel in French-speaking countries and better appreciate French opera, cinema, literature and cuisine.</p> <p>With French, you automatically expand your career options in government, business, the media, law, politics and other fields. This program will also be useful if you're a traveller, heritage speaker, student, lover of film or cuisine or you've married into a French-speaking family. By the program's end, you'll have reached A2 in the grid used by the Council of Europe's Framework of Reference for Languages (CEFR). Some material from B1 will also be introduced.</p>	11/25/2011

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Conversational Languages: German	Languages and Translation	<p>Better understand German philosophy, opera, history and the influence of German on the development of English.</p> <p>Enjoy easier travel to Germany, Austria and Switzerland, or be able to express yourself in German.</p> <p>Gain the skills you need to read, write and speak German by earning this certificate. With a rich history and roots that go back 1,500 years, German is one of the three most studied and 10 most spoken languages. Worldwide, it is translated (in writing) more than any other language. By the program's end, you'll have reached A2 in the grid used by the Council of Europe's Framework of Reference for Languages (CEFR). Some material from B1 will also be introduced.</p>	07/27/2011
School of Continuing Studies	Conversational Languages: Italian	Languages and Translation	<p>Get more enjoyment while travelling in Italy, listening to opera, reading a cookbook or watching films.</p> <p>Appreciate a family language, whether you are of Italian descent or have married into an Italian-speaking family.</p> <p>A Romance language spoken by about 70 million people, Italian is the official language of Italy and San Marino. It is also spoken in Switzerland, Monaco, Malta, France, Albania, Slovenia and Croatia. This certificate program will help you develop your skills in Italian. By the program's end, you'll have reached A2 in the grid used by the Council of Europe's Framework of Reference for Languages (CEFR). Some material from B1 will also be introduced.</p>	07/29/2011

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Conversational Languages: Japanese	Languages and Translation	<p>Deepen your understanding of Japanese culture and business practices and show goodwill by expressing yourself in Japanese.</p> <p>Gain exposure to a language based on principles very different to those of English and appreciate the role of language in Japanese history and art.</p> <p>This certificate program will help you learn to express yourself in Japanese, a language spoken by more than 130 million people. You'll learn to exchange information on familiar topics and activities. You'll understand more about the pitch-accent system of Japanese and the written language. By the program's end, you'll have reached A2 in the grid used by the Council of Europe's Framework of Reference for Languages (CEFR). Some material from B1 will also be covered.</p>	01/05/2012

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Conversational Languages: Korean	Languages and Translation	<p>Deepen your understanding of Korean culture and business practices and show goodwill by expressing yourself in Korean.</p> <p>Gain exposure to a language based on principles very different to those of English and appreciate the role of language in Korean culture and personal relationships.</p> <p>Improve your business prospects, travel and tourism opportunities and family relationships if you are a heritage speaker or you have married into a Korean-speaking family.</p> <p>Korea's business success in companies like Hyundai and Samsung, its internationally popular youth culture, its trendy cuisine and the allure of Seoul as a destination are all drawing people to discover the Korean language. In this certificate program, you'll learn to exchange information on familiar topics and activities. You'll master the alphabet and understand something about the levels of formality in Korean society. By the program's end, you'll have reached A2 in the grid used by the Council of Europe's Framework of Reference for Languages (CEFR).</p>	11/22/2016

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Conversational Languages: Russian	Languages and Translation	<p>Appreciate Russian culture and literature and make the most of your travel in Russia by being able to converse with local people.</p> <p>Learn a language that is very different to English and gain a better understanding of Russia's view of itself in the world.</p> <p>Russian is the most widely spoken language of Eurasia and the most widespread of the Slavic languages. It's an official language of the United Nations and the eighth most spoken language in the world. By the program's end, you'll have reached A2 in the grid used by the Council of Europe's Framework of Reference for Languages (CEFR). Some material from B1 will also be introduced.</p>	07/11/2012
School of Continuing Studies	Conversational Languages: Spanish	Languages and Translation	<p>Increase your opportunities to do business with half a billion Spanish speakers worldwide. Make the most of holiday trips to Latin America, Spain and even parts of the United States.</p> <p>Spanish is the most widely spoken Romance language. It's becoming increasingly important in the United States and has global influence in the arts and business. This program will help you improve your conversational Spanish so you can express yourself with business associates if you travel, or friends and family members if you are a heritage speaker. By the program's end, you'll have reached A2 in the grid used by the Council of Europe's Framework of Reference for Languages (CEFR). Some material from B1 will also be introduced.</p>	07/29/2011

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Conversational Languages: Turkish	Languages and Translation	<p>Learn a language that is the rich medium of popular media, culture and religion. Improve your business prospects, travel and tourism opportunities in Turkey, and family relationships if you are a heritage speaker.</p> <p>This certificate focuses on modern Turkish, as it is spoken today in Turkey and in diaspora communities around the world. It is similar to other Turkic languages whose total speakers are about 200 million. By the program's end, you'll have reached A2 in the grid used by the Council of Europe's Framework of Reference for Languages (CEFR). Some material from B1 will also be introduced.</p>	18/07/2019
School of Continuing Studies	Creative Writing	Creative Writing	<p>Learn from some of Canada's best writers, including Giller nominees and bestselling authors. Choose from the largest array of writing courses offered in Canada and join a vibrant community of emerging writers. Develop your potential, or just explore.</p> <p>Good writing can be learned, with guidance from patient professional authors and a supportive community. If the time has come for you to get serious about your writing, the Certificate in Creative Writing can provide the focus and direction you've been looking for.</p>	06/12/2002

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the Faculty of Information)	Cyber Security Management	Business and Professional Studies	<p>Advance your career by learning how to develop and run cyber security programs that work. Get closer to Certified Information Security Manager (CISM) certification by studying content that aligns with ISACA’s model curriculum.</p> <p>There's a growing need for cyber security professionals who can protect an enterprise from hackers, malware and other information risks. If you're ready to take on a leadership role in cyber security, this certificate is for you. Whether you're a senior security analyst or auditor, network manager, infrastructure engineer or account or project manager, you'll learn how to develop and run effective security programs that align with business processes and cycles. You'll upgrade your knowledge in risk assessment and response, security program design, incident and risk management, compliance and governance. The content is broadly aligned with ISACA's model curriculum, which gets you a step closer to CISM designation. This certificate is offered in collaboration with the Faculty of Information.</p>	02/01/2016

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the Faculty of Applied Science and Engineering)	Data Science	Business and Professional Studies	<p>Develop the skills you need to thrive in a growing profession. Gain academic credentials to become an Analytics Professional.</p> <p>Organizations today need professionals who can extract and analyze extremely large amounts of data — Big Data — and present useful insights to business leaders. If you're one of them, or would like to be, this certificate program is for you. You'll come away with the kind of deep analytical skills and abilities that organizations and recruiters value. Work with industry experts on advanced statistical modelling, machine learning and natural language processing. You'll cover content essential for the toolbox of a predictive analytics professional, including neural networks and deep learning; programming languages and software used in data extraction and analysis; and data security, compliance and privacy issues. The course content covers the seven domains of INFORMS' Certified Analytics Professional (CAP) certification.</p> <p>You'll also learn how to represent data visually to help decision-makers understand your findings. Whether you work in operations, business intelligence or marketing communications, are a recent math or science graduate or want to change or advance your career, this certificate will open the in-demand field of Big Data. This certificate is offered in collaboration with the Faculty of Applied Science and Engineering.</p>	02/01/2016

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the Factor-Inwentash Faculty of Social Work)	Dialectical Behavior Therapy (DBT)	Business and Professional Studies	The Certificate in Dialectical Behavior Therapy is a specialized training program on an essential therapeutic practice. It is designed for those wanting to learn DBT at an intensive level and those who wish to better implement the treatment model in their profession. Through rigorous content, applied training, exercises, discussions, role-playing, activities and other multimedia you will learn from field leading practitioners on how to effectively utilize this powerful tool.	08/04/2019
School of Continuing Studies	Digital Marketing Management	Business and Professional Studies	<p>Understand key concepts and trends associated with e-commerce and e-business. Apply leading tools, techniques and best practices in customer service. Study what industry leaders do to produce superior business results.</p> <p>Whether you're new to digital marketing or looking to master new skills to advance your marketing career, you'll learn the best practices for this critical, fast-growing online channel. The program covers the foundations of the field as well as the specialist disciplines of search engine marketing and social media marketing. You'll learn how to fill specialist, leadership and management roles and use digital marketing to achieve measurable return on investment. Expect a mix of lectures and readings, case studies, exercises and assignments.</p>	09/17/2012

<p>School of Continuing Studies</p>	<p>Digital Strategy and Communications Essentials</p>	<p>Business and Professional Studies</p>	<p>Understand the key trends and considerations in fast-changing digital and social media communications landscape.</p> <p>Learn how to use key digital tools, channels and platforms in a strategic way aimed at maximizing the power of your message.</p> <p>In today's online world, the ability to effectively deliver content and messages via digital platforms is essential to the success of every organization, entrepreneur and anyone who finds themselves in the public spotlight. Global leaders in any field, from Apple to Amazon to Adele, all have a robust strategy in place to carefully manage their communications across digital, social and multimedia platforms. Businesses that struggle to be competitive make the mistake of approaching these platforms without a cohesive strategy, leading to redundant or disparate communications, misspent time and energy and even slipups that cause lasting damage to reputation. Creating and implementing a digital communications strategy ensures consistency and accuracy of messaging, selection of the best platforms for promotion, a tone that resonates with your audience.</p> <p>Whether you're totally new to this field or seeking to better understand how to utilize digital and social platforms, our experienced practitioners in the field will teach you everything you need to know to build your career in this rapidly changing environment. This program will familiarize you with a range of cutting-edge topics including best practices, policies and procedures, analytics, content marketing, community management, legal, ethical and privacy issues and sensitive communications.</p>	<p>01/25/2018</p>
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Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
			<p>Upon completion of this program, you will better understand the digital and social media landscape, recognize and respond to trends and learn how you can support your organization to stay ahead of the curve. You will complete a variety hands-on projects and exercises; obtain real-time feedback from seasoned experts, while learning about the key strategies, tools and practices necessary for achieving real and measurable results.</p>	
School of Continuing Studies	Digital Strategy and Communications Management	Business and Professional Studies	<p>Stay ahead in the fast-changing digital and social media communications landscape. Apply the latest digital tools, channels, and platforms for maximum strategic impact.</p> <p>Whether you're new to digital media or looking to master new digital and social platforms, this unique certificate program will keep you ahead of the digital communications curve. It combines high-level strategy with hands-on tools you can use to create digital media programs that achieve measurable return on investment. You'll make greater sense of the digital and social media landscape — the clutter of platforms, apps and devices — in classes led by experienced practitioners. You'll get fully up-to-date instruction as you master the strategy and tools.</p>	11/16/2012

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	e-Commerce and Online Business Management	Business and Professional Studies	<p>Learn the best practices for conducting e-commerce and online business. Gain the skills and experience needed to succeed in e-commerce and online business as a practitioner, manager, leader or entrepreneur.</p> <p>Whether you're already working in e-commerce or hoping to launch or grow an online business, this certificate program will help you become better equipped. Get the skills and knowledge you need for e-commerce (buying and selling over the Internet) and online business (conducting business using Internet technology). You'll explore best practices and learn to take on a more meaningful role as a practitioner, manager or leader. Boost your skills and qualifications with lectures and readings, case studies, exercises and assignments.</p>	09/05/2012
School of Continuing Studies (offered in partnership with the Faculty of Applied Science and Engineering)	Energy Management	Business and Professional Studies	<p>Learn principles, tools and techniques of energy management. Gain familiarity with the best practices in supporting a sustainable built environment.</p> <p>If you want to help reduce energy consumption and increase energy efficiency in the built environment, this certificate is for you. It's for anyone who wants to learn more about energy management and sustainability — engineers, architects and business and facility managers. You'll learn about energy management in residential, commercial and institutional buildings and sustainable communities, as well as renewable sources, policy and procurement, energy auditing, current trends and economics and end uses by sector. The curriculum is aligned with the body of knowledge and best practices of Energy Management. This certificate is offered in collaboration with the Faculty of Applied Science and Engineering.</p>	07/26/2012

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the Faculty of Applied Science and Engineering)	Enterprise Architecture	Business and Professional Studies	<p>Understand how enterprise architecture (EA) helps organizations bridge the gap between business and information technology (IT). Develop a career as an enterprise architect and pursue appropriate EA certification.</p> <p>Enterprise architecture helps organizations translate their business vision and strategy into action and decisions. This certificate will expand your career and certification options by introducing the fundamental concepts of EA, and some advanced ones. You might be an enterprise architect, a business or IT manager or aspire to be one, or perhaps a decision-maker who needs an overview of EA. You'll gain insights into how organizations use EA to become more agile and competitive. Explore ways to align business strategy with IT, sustain business growth and ensure good governance and best practices are being applied. You'll also discover various accepted methodologies as well as certifications in the EA profession.</p>	11/18/2011

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Enterprise Risk Management	Business and Professional Studies	<p>Learn risk analysis and risk management from the ground up. Acquire the latest practical skills for managing operational, credit and market risk. Understand why companies need to balance risk and return.</p> <p>This certificate will help you play a more important role in your organization's risk management program. Failure to see risk coming can hurt an organization; correctly analyzing and managing it will help you better achieve overall business objectives. Enterprise risk management (ERM) is both art and science, achieving the balance of risk and reward that best positions you for success. You'll learn how to detect operational, credit and market risks and protect against potential harm with up-to-date ERM tools.</p> <p>The ERM certificate is of value whether you're a professional in risk, finance, accounting or auditing; an operations manager; a Chartered Professional Accountant (CPA) pursuing professional development; or a generalist working in banking, trading or any business role in which you'll benefit from a deeper understanding of governance, internal controls and compliance.</p>	05/13/2004

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Entrepreneurship	Business and Professional Studies	<p>Reduce your start-up risk with the latest strategies and tools. Accelerate the growth of your new business by delivering value to your target customers and networking with other entrepreneurs.</p> <p>If you're thinking about starting a new business or are building one, the Certificate in Entrepreneurship, offered in collaboration with MaRS Discovery District, will guide you through key strategic decisions and planning milestones. You'll develop and validate your business concept using the latest tools and strategies. Build realistic business, marketing and financing plans that target the right market with the right strategy and messaging at the right time. You'll work one-on-one with instructors and meet successful entrepreneurs to gain real-world insights you can apply to your business.</p>	03/19/2013

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the School of the Environment)	Environmental Management	Business and Professional Studies	<p>Explore the basic premises and best practices of environmental management and sustainable development.</p> <p>Bridge the gap between theory and practice when deconstructing current Canadian issues. Emerge better equipped to develop strategic, collaborative and inclusive solutions.</p> <p>If you have a passion for holistic environmental management, this four-course certificate program is for you. You'll get a thorough grounding in the fundamentals of environment management, including science-based decision-making, impact and risk assessments and conflict resolution. You'll discuss current theory and best practices in a range of topic areas such as climate change, water security, energy resources and urban environments. You'll learn how Canada can best protect its fisheries, agricultural land, forests, wildlife and parks. You'll explore complex issues such as mining development and waste management, and health and economic impacts of environmental exploitation. You'll examine the important role of Canada's Indigenous peoples in environmental management. You'll apply the theory you learn as you develop a more strategic approach to management that makes colleagues and partners feel included and enthused.</p>	11/01/2018

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the Faculty of Applied Science and Engineering)	Facilities Management	Business and Professional Studies	<p>Integrate the four drivers of facilities management: people, place, process and technology to ensure optimal performance.</p> <p>Enhance your skills to take on more challenging roles in facilities management.</p> <p>Prepare yourself to enter — or rise through the ranks of — the growing field of facilities management. This certificate will provide a sound foundation along with practical tools and resources.</p> <p>Delivered in an accelerated, hybrid format over 12 to 14 weeks, this program focuses on the full spectrum of roles and responsibilities of a facilities manager. It covers basic concepts of leadership and change management, using effective communication, negotiation, teamwork and conflict resolution. It also covers key business processes, real property assets and technological and knowledge resources. You'll learn how to manage risks and security, ensure business continuity and use technology in ways that are sustainable and smart. Other key topics include budgeting, capital planning, energy management and benchmarking.</p>	07/13/2011

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (in partnership with Wycliffe College)	Faith-Based Community Development	Business and Professional Studies	Develop new skills to help your faith group, church, or religious NGO navigate, design, and implement transformative change. Community leaders of faith-based organizations directly face the opportunities and challenges of their neighbourhoods, towns, and cities in Canada and internationally. Learn to employ place-based tools and practices to strengthen your organizational effectiveness, community resilience, and partnerships. Whether you're an experienced director, a seasoned agent of social change, or a budding activist, join our community of faith-formed dialogue and learning. You'll gain valuable insights, access to the latest resources and tools, and strengthen your vocational networks while feeding your soul!	08/31/2021
School of Continuing Studies	Financial Analysis and Investment Management	Business and Professional Studies	<p>Increase your skills in the discipline and practice of financial analysis. Apply improved analytic skills to investment and portfolio management.</p> <p>Investment management firms, insurance companies, investment dealers and banks all need professionals with strong skills in equity research, portfolio management and management finance. If you want to advance your career in any of these fields, this program is for you. You'll learn how to perform relatively complex financial and investment analyses. Although the courses in this program are particularly relevant to those pursuing careers in investment management, the skills you'll acquire can help you achieve your goals in many other industries.</p>	06/12/2002

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Financial Trading and Option Strategies	Business and Professional Studies	<p>Analyze the markets the way professional traders do. Make more accurate forecasts and informed trading decisions. Maximize profit and minimize risks.</p> <p>Whether you hope to build a career in financial trading or improve your skills as a day trader, this certificate program will provide insight into the stock and option markets. You'll learn practical trading and market risk management skills, including how to design effective trading strategies using options, make better forecasts and informed trading decisions based on technical analysis and profit in volatile markets. These skills are valued by investment management firms, fund companies, investment dealers and banks.</p>	06/18/2009
School of Continuing Studies (offered in partnership with the Factor-Inwentash Faculty of Social Work)	Foundations of Applied Mindfulness Meditation	Business and Professional Studies	Foundations of Applied Mindfulness Meditation courses (previously Mindfulness Meditation Level A) explore the history and practices of mindfulness and mindfulness meditation, traditional and contemporary medicine, as well as case and research-based practice.	08/19/2016

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the Faculty of Medicine)	Fundamentals of Biomedical Sciences I	Business and Professional Studies	<p>Build a foundation in the basic life and health sciences that underlies the discipline of medicine, and all allied health professions.</p> <p>Prepare to enter medicine or a related field by developing relationships and acquiring skills you can use across a variety of biomedical science disciplines.</p> <p>Receive expert instruction from university faculty on the cutting edge of global health research.</p> <p>If you're working toward a career in medicine, a related biomedical or allied health profession, or wondered what biomedical science courses can help prepare you for medical school or a career in a health science-related field, this certificate program will build your basic science knowledge and skills while exposing you to one of the world's great medical and research centres. Working with instructors from the University of Toronto's Faculty of Medicine, you'll learn basic biochemistry, physiology, pharmacology and/or anatomy, while networking with both domestic and international students. You'll acquire foundational knowledge of all major areas of human physiology and biochemistry, and learn how the body absorbs, distributes, metabolises and eliminates drugs. Each course will provide a variety of medical perspectives that will expand your curiosity. Regardless of your career goals, this certificate will serve as the bridge between your undergraduate studies and pre-med, pharmacy, nursing, medicine or the field of your choice.</p>	27/05/2019

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the School of the Environment)	Geographic Information Systems for Environmental Management	Business and Professional Studies	<p>Learn the fundamental concepts, methods and techniques of Geographic Information Systems (GIS) and Remote Sensing (RS). Gain hands-on experience using the latest proprietary and open-source GIS and RS software. Apply your newfound knowledge and skills to meet real-world environmental challenges.</p> <p>Advance your career by harnessing the power of Geographic Information Systems (GIS) and Remote Sensing. Whether you work in environmental management, geography, biological studies or asset management, this four-course certificate will give you the knowledge and skills you need to succeed in a rapidly expanding field. You'll explore the theory and techniques of GIS and Remote Sensing from the ground up, and how they can help you acquire, store and analyze geospatial data and correctly interpret satellite images. You'll learn how to process geospatial data and combine the graphic power of maps with computer database technologies to better understand problems and identify solutions. You'll learn to map existing environmental conditions and develop models that help predict future conditions and trends. You'll use the latest GIS and RS software packages to design and develop your own customized tools. Whatever your discipline, you'll emerge better prepared to meet your organization's most urgent challenges.</p>	11/24/2017

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Human Resources (HR)	Business and Professional Studies	<p>Apply best practices in all areas of human resources management. Get the recognized academic requirements leading to Certified Human Resources Professional (CHRP) certification.</p> <p>Whether you're just entering the HR field and want to learn the fundamentals or you have experience and seek to earn your professional designation, this certificate program is for you. You'll learn how to find, recruit, manage and motivate the right talent to achieve your organizational goals. You'll also acquire more of the technical and advanced HR knowledge you need to succeed and achieve your CHRP certification, which is becoming increasingly important in the profession.</p>	11/06/2008
School of Continuing Studies	Human Resources (HR) Management Essentials	Business and Professional Studies	<p>Study the key strategic HR principles you need. Build and manage a strong team by developing and practising essential HR skills. Get real-life insights from leading HR practitioners and peers to enhance your business success.</p> <p>Many small- or medium-sized organizations have individuals performing HR responsibilities who often have not received formal training. If you need to fulfill HR responsibilities or manage talent in your organization, this program can give you the skills essential to perform these specialized roles. Taught by leading practitioners, these courses provide flexible study modules for entrepreneurs and small- and medium-sized employers. Courses can also be applied to achieving the Certificate in Human Resources.</p>	04/28/2014

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the Factor-Inwentash Faculty of Social Work)	Human Services Management and Leadership	Business and Professional Studies	<p>This certificate program provides management and leadership education and training for social workers and allied human service professionals working in human service organizations. The program supplements the education and experience social workers (Bachelor of Social Work, Master of Social Work) and allied human service professionals have working in human service organizations, and emphasizes specialized knowledge that relates specifically to the conditions of these workplaces and their context of service delivery and innovation.</p> <p>Managing human service organizations requires a professional orientation towards supporting service user outcomes. This requires the development of management and leadership competencies associated with advanced knowledge on program evaluation and social impact, allocating resources, strategic planning, shaping organizational culture, interpersonal workplace interactions (among staff and with governance boards) and managing relationships with government funders, private sector donors, other non-profits and for-profit firms. Together, this training supports the intellectual, interpersonal and technical skill development needed to manage the day-to-day operations of a human service organization and to support future organization planning and development.</p>	08/25/2016

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Internal Auditing	Business and Professional Studies	<p>Learn how to ensure that your organization's goals and objectives are being met. Learn the details involved in operational and internal auditing.</p> <p>Internal auditors can define, manage, control and mitigate new and emerging risks. This program will equip you to manage effective risk-management frameworks and compliance-assurance programs. Whether you're working in organizational compliance and governance or pursuing the Certified Internal Auditing (CIA) designation offered by the Institute of Internal Auditors, you'll learn valuable skills and become equipped to apply them.</p>	09/03/2009
School of Continuing Studies	International Project Management	Business and Professional Studies	<p>Develop the skills and strategies you need to manage international projects. Negotiate more successfully by understanding your client's cultural preferences.</p> <p>The growth of globalization means that more enterprises are taking on international projects. Managing these projects successfully often means understanding and working with critical cultural differences. In this program, you'll learn how to respond to the key challenges you'd face as the manager of an international project. You'll develop the leadership skills you need to ensure your team understands your client's expectations and preferences. You'll rise to challenges across logistic, cultural and language divides. You'll learn to avoid outcomes that could cause monetary loss or client dissatisfaction. You'll develop realistic project schedules that reflect your client's degree of tolerance for slippage. You'll learn to negotiate contracts more respectfully and successfully by understanding your client's cultural preferences.</p>	03/11/2011

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	International Trade	Business and Professional Studies	<p>Learn the theories and practices of international trade. Master the practical applications for the import-export industry.</p> <p>This program teaches you how to analyze and evaluate domestic and international business concepts related to trade finance, Canada Customs procedures, and the import-export process. Whether you're already in an import-export industry or hoping to start a career in trade finance or customs brokerage, you'll learn the practical details, including customs clearance and the roles that traders, trading houses, agents, distributors and brokers play.</p>	02/17/2011
School of Continuing Studies	Latin	Languages and Translation	<p>Learn the language that provides the background for English and the Romance languages. Understand the language of the Roman Catholic church and the law for much of Western history. Understand the culture on which much of Western civilization was built.</p> <p>Latin was the language of the Roman Empire. Although it now has few fluent speakers, its influence remains in areas such as law and science. In this program, you'll learn the basic structure of Latin and study its style and influence on Western civilization and the English language. You'll be able to read the language that scholars have treasured for two millennia, including Virgil's Aeneid and the lyric poetry of Catullus and Horace.</p>	07/29/2011

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Leadership Essentials	Business and Professional Studies	<p>Gain insights and knowledge in the areas most relevant to your career. Accelerate your career as a leader or manager by learning and applying best practices. Develop core leadership competencies.</p> <p>If you want to develop your leadership skills in key areas with focused courses, there are plenty to choose from when achieving the Leadership Essentials certificate. This program offers six leadership competencies, from which you choose the three most suitable for your career aspirations and trajectory. You'll come away with the kind of leadership and management skills that make organizations successful.</p>	08/20/2012

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Lean Six Sigma	Business and Professional Studies	<p>Use Define, Measure, Analyze, Improve and Control (DMAIC) methodology and tools to improve product and service quality and create value for stakeholders.</p> <p>Understand the change management and leadership skills needed to achieve excellence.</p> <p>Take the first step towards achieving the American Society for Quality's (ASQ) Green Belt certificate in Six Sigma.</p> <p>Lean Six Sigma is a proven strategic tool that delivers value for customers, generates returns for shareholders and improves the workplace environment. This certificate will build your capability in Lean Six Sigma and empower you to bring meaningful change to your organization. Topics include understanding quality and its relationship to business strategy, statistical concepts associated with quality, the process of change management and the Lean Six Sigma approach to business process improvement.</p> <p>This certificate will benefit business professionals in all industry sectors and business functions, working at different levels: business analysts, managers, consultants, engineers and senior executives responsible for marketing and sales, production and operations, information technology and strategic management.</p>	11/07/2011

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Lean Six Sigma Black Belt Online	Business and Professional Studies	Innovation leaders know what Lean Six Sigma and Innovation (LSSI) can do. In this intensive 12-week online certificate, you'll complete an accelerated black belt training certificate that follows the complete Six Sigma improvement process. Working alone and in teams on projects and presentations, you'll learn how to solve business problems, manage stakeholders, plan effective communications and improve team dynamics. You'll emerge better equipped to apply Lean Six Sigma principles in the job you have – or the one you plan to get. You will also be prepared to write ASQ BB certification examination	01/17/2020
School of Continuing Studies	Lean Six Sigma Green Belt Online	Business and Professional Studies	If you're ready to take on more responsibility for business innovation, this intensive, 12-week online certificate program is for you. You'll complete your accelerated Lean Six Sigma green belt training, exploring new ways to define, measure, analyze, improve and control organizational processes. Combining instruction with self-study, you'll work alone and in teams on projects and presentations that address real-world issues. You'll emerge better equipped to apply Lean Six Sigma principles to solve problems, manage stakeholders, plan effective communications and improve team dynamics. You will also be prepared to write ASQ GB certification examination.	09/20/2019
School of Continuing Studies	Lean Six Sigma Master Black Belt Online	Business and Professional Studies	This hands-on and highly interactive online certificate will equip you with the Lean Six Sigma Master Black Belt (MBB) principles and tools. The Lean Six Sigma methodology uses innovative continuous improvement approaches to help an organization maintain its competitive position in rapidly changing business environment and strive for organizational excellence. It relies on collaborative team efforts to improve performance by systematically removing waste, reducing variation and implementing creative solutions.	03/13/2020

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Learning Design	Business and Professional Studies	<p>Explore ways to meet your organizations' or your clients learning and development (L&D) needs while addressing diverse learning preferences.</p> <p>Develop the foundational knowledge required to design, implement and evaluate effective L&D training assets, eLearning and other programs.</p> <p>In today's fast-paced marketplace, organizations require L&D resources that can meet the needs of a global workforce. Learn how to apply instructional design principles and industry best practices to create appropriate and sustainable training, on budget and on time. Whether you are new to the industry, are currently managing L&D teams and projects, or are exploring consulting, our courses will provide the foundational elements that will help you grow your career. Through the program, you'll delve into adult learning theory, the learning design life cycle, oversight of L&D projects and evaluation. You'll learn how to develop eLearning programs which are backed by data and supported by industry recognized frameworks and models. You'll explore key concepts in learning and eLearning design, perform needs analysis, create user personas, define training goals and learn how to select appropriate technologies and formats. You'll learn how to work with internal and external stakeholders, create business plans, work within a budget, evaluate training effectiveness and demonstrate return on investment for your or your clients' organization.</p>	03/12/2018

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the Faculty of Applied Science and Engineering)	Licensing International Engineers into the Profession (LIEP) Program: Civil	Business and Professional Studies	<p>Improve your prospects for passing technical examinations assigned by professional engineering associations in Canada. Gain valuable insights and skills for a better Canadian career.</p> <p>If you are an internationally educated engineer who wants to work as a professional engineer in Ontario, you'll need a professional engineer (P.Eng.) license. That often means passing a series of examinations assigned by professional engineering associations. Refresher courses in civil engineering taught online by qualified instructors in a structured learning environment can better prepare you to pass these examinations. This certificate offers this and more. Through live, interactive weekly webinars, you'll review basic principles and solve problems by working through previous examinations and model questions. You will prepare to write the Professional Practice Examination (PPE) for P.Eng license. Employers will value the credential you've earned from a Canadian university. This certificate is offered in collaboration with the Faculty of Applied Science and Engineering.</p> <p>Financial assistance may be available to eligible Ontario residents through the Ontario Bridging Participant Assistance Program (OBPA) provided by the Ministry of Colleges and Universities (MCU). Please call 905.569.4508 for details.</p>	07/10/2015

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the Faculty of Applied Science and Engineering)	Licensing International Engineers into the Profession (LIEP) Program: Electrical	Business and Professional Studies	<p>Improve your prospects for passing examinations assigned by Professional Engineers Ontario (PEO). Gain valuable insights and skills for a better Canadian career.</p> <p>If you are an internationally educated engineering graduate who wants to work as a professional engineer in Canada, you'll need a professional engineer (P.Eng.) license. That often means passing a series of examinations assigned by professional engineering associations. Refresher courses in electrical engineering taught online by qualified instructors in a structured learning environment can better prepare you to pass these examinations. This certificate offers this and more. Through live, interactive weekly webinars, you'll review basic principles and solve problems by working through previous examinations and model questions. You will prepare to write the Professional Practice Examination (PPE) for P.Eng license. Employers will value the credential you've earned from a Canadian university. This certificate is offered in collaboration with the Faculty of Applied Science and Engineering.</p> <p>Financial assistance may be available to eligible Ontario residents through the Ontario Bridging Participant Assistance Program (OBPA) provided by the Ministry of Colleges and Universities (MCU). Please call 905.569.4508 for details.</p>	07/10/2015

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the Faculty of Applied Science and Engineering)	Licensing International Engineers into the Profession (LIEP) Program: Mechanical	Business and Professional Studies	<p>Improve your prospects for passing examinations assigned by Professional Engineers Ontario (PEO). Gain valuable insights and skills for a better Canadian career.</p> <p>If you are an internationally educated engineering graduate who wants to work as a professional engineer in Canada, you'll need a professional engineer (P.Eng.) license. That often means passing a series of examinations assigned by professional engineering associations. Refresher courses in mechanical engineering taught online by qualified instructors in a structured learning environment can better prepare you to pass these examinations. This certificate offers this and more. Through live, interactive weekly webinars, you'll review basic principles and solve problems by working through previous examinations and model questions. You will prepare to write the Professional Practice Examination (PPE) for P.Eng license. Employers will value the credential you've earned from a Canadian university. This certificate is offered in collaboration with the Faculty of Applied Science and Engineering.</p> <p>Financial assistance is available to eligible Ontario residents through the Ontario Bridging Participant Assistance Program (OBPAP) provided by the Ministry of Colleges and Universities (MCU). Please call 905.569.4508 for details.</p>	07/10/2015

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Life Science Enterprise	Business and Professional Studies	<p>Learn about the Canadian life sciences industry and its main employers, manufacturing best practices and industry standards.</p> <p>Enhance your employability in the life sciences sector.</p> <p>If you're preparing for employment in the life sciences, this program will build your skills in good laboratory and manufacturing practice and in business communication. You'll develop the skills employers want so you can go after jobs with more confidence. Whether you're entering the field or seeking career advancement through professional development, this program will deepen your understanding and help you create a strategy for finding work.</p>	01/27/2012
School of Continuing Studies	Management Accounting Fundamentals	Business and Professional Studies	<p>Expand and develop your business, finance, statistical and accounting skills.</p> <p>Take courses recognized by the Chartered Professional Accountants of Ontario (CPA Ontario) and work toward the Chartered Professional Accountant (CPA) designation.</p> <p>If you're already working in finance, accounting or audit, this certificate program will greatly enhance your business, finance, statistical and accounting skills. The four courses below are recognized by CPA Ontario and you can progress toward the CPA with this certificate program.</p>	11/13/2008

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the Faculty of Applied Science and Engineering)	Management of Enterprise Data Analytics	Business and Professional Studies	<p>Become a qualified manager of Big Data and predictive analytics. Lead your organization to greater success while enhancing your career.</p> <p>This certificate was designed to help you become a qualified manager in the burgeoning field of predictive analytics. The courses interweave management, statistics and technology to help you learn the tools and techniques used by leading global practitioners. You might be a business owner, manager, analyst, systems architect, programmer, auditor, researcher or statistician. You'll benefit from case studies, demonstrations, projects, guest lectures and highly experienced instructors. You'll understand how data-driven decision-making can help your organization enhance profitability and better meet customers' expectations. You'll know how to create and defend a business case for analytics and be able to manage analytics with professionalism, insight and skill. This certificate is offered in collaboration with the Faculty of Applied Science and Engineering.</p>	04/08/2013

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Marketing	Business and Professional Studies	<p>Learn high-level strategy and execution from marketing professionals and explore possible areas of specialization.</p> <p>Use the latest marketing strategies, platforms and technologies to get the maximum impact and results.</p> <p>If you want to work in the fast-growing field of marketing, this certificate program will teach you the fundamentals of how to create, sustain and increase demand for any product or service. You'll explore new ways to identify and interact with consumers online and offline. You'll develop foundational skills and expertise across a range of traditional, digital and social platforms, and use them to build and execute marketing strategies that get measurable results. You'll learn more about the marketing areas most relevant to you. All courses are taught by working professionals who bring both traditional and cutting-edge perspectives.</p>	05/03/2007

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Marketing — Advanced	Business and Professional Studies	<p>Maintain your competitive edge in marketing by deepening and broadening your skills. Customize your program by choosing the courses you need to expand your knowledge and skills.</p> <p>To succeed in today's fast-changing world of marketing, you need to know the latest strategies, best practices, platforms, channels and tools. This advanced marketing certificate enables you to build your knowledge and skills and expand your career options. Create your own customized program by choosing from more than 40 marketing courses at the School of Continuing Studies or build on the foundation of an existing marketing certificate with additional courses of your choice. Whether you work in packaged goods, retail, media, technology, the non-profit sector or other industries, you'll deepen your skills and expertise in areas such as branding, digital, research and more. Your instructors will all be leading marketing professionals who bring both traditional and cutting-edge perspectives, so you'll emerge with a well-rounded understanding of marketing at its best.</p>	08/19/2016

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Marketing Research	Business and Professional Studies	<p>Understand consumer trends and key concepts in quantitative and qualitative marketing research.</p> <p>Apply marketing research techniques, analyze the results and recommend actions to solve business challenges and answer questions.</p> <p>This program is for marketers, sales professionals, entrepreneurs, business owners — anyone interested in leveraging research to answer business questions, make decisions and solve important challenges. You'll learn the basics of marketing research and how to use them to understand your consumers and bring the products or services they want to market. You'll explore the latest consumer trends, how the digital world is changing marketing research and how to track and assess the effectiveness of online media and advertising.</p>	04/03/2014

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the Factor-Inwentash Faculty of Social Work)	Mindfulness Informed End of Life Care (MIEOL)	Business and Professional Studies	Mindfulness Informed End of Life Care explores the applications of mindfulness, mindfulness meditation as it has been integrated into contemporary thanatology (the study of dying and death). This program focuses on general health care as well as hospice, palliative and general end-of-life care. Founded on evidence-based science, while drawing upon contemplative traditions, MIEOL cultivates health, wellness and resiliency benefits. These practices are helpful for persons who view themselves or are viewed as seriously or chronically ill, the dying, for family and community participants in care, for inter-professional health-care teams, as well as for organizational leaders who support teams attending to suffering. MIEOL proposes that we cultivate a “practice of dying” while living, so we can existentially prepare for complexities found in life and particularly in end-of-life care. As such, this is a core approach to end-of-life care that can be used by everyone, depending on their own need and intention.	09/18/2017

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the Faculty of Applied Science and Engineering)	Mobile Business Technologies and Applications	Business and Professional Studies	<p>Learn innovative applications for mobile technologies. Develop web interfaces and Android/iOS mobile applications.</p> <p>To succeed in today's fast-paced business environment, organizations need the right mobile technologies and applications. If you have some C++ and Java programming knowledge and want to develop mobile business applications, this new certificate program is for you. You'll learn how to develop mobile business applications for the iPhone, iPad and iPod Touch as well as Android devices. You'll learn how to leverage this work to help your organization keep up with the knowledge economy and pursue a business strategy. You'll see which mobile applications add value by giving customers quick and easy access to relevant information across various platforms. This certificate is offered in collaboration with the Faculty of Applied Science and Engineering.</p>	08/17/2011

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Multimedia Journalism	Business and Professional Studies	<p>Adapt traditional journalism skills to today's digital world. Work with leading industry professionals and build a compelling portfolio of original work.</p> <p>How can journalists and freelance writers adapt to today's digital world? How do you tell a coherent and compelling story on a website or social media? This new certificate is geared to journalists and freelance writers, communications professionals and writers in the private, public and not-for-profit sectors. You'll learn how to write for the web and use social media to tell a story or promote one online. You'll learn from industry leaders in journalism, freelance writing and online communications. They'll share their insights on the old-school skills involved in writing a news story and how to adapt these tools to the digital world. Examine the ethical questions raised by brand journalism and other adaptations of traditional journalism skills. You'll get valued feedback on your work and emerge with a portfolio that shows your skills in and understanding of digital journalism.</p>	01/02/2016

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Multimedia Storytelling and Content Marketing	Business and Professional Studies	<p>Learn how world-class multimedia campaigns are created. Emerge with a portfolio of work that shows your skill and understanding of the visual web.</p> <p>How do you weave words, graphics, audio and video into a coherent and compelling design? How do you know which platforms and media to include? This new certificate will unveil the art of visual storytelling. It's geared to marketers, community managers, communications professionals, brand managers and entrepreneurs working in the private, public and not-for-profit sectors. You'll learn about content creation, brand journalism, scriptwriting, video and audio production, photography and data visualization. You'll also hone your content writing skills, which is one of the most important skillsets in content marketing. Instructors are industry leaders in marketing communications, brand management, journalism and the creative arts. They'll share their insights into storytelling, production and design and provide feedback on the portfolio of work you create. The program offers a range of digital and online technologies you can access anywhere and anytime.</p>	23/04/2015

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Non-Profit Leadership for Impact	Business and Professional Studies	<p>Develop leadership capacity and use change leadership to improve your organization's effectiveness.</p> <p>Learn innovative strategies to drive and measure non-profit impact.</p> <p>Learn how to create robust revenue development strategies and human capital development systems.</p> <p>Non-profits face increased demands for service, expectations to partner and pressure to improve efficiency and demonstrate outcomes. In this program, you'll learn strategy development and implementation, keys to effective governance and how to build strategic relationships with key stakeholders. You'll learn to collaborate to create programs that have impact and value and are governed using best practices. You'll learn the components of human and financial resource management aligned to organizational strategy, and how to evaluate services and programs to demonstrate outcomes. Whether you're an executive director of a small non-profit aspiring to a role in a larger organization, a director or senior manager in the sector or a manager interested in transitioning to the sector, you'll learn valuable insights into the fundamentals and strategic nuances of leading through change for impact.</p>	01/09/2015

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Occupational Health and Safety	Business and Professional Studies	<p>Protect your workplace better by knowing the relevant health and safety legislation and the major hazards that exist in workplaces.</p> <p>Prevent accidents and improve workplace safety by combining high-level strategy with hands-on application.</p> <p>Leading organizations work hard to provide their employees with safe, healthy workplaces. They know that anything less could reflect poorly on them and risk penalties for non-adherence to regulations. This certificate program will equip you with the knowledge and skills to develop, implement and manage strong health and safety systems. Whether you work in human resources or aspire to, or have joined a health and safety committee or task force, you'll learn how to ensure your workplace meets all the required health and safety requirements in a tight regulatory framework. You'll discover what companies can do to prevent costly accidents that impair productivity and engage more employees in proactive health and safety measures.</p>	05/04/2010

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Operations and Supply Chain Management	Business and Professional Studies	<p>Get to know the professional certifications in the field of operations and supply chain management (OSCM).</p> <p>Keep up to date on current issues through courses delivered by leading practitioners in the field. If you're entering this field or seeking to advance your career in OSCM, this program will teach you the right techniques and skills. You'll learn to link major business functions and processes across companies. You'll learn about sourcing, procurement, and manufacturing operations. You'll coordinate processes and activities that involve marketing, sales, product design, finance and information technology. The curriculum is aligned with the body of knowledge linked to major certifications and professional associations in OSCM.</p>	11/14/2008
School of Continuing Studies	Practical French	Languages and Translation	<p>Improve your written and spoken French for work, the home and travel.</p> <p>Follow French more easily when it's spoken at a native speaker's pace and in a range of media. Once you've completed your Certificate in Conversational Languages: French or have equivalent knowledge, you can take this advanced certificate program in practical French. These courses will challenge you to use your French skills in real-life situations at work, at home, in shops and when traveling. You'll improve your pronunciation and get better at expressing opinions, explaining plans, writing emails or relating the plot of a book or film. When friends or colleagues discuss familiar matters, you'll get the main point of conversations and be able to contribute more. You'll also learn more about the complex, unstated cultural codes that are part of life in France and Quebec.</p>	07/27/2011

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Privacy Management in the Digital Enterprise	Business and Professional Studies	<p>Help your enterprise manage information and privacy requirements in today's highly competitive global digital economy.</p> <p>Improve corporate governance through enhanced regulatory compliance and better management of personal information, while avoiding costly breaches.</p> <p>Identify and prevent risks associated with enterprise digital transformation, big data analytics and inter-connected technologies.</p> <p>Digital enterprises need people who can create, manage and protect information and privacy. This certificate program was designed for professionals responsible for regulatory compliance, corporate policy, risk management, information security and other key areas of governance. You'll learn how to create greater value through information and privacy management. You'll improve corporate governance so the enterprise can focus more freely on its strategic goals and objectives. You'll cover the many complex implications surrounding the gathering and preservation of data. You'll help your company use information, while avoiding costly mistakes that could sink its reputation. You'll acquire strategic thinking skills to help you manage and monitor risks and compliance, along with the leadership skills you need to champion this key internal cause.</p>	12/11/2017

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Professional Accounting: Advanced Level	Business and Professional Studies	<p>Now that you have learned the basics of accounting, economics and Canadian business law and have a solid understanding of statistics, business strategy and taxation, you're ready to study accounting in a more in-depth way and see how it applies to more complex real-life situations. While completing this certificate, you'll gain a comprehensive knowledge of financial and management accounting principles. You'll also study the impact financial management has on business-strategy development. You'll learn how external auditors perform audits on the financial statements of an organization, and how legal and ethical requirements apply to practical audit situations.</p> <p>This certificate is your last step towards meeting the prerequisite requirements for the CPA Professional Education Program (PEP).</p>	04/01/2022
School of Continuing Studies	Professional Accounting: Core Level	Business and Professional Studies	<p>This certificate covers the basic principles of financial and management accounting. You will learn how to measure and report financial transactions and will study how accounting theory applies to business transactions. You will also gain an understanding of how management accounting helps managers make short-term and long-term decisions. You'll emerge with a broad overview of economic theories—both micro and macro—and knowledge of how to apply them to current business issues. As well, you'll be introduced to the Canadian legal landscape as it applies to the administration and operation of businesses.</p> <p>This certificate is your first step towards meeting the prerequisite requirements of CPA Professional Education Program (PEP).</p>	04/01/2022

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Professional Accounting: Intermediate Level	Business and Professional Studies	<p>You learned the basics of accounting, economics and Canadian business law while earning your Core Level certificate. The Intermediate Level certificate will expand your knowledge of statistics, taxation, and business strategy. While completing this certificate, you'll learn how statistical analysis increasingly guides decision-making in today's competitive world. You'll see how the strategic management of information systems can maximize an organization's business capabilities and give it a competitive advantage in the "networked enterprise" reality of the 21st century. You'll also gain an understanding of the conceptual structure of the Income Tax Act and its administration, and how to formulate business strategy and put essential business management principles to work.</p> <p>This certificate is your second step towards meeting the prerequisite requirements for the CPA Professional Education Program (PEP).</p>	04/01/2022

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Project Management	Business and Professional Studies	<p>Develop the skills and knowledge to manage projects in all industry sectors. Prepares you to manage projects using the Project Management Body of Knowledge (PMBOK)[®] Guide. Acquire "people skills" for project management success.</p> <p>In a world with increasing demand for project management, this certificate provides a comprehensive overview of project management and prepares you to manage large- and small-scale projects. You'll learn the hard skills of cost, time, quality and risk management and the "people skills" you need for long-term success. The content is consistent with the PMBOK[®] Guide and will bring you one step closer to the coveted Project Management Professional (PMP[®]) designation.</p>	06/12/2007

<p>School of Continuing Studies</p>	<p>Project Management Essentials</p>	<p>Business and Professional Studies</p>	<p>Gain an understanding of the latest project management concepts and equip yourself with the skills to apply proven techniques and best practices. Develop professional business communication and collaboration skills.</p> <p>Project management skills are in high demand by hiring organizations across many sectors. Why? Organizations use project management to adapt and change to achieve their strategy, solve business problems and meet competitive pressures to be successful. Employers need people who can be effective team members and collaborators, who understand the business thinking and practical approaches required to make projects work. Our project management essentials certificate will help you develop these skills and become an invaluable member of any team you work with.</p> <p>If you're new or have some exposure to project management, you'll develop an understanding of essential terminology and learn how to apply the foundational tools, techniques, and practices needed to become an effective and contributing member of a project team. You'll also gain more experience with in-demand skills that employers seek in Microsoft Office (Word, Excel), scheduling software, document management, record keeping, meeting management, budgeting and communications. You'll be introduced to practising project management professionals providing even more context and real-world advice about how project management is applied in the workplace.</p> <p>By completing a variety of hands-on exercises, you will come to understand key strategies, tools and practices and how to use them to manage projects successfully and deliver value.</p>	<p>12/18/2017</p>
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Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
			<p>This four-week program meets the 35 hours of project management education required to write the Project Management Institute (PMI)'s Project Management Professional (PMP)[®] examination. It also fulfills the 23 hours of project management education required to write PMI's Certified Associate in Project Management (CAPM) exam.</p>	
<p>School of Continuing Studies (offered in partnership with the Faculty of Information)</p>	<p>Records and Information Management</p>	<p>Business and Professional Studies</p>	<p>Know the field of records and information management from the ground up. Acquire the most current knowledge in the field, designed and delivered online by industry experts.</p> <p>Keeping accurate records and information is more important than ever in the digital information age. Organizations need professionals who can create, store and retrieve information using the latest technologies. Whether you're just entering the field or are seeking to expand your knowledge and skills, this certificate is for you. You'll complete it fully grounded in the essential elements of the profession. Learn organizational context, practice, strategy and implementation, and develop an overview of vital privacy, access and governance issues. You'll study the full spectrum of archiving and retrieval and emerge with the knowledge and skills valued by organizations seeking to manage information assets. This certificate is offered in collaboration with the Faculty of Information.</p>	<p>02/01/2016</p>

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (offered in partnership with the School of Environment)	Renewable Energy	Business and Professional Studies	<p>Dependence on fossil fuels, and an unprecedented global rate of development, mean renewable energy technologies will be increasingly important in the coming decades. If you want to be part of this fascinating and important industry, this certificate program is for you.</p> <p>Two required courses and two electives will prepare you for leadership roles in government, non-governmental organizations, or business. You'll address sustainable development issues for billions of people around the world who lack reliable, modern, and adequate sources of energy. You'll learn what constrains the availability, suitability, and quantity of energy generation, as well as the possible environmental and social impacts associated with different technologies.</p> <p>In addition, you'll explore the benefits and challenges of renewables that have already become economically competitive, especially wind and solar, and how they are procured, stored, and distributed. You'll learn to develop strategic, consensual, and inclusive solutions that address social, resource, technical, application, and environmental perspectives.</p> <p>From individual households to island nations, off-grid small towns and remote rural areas, you'll emerge with a clear understanding of the role of renewable energy in sustainable development, and in building a more climate-resilient and socially and environmentally just society.</p>	09/13/2021

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Risk Management	Business and Professional Studies	<p>Develop skills valued by organizations at every level from operations to finance. Get closer to your Canadian Risk Management (CRM) designation.</p> <p>More and more, risk management plays an integral role in every major corporate decision and action, from finance and administration to the manufacturing, marketing and media sectors. Earning your Risk Management Certificate will give you the knowledge and skills you need to identify, assess and limit risks. Whatever sector you work in — insurance, finance, accounting or audit — completing this program will bring you one step closer to your Canadian Risk Management (CRM) designation from the Global Risk Management Institute (GRMI). To learn more about your eligibility and earning your CRM designation, please visit the association's website for full details.</p>	06/22/2009

<p>School of Continuing Studies</p>	<p>Specialized Certificate in Managing, Investigating and Resolving Workplace Harassment Complaints</p>	<p>Business and Professional Studies</p>	<p>Become a highly skilled neutral investigator by applying a comprehensive, fair and legally compliant process.</p> <p>Identify and manage employee complaints of harassment in the early stages and encourage low-level optimal resolutions.</p> <p>Protect your organization from exposure to liability and legal costs; other risks to employee morale and retention; and corporate reputation.</p> <p>Now more than ever, organizations rely on leaders like you to have the acquired knowledge and skill to effectively identify, manage, investigate, and resolve workplace harassment allegations. Failing to do so quickly and effectively poses significant risks to an already strained workplace environment, employee morale and retention, reputation and the bottom line. In this certificate program, you'll learn to proactively manage incidents, respond to employee complaints, and conduct first-rate investigations.</p> <p>In four courses that blend live webinars, discussions, case studies, exercises and high-quality videos delivered in micro-learning lengths, you'll master the Optimal Resolution™ Method, which provides a detailed step-by-step approach, legal foundation and skill development. You'll learn to identify inappropriate workplace behavior early on, assess the legal and policy significance and encourage low-level resolution before liabilities and legal costs mount. When it's necessary to do so, you'll develop the skills to conduct a first-rate investigation, reach appropriate conclusions and effectively report outcomes.</p> <p>You'll gain a suite of comprehensive planning documents, checklists, scripts and assessment tools that help you manage employee complaints and conduct investigations in a manner that's</p>	<p>05/08/2020</p>
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Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
			<p>consistent, procedurally fair and legally compliant. Whatever your role in resolving these issues — as an HR professional, mediator, supervisor, CEO, board member, legal counsel, external investigator or private investigator — you’ll emerge well prepared to respond to complex issues effectively so as to protect employees, working relationships, corporate culture, stakeholder interests and the organization’s brand.</p> <p>Note: Optimal Resolution™ is a trademark owned by Jen Agency Inc., used under license by the University of Toronto, School of Continuing Studies.</p>	
School of Continuing Studies	Strategic Copywriting	Business and Professional Studies	<p>Develop and strengthen your online writing skills. Build your social media presence and online following.</p> <p>If you can write concise, persuasive online content, you'll always be in demand. This certificate program will help you learn to write short, tight copy for commercial websites, blogs or social media platforms. The program is geared to people who work in marketing, communications or public relations, or who might need to create a website. Over the course of the program, you'll learn how to engage and persuade online audiences, drive traffic to websites, blogs and landing pages, design relevant visuals, optimize a site's usability and maximize search engine results. Your instructors will share real-world experiences in strategic web writing, design and display of information and up-to-date techniques for building an online following.</p>	25/07/2019

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Strategic Leadership: Advanced	Business and Professional Studies	<p>Become a more effective and strategic leader and achieve better results for your team. Take your career to the next level by leading with confidence and success.</p> <p>If you're ready to hone your leadership skills, this program is for you. You'll learn how to be clear about where your organization is headed, how it will get there and who is going to make it happen. Recognized by the Project Management Institute, this program will develop the skills you need to lead with purpose and passion and help you stand out. You'll come away with greater self-awareness and a personal leadership development plan.</p>	07/21/2009

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Strategic Leadership in the Digital Enterprise (SLIDE)	Business and Professional Studies	<p>There's no question a digital revolution is upon us and our need to swiftly embrace technological change has been amplified in response to the sudden shift to remote work. The challenge for IT and Business Leaders is to keep products and services flowing uninterrupted as they navigate the risks and rewards of change in transitioning through times of crisis and uncertainties. If you're ready to lead your organization to success through digital transformation in the increasingly digital imperative of today and beyond, and want to advance your executive career, this certificate program is for you. You'll learn what it takes to maintain or even increase your competitive advantage in this dynamically shifting landscape. You'll focus on more than the "end state" of the revolution; you'll develop ways to get there. You'll learn to connect with key influencers and decision-makers and earn their trust with clear accountable frameworks that measure the ROI of digital technologies investments. Through a combination of case studies, CxO panel discussions, teamwork, role-play, and group interaction, you'll sharpen your boardroom skills and confidence to build organization-wide support for your strategies.</p>	09/21/2020

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Strategic Public Relations	Business and Professional Studies	<p>Mix high-level strategy with experience-based learning to better understand the practice of public relations (PR) in today's communications landscape. Maximize your PR impact by using new platforms and channels.</p> <p>Learn how businesses, governments and individuals use PR to create and maintain stakeholder relationships, drive business results and protect reputations. Whether you are new to public relations, a seasoned communications professional or a manager interested in better understanding the strategic PR landscape, you will find this certificate key to mastering public relations skills and strategies to advance in your career. This program will teach you to create PR plans, messages and narratives; leverage social and digital media; handle media relations, crisis communications and reputation management; and more. Taught by seasoned practitioners, the program pays particular attention to the Internet and the rise of social media, new realities for traditional media and demographic and cultural change.</p>	11/13/2008

<p>School of Continuing Studies (offered in partnership with the School of the Environment)</p>	<p>Sustainable Water Management</p>	<p>Business and Professional Studies</p>	<p>Understand the fundamentals of the Earth’s water systems from scientific, environmental, and social perspectives. Learn how to manage water use and distribution and deal with water-related issues in altered urban environments. Study best practices in sustainable management of water in a changing global climate to ensure clean access for all, while maintaining ecological services.</p> <p>Humans rely on water for our very existence. But it’s a resource with limits and we have to learn to live within them. In this certificate program, the only one of its kind in Canada, you’ll learn how human social and economic activities are intensifying pressure on water resources — and what can be done about it.</p> <p>In three mandatory courses and one elective, you’ll explore the hydrological cycle and how factors such as population growth, urbanization, agricultural practices, economic development and climate change can lead to inadequate supply, poor quality and damage from flooding.</p> <p>Taking an interdisciplinary approach, you’ll learn about current and emerging water issues at the global, regional and local scale. You’ll study best practices and constructive strategies to protect water sources and reduce demand, along with innovative approaches to water provision, treatment and stormwater management. Whatever your interest in water — supply manager, policy-maker, sustainability advocate — you’ll emerge with a deeper understanding of how to make material changes to its use, distribution, treatment and management, through sustainability, equity and economic lenses.</p>	<p>05/12/2020</p>
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Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Teaching Korean as An Additional Language	Languages and Translation	Become a teacher of Korean by learning the latest principles of language education. This course is perfect for native or near-native speakers of Korean who wish to teach adults or children the Korean language, from the beginner's level to high intermediate. You'll learn what approaches work best to give your learners confidence and skill. Offered in collaboration with the Korean Education Centre in Canada, the course is a mix of online and in-class instruction, with practice sessions. The online material is provided by Seoul National University, one of Korea's best institutes for language training. The language of the classroom and the material will be Korean.	01/16/2018
School of Continuing Studies	Translation: Chinese to English	Languages and Translation	<ul style="list-style-type: none"> • Formalize your translation skills from Chinese to English. • Gain a good understanding of the theory and practice of translation. • Take advantage of flexible online learning approaches. <p>If you hope to work as a translator, this certificate can bring you closer to a career. It assumes you are already confidently bilingual and can express yourself like a native in the formal, written idiom in Chinese and English. You'll learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. You'll also become proficient in analyzing and understanding complex, real-world documents. While the program is rigorous, with translation assignments of increasing complexity, the potential rewards make it well worth the effort. To pass, the minimum average mark in each Translation course is 70%. With each level, the exercises focus on more complex and specialized translations, supporting the improvement of analytical and research skills.</p>	03/03/2022

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Translation: French to English	Languages and Translation	<p>Formalize your translation skills in English. Gain a good understanding of the theory and practice of translation. Take advantage of flexible online learning approaches.</p> <p>If you hope to work as a translator, this certificate can bring you closer to a career. It assumes you are already confidently bilingual and can express yourself like a native in the formal, written idiom in English and French. You'll learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. You'll also become proficient in analyzing and understanding complex, real-world documents. While the program is rigorous, with translation assignments of increasing complexity, the potential rewards make it well worth the effort. To pass, the minimum average mark in each translation course is 70%.</p>	08/14/2019

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Translation: Japanese to English	Languages and Translation	<ul style="list-style-type: none"> • Formalize your translation skills from Japanese to English. • Gain a good understanding of the theory and practice of translation. • Take advantage of flexible online learning approaches. <p>If you hope to work as a translator, this certificate can bring you closer to a career. It assumes you are already confidently bilingual and can express yourself like a native in the formal, written idiom in Japanese and English. You'll learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. You'll also become proficient in analyzing and understanding complex, real-world documents. While the program is rigorous, with translation assignments of increasing complexity, the potential rewards make it well worth the effort. To pass, the minimum average mark in each Translation course is 70%. With each level, the exercises focus on more complex and specialized translations, supporting the improvement of analytical and research skills.</p>	03/03/2022

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Translation: Spanish to English	Languages and Translation	<p>Formalize your translation skills in English. Gain a good understanding of the theory and practice of translation. Take advantage of flexible online learning approaches.</p> <p>If you hope to work as a translator, this certificate can bring you closer to a career. It assumes you are already confidently bilingual and can express yourself like a native in the formal, written idiom in English and Spanish. You'll learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. You'll also become proficient in analyzing and understanding complex, real-world documents. While the program is rigorous, with translation assignments of increasing complexity, the potential rewards make it well worth the effort. To pass, the minimum average mark in each translation course is 70%.</p>	08/14/2019

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Translation into Arabic	Languages and Translation	<p>Formalize your translation skills in Arabic. Gain a good understanding of the theory and practice of translation. Take advantage of flexible online learning approaches.</p> <p>If you hope to work as a translator, this certificate can bring you closer to a career. It assumes you are already confidently bilingual and can express yourself like a native in the formal, written idiom in English and Modern Standard Arabic. You'll learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. You'll also become proficient in analyzing and understanding complex, real-world documents. While the program is rigorous, with translation assignments of increasing complexity, the potential rewards make it well worth the effort. To pass, the minimum average mark in each translation course is 70%. With each level, the exercises focus on more complex and specialized translations, supporting the improvement of analytical and research skills.</p>	09/21/2017

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Translation into Chinese	Languages and Translation	<p>Formalize your translation skills in Chinese. Gain a good understanding of the theory and practice of translation. Take advantage of flexible online learning approaches.</p> <p>If you hope to work as a translator, this certificate can bring you closer to a career. It assumes you are already confidently bilingual and can express yourself like a native in the formal, written idiom in English and Chinese. You'll learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. You'll also become proficient in analyzing and understanding complex, real-world documents. While the program is rigorous, with translation assignments of increasing complexity, the potential rewards make it well worth the effort. To pass, the minimum average mark in each translation course is 70%. With each level, the exercises focus increasingly on translations from English into Chinese.</p>	08/09/2011

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Translation into French	Languages and Translation	<p>Formalize your translation skills in French. Gain a good understanding of the theory and practice of translation. Take advantage of flexible online learning approaches.</p> <p>If you hope to work as a translator, this certificate can bring you closer to a career. It assumes you are already confidently bilingual and can express yourself like a native in the formal, written idiom in English and French. You'll learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. You'll also become proficient in analyzing and understanding complex, real-world documents. While the program is rigorous, with translation assignments of increasing complexity, the potential rewards make it well worth the effort. To pass, the minimum average mark in each translation course is 70%. With each level, the exercises focus increasingly on translations from English into French.</p>	07/27/2011

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Translation into Japanese	Languages and Translation	<p>Formalize your translation skills in Japanese. Gain a good understanding of the theory and practice of translation. Take advantage of flexible online learning approaches.</p> <p>If you hope to work as a translator, this certificate can bring you closer to a career. It assumes you are already confidently bilingual and can express yourself like a native in the formal, written idiom in English and Japanese. You'll learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. You'll also become proficient in analyzing and understanding complex, real-world documents. While the program is rigorous, with translation assignments of increasing complexity, the potential rewards make it well worth the effort. To pass, the minimum average mark in each translation course is 70%. With each level, the exercises focus increasingly on translations from English into Japanese.</p>	07/29/2011

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Translation into Korean	Languages and Translation	<p>Formalize your translation skills in Korean. Gain a good understanding of the theory and practice of translation. Take advantage of flexible online learning approaches.</p> <p>If you hope to work as a translator, this certificate can bring you closer to a career. It assumes you are already confidently bilingual and can express yourself like a native in the formal, written idiom in English and Korean. You'll learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. You'll also become proficient in analyzing and understanding complex, real-world documents. While the program is rigorous, with translation assignments of increasing complexity, the potential rewards make it well worth the effort. To pass, the minimum average mark in each translation course is 70%. With each level, the exercises focus increasingly on translations from English into Korean.</p>	07/29/2011

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Translation into Portuguese	Languages and Translation	<p>Formalize your translation skills in Portuguese. Gain a good understanding of the theory and practice of translation. Take advantage of flexible online learning approaches.</p> <p>If you hope to work as a translator, this certificate can bring you closer to a career. It assumes you are already confidently bilingual and can express yourself like a native in the formal, written idiom in English and Portuguese. You'll learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. You'll also become proficient in analyzing and understanding complex, real-world documents. While the program is rigorous, with translation assignments of increasing complexity, the potential rewards make it well worth the effort. To pass, the minimum average mark in each translation course is 70%. With each level, the exercises focus increasingly on translations from English into Portuguese.</p>	07/29/2011

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Translation into Spanish	Languages and Translation	<p>Formalize your translation skills in Spanish. Gain a good understanding of the theory and practice of translation. Take advantage of flexible online learning approaches.</p> <p>If you hope to work as a translator, this certificate can bring you closer to a career. It assumes you are already confidently bilingual and can express yourself like a native in the formal, written idiom in English and Spanish. You'll learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. You'll also become proficient in analyzing and understanding complex, real-world documents. While the program is rigorous, with translation assignments of increasing complexity, the potential rewards make it well worth the effort. To pass, the minimum average mark in each translation course is 70%. With each level, the exercises focus on more complex and specialized translations, supporting the improvement of analytical and research skills.</p>	07/29/2011
School of Continuing Studies	User Experience (UX) Design	Business and Professional Studies	<p>Today's consumers want engaging and intuitive digital experiences. This online certificate program will leave you ready to join a fast-growing, dynamic sector — or move ahead if you're already in it. You'll explore the bedrock principles of user-centered design. You'll acquire tools that help you create designs that get results. You'll absorb and apply design ideas from working professionals who understand local, national and international trends. You'll develop real-world perspectives and skills that can save your organization time throughout the development cycle. Whether you're new to UX design or a manager seeking to advance your career, this program will leave you poised to take on greater challenges in a winning way.</p>	11/23/2017

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
University of Toronto Mississauga (UTM)	Certificate in Data Analytics	Institute for Management & Innovation (IMI)	With the advent of artificial intelligence (AI) and big data techniques of analysis and their adoption in the business and professional community, many university programs are being developed to educate degree students, executives and managers to reach their full potential. Such courses are now expected of an up-to-date university, and UTM is developing a Big Data Hub to fill this need internally. The Certificate in Data Analytics will provide three basic courses to alumni and managers looking to improve their understanding and skills in this emerging area.	May/June 2019
University of Toronto Mississauga (UTM)	Certificate in Strategy and Critical Thinking	Institute for Management & Innovation (IMI)	The objective of the Certificate in Strategy and Critical Thinking is to prepare executives and managers who are in functional positions to understand strategic thinking, which coordinates and focuses all functional activities, and to think critically about strategy, strategic thinking, competitive advantage and other business problems. Strategy and critical thinking are fundamental to successful organizations and are a particular focus of UTM faculty.	May/June 2019
University of Toronto Mississauga (UTM)	Certificate in Strategy and Innovation	Institute for Management & Innovation (IMI)	The objective of the Certificate in Strategy and Innovation is to prepare executives and managers who are in functional positions to understand strategic thinking, which coordinates and focuses all functional activities, with the specific purpose of encouraging innovation. Strategy and innovation are fundamental to successful organizations and are a particular focus of UTM faculty and IMI's Master of Management & Innovation Program.	May/June 2019
University of Toronto Scarborough (UTSC)	Strategic Leadership Executive Program	Department of Management	The Strategic Leadership Executive Program is a cutting-edge program designed to equip participants with the knowledge and skills needed to become high-impact leaders. An intensive executive curriculum will provide the specific knowledge and skill set that leaders need to make smarter strategic business decisions.	October 2018

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Division	Name of Microcredential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Teaching English As a Foreign Language (TEFL) - 100 Hour	16/09/2016	The internationally-recognized OISE TEFL (Teaching English as a Foreign Language) course was designed by OISE at the University of Toronto and is delivered by Teach Away. The program is 100% online, self-paced and provides teachers with a University of Toronto OISE TEFL certificate to qualify them for international teaching jobs around the globe. Available in 100, 120, and 150-hour options, teachers can customize their program with specializations such as teaching English to Arabic speakers or teaching English to young learners. Upon program completion, teachers will receive a certificate issued from OISE at the University of Toronto.
Ontario Institute for Studies in Education	Teaching English As a Foreign Language (TEFL) - 120 Hour	16/09/2016	The internationally-recognized OISE TEFL (Teaching English as a Foreign Language) course was designed by OISE at the University of Toronto and is delivered by Teach Away. The program is 100% online, self-paced and provides teachers with a University of Toronto OISE TEFL certificate to qualify them for international teaching jobs around the globe. Available in 100, 120, and 150-hour options, teachers can customize their program with specializations such as teaching English to Arabic speakers or teaching English to young learners. Upon program completion, teachers will receive a certificate issued from OISE at the University of Toronto.
Ontario Institute for Studies in Education	Teaching English As a Foreign Language (TEFL) - 150 Hour	16/09/2016	The internationally-recognized OISE TEFL (Teaching English as a Foreign Language) course was designed by OISE at the University of Toronto and is delivered by Teach Away. The program is 100% online, self-paced and provides teachers with a University of Toronto OISE TEFL certificate to qualify them for international teaching jobs around the globe. Available in 100, 120, and 150-hour options, teachers can customize their program with specializations such as teaching English to Arabic speakers or teaching English to young learners. Upon program completion, teachers will receive a certificate issued from OISE at the University of Toronto.

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Division	Name of Microcredential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Solution-Focused Brief Therapy & Counselling	01/04/2012	The Solution-Focused Brief Therapy & Counselling program equips you with solution-building skills at a specialist level. You will practice the skills needed to conduct interviews that use clients' existing strengths and resources to help them find solutions to a wide range of human difficulties. Developed by Canada's leading faculty of education*, this Certificate program is delivered by award-winning facilitators and researchers and industry professionals. This program has been approved by the Ontario Psychological Association to offer continuing education for psychologists and psychological associates. Courses are accredited by the Canadian Counselling and Psychotherapy Association (CCPA).
Ontario Institute for Studies in Education	Fundamentals of Learning Experience Design	01/01/2016	User Experience (UX) in the technology landscape has emerged as critical for organizations which are serious about engaging their customers in mobile and digital environments. With the influence of technology within the education space, Learning Experience Design (LXD) is the synthesis of user experience design methodology, instructional systems design and education pedagogy/andragogy. The Learning Experience Design program introduces education professionals to the attributes and processes of Learning Experience Design in order to advance their professional skill-set for developing learning solutions which produce compelling and engaging learning experiences. In this course, you will explore how to increase with your own awareness of your learners, their characteristics, behaviours and needs; and you will build your toolkit for designing better learner interactions and enhancing the sensory experience in your solutions.

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Division	Name of Microcredential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Writing for Learner Engagement	01/01/2016	Powerful writing captures interest and draws the reader into a learning experience through compelling stories and scripts, all while cleverly focusing attention on critical facts, concepts or procedures. Strong writing skills are key to learner engagement and are increasingly in demand in our industry. In this course you will explore key techniques for writing 'lean' content, on-screen text, learner interactions and easy to skim reference guides. You will also discover how to write with a bent for learner empathy while effectively representing your learning brand's values.
Ontario Institute for Studies in Education	Learning Campaigns: Applying Elements of Learning Experience Design	01/01/2016	Competing for your learner's attention in our always-connected world of social and interactive media is a challenge - especially when you are launching blended solutions that straddle multiple delivery channels. In this course, you'll explore how to use communication techniques to drive a learning campaign that connects the elements of a full end-to-end Learning and Development solution, while generating interest and enthusiasm for individual initiatives. You'll draw upon proven marketing and communication strategies and current practices in the field of learning experience design to focus on the complete learner experience, what happens 'pre' 'during' and post' a learning event to ensure readiness, total engagement, and transfer of learning back on the job.
Rotman School of Management	Rotman Inclusion by Design	03/02/2021	The Rotman School of Management combines the latest in inclusion research, behavioural insights, design, and data analytics to deliver a unique program to innovate for inclusion over 6 half-day sessions. Rotman Inclusion by Design is for leaders and organization looking for disruptive ways to design, implement, and evaluate inclusion practices that actually work. Whether it's hiring, retention, or compensation, use a new approach to move past acceptance to true inclusion so you can engage, energize, inspire, and benefit from diversity with greater success. This program includes: why current initiatives fail, real data on which practices work and which don't, workshops on live challenges, hands-on exercises designing new initiatives.

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Division	Name of Microcredential	Start Date of Offering (dd/mm/yyyy)	Program Description
Rotman School of Management	Rotman Negotiations	08/06/2015	You negotiate all the time—whether it's with clients or partners, vendors or colleagues, leadership or new hires. Successful negotiations require personal-awareness, preparation and practice. Rotman Negotiations program gives you proven strategies to navigate complex situations so you can create value and enhance key relationships. In just three days, you'll be guided from simple, everyday situations to complex scenarios through interactive simulations, extensive feedback and insights from real-world examples. Whether you're a seasoned negotiator looking for a formal refresher or an experienced leader looking to broaden your skillset, you'll leave the program with enhanced skills to create and optimize value.
Rotman School of Management	Rotman The Business of Payments	29/04/2019	The Canadian payments industry accounts for nearly 1% of GDP with revenues from payment activities estimated at over \$16.4B in 2016 — and it's changing, rapidly. Traditional players in the payments market are extending products, fintech and bigtech are disrupting products and infrastructure while domestic and global regulatory bodies are moving rapidly to adapt. These changes can mean big opportunities for your organization if you know how to use them to your advantage. Rotman Business of Payments program helps payments leaders harness these opportunities. Over the course of the program, you will gain a solid understanding of the changing context of the payments landscape, and the forces and trends shaping its future. You will develop the knowledge and competencies you need to stay ahead.

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Rotman School of Management	Rotman Diversity, Equity and Inclusion for HR Professionals	16/11/2021	As a human resource professional, you're tasked with being the architect of your organization's culture. Rotman Diversity, Equity, & Inclusion for HR Professionals program is designed to help you navigate conversations around key topics, build buy-in from the top level, and define a high-level strategy. Created based on direct feedback from senior HR leaders across industries and customized for a relevant, practical experience, this program aims to bring HR professionals together in a safe and open environment. You'll learn from expert instructors with experience working in the field and from other HR leaders like yourself. By the end of this program, you'll develop a sound understanding of what organizations need to know to foster inclusive cultures – and a network of peers you can turn to for sharing experiences, challenges and solutions.
Rotman School of Management	Rotman People Analytics for HR	19/04/2022	Rotman People Analytics for HR program is designed to teach people like you how to understand, interpret, and apply data strategically in your organization. In just four days, develop the ability to cut through jargon and improve performance. Data and analytics are not a replacement for great HR – they're complementary tools that can and should be applied to inform decision-making and improve results. You'll learn: what makes HR data actionable, how to quantify complex data like language and personality traits, how to make the leap from statistical insights to organizational change

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Rotman School of Management	Rotman Leading with Purpose for HR Professionals	01/02/2022	Organizations in Canada and around the world are planning their Return to Work strategies. Prepare yourself to step into this gap and thrive with Rotman Leading with Purpose for HR Professionals program. Our instructors, experts with years of top industry experience, will help you rethink the way you lead so you can adjust your talent development practices and build a stronger, more inclusive and supportive culture in your organization from the top down. Learn how to adjust your onboarding, coaching and talent retention practices to make an immediate difference. We'll walk you through practical approaches to building your resilience, create an impactful HR agenda to lead beyond the pandemic, and improve your ability to influence the organization as an HR professional.
Rotman School of Management	Rotman Financial Literacy and Analysis	11/10/2006	Build the skills you need to navigate financials. This program is designed to help you connect the dots and gain a practical working knowledge of financial reporting and analysis. Past participants have included CEOs, SVPs, presidents, executives, board directors and senior managers from public, private and not-for-profit boards and organizations. Over three days our expert faculty will provide you with a context for the use of financial information and build a framework for strategic thinking based on solid financial measures.
Rotman School of Management	Rotman Health Leadership: Achieving Your Potential	19/11/2018	Canada's leading centre for health care leadership development, the Rotman School of Management has unique expertise in developing health leadership and management effectiveness. This program focuses on providing you with actionable management tools and a proven change management framework used by health providers, life science firms, and major corporations. You will increase your effectiveness in driving improvements within your organization as you interact and build relationships with leaders from across the system. You will also learn how successful health leaders design high-performing networks, use tools such as artificial intelligence and big data, and examine behavioural economics opportunities in your organization. By learning about these tools and techniques, you will have a new way of examining challenges to find wins and improve patient outcomes.

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Rotman School of Management	Rotman Strategic Human Resource Leadership	13/01/2014	Great HR is core to the achievement of long-term organizational success from implementing business strategies effectively to succession planning. Rotman Strategic HR Leadership program provides you with the concepts, tools and network required to implement strategic HR practices in your organization. Achieve an in-depth understanding of how to seamlessly link HR with business strategy and learn best practices for effectively integrating leadership development and succession.
Rotman School of Management	Search Inside Yourself	18/10/2013	Over the course of the program, our expert instructors integrate the theory and practices of mindfulness, emotional intelligence, and the supporting scientific evidence in order to provide you with not just the tools to succeed, but also the knowledge to back up changes you make at the office. SIY provides the tools and skills to improve workplace effectiveness, leadership, and happiness. Develop the habits of leading with compassion and communicating with insight. These habits can be trained and create trust that leads to highly productive collaborations. This workshop is especially for those who want to support their organization's ability to build an inspiring, high-performance workplace that attracts and retains top talent.
Rotman School of Management	Rotman-Odgers Berndtson CFO Leadership	18/06/2015	The Rotman-Odgers Berndtson CFO leadership program is designed to help participants assess and develop three critical skills in order to succeed in this critical leadership role. This highly personalized program focuses on positive behavior change. Each member of the program will have the opportunity to receive a customized leadership assessment, work one-on-one with an executive coach, and develop a personal action learning plan. The program is limited to a select group of executives nominated by their CFO, CEO or audit chairs. The rigorous application process ensures that you will be in the company of your peers.

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Rotman School of Management	Rotman New Leader Integration	22/03/2022	The Rotman New Leader Integration program, designed jointly by Rotman and Odgers-Berndston, helps executives like you overcome challenges and seize opportunities in your new role by mastering team and organizational dynamics from the get-go. Each member of the class will receive one-on-one coaching to develop their roadmap to success as well as peer coaching. By the end of the program, you will know how to establish networks of information and communication, decode and shape your organization's culture, create a shared purpose and commitment with a new team, and leverage diversity, equity, and inclusion.
Rotman School of Management	Rotman Business Design Thinking: From Insight to Innovation	05/06/2021	Innovation never takes the path of least resistance. It is a challenging journey with setbacks, switchbacks, and roadblocks that can make you wonder if you're even advancing. Luckily, there is a kind of GPS for innovation, offered to you in Rotman's six-week online Rotman Business Design Thinking program. Under the guidance of business design expert Dr. Angèle Beausoleil, you will master a progression of steps leading to new processes for creative thinking and problem solving. Using the four stages of sustainable innovation, you will move from initiation to implementation, revolutionizing your company's products, services, and processes. You will learn to approach business problems from a more human perspective by way of the principles of design thinking. Through collaboration, prototyping, experimentation, storytelling, and reflection, you will gain insights into your customer's pain points and proceed confidently in the direction of thoughtful, effective, and innovative solution

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Rotman School of Management	Rotman Machine Learning in Business	27/05/2021	<p>Rotman Machine Learning, a sub-domain of Artificial Intelligence, employs techniques used for analyzing large data sets and making predictions. These techniques are being adopted by organizations across all industries and all functional areas to achieve better outcomes. In order to reach optimal performance, you need to adopt the mindset and language of data scientists. In Machine Learning in Business, Rotman delivers just that — the bridge for business professionals to communicate effectively with analysts and data scientists to drive better business outcomes. What you'll get: Training on how to communicate fluently on the topics of machine learning applications, processes, and strategies with data science teams, either internal or external, expert guidance on how to describe common algorithms and appropriate business applications for each, techniques to identify ways in which machine learning can support business leadership to improve understanding of customers and use data to make predictions, a deep understanding of the approaches used by data science teams to work with them and achieve better outcomes.</p>
Rotman School of Management	Rotman Business Analytics: Data-driven Decision Making	20/05/2021	<p>Analyzing data and putting it to work for you and your business is an essential skill for executives today. But if you are not as fluent as you need to be in data and analytics, you're not alone. According to The Data Literacy Index from Qlik, just 24 percent of the global workforce feels confident in reading, working with, analyzing, and arguing with data. You can close that competency gap by gaining the skills to transform your organization into a data-driven enterprise. This is not just about adding to your own professional skill set. Gartner reports that 80 percent of organizational leaders have a goal of initiating a deliberate plan to improve the data literacy of their workforce at large. Position yourself and your company to advance your data literacy and confidently lead a data-driven corporate culture.</p>

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Rotman School of Management	Rotman Healthcare Analytics: AI, Big Data & Digital Transformation	01/01/2022	Healthcare data is projected to grow exponentially in the next few years, with a 10-fold increase expected by 2025, according to IDC. But collecting data is only part of the equation. Putting healthcare data to work requires leaders and managers with a solid understanding of the role of analytics in healthcare organizations and how to incorporate it into their day-to-day operations and decision-making. This seven-week Rotman Healthcare Analytics: AI, Big Data & Digital Transformation online program will help you learn to ask the right questions to data analysts, build your analytics knowledge, make decisions, and create healthcare solutions using data. You'll also learn to use data to drive cultural change in your organization to ensure you thrive in today's analytics-based economy. What you'll get: Increased healthcare data literacy that will enable you to effectively communicate with data analysts (to know how and what questions to ask), and to understand, incorporate, and build a healthcare analytics outlook into your organizations and teams, the expertise to interpret data analyses results and make data-driven decisions for optimal outcomes in the healthcare industry, an understanding of the importance of the emerging roles of artificial intelligence in healthcare and its applications to improve your organizational processes and outcomes.
Rotman School of Management	Rotman MBA Essentials	09/09/2021	The Rotman School of Management has introduced an online Rotman MBA Essentials program, an interactive and fastgrowing approach to enhanced business education, to equip you with the knowledge and insight to make strategic and operational decisions in any industry. The program will enable you to: Understand the modern day principles behind an MBA and how they address contemporary business challenges, understand the prominence of marketing for business growth, identify opportunities for business transformation based on macroeconomic trends and implement them, deep dive into finance, technical, and marketing skills to optimize business operations, formulate an action plan to create or support diversity and inclusion programs within your organization, and Improve your managerial proficiency to move strategically and tactically.

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Rotman School of Management	Rotman Digital Marketing: Creating Successful Marketing Strategies	11/11/2021	The Rotman Digital Marketing online program from the Rotman School of Management will equip marketing professionals with a thorough understanding of current and emerging opportunities in digital marketing. The program will introduce marketers to the use of relevant tools, techniques, and technologies, including artificial intelligence (AI) and machine learning (ML), that will aid in improving customer experience and brand loyalty.
Rotman School of Management	Rotman-CCCA Business Leadership Program for In-House Counsel	10/03/2013	The Canadian Corporate Counsel Association (CCCA) and the Rotman School of Management have partnered to create the Rotman-CCCA Business Leadership Program for In-House Counsel. The first program of its kind, successful completion of all three phases will provide graduates with the designation of Certified In-House Counsel – Canada (CIC.C). The Rotman-CCCA Business Leadership Program for In-House Counsel provides an overview of the essential knowledge and skills required by those who strive to be recognized as strategic business partners within their organizations. Participants explore the unique challenges of effective leadership in today's complex organizational environment and develop the perspectives and skills to become effective leaders in their own right. Through a variety of learning methods including case studies, simulations, lectures, group work and class discussions, participants develop the skills required to become a key business resource in their organization – able to advance the business while maintaining the balance of being the company's legal expert. The program will combine the leading edge management knowledge from Rotman faculty with the in-house experience of senior General Counsel from across Canada.

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Rotman School of Management	CIRI-Rotman Investor Relations Certification	08/01/2020	Developed in partnership with the Canadian Investor Relations Institute (CIRI), the Investor Relations (IR) Certification Program covers all relevant areas of the multi-disciplinary role of IR, including capital markets, corporate governance, securities law, finance and communications. The Program also covers current IR challenges to meet the evolving demands on today's IR professionals. This Program equips IR professionals with lasting knowledge and skills to grow their influence with internal and external stakeholders as well as career advancement opportunities.
Rotman School of Management	Rotman Police Leadership Program	23/04/2021	The Rotman Police Leadership Program (PLP) is a collaboration between the Ontario Association of Chiefs of Police (OACP) and the University of Toronto's Rotman School of Management. This unique, intensive experience focuses on the key facets of leadership and provides participants with the opportunity to challenge themselves in a dynamic learning environment. The program is facilitated by Rotman faculty who are at the forefront of thought leadership and practice. In addition, participants are exposed to prominent guest speakers from law enforcement and the corporate world. The program is anchored around relevant content and activities such as the in-class projects which are designed to address real time policing issues. The program also features many opportunities for networking, engagement with faculty and other experts in the field of policing.
Rotman School of Management	CUES Governance Leadership Institute	06/08/2009	Strengthen your contributions to your credit union as you learn to balance healthy debate and diversity with consensus building at CUES Governance Leadership Institute. In this 4-day intensive program, Rotman's world-renowned faculty will guide you through the research and latest trends affecting credit unions. All attendees who complete CUES Governance Leadership Institute will become a Certified Credit Union Director (CCD). This prestigious certification honors your outstanding professional development efforts and represents your dedication to the credit union movement.

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Rotman School of Management	Rotman Organizational Leadership	01/11/2021	This course takes inspiration from the on-campus Rotman Executive Leadership: Organizational program. It focuses on developing the tools, skills and mindset of leaders to think and act strategically at the enterprise level, positioning themselves as successful cross-functional leaders, and driving change by expanding their influence and effectiveness.
Rotman School of Management	Rotman FinTech: Future of Payments	01/11/2021	This course will explore the opportunities around Fintech. It will look at the technologies that are currently disrupting the financial services industry and markets. It will also analyze how consumer demands have changed in relation to technology as well as strategies for startups and incumbents to implement fintech activities within their businesses.
Rotman School of Management	Rotman Digital Transformation	01/03/2022	This course aims to equip participants with the capability to lead digital transformation in their organization. Participants will explore the implication of digital technologies, develop a digital strategy and strategic roadmap for digital transformation of their organizations.
Rotman School of Management	Rotman Women in Leadership	01/02/2022	The course content is specifically designed to tackle leadership from a woman’s perspective and to equip women with the skills and mindset to overcome the major challenges that women face in the workplace.
Rotman School of Management	Rotman Healthcare Leadership	01/02/2022	To meet interpersonal needs and stakeholder expectations, healthcare leaders need the clinical proficiencies, business competencies, and soft skills required to guide their organizations forward. This six-week Healthcare Leadership online program helps you develop these skills as you embark on an inward journey focused on self-awareness and emotional intelligence. Guided by industry leaders, you’ll learn to overcome myriad industry challenges and organizational inertia with a strategic set of leadership strategies and change management techniques. Walk away with the critical knowledge, skills, and competencies required to be an outstanding and compassionate leader in the healthcare value chain.

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Rotman School of Management	Rotman Cybersecurity: Leading Organizational Strategy	01/03/2022	The course takes a practical approach to teaching cybersecurity, covering the main aspects of cyber risk management, including implementing and maintaining information and cybersecurity practices in an organization.
Rotman School of Management	Rotman Leading Change	13/04/2008	The world's most successful companies innovate, adapt and change. The ability to drive and lead effectively is a key differentiator of successful leaders. In the Rotman Leading Change program, we give you strategies to optimize design, culture and behavior in your organizations. You'll learn how to; set a vision, rally teams and achieve and sustain your vision.
Rotman School of Management	Rotman Corporate Finance for Executives	10/08/2021	Gain critical insights into corporate finance—the fundamental framework for corporate decision-making—with Rotman Corporate Finance for Executives. Combining intuition and analysis, we explore the central pillars of corporate finance. Our expert faculty will guide you through how to use valuation techniques and concepts so you can build your understanding of critical decisions that ultimately determine the value of the firm and its value to its stakeholders.
Rotman School of Management	Rotman-ICD NFP Governance Essentials	07/05/2006	The NFP Governance Essentials Program was jointly developed by the Institute of Corporate Directors and the Rotman School of Management and is presented by RBC Foundation. This two-day intensive program is taught by prominent faculty and some of Canada's most accomplished directors of not-for-profit organizations. This innovative program provides learning on key accountabilities and responsibilities of not-for-profit leaders.

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Rotman School of Management	Rotman-ICD Board Dynamics for Executives	15/10/2018	Develop a deeper understanding of how boards function while you gain new insights and build concrete skills to enhance your impact on board decisions. Jointly developed by The Institute of Corporate Directors and the Rotman School of Management, Board Dynamics for Executives delivers a fresh perspective on optimizing board-management effectiveness from the other side of the boardroom table. Over 4 half-day virtual sessions, you will learn how to clearly define board-management responsibilities, boundaries, lines of authority and accountability, and how to operate in the best interests of the organization. Our board-experienced expert faculty will teach you how to manage the board information gap and engage in sound decision-making practices. During your time at Rotman you will build and commit to a personal action plan for improving effectiveness in your boardroom.
Rotman School of Management	Rotman Executive Leadership Online	11/03/2020	Expand your influence and effectiveness, transform your decision-making and learn to lead more effectively with Rotman Executive Leadership Online. We've designed this program to help senior leaders overcome new and increasingly complex challenges brought on by remote work, thorny political situations, and a changing workforce.
Rotman School of Management	Rotman Executive Presence	16/09/2020	There's a difference between being a boss and being a leader. The Rotman Executive Presence workshop provides you with the tools to improve your motivation, body language, and emotional intelligence so you become and present the way you want to be seen. Whether you intend it or not, our emotions unconsciously play out on our faces and in our body language and can send mixed messages to both your team and those above you. By learning to consciously investigate and reshape your mental frames and habitual emotional patterns, you can improve your ability to lead others, boost cooperation between departments, and prove you're ready for the next level of your career. Using the lens of a psychologist with extensive experience and expertise in self-development and leadership training, Professor Maja Djikic will help you refine the way you present yourself to the world so you can inspire confidence in others.

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Rotman School of Management	Rotman Risk Management	15/10/2020	<p>The Rotman Risk Management program will equip you to strengthen your approach to internal and external risk. Your organization will benefit from your newfound ability to anticipate and respond to risk. Sessions include discussions of COVID-19 and pandemic preparedness. Over just four half-day sessions you will gain hands-on practice distinguishing different types and aspects of risk. You will also gain non-technical exposure to state-of-the-art tools such as data analytics and machine learning and how they can be applied to risk management. After the program you will benefit from one hour of one-on-one consulting about how you are applying the tools you learned in class within your organization. Working with a group of similarly experienced professionals, this immersive experience helps public, private, and nonprofit organizations to drive and preserve enterprise value. Prepare to face different types of risk with hands-on exercises both by yourself and in focused teams. You will learn how and why to frame risk as a key strategic imperative, allowing you to turn short-range risks into long-term opportunities, and making your organization safer, stronger, and more resilient.</p>
Rotman School of Management	Rotman Power, Influence & Emotion in Negotiations	06/02/2021	<p>The Rotman Power, Influence and Emotion in Negotiations (formerly Advanced Negotiations) addresses the more complex interpersonal processes you experience during a negotiation. That could mean disputes, multi-party dynamics, or social influence and networking. Practice applying principles to tough situations through continuous and varied exercises. Next, debrief the simulations with your peers in lively discussions as faculty help you draw lines between your experience and established theory and research. From small groups to large complex negotiation exercises, you'll identify and correct personal negotiating blind spots and build on strengths with immediate feedback. You'll observe and learn from the different approaches of your peers in mock negotiations set in difficult settings. Finally, you'll synthesize insights gained throughout the program to emerge more confident in your ability to influence and shape outcomes in complex deals. This program focuses on the interpersonal and emotional dynamics of negotiations — both simple and complex</p>

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Rotman School of Management	The Coaching Habit	23/03/2017	Wake up to the power of curiosity. This real-time virtual program focuses on changing long-embedded behaviours. Uncover the reasons why you default to giving advice instead of asking questions and learn why asking more and telling less will make you a stronger, better coach. Over three virtual sessions of 2 hours each, you'll learn and use practical tools to help shift your behaviour and leave the program having experienced the transformative potential and long-term benefits of staying curious.
Rotman School of Management	Rotman Strategy & Competitive Advantage	04/08/2020	In the Rotman Strategy & Competitive Advantage program, we'll break down the components of a strategy and show you how a carefully designed strategy provides a blueprint for smart decisions. . You'll also spend time with faculty in a sector specific workshop to reflect and test applications in for-profit or not for profit environments. In three half-days, you'll prepare yourself to identify and exploit sources of competitive advantage. Working with a class of other professionals, our faculty will help you develop the analytical skills and vision to: understand and predict industry trends, anticipate and plan for competition, and sustain corporate success in a fast-changing global economy.
Rotman School of Management	Rotman Finance and Accounting for the Non-Financial Professional	25/01/2021	The Rotman Finance and Accounting for the Non-Financial Professional program will demystify the language, tools, and techniques of accounting and finance so you can return to your organization with the confidence to analyze financial information to succeed. We've designed this program specifically for new managers and individual contributors with little to no financial training or exposure. You'll be joined by professionals from a variety of industries, creating a strong network for you to rely on after the program ends. You'll also be invited to bring your own financial statements to discuss with faculty during office hours.
Rotman School of Management	Artificial Intelligence: An Executive Primer	27/03/2018	Program focuses on the economics of AI and the implications for business. Learn how to identify opportunities for AI and implement them and discover how to develop strategies with your leadership team for leveraging powerful AI tools.

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Rotman School of Management	Business Design Fundamentals	29/04/2019	Learn and apply industry leading user-centered design research, prototyping and storytelling methods to real business challenges.
Rotman School of Management	Executive Leadership: Organizational	24/03/2014	Program provides the tools to contribute to strategy, improve the quality of your thinking and decisions and lead more effectively.
Rotman School of Management	Getting It Done	31/03/2017	The GettingItDone management system provides you with the tools you need to make decisions more effectively, get buy-in from key stakeholders, align teams and increase accountability, coach and mentor your reports, plan and run fast, efficient meetings without wasting time
School of Continuing Studies	Applied Specialization in Mindfulness Meditation	14/01/2017	Applied Specialization in Mindfulness Meditation courses will lead learners to apply the knowledge foundations from the Foundations in Applied Mindfulness Meditation certificate towards a more specialized application. To complete this, learners must complete any combination of four courses from the streams as noted: education, parenting and youth, contemplative arts, workplace, technology and media, therapy, embodied mind, and compassion. For learners who wish to gain more intimate knowledge of a specific subject area, it is recommended that you complete all courses from that stream.
School of Continuing Studies	Entrepreneurship	08/10/2013	If you're thinking about starting a new business or are building one, the Certificate in Entrepreneurship, offered in collaboration with MaRS Discovery District, will guide you through key strategic decisions and planning milestones. You'll develop and validate your business concept using the latest tools and strategies. Build realistic business, marketing and financing plans that target the right market with the right strategy and messaging at the right time. You'll work one-on-one with instructors and meet successful entrepreneurs to gain real-world insights you can apply to your business.

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School of Continuing Studies	Human Services Management and Leadership	14/10/2016	This certificate program provides management and leadership education and training for social workers and allied human service professionals working in human service organizations. The program supplements the education and experience social workers (BSW/MSW) and allied human service professionals have working in human service organizations, and emphasizes specialized knowledge that relates specifically to the conditions of these workplaces and their context of service delivery and innovation.
School of Continuing Studies	Leadership Essentials	15/09/2008	If you want to develop your leadership skills in key areas with focused courses, there are plenty to choose from when achieving the Leadership Essentials certificate. This program offers six leadership competencies, from which you choose the three most suitable for your career aspirations and trajectory. You'll come away with the kind of leadership and management skills that make organizations successful.
School of Continuing Studies	Learning Design	05/06/2018	In today's fast-paced marketplace, organizations require L&D resources that can meet the needs of a global workforce. Learn how to apply instructional design principles and industry best practices to create appropriate and sustainable training, on budget and on time. Whether you are new to the industry, are currently managing L&D teams and projects, or are exploring consulting, our courses will provide the foundational elements that will help you grow your career. Through the program, you'll delve into adult learning theory, the learning design life cycle, oversight of L & D projects and evaluation. You'll learn how to develop eLearning programs which are backed by data and supported by industry recognized frameworks and models. You'll explore key concepts in learning and eLearning design, perform needs analysis, create user personas, define training goals and learn how to select appropriate technologies and formats. You'll learn how to work with internal and external stakeholders, create business plans, work within a budget, evaluate training effectiveness and demonstrate return on investment for your or your clients' organization.

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School of Continuing Studies	Mindfulness Informed End of Life Care	10/11/2017	Mindfulness Informed End of Life Care (MIEOL*) explores the applications of mindfulness, mindfulness meditation as it has been integrated into contemporary thanatology (the study of dying and death). This program focuses on general health care as well as hospice, palliative, and general end of life care. Founded on evidence-based science, while drawing upon contemplative traditions, MIEOL cultivates health, wellness and resiliency benefits. These practices are helpful for persons who view themselves or are viewed as seriously or chronically ill, the dying, for family and community participants in care, for inter-professional health care teams, as well as for organizational leaders who support teams attending to suffering. MIEOL proposes that we cultivate a “practice of dying”, while living, so we can existentially prepare for complexities found in life and particularly in end of life care. As such, this is a core approach to end of life care that can be used by everyone, depending on their own need and intention.
School of Continuing Studies	3523A Agile Project Management Basics: Methods and Solutions	26/10/2020	Successful organizations need people who can manage projects from conception through implementation. In this six-week course, you’ll learn the agile approach to project and product management. You’ll get an overview of agile methods and frameworks and learn to form project teams that create innovative solutions. You’ll explore a range of methods to enhance project environments in small and scaling teams. You’ll emerge knowing more about how forward-thinking organizations and project professionals use agile practices to plan and deliver successful projects. Competencies developed and assessed in this course include: Agile Project Selection, Lean Canvas, Agile Project Benefits, Kanban, Scrum, and Agile Scaling.

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School of Continuing Studies	3523B Agile Project Management Basics: Release Planning	25/10/2021	Now that you know what agile practices can do for your organization, it's time to build on your skills so you can apply them to any project or process. In this second-level course, examples and exercises will show you how agile approaches breed success. You'll explore key artifacts of customer journeys, product backlogs, user stories, sprints, reviews, and retrospectives. You'll ensure projects have effective quality control and risk-management from conception through release and emerge well-versed in budget and change management. Competencies developed and assessed in this course include: Product Backlog, Burndown Charts, Customer Journey Mapping, and Release Planning.
School of Continuing Studies	2699B Applying Lean Six Sigma Methods	20/07/2020	If you've already taken 2699A Introduction to Lean Six Sigma Methods, or have equivalent knowledge, this five-session course will take you deeper into the Lean Six Sigma (LSS) approach. Whether you're working to improve services or manufacturing processes, you'll develop a greater ability to measure process performance, identify gaps and opportunities for improvement, and design workable solutions using the DMAIC approach. You'll learn which tool to use in every phase of a project, whether you're improving an existing process or implementing something new. Competencies developed and assessed in this course include: Using Lean Six Sigma tools in the workplace, measuring process performance to identify gaps, identifying opportunities for improvement, and implementing solutions and process controls.
School of Continuing Studies	2379A Business Analysis Essentials I: Analyze, Model, Design and Deliver	25/05/2020	Whether you're already working as a business analyst, or hope to become one soon, this online course will advance your progress. You'll get a thorough grounding in the theory and practice of business analysis, from basic fundamentals through current best practices. You'll learn how to elicit, analyze and model requirements, and to work with multi-disciplinary teams tasked with designing and delivering solutions. Whether your organization favors traditional waterfall or agile approaches, you'll emerge better prepared to succeed in this field.

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School of Continuing Studies	2379B Business Analysis Essentials II: Assess, Manage and Measure	13/07/2020	Get ready to drill deeper into the world of business analysis (BA). In this second-level course, you'll apply more of what you learned about the basics of BA, from assessing business needs to managing requirements throughout a project lifecycle. You'll learn to plan work accurately, using the most appropriate techniques, and to measure and assess performance. You'll explore the world of agile business practices and emerge prepared to deliver value to your organization by helping it reach its full potential.
School of Continuing Studies	2854A Cloud Computing I: Analyzing and Recommending Cloud Adoption	09/06/2020	Many organizations now look to the cloud to reduce infrastructure and deliver greater value to stakeholders. But with that opportunity comes concerns about security and privacy. In this five-week course, you'll explore a range of deployment models and determine which is best for you. You'll develop greater business acumen and critical-thinking skills and develop a business case that presents the pros and cons of cloud adoption. You'll emerge better prepared to help your organization use cloud services confidently and effectively.
School of Continuing Studies	2854B Cloud Computing II: Architecture, Accessibility, Security and Privacy	24/11/2020	Now that you've developed a business case for the cloud, it's time to create a detailed roadmap to adoption. In this five-week second-level course, you'll learn to assess how ready your enterprise is to transition to one of the many deployment models available. You'll consider critical issues related to architecture, accessibility, security and privacy. You'll approach implementation strategically, applying your technical, business and problem-solving skills. You'll examine corporate governance frameworks and learn to present your findings to stakeholders with confidence.
School of Continuing Studies	3373A Cyber Security Risk Assessment, Treatment, and Reporting	25/05/2020	Doing business online means facing threats and opportunities on a daily basis. In this foundation course, you'll explore the full range of cyber threats to any organization's security. You'll explore how they can affect your entire organization and what you are expected to do about it. You'll learn how to accurately assess, document and report a threat, using appropriate frameworks and metrics. You'll emerge better prepared to deal with issues related to compliance and to communicate clearly with all stakeholders.

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School of Continuing Studies	3373B Cyber Security Third Party Risk, Compliance, and Emerging Risks	13/07/2020	If you do business in the online world, you incur thousands of risks large and small every day. In this course, you'll learn to identify and manage threats to your cyber security. You'll explore what your organization – and third parties, such as vendors – must do to comply with regulations, privacy law and stakeholder expectations. You'll learn how threats affect lifecycle processes as a whole and emerge with the knowledge and skills you need to thwart or quickly recover from breaches.
School of Continuing Studies	3214C Electronic Records and Information Management	13/07/2020	As the business world transitions from paper to electronic and digital records, you need to know current best practices and how to apply them in your workplace. In this online course, you'll learn the many options you have to store and maintain important records and images, and how to choose the best for your organization. You'll learn to transition documents while meeting all requirements and criteria, manage e-mail records and perform other functions you'll need to ensure the smooth operation of your enterprise.
School of Continuing Studies	2845B Foundations of Pay-Per-Click (PPC) Management: Tactics and Strategy to Drive Growth	18/05/2020	If you want to increase your organization's pay-per-click (PPC) revenues, this course is for you. You'll delve into real case studies across both B2B and B2C companies and learn the tactics and strategies that drive growth in predictable ways. You'll identify high-value keywords that get your Google ads noticed and explore paid social media strategies that cover the entire customer journey. You'll learn to write persuasive ad copy and optimize your website and landing pages to convert visitors into customers.
School of Continuing Studies	2845A Foundations of Search Engine Optimization (SEO): Strategies to Build Trust & Stand Out on Google	18/02/2020	A website is only of value if users can find it. In this five-week course, you'll learn how to research and identify the keywords your audience uses in Google searches. You'll examine how Google ranks websites and how to position yours, so it's found more easily. Working with case studies, you'll develop practical marketing strategies and a stronger approach to search engine optimization. You'll emerge with fresh ideas and a strong foundation in how to get your website noticed.

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School of Continuing Studies	2699A Introduction to Lean Six Sigma Methods	15/06/2020	When leading organizations get serious about improving processes and optimizing quality, they turn to Lean Six Sigma (LSS) methodology. In this five-session course, you'll acquire fundamental skills and techniques needed to execute LSS projects. You'll learn to identify opportunities for improvement, calculate the cost of poor quality and plan a solution that addresses five distinct LSS phases: Define, Measure, Analyze, Improve, and Control (DMAIC). You'll emerge with a keener understanding of why things go wrong and how to design measurable improvements when they do.
School of Continuing Studies	2089 Managing People: Essentials	03/11/2008	If you aspire to success as a manager and leader, you'll need good people-management skills. This course gives you those, and the insight you need to understand, manage and affect human performance. You'll see how your role as a manager is to achieve results through others. You'll review human-performance systems and learn how their component parts affect productivity. Learn how to uncover performance problems, determine their causes and improve performance to get the results you want.
School of Continuing Studies	3213B Mastering Business Writing	01/06/2020	Build on your business writing skills in this second-level course, designed with industry professionals like you in mind. You'll learn to structure and execute compelling documents free of common grammar and usage errors. You'll articulate value propositions that engage your audiences, and apply plain language principles that cut jargon, passive writing and repetition. You'll use different templates to produce work across a range of platforms, including a professional-level social media profile, all of it compelling and sure to get attention.
School of Continuing Studies	3401 Practical Project Management - Part 1	01/11/2017	Project management is critical for organizations looking to stay competitive, profitable and forward-facing. In this accelerated course you'll learn how to successfully plan projects to deliver value to your organization and its stakeholder, regardless of your industry. You'll come away knowing the fundamental practices needed to get results and achieve excellence in project planning.

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School of Continuing Studies	3402 Practical Project Management - Part 2	06/12/2017	In today's highly competitive world, organizations are using project management to implement strategy and deliver value to their stakeholders. In this accelerated course you'll learn how to execute a project plan, communicate change, and how to monitor and control a project to successful completion. You'll come away knowing the fundamental practices needed to get results and achieve excellence in project execution.
School of Continuing Studies	3197B Presentations with Visual Impact	04/05/2020	If every picture tells a story – or is worth a thousand words – imagine what better visual aids can do for your business presentations. In this online course, you'll learn how to present numbers and other data with clarity and impact. You'll structure step-by-step presentations, from opening to summary, that people can follow easily. You'll harness images that transform mundane information into something more compelling. You'll emerge with the public-speaking skills and confidence you need to tell a strategic business story.
School of Continuing Studies	3214B Records and Information Management Compliance	11/05/2020	No matter what form information comes in, from paper records to digital images, your data must be kept and accessed in full compliance with privacy legislation, other regulations and corporate governance standards. In this online course, you'll learn how to properly organize records, how long they should be kept, how to manage access and protect privacy. You'll emerge better prepared to handle information with the care it needs.
School of Continuing Studies	3214A Records and Information Management Essentials	23/03/2020	There is more to records and information management than storing and maintaining your organization's data. In this online course, you'll learn everything from basic concepts of managing paper, digital and media content to current best practices and critical issues in corporate governance. You'll learn how to collect data and store it properly and establish strategies to assess a current (Records and Information Management) RIM model or develop a new one.

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School of Continuing Studies	3197A Speaking Publicly with Confidence and Clarity	12/03/2020	Some people find nothing more terrifying than public speaking. But if you understand the dynamics of effective speaking, every presentation is an opportunity to stand out. In this online course, you'll learn how to create dynamic presentations from opening to closing, without visual aids. Whether you're speaking to large or small groups, you'll learn how to pitch ideas that stick and field questions effectively. You'll emerge with a toolbelt of storytelling hacks that make every presentation more confident and compelling.
School of Continuing Studies	3250A Using Python I: Organize and Analyze Data	05/03/2020	To succeed in today's competitive business environment, organizations must not only collect reams of data but glean the most useful insights from this information. In this five-session course, you'll learn to use Python to organize and analyze data and tell compelling stories your customers and stakeholders understand. You'll plan your own analytics project, using Python to import data, organize it into a data frame and analyze it correctly. You'll emerge well equipped to apply these methods at work and become a better business storyteller.
School of Continuing Studies	3250B Using Python II: Clean, Predict and Inform	21/04/2020	If you already know how to use Python to organize and analyze data, this second-level course is for you. You'll learn to apply data cleansing techniques and inferential statistical methods. You'll develop a clearer understanding of how predictive models can support more informed business decisions, and create one using the insights you pulled. You'll explore the fascinating world of data visualization and machine learning and emerge with greater confidence in the stories you tell and the data they're based on.
School of Continuing Studies	3213A Writing Effectively for Business	02/03/2020	Strong writing is the best way to grab the attention of today's distracted audiences. In this course, you'll learn to sharpen your writing skills, so your work stands out. Whether you're writing a short blog post or a longer report, you'll apply principles of good storytelling, avoid common mistakes in usage and grammar, and eliminate repetition and jargon. You'll learn to plan and execute engaging pieces across all platforms, from eye-catching subject lines to longer work that springs to life.

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School of Continuing Studies	3841 Product Management and Ownership - Creating Value	01/11/2021	As the speed of change accelerates, organizations need product managers and owners who can develop and manage products that create value for customers. In fact, project managers, business analysts, and business owners are well-positioned to move into in-demand product manager positions. This course will equip you with practical techniques for iterative planning, product development, change management, quality improvement, and on-time delivery using real-life examples and exercises. You'll work on a case study, develop your own product using an iterative product development approach, learn to work with teams, and emerge with the skills needed to create value, and an awareness of new possibilities for your career.
School of Continuing Studies	3845 Agile Leadership	01/11/2021	Successful agile projects depend on high-performing teams. These teams depend on agile leadership that enables strategic decision making, autonomous problem solving, risk taking, and empowering team members to remove obstacles. You will learn how traditional project managers can adopt a mindset that allows them to thrive in an agile environment, and increase awareness of the changes teams encounter in the process. The course includes a real-life case study to illustrate agile leadership. Experimenting with Kanban as an approach for analysis and continuous improvement, you will hone skills and competencies to position yourself as an agile leader, and enable your agile team to learn faster and make smarter decisions to improve your project delivery.

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School of Continuing Studies	3951 - Sustainable Investing	17/03/2022	<p>Sustainable investing is experiencing rapid growth in the financial community, as is the demand for enhanced training for investment analysts, portfolio managers, and investors. In this unique micro course, you'll explore a range of sustainable investing approaches, and discover how the ESG (Environment, Social, and Governance) factors can be integrated in traditional investment analysis.</p> <p>You'll develop a deeper understanding of how sustainable investing could potentially increase investment return and reduce investment risk. In addition, you'll explore how ESG factors can be integrated into security selection and asset allocation to support the development of sustainable investment products. You'll become better prepared to grow your investments and make a positive impact on both the environment and society.</p>
School of Continuing Studies	3957 - Foundations of DevOps I: Principles and Practices	07/02/2022	<p>In this course you will explore the history, values, principles, and philosophy of DevOps. You'll examine how it can help the organization to deliver software more efficiently, and with greater agility and quality. Join us to learn about the kind of culture and structure you will need in organizations to make DevOps successful. You'll also explore how to value people who make DevOps successful, and various approaches to seamlessly deliver software products. This course will also explore the processes and practices of continuous delivery.</p>
School of Continuing Studies	3958 - Foundations of DevOps II: Ecosystem, Architecture and Continuous Software Delivery	09/05/2022	<p>If you understand DevOps practices and benefits, and the organizational process changes and structures required for it to be successful, this course is for you. You'll learn about DevOps architecture and the overall DevOps ecosystem. In addition, you'll explore continuous integration and other relevant practices and tools. Career opportunities and DevOps roles in matured organizations will also be discussed.</p>

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School of Continuing Studies	3967 - Python for Automation	10/01/2022	Python enables practitioners to design and build automated solutions that help organizations develop efficient processes. As an open- source language, it's accessible to any business unit. This 15-hour course uses practical, hands-on approaches to learning Python programming and foundational software development principles. Learners will gain practical experience in designing and building automated solutions. In addition to lectures, discussions, and practical instruction, you'll explore key topics through group exercises and assignments.
School of Continuing Studies	3968 - Python for Data Science & Analytics	10/01/2022	This introductory course provides a gentle introduction to programming in Python and its applications in the world of big data. As organizations continue to digitize and generate increasingly large amounts of data, open-source tools like Python can enable data manipulation and exploration, machine learning, and statistical analysis in a scalable manner. A basic understanding of Python enables businesses to take advantage of available data to drive business strategy and value. This 15-hour course uses practical, hands-on approaches to learning Python programming and foundational data science libraries (Pandas, NumPy and Matplotlib) to explore, manipulate, and visualize data. Learners will gain practical experience in attaining insights from data. In addition to lectures, discussions, and practical instruction, you'll explore key topics through group exercises and assignments.
University of Toronto Mississauga	Certificate in Governance & Ethics	12/02/2021	The awareness of serious potential harm caused by weak governance and ethics has never been higher. External stakeholders, shareholders, and employees have watched as scandals have severely damaged their interests so that they are quick to seek other alternatives when red flags appear. For managers, executives and directors, governance and ethics scandals are often career ending.

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University of Toronto Mississauga	Certificate in Strategy & Critical Thinking	04/03/2022	In the volatile, uncertain, complex and ambiguous (VUCA) world we live in today, competitors and customers have become unpredictable and industries amorphous. Given this and the notion that sustainable competitive advantage is either dead or dying, the ability to think critically and lead strategically has never been more important. Being able to do our best thinking in any situation and to execute strategically in a dynamic new environment is critical.
University of Toronto Mississauga	Pharma Challenges & Opportunities Certificate	25/09/2020	The Pharma Challenges and Opportunities Certificate delivers industry knowledge and soft skills that pharma CEOs identified as important. This program will consist of four 1/2 day modules delivered by experts from industry as well as distinguished U of T faculty. It is designed to be highly interactive including workshops, case studies, role-play and networking opportunities. This program will provide a deep understanding of the journey of a medicine from discovery through regulatory approval, access to the Canadian market and activities related to launching, marketing and selling. It will also cover the broader Canadian life sciences such as generics, vaccines and key future opportunities and challenges.
University of Toronto Mississauga	Certificate in Data Analytics	25/09/2020	The Certificate in Data Analytics will educate managers, data analysts and others about the methods and techniques of data analytics, the problems inherent in big data analysis, and the potential of using software that learns or improves its analytical approach with minimal or no assistance. The availability of data has exceeded the capacity of most managers and executives to analyze and interpret effectively. Since data collection continues to accelerate, the potential for its use is becoming even more evident and threatens the ability of managers to do their jobs efficiently as more competitors learn about analytics. The need for management to master data analytics is apparent.

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University of Toronto Mississauga	Certificate in Effective Leadership for Senior Managers	22/05/2020	The Certificate in Effective Leadership for Senior Managers aims to discover, shape, and consolidate personal leadership identity of industry professionals who are accountable for tactical and strategic challenges involving people, processes, and structures. Moreover, the Certificate offers modern and evidence-based strategies and tools to enhance leadership effectiveness towards other relevant stakeholders.
University of Toronto Mississauga	Certificate in Strategy & Innovation	01/06/2019	The objective of the Certificate in Strategy & Innovation is to prepare executives and managers who are in functional positions to understand strategic thinking, which coordinates and focuses all functional activities, with the specific purpose of encouraging innovation. Strategy and innovation are fundamental to successful organizations, and are a particular focus of UTM faculty and IMI's Master of Management & Innovation Program.