



FOR INFORMATION

PUBLIC

OPEN SESSION

TO: Committee on Academic Policy and Programs

SPONSOR: Professor Susan McCahan, Vice-Provost, Academic Programs

CONTACT INFO: (416) 978-0490, vp.academicprograms@utoronto.ca

PRESENTER: See above.

CONTACT INFO:

DATE: April 30, 2024 for May 8, 2024

AGENDA ITEM: 11

ITEM IDENTIFICATION:

- I. Annual Report on Certificates (For-Credit), 2023-24
- II. Annual Report on Certificates (Not-For-Credit), 2023-24
- III. Annual Report on OSAP Eligible Microcredentials, 2023-24

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 8, 2024)**

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 2023-24 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:

- I. Report on Certificates (For-Credit)
- II. Report on Certificates (Not-For-Credit)
- III. Report on Micro-Credentials for OSAP Eligibility

I Report on Certificates (For-Credit) 2023-24

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 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	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 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	Justice, Equity, Diversity and Inclusion in Engineering	Cross-Disciplinary Programs	2	Open to Engineering undergraduate students in all Engineering undergraduate degree programs	Engineering is a technical process which both exerts and is influenced by social forces. A strong understanding of and the ability to facilitate social considerations within engineering, guided by the underlying values of justice, equity, diversity and inclusion, is in great demand in post-secondary institutions, industry, corporations, research spaces and the profession's regulatory bodies, with more institutions and businesses explicitly integrating these values into their vision and practices.	September 2023	Approved by Faculty Council 02/27/2023
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

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, 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.
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 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	Public Policy and Engineering	Cross-Disciplinary Programs	2	Open to Engineering undergraduate students in all Engineering undergraduate degree programs	Engineering is a fundamentally public endeavour. Many foundational engineering projects — from bridges to waterworks to recent climate mitigation efforts — are undertaken with government partners. Private projects are similarly shaped by public regulations. Public policy training will enable engineers to build effective and informed collaborations with public stakeholders from governments to regulatory agencies, and to knowledgeably participate in policy making.	September 2023	Approved by Faculty Council 12/06/2022
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; the 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 Applied Science and Engineering	Electric Vehicle Design	Cross-Disciplinary Programs	2	Open to any Engineering Bachelor's Degree (BASc or BASc in Engineering Science)	In recent years, electric vehicles (EVs) have become viable and popular alternatives to traditional internal combustion engines for passenger vehicles, and even for commercial applications and other motorized equipment. Engineering as a discipline is wellpositioned to advance EV technology. A Category 2 certificate in EV design is proposed to provide students in the Core-8 engineering programs and Engineering Science with exposure to the numerous ways that engineering applies to EV design, batteries, manufacture, and logistics. This program will provide students with an introduction to EV studies that might spark an interest to explore careers or graduate programs in the area of EV.	September 1, 2024	Approved by Faculty Council 2/27/2024

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. In 1998, the name was changed to the Certificate in Human Resource Management. The certificate became a post-baccalaureate program in 2001.	

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 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	Teaching English to Speakers of Other Languages (TESOL)	Woodsworth College	1		This 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	
Faculty of Arts and Science	Certificate in Psychology of Economics and Management	Department of Psychology	2	Economics, Rotman Commerce	The Certificate in Psychology of Economics and Management will provide students with a specialized curriculum that explores the interdisciplinary connections between social psychology, economics and business, covering the role of motivation, culture and leadership in organizations.	2018	04/06/2018
Faculty of Arts and Science	Certificate in Global German Studies (U of T Global Scholar)	Department of 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

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	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 (HBA). Bachelor of Commerce (BCom).	The Certificate in International Affairs (U of T Global Scholar) 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
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 (HBA).	This Certificate in Business Fundamentals will provide all interested non-Rotman Commerce students with an opportunity to obtain some basic business knowledge and grounding in management to supplement their chosen program of study. This certificate and included courses are not open to non-degree students.	03/ 01/2021	01/27/2021

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)
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
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 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 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

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 Clinical Movement Sciences		2	Bachelor of Kinesiology (BKin)	The Clinical Movement Sciences Certificate is designed for students who have an interest in studying courses with a major focus on physical activity participation for health promotion for special populations and/or management of injury and chronic health conditions. These courses include clinical assessment tools and criteria and case-based approaches incorporating evidence-informed recommendations and best practices. Students will learn about the increasingly important role of kinesiology and physical education in health promotion and reducing the prevalence of and managing injury and chronic disease.	September 2023	04/14/2023

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 Fundamental Sciences and Research		2	Bachelor of Kinesiology (BKin)	The Fundamental Sciences and Research Certificate is designed for students who have an interest in studying courses with a major focus on fundamental sciences and scientific research inquiry underpinning the discipline of kinesiology and physical education. These courses include fundamental knowledges in areas including physical cultural studies; exercise and sport psychology; exercise and sport physiology; systems and cellular physiology; motor behaviour and neural plasticity; exercise and orthopaedic biomechanics; and research inquiry, methods and methodologies. Students will learn about the increasingly important role of fundamental sciences and research in kinesiology and physical education in advancing knowledges and developing evidence-informed practices in the field.	September 2023	04/14/2023

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 Social and Environmental Justice		2	Bachelor of Kinesiology (BKin)	The Social and Environmental Justice Certificate is designed for students who have an interest in studying courses with a major focus on topics relating to the intersection of physical activity, health and social and environmental justice advocacy including Whiteness, (anti-)racism, (anti-)oppression, reconciliation, accessibility and environmental health. Students will learn about the increasingly important role of kinesiology and physical education in advocacy for societal health, justice and environmental sustainability.	September 2023	04/14/2023

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 Mental Health and Physical Activity		2	Bachelor of Kinesiology (BKin)	The Mental Health and Physical Activity Certificate is designed for students who have an interest in studying courses with a major focus on physical activity participation for mental health and well-being promotion across a variety of populations. These behavioural and psychology-based courses addressing topics related to injury, sport, health and engagement in exercise across the lifespan, include case-based approaches incorporating evidence-informed recommendations and best practices for sustainable physical activity participation. Students will learn about the increasingly important role of kinesiology and physical education in supporting mental health and well-being.	September 2023	04/14/2023

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 Sport Sciences		2	Bachelor of Kinesiology (BKin)	The Certificate in Sport Sciences is designed for students who have an interest in studying courses with a major focus on scientific inquiry related to sport. This includes the application of scientific principles to improve performance, biomechanics, nutrition, management and policy in sport, as well as studies related to the psychology of sport, and sport culture. These sports application courses address topics including the science, theory and practice of sport in local, national and global contexts. Students will learn about the increasingly important role of kinesiology and physical education in providing leadership, opportunities and advocacy in sports-related fields.	September 2023	04/14/2023

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 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
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

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	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
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 provides 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	This certificate provides an opportunity for students to broaden their musical perspectives, become familiar with a sample of the huge diversity of music that flourishes in Toronto and the world at large and 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 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	Architecture Studies; Visual Studies, Honours Bachelor of Arts	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	Architecture Studies; Visual Studies, Honours Bachelor of Arts	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 2¹	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): PharmD program; and 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.
Leslie Dan Faculty of Pharmacy	Certificate in Management, Leadership and Entrepreneur- ship in Pharmacy		2	Doctor of Pharmacy (PharmD)	This certificate will provide students with opportunities to explore career options and to acquire knowledge, skills and competencies for non-traditional pharmacy-related positions. Students choose 2.0 full-course equivalents (FCEs) from a menu of pre-identified courses within the PharmD curriculum (including experiential education rotations) that are related to management, leadership and entrepreneurship.	May 2023	02/14/2023

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 Leadership in Higher Education	Leadership, Higher and Adult Education	1		The post-secondary 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 is offered only on a compressed format/cohort basis.	Fall 2007	09/01/2007
Toronto School of Theology (TST)	Conjoint Certificate in Spiritual Care and Psychotherapy	Emmanuel College. Knox College.	2	Conjoint Master of Pastoral Studies	This 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 2¹	Associated Program	Brief Description of Certificate	First Offered (Approximate Date if Unknown)	Approval Date if Known (MM/DD/YYYY)
Toronto School of Theology (TST)	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 admission 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 TST.	Winter 2019	04/23/2018
Toronto School of Theology (TST)	Conjoint Certificate in Theology and Interreligious Engagement	Emmanuel College. Knox College. Regis College. St. Augustine's Seminary. St. Michael's College. Trinity	1		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	September 2019	03/25/2019

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)
		College. Wycliffe College.			<p>seven courses (3.5 full-course equivalents [FCEs]) and can be taken on a full-time or part-time basis. The focus of this 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 TST.</p>		

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 Mississauga	Certificate in Computational Linguistics	Department of Language Studies	2	Honours Bachelor of Arts – HBA Honours Bachelor of Science – HSc	The Certificate in Computational Linguistics is open to students who seek a deeper understanding of the diverse ways in which Linguistics and the Computing Sciences interact. The requirements include two core advanced courses in which students will learn about theoretical and practical aspects of the intersection between Linguistics and the Computing Sciences, and a 0.5 FCE elective from a set of topically fitting LIN and CSC courses. While enrolment in the Certificate in Computational Linguistics is open to all students completing any programs at UTM program, interested students should note that there are significant pre-requisites which must be met before enrolment in the required foundational courses. It is expected that this Certificate will be of most interest to students in Computer Science and Linguistics programs.	September 1, 2024	10/18/2023

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 Sustainability (U of T Sustainability Scholar)	Department of Geography, Geomatics and Environment	2	All UTM undergraduate students	The Certificate in Sustainability provides the opportunity for students to develop a sustainability lens -- an interdisciplinary toolkit for examining societal, cultural, economic, political and environmental issues from a perspective that promotes ecological health, social equity and development. Enrolment in the Certificate in Sustainability is open to all students completing programs at UTM. To complete the Certificate, a student must complete 2.0 credits, with 1.5 credits chosen from at least 2 of 4 Perspectives offered (Economic, Environmental, Political/Institutional, Social/Cultural).	09/01/2024	05/10/2023
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.	The Certificate in Biological Sciences Research Excellence 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 in Business	Department of Management	1		The Certificate in Business is a part-time program designed to provide students with the skills they need to function as managers in today's rapidly changing workplace. It also gives students who already have degrees in other fields of study an opportunity to focus on business studies. In addition, courses in the Certificate 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, modeling 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	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	Certificate in Evolutionary Anatomy	Department of Anthropology	1		The Certificate in Evolutionary Anatomy will provide students with 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	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	Certificate in Global Development, Environment and Health (U of T Global Scholar)	Department of Global 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 the University of Toronto Scarborough. 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	Certificate in Sustainability (U of T 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 the University of Toronto Scarborough'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

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 Pathways to Health Professions	Department of Health and Society	2	Major/Major (Co-op) in Biology; Major/Major (Co-op) or Specialist/Specialist (Co- op) in Conservation & Biodiversity; Major/Major (Co-op) or Specialist/Specialist (Co- op) in Human Biology; Specialist/Specialist (Co- op) in Integrative Biology; Specialist/Specialist (Co- op) in Molecular Biology and Biotechnology; Major/Major (Co-op) in Molecular Biology, Immunology & Disease; Major/Major (Co-op) in Plant Biology;	The Certificate will help attract and retain strong students in the University of Toronto Scarborough's Life Sciences programs and open an attractive pathway to the Scarborough Academy of Medicine and Integrated Health for students interested in health-related professions.	Fall 2024	05/01/2023

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)
				Major/Major (Co-op) or Specialist/Specialist (Co- op) in Neuroscience; Major/Major (Co-op) or Specialist/Specialist (Co- op) in Psychology; Major/Major (Co-op) or Specialist/Specialist (Co- op) in Mental Health Studies; Major/Major (Co-op) in Health Studies – Population Health; Specialist/Specialist (Co- op) in Medicinal and Biological Chemistry; Major/Major (Co-op) in Biochemistry; Major/Major (Co-op) or Specialist/Specialist (Co-			

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)
				op) in Chemistry; Major/Major (Co-op) or Specialist/Specialist (Co- op) in Environmental Chemistry; Specialist/Specialist (Co- op) in Environmental Geoscience; Specialist/Specialist (Co- op) in Global Environmental Change; Major/Major (Co-op) in Environmental Science; Major/Major (Co-op) or Specialist/Specialist (Co- op) in Evolutionary Anthropology; Specialist/Specialist (Co- op) in Psycholinguistics			

II Report on Certificates (Not-for-Credit) 2023-24

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Dalla Lana School of Public Health	Fellowship in Journalism and Health Impact		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.	2016
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 into global health negotiations 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 the theory and practice of global health diplomacy as it relates to a wide range of current health, while offering a uniquely Canadian approach. 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	AMS-Fitzgerald Fellowship in AI and Human-Centred Leadership	Joint Centre for Bioethics (JCB)	<p>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 reimagines 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.</p>	Fall 2023
Faculty of Arts and Science	Data Science Certificate	Data Sciences Institute	<p>The 16-week part-time Data Science Certificate offers engaging, online, facilitator-led live learning session aimed at equipping participants with essential technical skills for transitioning into data science and/or machine learning roles. Participants develop a solid understanding of data science principles, effectively utilize command line interfaces and version control software, and apply practical programming language skills in Python. Additionally, they learn to interact with relational databases through queries and data manipulation using SQL commands, design, implement, test, and validate various supervised learning models, and apply structured approaches to build, maintain, and improve robust software. The curriculum covers data sampling methods for reliable analysis and visualization techniques, facilitating easier interpretation and decision-making with complex datasets.</p> <p>Additionally, the Certificate integrates job readiness sessions, personalized one-on-one career support, access to employment opportunities, and engaging networking events, both virtual and in-person, to empower participants in their pursuit of roles in the field of data science.</p>	November 27, 2023

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Faculty of Arts and Science	Machine Learning Software Foundations Certificate	Data Sciences Institute	<p>The 16-week part-time Machine Learning Software Foundations Certificate Program is delivered through interactive, online facilitator-led live learning sessions. Designed to facilitate a smooth transition into Machine Learning roles, participants gain proficiency in advanced predictive analysis techniques, comprehensive model evaluation strategies, and foundational knowledge in deep learning, including neural network applications. Learning outcomes encompass a solid understanding of data science principles, effective use of command line interfaces and version control software, practical programming skills in Python, relational database interaction via SQL commands, and the design, implementation, testing, and validation of supervised learning models.</p> <p>Additionally, the Certificate integrates job readiness sessions, personalized one-on-one career support, access to employment opportunities, and engaging networking events, both virtual and in-person, to empower participants in their pursuit of roles in the field of machine learning.</p>	November 27, 2023
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 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 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 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 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. Consistent with a palliative approach to care, the certificate aims to enhance the early identification, communication, assessment, clinical reasoning and ethical decision-making skills required to skillfully and accurately manage clients and their families throughout their illness trajectory. Along with the core knowledge and skills in palliative and end of life care, participants will have opportunity for self-reflection to enable authentic therapeutic relations and to effectively assist clients during highly complex and emotional life transitions.	September 2020

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Lawrence Bloomberg Faculty of Nursing	Certificate in Mental Health and 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. An interactive and case-based approach will be utilized to address mental health and addictions issues with an emphasis on critical thinking and clinical reasoning skills. Clinical experts will discuss advanced health assessment, differential diagnoses for the presenting problem, relevant pathophysiology, red flags and how to triage patients who may need a higher level of care, the relevant diagnostic approach and tests, selection of appropriate interventions and treatments, indications for consultation and referral, and strategies for communication and effective management in transitions of care.	Fall 2021
Lawrence 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 and managing transitions in care, and leading best practice application and emergency response coordination. Course content is aligned with the Front-Line Leader domains and behaviors identified by the Canadian College of Health Leaders in the LEADS in a Caring Environment Framework.	January 2022

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Leslie Dan Faculty of Pharmacy	Industrial Pharmacy Residency		The Industrial Pharmacy Residency Program (IPRP) is administered by the Leslie Dan Faculty of Pharmacy, University of Toronto, in cooperation with participating Pharmaceutical Companies. These one-year specialty residencies develop skills and provide experience focused within the stated specialty area. This is an educational residency program for graduates from a recognized Pharmacy degree program.	2023
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 health-care 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! 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	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

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
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 frontline mental health professionals apply knowledge and clinical techniques from psychoanalysis to their work with patients and clients.	2005
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	Narrative-Based Medicine: Foundational Certificate	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	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

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
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
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	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 interprofessional 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	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
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

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
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 led 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	SickKids ACTS Clinician Education Program	Department of Paediatrics	The Sick Kids Transport Clinician Education Program is a structured and multi-dimensional program that supports the training and certification of an advanced practice interprofessional clinical role for the SickKids Acute Care Transport Services (ACTS) 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- to 12-month training period. The target audience is RN/RRT employed by the SickKids ACTS Program.	2021

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	SickKids Advanced Paediatric Cardiology Program	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 and 20% allied health.</p> <p>The program is grounded in the development of four professional abilities: technical, cognitive, collaborative and affective.</p>	2022
Temerty Faculty of Medicine	Leadership Certificate Program	Department of Family and Community Medicine	<p>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 and inclusion and coaching skills. At the end of this program, participants will have a better understanding of how to lead themselves, others, teams and organizations.</p>	2021

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	Advanced Certificate — 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
Temerty Faculty of Medicine	MR-integrated Radiation Therapy (MRiRT) Training Program	Department of Radiation Oncology	<p>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 consisting of 25 weeks of part-time (3 to 6 hours per week), online learning and a final 6-week 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.</p>	2022

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	Certificate in Translational Medicine: Coaching and Mentorship for Clinician-Researchers	Continuing and Professional Development	Coaching and Mentorship in Translational Medicine for Clinician-Researchers is an accredited certificate (non-degree) aimed at clinician-investigators who seek support to enhance the impact of their research and further their careers in Translational Medicine. This 13-week (3 hours per week) curriculum has two principal elements: (i) Guided by expert coaches and subject matter experts, during the first 2 hours of each week participants will work as a team with a cohort of peers, using their own research as case studies to learn from each other’s experiences and tackle their greatest challenges; (ii) During the third hour each week, small group (3 to 5 people) sessions will create a safe environment for discussion workshops and to provide career mentorship. Together this network of peers, coaches, subject matter experts and mentors can help participants address their current and future translational and career challenges.	2023
Temerty Faculty of Medicine	Inclusion, Diversity, Equity & Allyship Certificate (IDEA-C) Program	Department of Family and Community Medicine	IDEA-C has been designed to provide a broader understanding of diversity and inclusion at Sunnybrook Health Sciences Centre. This certificate program helps create an equitable and inclusive workplace for high performing teams. Working together includes the ability to influence others from different cultures by being effective in communication, conflict resolution, navigating change and promoting a safe and respectful working environment. To further create a culture of engagement, respect and inclusiveness that attracts and inspires talent to achieve excellence, to support continued patient safety, quality of work and life and building leadership capacity.	2022

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	Wound Care Championship Program (2022-23)	Department of Family and Community Medicine	To prevent wounds and their complications, it is imperative that frontline health-care clinicians acquire the knowledge and skills necessary to identify persons at risk for wounds and to implement appropriate preventative and treatment measures, using a systematic, interprofessional, person-centred approach. Based on the best available evidence, the aim of this self-paced, multi-faceted program is to produce health-care clinicians proficient in wound prevention and care and who are prepared to lead change. This is accomplished by having students complete/participate in: 43 highly interactive online modules; 10 synchronous webinars; 1 virtual workshop (two 3-hour sessions); 3 in-person skills labs (completed over 2 days); 4 robust assignments/outcomes measures (including an objective structured clinical exam [OSCE]); an asynchronous discussion forum/community of practice manned by interprofessional faculty.	2023
Temerty Faculty of Medicine	Educators Development Certificate Program (EDCP) 2023	Department of Family and Community Medicine	The Educator Development Certificate Program (EDCP) has been developed to enhance inclusive teaching, relationship, communication and education skills of clinicians and educators who work with students, staff and patients. The core workshops of working inclusively with others addresses the fundamentals of teaching and learning competencies as identified by Adult Education best practices, incorporating clinical education perspectives. Participating in this certificate equips clinicians with the knowledge and skills needed to design, deliver and evaluate effective learning, and also provides a crucial opportunity to meet other educators at Sunnybrook and share experiential knowledge and feedback. Each session has been redesigned, keeping the Educator in mind to enhance the learner experience.	2023

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	International Performance Resilience and Efficiency Program	Department of Psychiatry	The International Performance Resilience and Efficiency Program (iPREP) trains police and first responders on methods that improve mental and physical readiness in high-stress situations. The iPREP program is a three-day, in-person, simulation-based “train the trainers” intervention with follow-up Zoom cohort meetings. Through techniques such as heart rate variability biofeedback, participants learn how to modulate stress during simulation exercises in order to reduce mistakes under pressure. Goals include enhancing situational awareness and improving critical decision making.	2022
Temerty Faculty of Medicine	Knowledge Translation Professional Certificate	Department of Psychiatry	The Knowledge Translation Professional Certificate (KTPC™) is a 39-hour professional development program. This course 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 course, a KT game to build knowledge of integrated and end-of-grant KT practices and considerations, and time to build a practical KT plan with the support of the faculty and peers. The course culminates in the presentation of participants’ KT plans for the purposes of receiving feedback and supporting further development of KT skills. KTPC also invites active participation by participants' supervisors to help build organization capacity for KT and support sustained learning.	2011
Temerty Faculty of Medicine	Advanced Certificate – Education Scholars Program (ESP)	Centre for Faculty Development	The overall goal of the Education Scholars Program (ESP) is to enhance participants’ capacity as education scholars. Working collaboratively to solve common challenges encountered in health professions education, participants will tackle the most pressing issues in: curriculum and program development, program evaluation, and education leadership and system change.	2023

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	Advanced Certificate in Narrative-Based Medicine	Continuing Professional Development	Building upon the knowledge and skills gained through the Foundational Certificate in Narrative-Based Medicine, the Advanced Certificate offers participants a unique opportunity to deepen their learning through an individualized learning pathway. All learners who have successfully completed the requirements for the Foundational Certificate are eligible to continue their studies towards the Advanced Certificate.	2023
Temerty Faculty of Medicine	Advocacy and Mobilization Certificate Program	Department of Family and Community Medicine	The Advocacy & Mobilization Program is a capacity-building program that aims to help build a growing network of planetary health advocates by training participants on effective communications, media, and government relations skills, and by providing mobilization opportunities to get involved in campaigns.	2023
Temerty Faculty of Medicine	Palliative Care eLearning Review Certificate	Continuing Professional Development	The Palliative Care eLearning Program is composed of 2 synchronous hybrid sessions and 6 online modules for collaborative knowledge building. The 2 synchronous hybrid 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	2023

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	Taking Action on Planetary Health Certificate	Continuing Professional Development	Taking Action on Planetary Health introduces learners to the emerging and transdisciplinary social movement of Planetary health and offers the opportunity for learners to develop and implement solutions that will allow humanity and the natural systems we depend on to thrive now and in the future. Over the course of 7 interactive online sessions (4 synchronous and 3 asynchronous) and independent group work, participants will explore key planetary health concepts and frameworks, collaborate with a diverse group of learners, and apply planetary health principles to a novel and practical planetary health intervention. Our goal is to build community and capacity among healthcare professionals committed to planetary health promotion and action.	2023
Temerty Faculty of Medicine	Health by Design Certificate	Continuing Professional Development	Improve your creative confidence by applying design methods to solve real healthcare challenges. Through 5 live online workshops and a small group project, you will explore how design mindsets and methods can power the development of new health systems, services, and products rooted in people’s lived experiences. Discover different approaches, experiment, (tinker), adopt new perspectives, and collaborate with a diverse group of learners to generate novel ideas and new perspectives on important healthcare issues. Join a community of health professionals who are pushing the boundaries by using design thinking and processes to address real healthcare challenges. Generate novel ideas and test them in the clinical space	2023
Temerty Faculty of Medicine	Coaching Essentials for Healthcare Professionals Digital Certificate	Continuing Professional Development	The Coaching Essentials for Healthcare Professionals digital certificate program introduces fundamental coaching knowledge and skills that will enable participants to partner with healthcare colleagues in creating a more humanistic and healthy work environment.	2024

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Temerty Faculty of Medicine	Humber River Health Healthcare Leadership Program	Department of Medicine	This program provide evidence-based learning experiences facilitating participants’ leadership development through reflection, practice, and the development of actionable goals. Equity, diversity, and inclusion underpin the curriculum. The program is built on adult learning principles, incorporating active learning and leadership development activities culminating in an applied change project, presentations and a personal leadership development plan.	2024
Temerty Faculty of Medicine	Improving Patient Access to Care in the Community	Department of Family and Community Medicine	This IMPACC (Improving Patient Access to Care in the Community) program is an interprofessional primary care CPD program designed to equip paramedics with the competencies necessary to support effective collaboration within interprofessional primary care teams. Following a comprehensive needs analyses, we have developed a longitudinal comprehensive CPD program that not only addresses current gaps in paramedic education but also anticipates the future trajectory of healthcare services.	2024

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: Introduction to Adult Learning; Needs Analysis; Evaluation; Instructional Design.</p> <p>One elective course: Writing for Learner Engagement; Online Learning Environments; Facilitation Skills.</p>	9/1/2011

² OISE Continuing and Professional Learning (CPL) 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; (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; and (c) Master Certificate of Completion, which requires a minimum of 125 content hours where over 40% of learning objectives qualify as advanced conceptual, procedural and metacognitive learning and there is a requirement to develop a capstone project. See further information about the [OISE Guidelines for Non-Credit Certificates and specifically OISE CPL’s Learning Solutions Credential Framework](#).

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, frontline health-care workers and other professionals to offer grief education and support when it is needed most.</p> <p>The program includes three compulsory courses: Introduction to Grief and Bereavement; Contexts of Grief and Bereavement Experiences; Elements of Grief and Bereavement Practice and Education.</p>	9/16/2016
Ontario Institute for Studies in Education	Continuing Education: Enabling Lifelong Learning	Continuing and Professional Learning	<p>The Continuing Education: Enabling Lifelong Learning 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 five compulsory courses: 1) Continuing Education: Meeting the Needs of Professional Learners; 2) Continuing Education: The Significance of Learning Environments on Professional Learners; 3) Learning Solutions in Continuing Education; 4) Teaching and Learning in Continuing Education; 5) Administrative Frameworks in Continuing Education.</p>	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, participants 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 – Certificate of Completion	Continuing and Professional Learning	<p>The Serving Students in Higher Education is a Certificate of Completion, 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 life cycle and explore the role of all post-secondary professionals in encouraging and enabling optimal conditions for effective teaching and learning environments.</p> <p>The program consists of three compulsory courses: What’s a Campus? An Introduction to Contemporary Post-Secondary Education Environments; Engaging the Modern Learner: Learner Development; Post-Secondary Teaching and Learning: Instructional Strategies and Engagement 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	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.	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 consists 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 learning in the capstone project, participants will be paired with a subject-specific mentor who is a practicing IB educator. After successful completion of all four required courses, participants 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
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-centred 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>The 100-hour TEFL curriculum 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; Teaching English to Young Learners; Teaching Test Preparation Courses; Teaching Business English; Digital Technology in the Classroom; Learner-Centred Lessons; Teaching Abroad.</p>	<p>4/1/2012</p>
---	--	---	---	-----------------

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 prerequisite 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

<p>Ontario Institute for Studies in Education</p>	<p>Professional Learning Fellowship – Master Certificate of Completion</p>	<p>Continuing and Professional Learning</p>	<p>The Professional Learning Fellowship is a leadership development program that aims to equip leaders in education across sectors (PK-12, Higher Education, and Workplace Learning & Development) with the key skills to navigate change within their organization and communities. The Professional Learning Fellowship is comprised of a diverse cohort that is united around a process of professional inquiry across 4 themes: Advancing Sustainable Development Goals Cultivating Entrepreneurship, Inclusive Learning, and Workplace Learning and Development Performance. The Professional Learning Fellowship harnesses the experiential and work-integrated learning modalities to guide learners towards building the key skills to mobilize their ideas into action by exploring relevant tools, resources, strategies, methods, in addition to accessing a supportive peer network.</p> <p>During this 14-week online program experience, learners will:</p> <ul style="list-style-type: none"> Determine and develop a Learner Specific Improvement Proposal Plan. Participate in synchronous facilitated coaching sessions and asynchronous self-directed learning processes. Participate in process-oriented seminar sessions and cohort-based collaborative working sessions to gain contextual insights, learn relevant project design, scenario-strategic planning, and research skill methods. Engage and connect with other cohort Fellows through consultations, course observations/dialogue, presentations. Be provided with resources, support, and access to a professional network. Demonstrate their competency through the development of a capstone project-proposal which presents a solution to a workplace opportunity or improvement. 	<p>March 10, 2023</p>
---	--	---	---	-----------------------

<p>Ontario Institute for Studies in Education</p>	<p>Fundamentals of Lifelong Learning – Certificate of Completion</p>	<p>Continuing and Professional Learning</p>	<p>The Fundamentals of Lifelong Learning explores teaching and learning across the lifespan from early childhood to senior adults. The program enables those in educator roles with the knowledge and skills to create effective educational, workplace, and community environments for learning. Novice and seasoned educators in PK-12, PSE, Continuing Education and Workplace all share a common need to understand how learning works—how a person’s learning evolves through various stages of their personal and professional development, through different educational environments and settings, and through diverse learning experiences. Understanding the unique needs of diverse (and often non-traditional) learners at all phases of lifelong learning requires mastery of Educator Skills Domains, which is the focus of this three-course certificate. At the centre is <i>the learner</i> and how they learn across the lifespan from early childhood to older adulthood, transitioning through life stages which shape their learning motivation, preferences, and approaches. Equally critical is the <i>learning environment</i>—experiential, gamified, digital, work-integrated, community-based, and ever growing in complexity. And finally, learning requires effective <i>teaching and learning design</i>—alignment of learning outcomes, teaching methods and assessments. A mastery of these three key ingredients of effective lifelong learning can turn an educational professional into an educational leader.</p> <p>The 75 hour Program, consists of 3 courses, each 25 hours in length, delivered online with both synchronous and asynchronous elements:</p> <ul style="list-style-type: none"> Engaging Learners Across Generations Activating the Learning Environment Creating an Effective Learning Experience 	<p>11/2023</p>
---	--	---	---	----------------

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Rotman Organizational Leadership	Executive Programs	5 days; the program provides a framework for thinking holistically about the challenges inherent in more senior leadership roles. The framework helps learners identify and address the key issues that differentiate successful senior leaders.	3/24/2014
Rotman School of Management	Rotman Strategic Human Resource 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	3-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. The 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
Rotman School of Management	Rotman Negotiations	Executive Programs	2 days; the program will guide participants through negotiation exercises beginning with simple situations and culminating in complex group negotiations.	06/08/2015

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
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. The program focuses on technical solutions combined with management training.	4/29/2019
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
Rotman School of Management	Rotman Police Leadership Program	Executive Programs	3 weeks; the program ensures 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

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
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
Rotman School of Management	Rotman-ICD Governance Essentials	Executive Programs	2 days; The Rotman-ICD Governance Essentials Program (GEP) is an intensive two-day program focused on the key accountabilities, responsibilities and critical skills of board directors. The GEP equips you with the fundamentals of board governance through team-based learning, enhancing your contributions to board discussions and boosting your effectiveness as a director.	05/07/2006
Rotman School of Management	Rotman-ICD Board Dynamics	Executive Programs	2 days; develop a deeper understanding of how boards function while participants gain new insights and build concrete skills to enhance their 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 table.	11/28/2011
Rotman School of Management	Excellence in Executive Leadership Certificate	Executive Programs	Over a three-year period, participants 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

³ ICD = Institute of Corporate Directors.

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
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	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 multidisciplinary 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	Executive Programs	1.5 days; This program breaks down components of a strategy and show participants how a carefully designed strategy provides a blueprint for smart decisions, and teaches participants how to identify and exploit sources of competitive advantage.	04/08/2021
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	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

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	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	Rotman Inclusion by Design	Executive Programs	6 half day sessions; Inclusion by Design is for leaders and organizations looking for disruptive ways to design, implement and evaluate inclusion practices that actually work. Whether it’s hiring, retention or compensation, participants use a new approach to move past acceptance to true inclusion so they can engage, energize, inspire and benefit from diversity with greater success.	02/03/2021
Rotman School of Management	Rotman Business Design Thinking” From Insight to Innovation	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

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Business Analytics: Data Driven Decision Making	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 they can create for their 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
Rotman School of Management	Rotman MBA Essentials	Executive Programs	6 weeks (4 to 6 hours per week); this program includes Rotman's signature MBA Essentials program as a real-time virtual experience, bringing participants the best of in-class learning from the comfort of their 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

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Executive Coaching Certificate	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 multidisciplinary 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	CUES Governance Leadership Institute	Executive Programs	3.5 days; in this 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 and succession planning.	10/01/2020
Rotman School of Management	Healthcare Leadership	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 health-care value chain.	02/09/2022

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Rotman Senior Leadership	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	Executive Programs	6 weeks (4 to 6 hours per week); participants develop an understanding of historical and cultural constructs that have shaped the belief systems of women in the workplace and be empowered in their 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 their 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	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	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; and articulate the impact of sustainability on profitability.	04/18/2022
Rotman School of Management	The Psychology of Leadership	Executive Programs	<p>5.5 day sessions (over 3 weeks); in this program, participants learn the steps necessary for self-development and facilitate conditions for broader organizational development.</p> <p>Motivation (Prioritizing goals). Behaviour (Preventing Burnout). Emotions (Building Resilience). Mind (Cultivating Focus). Body (Building New Habits).</p>	03/31/2022

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Executive Leadership Program	Executive Programs	6 days; the program comprises two immersive 3-day modules in residence in Toronto and culminates in a graduation event in the spring. Throughout the experience participants meet with carefully selected guest speakers who help tie principles to practice and engage in experiential activities to deepen connections with peers to ensure a strong network well beyond the program.	October 2022
Rotman School of Management	ESG Designation	Executive Programs	4 days in person and 4 half days virtual; Rotman’s ESG designation is designed for professionals seeking a thorough understanding of how to align business models with responsible practices to unlock innovation opportunities, mitigate risk, meet rising standards for accountability and transparency and ensure long-term organizational performance. This hybrid program delivers more than hands-on, high-quality learning. It is also a pathway towards earning the Rotman ESG designation, granted by the Rotman School of Management. This designation represents participants’ lifelong commitment to excellence and demonstrates to employers and clients that they understand how to build ESG considerations into sound business strategies. To earn the ESG designation, participants must complete all in-person sessions, all half-day online modules, a capstone project and a designation exam.	September 2023

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	Rotman-ICD Directors Education: Indigenous Focus	Executive Programs	Jointly developed by the Institute of Corporate Directors and the Rotman School of Management, this special edition of the Directors Education Program (DEP) with an Indigenous focus is a unique opportunity delivered online over four 3-day modules spread over nine months and taught by top governance and Indigenous experts. The program will be enhanced by including Indigenous business case studies, group discussions and Q&As and networking opportunities with Indigenous guest directors and class participants. The core modules and sessions of the DEP will remain unchanged.	January 2023
Rotman School of Management	Rotman Building Financial Acumen for Non-Financial Managers	Executive Programs	6 weeks (4 to 6 hours per week); the virtual e-learning program aims to teach the basics of finance and set the groundwork for understanding financial decision-making within an organization and making sound investment decisions.	November 2022
Rotman School of Management	Rotman Healthcare Analytics: AI, Big Data & Digital Transformation	Executive Programs	7 weeks (4 to 6 hours per week); this online program helps participants learn to ask the right questions to data analysts, build their analytics knowledge, make decisions and create health-care solutions using data. Participants also learn to use data to drive cultural change in their organization to ensure they thrive in today's analytics-based economy.	November 2022
Rotman School of Management	Generative AI and Organizational Transformation	Executive Programs	3 days; this program gives leaders the confidence and strategic insights to understand and leverage the implications of generative AI so they can redesign their organizations, workflows and culture to stay ahead of the once-in-a-generation opportunities coming.	October 2024

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	High Potential Leadership	Executive Programs	5 weeks (8 half-day sessions); this program focuses on topics that resonate with today’s modern leaders, fueling your growth and unleashing true leadership potential. Through cutting-edge strategies and insights, participants learn to develop their personal leadership potential and discover how to engage and motivate team members around a common goal.	March 2024
Rotman School of Management	Rotman-CIOCAN CIO Executive Leadership	Executive Programs	10 half day sessions; this program is the first step in obtaining the official CIO.D and developing the skills and experience to reinforce the strategic Senior IT Leader and CIO roles.	March 2024
Rotman School of Management	Rotman-OMA Physician Leadership	Executive Programs	4 modules, over 10 months; this program is designed to give physician leaders the skills needed to drive Ontario’s health-care system transformation that benefits the province's doctors and patients. This program is exclusively for OMA members and accepts 30 applicants each year who have pioneering ideas, a passion for change and are committed to learning alongside other future thought leaders.	March 2023
Rotman School of Management	Ontario College of Family Physicians Leadership Academy	Executive Programs	9 days; this program is designed to cultivate and enhance leadership skills among family physicians and to equip family physicians with the tools and knowledge to navigate the intricacies of healthcare systems, champion patient-centered care, and drive innovation in primary care practices.	December 2023
Rotman School of Management	Rotman-ICPM Cybersecurity Risk Oversight	Executive Programs	3 days; this program pension fund leaders—including boards, CEOs, Chief Risk Officers, Chief Information Officers, Chief Information Security Officers, and those overseeing enterprise risk management—with the latest best practices in governance for the proper oversight of cyber risks.	October 2024

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
Rotman School of Management	CUES Governance Leadership Institute II	Executive Programs	2 days; this program offers an in-depth look at how embracing these new technologies can optimize operations and give credit unions a competitive edge. Participants explore using AI to optimize operations, evidence-based decision making, weighing options when selecting AI, using predictive models, guide to cryptocurrencies, IT security strategies.	June 2023
Rotman School of Management	Gender Analytics; Inclusive Product and Service Innovation	Executive Programs	12 weeks (self-paced, 8-10 hours per week); In this executive program, participants learn to combine three skillsets—business analytics, design thinking, and inclusive leadership—to uncover hidden opportunities for innovation using an intersectional gender lens. Participants develop fluency in concepts related to gender and other intersecting identities, and see how applying these analytically can uncover exciting new insights for their business.	February 2024
School of Continuing Studies	Academic English	English Language Program	<p>Improve your prospects for post-secondary success. Satisfy the language requirements for admission to most degree programs at the University of Toronto. 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. They will get personalized feedback to develop the skills they need to share academic ideas and communicate in an academic context. Participants have access to U of T 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. Participants will learn how to measure and report financial transactions and study business applications for accounting theory. They will emerge with a broad overview of economic theories — both micro and macro — and know how to apply them to current issues. They will be introduced to the Canadian legal landscape as it applies to the administration of business. Participants will expand their working knowledge and professional competencies and better prepare themselves for a career in public accounting, business, finance, government and the not-for-profit sector.</p>	<p>11/13/2008.</p> <p>Targeting closure in 2025.</p>
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>Participants learned the basics of accounting in earning your Level I certificate. In Level II, they will expand their knowledge and skill and improve their prospects for a rewarding career in accounting. Participants will learn what managers need to know about finance and accounting; 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. Participants will learn probability concepts and techniques for describing and measuring data. They will also work on writing clearer reports, responses, briefing notes and issue-critical news releases.</p>	<p>11/13/2008.</p> <p>Targeting closure in 2025.</p>

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 with a solid understanding of basic accounting principles, participants are ready to study the underlying framework. In this Level 3 certificate, they will grow their knowledge of accounting and ability to apply it in a range of positions; study the impact financial management has on business-strategy development; 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>	<p>11/13/2008</p> <p>Targeting closure in 2025.</p>

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Advanced AI (Artificial Intelligence)	Business and Professional Studies	<p>This certificate expands upon the foundational knowledge acquired in the School of Continuing Studies Certificate in Artificial Intelligence. You'll delve deeper into the intricacies of deep learning powered reinforcement learning, language models, and causal artificial intelligence.</p> <p>In Deep Reinforcement Learning, you will learn to construct complex agents that continually improve through experience, building upon the concepts introduced in the Deep Learning and Intelligent Agents courses.</p> <p>The Natural Language AI and Large Language Models course equips you with the skills to understand and use AIs that engage with humans using natural language.</p> <p>Causal AI extends your understanding by exploring the emerging field of agents that leverage knowledge of cause and effect to enhance their reasoning abilities, surpassing the capabilities of purely logical or classical machine learning based agents.</p> <p>The AI Games, a capstone course, challenges learners to develop agents that compete against one another in a series of progressively more challenging games. This culminating experience hones your ability to apply the strategies and techniques learned throughout the basic and advanced AI certificates.</p>	05/01/2024

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
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. To succeed in business process management, you have to be able to redesign processes, adopt new quality-improvement practices and use information technology effectively.</p> <p>This certificate consists of six courses drawn from other School of Continuing Studies programs: three from Business Process Management and one each from Project Management, Lean Six Sigma and Business Analysis. Whatever their background — improvement specialist, customer service manager or supervisor, business analyst, project or process manager, financial services provider or IT professional — participants will bring their skills to a new level and emerge with advanced knowledge in key management areas.</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. Explore real-world issues and case studies that illustrate the dire implications of climate change on local, regional and global scales. 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, participants will learn how to best reduce environmental impacts and improve the living conditions of people around the world. They will explore key concepts such as spatial disparities, scientific uncertainty, the need for collaborative decision-making and sustainable development. They will also learn the relevant science, historical details, human impacts and approaches for addressing them. Participants will probe similarities and differences in social, economic and ecological challenges faced by different world regions and groups, including Indigenous peoples. They will examine case studies that illustrate real-world implications of climate change and related issues and opportunities to improve sustainability and equity. Participants will 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>The demand for project management professionals with advanced skills is growing! ¹ If you are a professional with strong project management abilities, solid project experience, and/ or your PMP®, this online certificate will give you the skills to perform and excel at an advanced level in today's challenging business environment. If you're a PMP® with predictive project experience, this certificate will help you develop focused agile knowledge and abilities necessary for career growth. Our agile micro courses (specifically 3523A Agile Project Management Basics: Methods and Solutions and 3523B Agile Project Management Basics: Release Planning) allow you to also earn micro-credentials, which are digital representations of the set of agile competencies and skills that you will achieve.</p> <p>You can expect engaging instructor-led courses with real-time webinars, along with practical assignments and group work to apply your skills and develop competencies desired by employers. There are no final exams in any of the courses.</p> <p>¹Project Management Institute (2021). Beyond Agility: Flex to the Future. Pulse of the Profession®.</p>	03/24/2009

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 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
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 participants what works in today's rapidly changing marketplace. They will discover how to use a variety of platforms, new and traditional, to guide consumer decision-making; acquire tools to help pitch ideas and present concepts and develop and implement creative strategies; learn how to use free and paid media to understand and communicate with their audience. The 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>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 participants 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. For health-care professionals with a mindfulness practice, this unique certificate program will give them the comprehensive training they need to help people better manage their chronic pain. Participants will emerge ready and able to reduce suffering, emotional and physical, among individuals and groups. They will get the skill and insight they need to facilitate Mindfulness-Based Chronic Pain Management courses and supervise others who want to follow in their 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 they complete all courses from that stream.	08/19/2016
School of Continuing Studies	Artificial Intelligence (AI)	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>This leading-edge certificate program in AI is for those ready to advance their career in IT, engineering, data management or technology. Through three challenging courses, taught by top professionals, participants will explore all of AI's modern branches. They will examine ways in which enterprises large and small use AI applications to address their most urgent needs; they will discover opportunities to use real-world techniques and program their own reusable AI modules. Participants will emerge with the hands-on skills they need to apply AI in their enterprise and enhance their 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 participants develop and execute superior strategies that align brand and business goals. They will 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 Building Science Specialist (BSS)[®] examinations conducted by the Building Science Specialist Board of Canada (BSSB) for greater success in the building science industry.</p> <p>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 participants the knowledge they need to meet these growing industry demands and increase their understanding of building envelop systems design and failure. The certificate courses are aligned to the Learning Objectives of the BSS[®] 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>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 our IIBA and PMI webpages 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 BABOK® Guide v3.</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. 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 people 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. It is available in-class or in a flexible and compact online format allowing participants to take the courses wherever they live, whenever their schedule allows. They will learn how to use concise and plain language to get their message across to any audience. Participants will complete the program with the confidence and tools needed to write effectively, craft winning sales pitches, deliver persuasive presentations or negotiate effectively on their 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 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. 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.</p> <p>The courses guide participants through the entire innovation process, from building an initial business case to making innovation a sustainable practice. Through discussions, group exercises and case studies, they will identify, plan and execute their own innovation projects and engage with other innovation-minded business leaders. All courses provide practical experience that can be applied 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. Mastering the fundamentals of management can help you launch your business career, change jobs or assume more responsibility at work.</p> <p>This comprehensive program will give participants the knowledge and foundational skills needed for business and management leadership. They will be able to add new capabilities to their 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. Learn why business processes are the key drivers of workflow and workload. 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 participants the deep insights they 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
School of Continuing Studies (In collaboration with Leslie Dan Faculty of Pharmacy)	Canadian Pharmacy Skills (CPS) 1	Business and Professional Studies	The International Pharmacy Graduate (IPG) Program is a bridging program designed to aid internationally trained pharmacists along their path to licensure in Canada.	2019

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies (In collaboration with Leslie Dan Faculty of Pharmacy)	Canadian Pharmacy Skills (CPS) 2	Business and Professional Studies	The International Pharmacy Graduate (IPG) Program is a bridging program designed to aid internationally trained pharmacists along their path to licensure in Canada.	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)	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. 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, participants will learn what is being done in Canada and other North American jurisdictions to encourage sustainability, and reduce and offset harmful GHG emissions. They will see the lengths to which corporations both public and private must go to accurately verify, validate and report emissions. Buoyed by real-world examples, participants will explore and critically assess a range of possible voluntary business and community programs as well as policies instituted by regulators. They will learn how to prepare the full range of compliance documents and absorb real-world lessons in sustainability reporting. Participants will pick one company of their choosing and devise a GHG mitigation strategy. They will emerge better prepared to give their 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. Whether you work with groups or individual clients, hypnosis can offer an important contemporary approach to encourage change.</p> <p>In this three-course certificate program, participants will learn to use clinical hypnosis to eliminate fears, blocks and self-defeating damaging patterns and behaviours. They will discover how this gentle yet effective protocol works at the subconscious level, and how they can help clients strengthen their self-esteem and own their lives. Participants will 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. Several specialized areas of applied hypnosis that use complimentary techniques will be covered, including Neurolinguistic 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	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 participants 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.	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. 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. Participants will 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, participants will 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. 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. This program will participants learn Cantonese, whether they are a traveller, heritage student, language lover, business person with international contacts or have married into a Cantonese-speaking family. By the program's end, participants will 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. 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, participants will 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. 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. Participants will find this program useful if they are a traveller, heritage speaker, retailer or have married into a Dutch-speaking family. By the program’s end, they will 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. 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 participants with a working knowledge of a rich language with nearly 200 million speakers. By the program's end, they will 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. Enjoy travel in French-speaking countries and better appreciate French opera, cinema, literature and cuisine. With French, you automatically expand your career options in government, business, the media, law, politics and other fields.</p> <p>This program will also be useful for those who are a traveller, heritage speaker, student, lover of film or cuisine or have married into a French-speaking family. By the program's end, participants will 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. Enjoy easier travel to Germany, Austria and Switzerland, or be able to express yourself in German. Gain the skills you need to read, write and speak German by earning this certificate.</p> <p>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, participants will 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. 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 participants develop their skills in Italian. By the program's end, they will 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. 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 participants learn to express themselves in Japanese, a language spoken by more than 130 million people. They will learn to exchange information on familiar topics and activities. They will understand more about the pitch-accent system of Japanese and the written language. By the program's end, participants will 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. 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. 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, participants will learn to exchange information on familiar topics and activities. They will master the alphabet and understand something about the levels of formality in Korean society. By the program’s end, they will 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. 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, participants will 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 participants improve their conversational Spanish so they can express themselves with business associates if they travel, or with friends and family members if they are a heritage speaker. By the program’s end, participants will 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, participants will 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. 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	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. This certificate is for those ready to take on a leadership role in cyber security. Whether they are a senior security analyst or auditor, network manager, infrastructure engineer or account or project manager, participants will learn how to develop and run effective security programs that align with business processes and cycles. They will upgrade their 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.</p>	02/01/2016

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Data Science	Business and Professional Studies	<p>Organizations today need professionals who can extract and analyze extremely large amounts of data — Big Data — and present useful insights to business leaders. Participants will 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. Participants will 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>Participants will also learn how to represent data visually to help decision-makers understand their findings. Whether they work in operations, business intelligence or marketing communications, are a recent math or science graduate or want to change or advance their 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

<p>School of Continuing Studies</p>	<p>DevOps</p>	<p>CU-Information Tech</p>	<p>Competitive organizations and technology leaders always need more efficient ways to deliver quality software products that satisfy market expectations. DevOps philosophy, tools and processes unify development and operations teams to support digital transformation and other changes with greater agility and velocity.</p> <p>In this certificate program, you'll explore the eight-stage DevOps ecosystem and its architecture options — monolithic vs. microservices — as well as continuous delivery practices and tools. You'll develop a DevOps roadmap, maturity assessment and change plan and build an automated pipeline using today's most popular tools and platforms. You'll learn the benefits and challenges associated with providing DevOps solutions using different cloud providers.</p> <p>Practice labs and working examples will help participants understand advanced concepts of DevOps related to security, compliance and other operations. Guest speakers and industry recruiters will present opportunities and roles available in a career in DevOps, ensuring that participants emerge better equipped to enhance or redirect their career.</p> <p>This program will be useful for the following audience: software developers/engineers, release management professionals/engineers, cloud professionals/engineers, database admins, infrastructure engineers, test engineers, delivery managers, agile team members (scrum masters and coaches), product owners/managers, technology managers, architects, IT consultants, IT leaders, IT executives (CIO, CTO, CDO, COO) and business/start-up owners and team members who want to understand DevOps and its benefits.</p>	<p>May 1, 2022</p>
-------------------------------------	---------------	----------------------------	---	--------------------

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	Business and Professional Studies	<p>The Certificate in Dialectical Behavior Therapy (DBT) 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. DBT is comprised of four independent yet interconnected modes of intervention: individual therapy; skills training (group); coaching; and consultation team.</p> <p>This certificate program helps participants understand DBT’s theory and the application of each of these modes of intervention. Through rigorous content, applied training, exercises, discussions, role-playing, activities and other multimedia, participants will learn from field-leading practitioners on how to effectively utilize this powerful tool.</p>	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 they are new to digital marketing or looking to master new skills to advance their marketing career, participants will 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. Participants will 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

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
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>This unique certificate program will keep participants ahead of the digital communications curve, whether they are new to digital media or looking to master new digital and social platforms. It combines high-level strategy with hands-on tools they can use to create digital media programs that achieve measurable return on investment. Participants will make greater sense of the digital and social media landscape — the clutter of platforms, apps and devices — in classes led by experienced practitioners. Fully up-to-date instruction will be provided as participants master the strategy and tools.</p>	11/16/2012
School of Continuing Studies	Ecommerce 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>This certificate program will help participants become better equipped, whether they are already working in e-commerce or hoping to launch or grow an online business. They will get the skills and knowledge needed for e-commerce (buying and selling over the Internet) and online business (conducting business using Internet technology). They will explore best practices and learn to take on a more meaningful role as a practitioner, manager or leader, and boost their skills and qualifications with lectures and readings, case studies, exercises and assignments.</p>	09/05/2012

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)	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>This certificate is for those who want to help reduce energy consumption and increase energy efficiency in the built environment. It's for anyone who wants to learn more about energy management and sustainability — engineers, architects and business and facility managers. Participants will 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
School of Continuing Studies (offered in partnership with the Faculty of Applied Science and Engineering)	Enterprise Architecture	Business and Professional Studies	Enterprise Architecture (EA) helps organizations translate their business vision and strategy into action and decisions. This certificate will expand 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.	11/18/2011

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Enterprise Risk Management (ERM)	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 participants play a more important role in their organization's risk management program. Failure to see risk coming can hurt an organization; correctly analyzing and managing it will help them better achieve overall business objectives. ERM is both art and science, achieving the balance of risk and reward that best positions you for success. Participants will 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 someone is 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 they will 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>For those thinking about starting a new business or are building one, the Certificate in Entrepreneurship, offered in collaboration with MaRS Discovery District, will guide participants through key strategic decisions and planning milestones. They will develop and validate their 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. Work one-on-one with instructors and meet successful entrepreneurs to gain real-world insights that can be applied to their 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. Bridge the gap between theory and practice when deconstructing current Canadian issues. Emerge better equipped to develop strategic, collaborative and inclusive solutions.</p> <p>This four-course certificate program is for those with a passion for holistic environmental management. Participants will get a thorough grounding in the fundamentals of environment management, including science-based decision-making, impact and risk assessments and conflict resolution. They will discuss current theory and best practices in a range of topic areas such as climate change, water security, energy resources and urban environments; learn how Canada can best protect its fisheries, agricultural land, forests, wildlife and parks; explore complex issues such as mining development and waste management, and health and economic impacts of environmental exploitation; examine the important role of Canada’s Indigenous peoples in environmental management; and apply the theory they learn as they 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. Enhance your skills to take on more challenging roles in facilities management. 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. Participants will 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. Participants will 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. This program is for those who want to advance their career in any of these fields. Participants will 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 acquired can help participants achieve their 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. 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.</p> <p>Participants will 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. Prepare to enter medicine or a related field by developing relationships and acquiring skills that can be used across a variety of biomedical science disciplines. Receive expert instruction from university faculty on the cutting edge of global health research.</p> <p>For those working toward a career in medicine, a related biomedical or allied health profession or wondered what biomedical science courses can help prepare them for medical school or a career in a health science-related field, this certificate program will build their basic science knowledge and skills while exposing them to one of the world’s great medical and research centres. Working with instructors from the U of T’s Faculty of Medicine, participants will learn basic biochemistry, physiology, pharmacology and/or anatomy, while networking with both domestic and international students. Participants will 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 curiosity. Regardless of career goals, this certificate will serve as the bridge between undergraduate studies and pre-med, pharmacy, nursing, medicine or the field of 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. Advance your career by harnessing the power of Geographic Information Systems (GIS) and Remote Sensing.</p> <p>This four-course certificate will give participants the knowledge and skills they need to succeed in a rapidly expanding field, whether they work in environmental management, geography, biological studies or asset management. Participants will explore the theory and techniques of GIS and Remote Sensing from the ground up, and how the theory and techniques can help them acquire, store and analyze geospatial data and correctly interpret satellite images. Participants will learn how to process geospatial data and combine the graphic power of maps with computer database technologies to better understand problems and identify solutions. They will learn to map existing environmental conditions and develop models that help predict future conditions and trends. They will use the latest GIS and RS software packages to design and develop their own customized tools. Whatever their discipline, participants will 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 HR management. Get the recognized academic requirements leading to Certified Human Resources Professional (CHRP) certification.</p> <p>This certificate program is for those just entering the HR field and want to learn the fundamentals, or have experience and seek to earn their professional designation. Participants will learn how to find, recruit, manage and motivate the right talent to achieve their organizational goals. They will also acquire more of the technical and advanced HR knowledge needed to succeed and achieve their 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. For those who need to fulfill HR responsibilities or manage talent in their organization, this program can give them 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 that 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 participants to manage effective risk-management frameworks and compliance-assurance programs. Whether they are working in organizational compliance and governance or pursuing the Certified Internal Auditing (CIA) designation offered by the Institute of Internal Auditors, participants will 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 they would face as the manager of an international project. You'll develop the leadership skills needed to ensure your team understands their 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 their client's degree of tolerance for slippage. You'll learn to negotiate contracts more respectfully and successfully by understanding their 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. For those already in an import-export industry or hoping to start a career in trade finance or customs brokerage, participants will 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, participants will learn the basic structure of Latin and study its style and influence on Western civilization and the English language.</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
School of Continuing Studies	Leadership Tier 1	Business and Professional Studies	<p>Effective leadership starts by taking a closer look at your current habits of mind and body, and asks that you to take an active role in the (re)patterning of more positive attitudes and behaviours. This program allows you room to reflect on current skills gaps, presents you with clear research and data on essential skills targets, and provides you with purposeful opportunities to practice that can propel you towards resilience, responsiveness, innovation, and agility.</p>	09/01/2024

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. Understand the change management and leadership skills needed to achieve excellence. 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	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. 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 they are new to the industry, are currently managing L&D teams and projects or are exploring consulting, the courses will provide the foundational elements that will help participants grow their career. Through the program, participants will delve into adult learning theory, the learning design life cycle, oversight of L&D projects and evaluation. You'll learn how to develop learning programs which are backed by data and supported by industry recognized frameworks and models. You'll explore key concepts in learning 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>If you are an internationally educated engineering graduate who wants to work as a professional engineer in Canada, you'll need a P.Eng. licence. 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 participants to pass these examinations. This certificate offers this and more. Through live, interactive weekly webinars, participants will review basic principles and solve problems by working through previous examinations and model questions. They will prepare to write the Professional Practice Examination (PPE) for the P.Eng license. Employers will value the credential that participants have 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), 905.569.4508.</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>If you are an internationally educated engineering graduate who wants to work as a professional engineer in Canada, you'll need a P.Eng. licence. 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 participants to pass these examinations. This certificate offers this and more. Through live, interactive weekly webinars, participants will review basic principles and solve problems by working through previous examinations and model questions. They will prepare to write the Professional Practice Examination (PPE) for P.Eng license. Employers will value the credential that participants have 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), at 905.569.4508.</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>If you are an internationally educated engineering graduate who wants to work as a professional engineer in Canada, you'll need a P.Eng. licence. 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 participants to pass these examinations. This certificate offers this and more. Through live, interactive weekly webinars, participants will review basic principles and solve problems by working through previous examinations and model questions. They will prepare to write the Professional Practice Examination (PPE) for the P.Eng license. Employers will value the credential that participants have 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 (OBPA) provided by the Ministry of Colleges and Universities (MCU), at 905.569.4508.</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. Enhance your employability in the life sciences sector.</p> <p>For those preparing for employment in the life sciences, this program will build their skills in good laboratory and manufacturing practice and in business communication. Participants will develop the skills that employers want so they can go after jobs with more confidence. This program will deepen participants' understanding and help them create a strategy for finding work, whether they are entering the field or seeking career advancement through professional development.</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. Take courses recognized by the Chartered Professional Accountants of Ontario (CPA Ontario) and work toward the Chartered Professional Accountant (CPA) designation.</p> <p>For those already working in finance, accounting or audit, this certificate program will greatly enhance their business, finance, statistical and accounting skills. The four courses are recognized by CPA Ontario and participants can progress toward the CPA with this certificate program.</p>	11/13/2008 Targeting closure in 2025.

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 and Strategy of Big 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 participants become a qualified manager in the burgeoning field of predictive analytics. The courses interweave management, statistics and technology to help them learn the tools and techniques used by leading global practitioners. Participants might be a business owner, manager, analyst, systems architect, programmer, auditor, researcher or statistician. They will benefit from case studies, demonstrations, projects, guest lectures and highly experienced instructors. They will understand how data-driven decision-making can help their organization enhance profitability and better meet customers' expectations. They will 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. Use the latest marketing strategies, platforms and technologies to get the maximum impact and results.</p> <p>For those who want to work in the fast-growing field of marketing, this certificate program will teach them the fundamentals of how to create, sustain and increase demand for any product or service. Participants will explore new ways to identify and interact with consumers online and offline. They will 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. They will learn more about the marketing areas most relevant to them. 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. To succeed in today's fast-changing world of marketing, you need to know the latest strategies, best practices, platforms, channels and tools.</p> <p>This advanced marketing certificate enables participants to build their knowledge and skills and expand their career options. Participants create their 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 their choice. Participants will deepen their skills and expertise in areas such as branding, digital, research and more, whether they work in packaged goods, retail, media, technology, the non-profit sector or other industries. The instructors will all be leading marketing professionals who bring both traditional and cutting-edge perspectives, so participants will 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. 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. Participants will learn the basics of marketing research and how to use them to understand their consumers and bring the products or services they want to market. Participants will 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
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	<p>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 interprofessional 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.</p>	09/18/2017

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. Participants will learn how to write for the web and use social media to tell a story or promote one online. They will learn from industry leaders in journalism, freelance writing and online communications; 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. Participants will get valued feedback on their work and emerge with a portfolio that shows their 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 is geared to marketers, community managers, communications professionals, brand managers and entrepreneurs working in the private, public and not-for-profit sectors. Participants will learn about content creation, brand journalism, scriptwriting, video and audio production, photography and data visualization. They will also hone their content writing skills, which is one of the most important skillsets in content marketing. The instructors are industry leaders in marketing communications, brand management, journalism and the creative arts; they will share their insights into storytelling, production and design and provide feedback on the portfolio of work that participants create. The program offers a range of digital and online technologies that can be accessed 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. Learn innovative strategies to drive and measure non-profit impact. 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, participants will learn strategy development and implementation, keys to effective governance and how to build strategic relationships with key stakeholders. They will learn to collaborate to create programs that have impact and value and are governed using best practices. They will learn the components of human and financial resource management aligned to organizational strategy, and how to evaluate services and programs to demonstrate outcomes. Participants will learn valuable insights into the fundamentals and strategic nuances of leading through change for impact, whether they are 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.</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. 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 participants with the knowledge and skills to develop, implement and manage strong health and safety systems. Participants will learn how to ensure their workplace meets all the required health and safety requirements in a tight regulatory framework, whether they work in human resources or aspire to, or have joined a health and safety committee or task force. Participants will 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). Keep up to date on current issues through courses delivered by leading practitioners in the field.</p> <p>For those entering this field or seeking to advance their career in OSCM, this program will teach participants the right techniques and skills. Participants will learn to link major business functions and processes across companies. They will learn about sourcing, procurement and manufacturing operations. They will 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. Follow French more easily when it's spoken at a native speaker's pace and in a range of media.</p> <p>Once participants have completed their Certificate in Conversational Languages: French or have equivalent knowledge, they can take this advanced certificate program in practical French. These courses will challenge them to use their French skills in real-life situations at work, at home, in shops and when traveling. Participants will improve their 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, they will get the main point of conversations and be able to contribute more. They will 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	Practical Korean	Languages and Translation	Once participants have completed their Certificate in Conversational Languages: Korean or have equivalent knowledge, they can take this advanced certificate program in practical Korean. These courses will challenge them to use their Korean skills in real-life situations. Participants will improve expressing opinions, explaining plans, writing emails or relating the plot of a book or film. When friends or colleagues discuss familiar matters, participants will get the main point of conversations and be able to contribute. They will also learn more about the complex, unstated cultural codes that are part of life in Korea.	January 2023

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. Improve corporate governance through enhanced regulatory compliance and better management of personal information, while avoiding costly breaches. 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. Participants will learn how to create greater value through information and privacy management. They will improve corporate governance so the enterprise can focus more freely on its strategic goals and objectives; cover the many complex implications surrounding the gathering and preservation of data; help their company use information, while avoiding costly mistakes that could sink its reputation; and acquire strategic thinking skills to help them manage and monitor risks and compliance, along with the leadership skills needed 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	Having learned the basics of accounting, economics and Canadian business law with a solid understanding of statistics, business strategy and taxation, participants are 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, participants will gain a comprehensive knowledge of financial and management accounting principles. They will also study the impact financial management has on business-strategy development. They will learn how external auditors perform audits on the financial statements of an organization, and how legal and ethical requirements apply to practical audit situations. This certificate is the last step towards meeting the prerequisite requirements for the CPA Professional Education Program (PEP).	04/01/2022
School of Continuing Studies	Professional Accounting: Core Level	Business and Professional Studies	This certificate covers the basic principles of financial and management accounting. Participants will learn how to measure and report financial transactions and will study how accounting theory applies to business transactions. They will also gain an understanding of how management accounting helps managers make short-term and long-term decisions. They will 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, they will be introduced to the Canadian legal landscape as it applies to the administration and operation of businesses. This certificate is the first step towards meeting the prerequisite requirements of CPA Professional Education Program (PEP).	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	You learned the basics of accounting, economics and Canadian business law while earning your Core Level certificate. The Intermediate Level certificate will expand participants' knowledge of statistics, taxation and business strategy. While completing this certificate, participants will learn how statistical analysis increasingly guides decision-making in today's competitive world. They will 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. They will 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. This certificate is the second step towards meeting the prerequisite requirements for the CPA Professional Education Program (PEP).	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>Project management skills continue to be in demand and highly valued. In fact, the Project Management Institute (PMI)'s Talent Gap 2021* report says 2.3 million new project management employees will be needed each year to meet global talent demands by 2030. This opens new job opportunities for project management-oriented employment for project professionals, team members, and those seeking to change or advanced their careers by adding these skills. If you want transformation and/or change, regardless of your role, be inspired and equipped to drive the transition you seek with project management and turn ideas into reality. As more sectors, industries and organizations become project-oriented, this certificate and its courses, will equip you with the project management knowledge and skills needed to succeed. Begin your project management journey with this certificate. Our curriculum is comprehensive and robust. Practical application exercises and real-life group projects, rather than exams, help you build the skills valued in the workplace and beyond.</p> <p>We are a Project Management Institute (PMI) Authorized Training Partner.</p>	06/12/2007

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)	Records and Information Management	Business and Professional Studies	<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. This certificate is for those just entering the field or are seeking to expand your knowledge and skills. Participants will 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. Participants will 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>	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 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. This certificate program is for those who want to be part of this fascinating and important industry.</p> <p>Two required courses and two electives will prepare participants for leadership roles in government, non-governmental organizations or business. Participants will address sustainable development issues for billions of people around the world who lack reliable, modern and adequate sources of energy. Participants will 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, participants will 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. Participants will 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, participants will 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 the Risk Management Certificate will give participants the knowledge and skills needed to identify, assess and limit risks. Whatever sector participants work in — insurance, finance, accounting or audit — completing this program will bring them one step closer to their Canadian Risk Management (CRM) designation from the Risk and Insurance Management Society (RIMS). More details about eligibility and earning the CRM designation.</p>	06/22/2009

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
School of Continuing Studies	Service Design	Business and Professional Studies	<p>If an organization wants to remain competitive in today’s landscape, it has to offer customers and stakeholders the products and services they want. To do this it must master service design, the emerging discipline used globally by private and public-sector firms to dramatically improve productivity and service quality.</p> <p>In this six-course program, participants will acquire the tools and skills needed to guide their organization in building its strategic design capabilities with minimal friction. In two introductory courses, they will learn the fundamental concepts behind service design, along with the most current and widely used methodologies. The additional courses focus on using qualitative and quantitative data to gain insights into customers’ and stakeholders' needs and help prioritize efforts and test prototypes. Participants will learn what it takes to be a leader in the field and emerge with best-practice skills that can be applied to their work.</p>	Spring/Summer 2023

<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. Identify and manage employee complaints of harassment in the early stages and encourage low-level optimal resolutions. 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 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, participants will 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, participants will master the Optimal Resolution™ Method, which provides a detailed step-by-step approach, legal foundation and skill development. Participants will 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, participants will develop the skills to conduct a first-rate investigation, reach appropriate conclusions and effectively report outcomes.</p> <p>Participants will gain a suite of comprehensive planning documents, checklists, scripts and assessment tools that help them manage employee complaints and conduct investigations in a manner that's consistent, procedurally fair and legally compliant. Whatever their role in resolving these issues — as an HR professional, mediator, supervisor, CEO, board member, legal</p>	<p>05/08/2020</p> <p>Targeting closure in 2024.</p>
-------------------------------------	---	--	--	---

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
			<p>counsel, external investigator or private investigator — they will 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. If you can write concise, persuasive online content, you’ll always be in demand.</p> <p>This certificate program will help participants 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, participants will 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. The 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>This program is for those who are ready to hone their leadership skills. Participants will learn how to be clear about where their 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 that participants need to lead with purpose and passion and help them stand out. They will 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 is 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. This certificate program is for those who are ready to lead the organization to success through digital transformation in the increasingly digital imperative of today and beyond, and want to advance their executive career.</p> <p>Participants will learn what it takes to maintain or even increase their competitive advantage in this dynamically shifting landscape. They will focus on more than the "end state" of the revolution; they will develop ways to get there. Participants will learn to connect with key influencers and decision-makers and earn their trust with clear accountable frameworks that measure the return on investment of digital technologies investments. Through a combination of case studies, CxO panel discussions, teamwork, role play and group interaction, participants will sharpen their boardroom skills and confidence to build organization-wide support for their 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. Learn how businesses, governments and individuals use PR to create and maintain stakeholder relationships, drive business results and protect reputations.</p> <p>Participants will find this certificate key to mastering PR skills and strategies to advance in their career, whether they are new to public relations, a seasoned communications professional or a manager interested in better understanding the strategic PR landscape. This program will teach participants 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, participants will 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, participants will 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, participants will learn about current and emerging water issues at the global, regional and local scale. They will 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 their interest in water — supply manager, policy maker, sustainability advocate — they will 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>
---	-------------------------------------	--	---	-------------------

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	<p>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. Participants will 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.</p>	01/16/2018
School of Continuing Studies	Translation: Chinese to English	Languages and Translation	<p>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> <p>For those who hope to work as a translator, this certificate can bring them closer to a career. It assumes they are already confidently bilingual and can express themselves like a native in the formal, written idiom in Chinese and English. Participants will learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. They will 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	Translations into Chinese Cantonese	Languages and Translation	<p>For those who hope to work as a translator, this certificate can bring them closer to a career. It assumes they are already confidently bilingual and can express themselves like a native in the formal, written idiom in English and Chinese. Participants will learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. They will 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>	July 2017
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>For those who hope to work as a translator, this certificate can bring them closer to a career. It assumes they are already confidently bilingual and can express themselves like a native in the formal, written idiom in English and French. Participants will learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. They will 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	<p>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> <p>For those who hope to work as a translator, this certificate can bring them closer to a career. It assumes they are already confidently bilingual and can express themselves like a native in the formal, written idiom in Japanese and English. They will learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. They will 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>For those who hope to work as a translator, this certificate can bring them closer to a career. It assumes they are already confidently bilingual and can express themselves like a native in the formal, written idiom in English and Spanish. Participants will learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. They will 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>For those who hope to work as a translator, this certificate can bring them closer to a career. It assumes they are already confidently bilingual and can express themselves like a native in the formal, written idiom in English and Modern Standard Arabic. Participants will learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. They will 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>For those who hope to work as a translator, this certificate can bring them closer to a career. It assumes they are already confidently bilingual and can express themselves like a native in the formal, written idiom in English and Chinese. Participants will learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. They will 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>For those who hope to work as a translator, this certificate can bring them closer to a career. It assumes they are already confidently bilingual and can express themselves like a native in the formal, written idiom in English and French. Participants will learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. They will 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>For those who hope to work as a translator, this certificate can bring them closer to a career. It assumes they are already confidently bilingual and can express themselves like a native in the formal, written idiom in English and Japanese. Participants will learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. They will 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>For those who you hope to work as a translator, this certificate can bring them closer to a career. It assumes they are already confidently bilingual and can express themselves like a native in the formal, written idiom in English and Korean. Participants will learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. They will 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>For those who hope to work as a translator, this certificate can bring them closer to a career. It assumes they are already confidently bilingual and can express themselves like a native in the formal, written idiom in English and Portuguese. Participants will learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. They will 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>For those who hope to work as a translator, this certificate can bring them closer to a career. It assumes they are already confidently bilingual and can express themselves like a native in the formal, written idiom in English and Spanish. Participants will learn how to translate original text accurately while preserving its integrity, meaning, style and nuance. They will 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 participants ready to join a fast-growing, dynamic sector — or move ahead if they're already in it. They will explore the bedrock principles of user-centered design; acquire tools that help them create designs that get results; absorb and apply design ideas from working professionals who understand local, national and international trends; develop real-world perspectives and skills that can save their organization time throughout the development cycle. This program will leave participants poised to take on greater challenges in a winning way, whether they're new to UX design or a manager seeking to advance their career.</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

Faculty	Certificate	Unit	Brief Description of Certificate	First Offered (Approximate Date if Unknown)
University of Toronto Mississauga (UTM)	Certificate in Effective Healthcare Management	Institute for Management & Innovation (IMI)	<p>Across 9 months, learners will fast-track their understanding and expand their knowledge through high-quality education that enhances their capacity in resource-limited settings and facilitates innovative and collaborative thinking needed to address critical health industry challenges and priorities.</p> <p>By the end of this program, learners will be better prepared to: evaluate the African healthcare sector and possibilities that exist for themselves and society; use relevant knowledge and skills to enhance their careers and organizational performance in healthcare; develop a network of healthcare contributors to seek support from in the future; explore the global healthcare landscape; and apply best practice and lessons learned from real-world healthcare transformation experiences.</p>	January 2023
University of Toronto Mississauga (UTM)	Certificate in Canadian Income Tax Practice	Institute for Management & Innovation (IMI)	Canadian income tax practice has become steadily more complex, but the traditional preparations for tax practice have not kept pace — and this gap is only widening. The Certificate in Canadian Income Tax Practice fills this gap, and in the process makes future Canadian income tax practitioners more effective in their early careers, and more prepared for senior assignments in their mid and later careers. The certificate also provides a much-needed foundation for the most senior-level tax programs.	October 2023
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

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Faculty of Arts & Science	AI for Discovery	02/01/2023	Designing functional molecules and advanced materials requires complex design choices: tuning continuous process parameters such as temperatures or flow rates, while simultaneously selecting catalysts or solvents. To date, the development of data-driven experiment planning strategies for autonomous experimentation has largely focused on continuous process parameters despite the urge to devise efficient strategies for the selection of categorical variables. In this micro course, we introduce Gryffin, a general purpose optimization framework for the autonomous selection of categorical variables driven by expert knowledge.
Faculty of Arts & Science	Applied Machine Learning	07/01/2023	The course will begin by revisiting machine learning approaches in the context of large-scale and disparate data. Learners will explore and use the appropriate cloud compute infrastructures that will allow them to build efficient solutions. Learners will then be invited to think about other considerations that come up, working with sensitive data, privacy, and ethics. Also, while complex approaches might solve a problem more accurately, what happens when interpretability is important as well? What are the tradeoffs? Following these, learners will spend the next few weeks working with different types of data such as text, images, audio, and graph data by learning the basics of Advanced Neural Networks or Deep Learning, Graph ML, and Natural Language Processing. These are all areas which have proven effective in several real-world problems and remain the subjects of cutting-edge research. These are also areas where AI is nearing human-level performance (in some metrics) and students will get a feel for them by working hands-on. Through the micro-credential, learners will be working on a group project, and the final week is an opportunity for them to present their work to their peers, faculty, and industry experts. The final week will also bring networking and interview preparations into focus. By the end of this micro-credential, students will be well-prepared to take on specialized industry roles in Machine Learning and Data Science.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Ofering (dd/mm/yyyy)	Program Description
Faculty of Arts & Science	Data Science Institute - Causal Inference (part of Data Science Certificate)	03/04/2023	Causal inference allows us to connect the dots in our data, and to speak to the cause-and-effect relationship that one thing may have with another: in two events, A and B, A causes B. In ideal conditions, a thorough experiment design will be repeatable to a high degree of consistency. In practice, however, many fields that apply data science require some form of cause-and-effect recognition solely from observational data – data collected from processes that cannot be repeated reliably. In this case, data science helps us answer: Is it so that A causes B? And if so, to what degree? To do this, it is imperative to understand causality, how to define a causal research question, and what causal models can and cannot tell us from observational data. The first two sections focus on the why and what of research design, covering key motivations and concepts. The third and fourth sections provide an introduction to the technical side, or the how. They present the ways in which common causal models work, what they are meant to achieve, how to apply them, and perhaps most importantly, their limitations. This course is designed for those who have a degree in something other than Computer Science/Statistics who are looking to enhance their data science skills for their career.
Faculty of Arts & Science	Data Science Institute - Estimation, Testing, and Learning (part of Data Science Certificate)	21/02/2023	This course will provide the skills that are required to design, implement, test, and validate a variety of models for supervised learning on a data set. The basics of statistical learning including modelling with the goal of prediction versus inference, prediction accuracy and model interpretability trade-off, and important bias-variance trade-offs. Each section will cover a unique set of methods used for supervised learning on a data set. This course is designed for those who have a degree in something other than Computer Science/Statistics who are looking to enhance their data science skills for their career.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Ofering (dd/mm/yyyy)	Program Description
Faculty of Arts & Science	Data Science Institute - Introduction to Python (part of Data Science Certificate)	14/11/2022	The first half of the course will focus on essentials of coding in Python and ethical considerations of using algorithms. You will learn how to design functions, repeat code using loops, store data in lists, test and debug your code, and manipulate data using various data analysis and visualization tools such as pandas, matplotlib, seaborn, and plotly. As part of the technical skills, learners create and work in Python virtual environments. In terms of ethics and trusting algorithms, learners will have discussions around the Tuskegee experiment, its long-term effects, and trustworthiness of AI applications in disparate social systems. The second half of the course will aim at developing the professional skills of a data scientist with a focus on machine learning. You will go through industry overview, explore the job interview process, including potential technical questions, and receive additional resources. This course is designed for those who have a degree in something other than Computer Science/Statistics who are looking to enhance their data science skills for their career.
Faculty of Arts & Science	Data Science Institute - Introduction to R (part of Data Science Certificate)	24/10/2022	The first part of this course teaches R with a focus on manipulating and visualizing data. Learners will get set up with a functional RStudio workflow, use different file types, transform data tables, import and manipulate data, use functions and loops, create data visualizations, make a Shiny app, and learn how to solve problems with their programming. Both base R and tidyverse methods are taught. To work reproducibly, Learners will create R Projects. The second part of the course will cover the ethics of consent, Equity, Diversity & Inclusion (EDI) training, and professional skills including presentation, project management, and data security. Finally, the course will conclude with an industry case study. This course is designed for those who have a degree in something other than Computer Science/Statistics who are looking to enhance their data science skills for their career.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Ofering (dd/mm/yyyy)	Program Description
Faculty of Arts & Science	Data Science Institute - Introduction to SQL (part of Data Science Certificate)	09/01/2023	<p>This course will focus on the technical skills needed for working with datasets originally in CSV, JSON, and SQL formats, as well as data management concerns and privacy regulations around data access. These are popular data formats that you will come across all the time and developing comfort with them will pay dividends. Learners are first given an introduction to data modelling and how to think about the structure of databases. The majority of the course is devoted to learning about SQL, including the different flavours of SQL, creating sample databases, and writing queries to extract information from databases. Then participants will learn how to read, create, and manipulate CSV and JSON files in both R and Python. Learners will be introduced to principles around reproducibility, sharing data and ethics (covers respecting those whose data we use). This course will also cover professional skills such as communication (with a variety of stakeholders) and documentation. Please note that this course makes use of both textbooks as well as online blog posts and tutorials. This course is designed for those who have a degree in something other than Computer Science/Statistics who are looking to enhance their data science skills for their career.</p>

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Faculty of Arts & Science	Data Science Institute - Introduction to Unix Shell, Git, and GitHub (part of Data Science Certificate)	11/10/2022	The beginning of the course will introduce the basic language of Unix shell including how to navigate and manipulate files and directories. Learners will then learn certain commands, how to create scripts and write basic functions using pipes, filters and loops. The next portion of the lesson will be dedicated to getting started with version control and GitHub, and how it connects to the ethical discussions of reproducibility. Learners will learn how to set up Git and initialize and utilize repositories, including recording, viewing and undoing changes. They will also learn how to create branches and collaborate with others with shared branches. This course will put it all together and introduce some more advanced commands such as de-bugging and history editing. Finally, learners will determine how to problem-solve by identifying where the issue is and how to search with Google and Stack Overflow. This will then lead to the topic of reproducibility, how to contribute by commenting code and writing documentation, and the ethical considerations of who is and isn't in our datasets. Learners will end by learning professional skills in time management, decision making and team collaboration. This course is designed for those who have a degree in something other than Computer Science/Statistics who are looking to enhance their data science skills for their career.
Faculty of Arts & Science	Data Science Institute - Sampling (part of Data Science Certificate)	14/11/2022	The goal of this course is to introduce the essentials of sampling, probability, and survey methodology. This includes simple probability samples, stratified sampling, cluster sampling, dealing with non-response, estimating and survey quality. Learners will consider the theoretical foundations of different sampling approaches, as well as practical applications of this knowledge towards contexts such as market research, political polling, and the Canadian census. Analysis using the R programming language will also be highlighted, drawing on skills developed in "Introduction to R". This course is designed for those who have a degree in something other than Computer Science/Statistics who are looking to enhance their data science skills for their career.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Ofering (dd/mm/yyyy)	Program Description
Faculty of Arts & Science	Data Science Institute - Visualization (part of Data Science Certificate)	13/03/2023	Regardless of the quality of analyses and data-related findings, if one cannot effectively communicate them, their impact will be severely limited. Technical skills in this module will focus on a step-by-step walk through the process of choosing, creating, and modifying data visualizations in R using ggplot (following 'Data Visualization: A Practical Introduction' by Healy (2018)). Discussions will include general design principles applicable to other data visualization software used in industry and academia (e.g. Python, Tableau, PowerBI). Case studies and real-world examples are incorporated throughout. Ethics components include incorporating reproducibility with data visualization, building awareness of the decision making that goes into sharing data visually, and addressing inequity in data visualization by focusing on accessible design. This course is designed for those who have a degree in something other than Computer Science/Statistics who are looking to enhance their data science skills for their career.
Faculty of Arts & Science	Machine Learning Operations	07/01/2023	Machine learning offers an effective and powerful toolkit for various decision-making and automation tasks. Building real-world ML systems comes with a technical burden and non-obvious technical debt. It's crucial to understand all stages of the machine learning life cycle, from designing experiments to deploying and monitoring the models to proactively overcome the uncertainties of the real world. In This course learners will cover the life cycle of a typical real-world machine learning system and its components. Machine learning systems design is the process of defining the right architecture and infrastructural needs for data and model management of the machine-learning systems in the production environment to accomplish the objectives of all stakeholders.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Faculty of Arts & Science	Machine Learning Software Foundations	01/10/2022	In this introductory course, learners will apply machine learning techniques to software applications using the Python language. Successful learners will apply each step of the machine learning workflow in relevant industry applications, as well as be exposed to cutting-edge techniques and the underlying theory. Technical topics include: Machine Learning in Practice, Data Preparation and Feature Engineering, Supervised and Unsupervised Learning, Model Evaluation, and Ensemble Learning. Learners will also work on other skills, such as networking and building a community of influence, mastering the interview process, including behavioral and technical interviews.
Lawrence Bloomberg Faculty of Nursing	Advanced Health Assessment and Clinical Reasoning in Primary Health Care: A Review for Nurse Practitioners	05/01/2013	This course for Nurse Practitioners and/or Nurse Practitioner students offers a focused review of advanced health assessment. Emphasis will be placed on the clinical reasoning and decision--making skills required to accurately assess and diagnose clients commonly seen in a primary health care setting across the lifespan. Participants will enhance their physical assessment skills; as well as improve their understanding and expertise in the collection of data and diagnostic formulation. Aspects of clinical reasoning will be investigated and critically reviewed in application to pediatric and adult case studies.
Lawrence Bloomberg Faculty of Nursing	Advanced Ostomy Care and Management	15/02/2016	This online, self-paced course is essential for health care professionals working in acute care, long-term care & community, who are interested in enhancing their knowledge and skill in the application of best practices for ostomy and peristomal skin care. This comprehensive course will assist you to critically analyze complex ostomy care problems and apply unique management techniques required to provide quality care and support to people and families who are living with ostomies.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Lawrence Bloomberg Faculty of Nursing	Palliative Care 2: Complex Symptom Management	18/01/2021	This 6-week online course focuses on complex symptom management for clients with progressive disease. Designed to support Nurse Practitioners and Advanced Practice Nurses, responsible for the care of adult clients with progressive and life-limiting illnesses outside of a formal palliative care setting. The course includes exploration of the etiology and mechanisms of specific symptoms; application of clinical decision making to inform plans of care for symptom management (pharmacological and non-pharmacological); development of plans to support clients/caregivers in managing symptoms; and exploration of complex planning & intervention for multiple coexisting symptoms, and crisis situations.
Lawrence Bloomberg Faculty of Nursing	Controlled Drugs and Substances: Essential Management and Prescribing Practices	01/06/2017	This online, self-paced course is designed to provide nurse practitioners with the knowledge and skills required for safe, high-quality assessment and management of clients who may require the prescription of a Controlled Drug or Substance (CDS). This course delivers the education necessary for Nurse Practitioners in Canada to develop the required competencies for prescribing and monitoring CDS in accordance with federal/provincial/territorial legislation, regulation & guidelines; integrating concepts of safety, ethics and evidence informed practice in decision making pertaining to prescribing CDS; and developing and implementing client-centered CDS treatment plans which include education, monitoring and evaluation of outcomes.
Lawrence Bloomberg Faculty of Nursing	Palliative Care 3: End of Life Care Management	03/05/2021	This 6-week online course focuses on end-of-life care for clients with progressive disease. Designed to support Nurse Practitioners and Advanced Practice Nurses, responsible for the care of adult clients with progressive and life-limiting illnesses outside of a formal palliative care setting. The course includes exploration of “what changes” with conversations and symptom assessment/management nearing end of life; exploration of active dying topics including symptom management, palliative sedation & Medical Assistance in Dying (MAiD); and examine the role & responsibilities of Nurse Practitioners in end-of life and post death care.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Lawrence Bloomberg Faculty of Nursing	Palliative Care 1: Approach to Care and Essential Communication Skills	21/09/2020	This 6-week online course focusses on the role of the nurse practitioner (NP) in applying a palliative approach to care within any practice setting. Designed to support NPs and Advanced Practice Nurses, responsible for the care of adult clients with progressive and life-limiting illnesses outside of a formal palliative care setting. The course includes an introduction to core competencies for palliative care; exploration of resources, prognostication tools, and life-limiting illness trajectories that aid communication, decision making, and planning of care; and application of communication tools for common difficult conversations such as advance care planning and goals of care.
Lawrence Bloomberg Faculty of Nursing	Leadership & Management 3: Managing Business	07/09/2020	This 6-week online course focuses on the practical application of theory and evidence for leading/managing the fiscal and operational needs of high functioning clinical teams. Designed to meet the needs of those starting careers in, or aspiring towards, leadership positions in healthcare. The course includes exploration and application of financial management skills and abilities; application of strategies to develop, manage & evaluate clinical team staffing and scheduling needs; exploration of approaches to effectively lead/manage routine clinical operational needs (e.g. patient flow, resources, information systems & equipment, delegation & collaboration); and examining situational crisis management practices.
Lawrence Bloomberg Faculty of Nursing	Leadership & Management 2: Managing People	26/10/2020	This 6-week online course focuses on the practical application of theory and evidence for effectively leading and/or managing clinical team human resources. Designed to meet the needs of those starting careers in, or aspiring towards, leadership positions in healthcare. The course includes exploration of team effectiveness strategies & diversity within clinical teams; identification of labour force influences and implications for management of clinical teams (e.g. policies, legislation, unionization, trends & forecasting); application of evidence informed strategies for recruitment, hiring, retaining and developing people; and application of strategies & tools for managing difficult performance situations.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Lawrence Bloomberg Faculty of Nursing	Leadership & Management 4: Managing Practice, Quality Care & Operational Performance	17/05/2021	This 6-week online course focuses on the practical application of theory and evidence on the leader/manager's role in supporting and advancing professional practice, optimizing quality care, and operational performance management of clinical teams. Designed to meet the needs of those starting careers in, or aspiring towards, leadership positions in healthcare. The course includes exploration of the leader/manager role related to professional practice; examining quality & safety requirements within healthcare organizations; effective approaches to leading & managing quality care & operational performance; and application of strategies to lead/manage change, quality improvement & project planning initiatives.
Lawrence Bloomberg Faculty of Nursing	Leadership & Management 1: Role, Competencies, and Context	07/09/2020	This 6-week online course focuses on development of a foundational knowledge base in leadership and management. Designed to meet the needs of those starting careers in or aspiring towards leadership positions in healthcare. Content will specifically address leader/manager competencies required for effective leadership and management of clinical teams. The course includes exploration of leadership and management standards and competencies; opportunity to reflect on one's own personal development as a leader/manager; exploration of organizational behaviours and the mid-level leader/manager's role within this context; & application of evidence informed strategies to effectively lead/manage the clinical team environment.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Lawrence Bloomberg Faculty of Nursing	Mental Health 1 for Nurse Practitioners	27/09/2021	<p>Participants will focus on the role of the nurse practitioner in mental health and addictions with emphasis on critical thinking and clinical reasoning. Topics include acute/crisis/emergent care; anxiety and obsessive compulsive disorders; care of indigenous clients; and those who are homeless, immigrants or refugees. The course addresses care issues across the lifespan.</p> <p>Clinical experts discuss advanced health assessment, differential diagnosis, pathophysiology, red flags, diagnostic approach and tests, selection of interventions and treatments, indications for consultation/referral, and strategies for effective management in transitions of care. This is the first course in the Certificate in Mental Health and Addictions for Nurse Practitioners.</p>
Lawrence Bloomberg Faculty of Nursing	Mental Health 2 for Nurse Practitioners	14/01/2022	<p>Participants will focus on the role of the nurse practitioner in mental health and addictions with emphasis on critical thinking and clinical reasoning. Topics include depressive, bipolar & schizophrenia spectrum disorders, consent and capacity, interpersonal therapy approaches; care of clients in the LBGTQ2S community. The course addresses care issues across the lifespan.</p> <p>Clinical experts discuss advanced health assessment, differential diagnosis, pathophysiology, red flags, diagnostic approach and tests, selection of interventions and treatments, indications for consultation/referral, and strategies for effective management in transitions of care. This is the second course in the Certificate in Mental Health and Addictions for Nurse Practitioners.</p>

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Lawrence Bloomberg Faculty of Nursing	Mental Health 3 for Nurse Practitioners	18/04/2022	<p>Participants will focus on the role of the nurse practitioner in mental health and addictions with emphasis on critical thinking and clinical reasoning. Topics include trauma, personality disorders, neurocognitive disorders with focus on ADHD, palliative approaches to mental health, and mental health in corrections. The course addresses care issues across the lifespan.</p> <p>Clinical experts discuss advanced health assessment, differential diagnosis, pathophysiology, red flags, diagnostic approach and tests, selection of interventions and treatments, indications for consultation/referral, and strategies for effective management in transitions of care. This is the third course in the Certificate in Mental Health and Addictions for Nurse Practitioners.</p>
Lawrence Bloomberg Faculty of Nursing	Nursing Education 3: Assessment and Evaluation	09/01/2019	<p>This 10-week on-line course focuses on development of a foundational knowledge base in education assessment and evaluation relevant to nursing education in the practice setting. Designed to provide aspiring and/or practicing nurse educators and practice leaders with advanced level education, tools, and skills in the provision of clinical education. The course includes exploration of current and evidence-based approaches to program evaluation; approaches to integrating assessment and evaluation methods throughout an education plan; examination of a variety of assessment and evaluation tools; and development of a systematic approach to evaluation practices.</p>
Lawrence Bloomberg Faculty of Nursing	Nursing Education 2: Design, Development and Delivery	12/09/2018	<p>This 10-week on-line course focuses on the practical application of theory and evidence on design, delivery and facilitation of nursing education in the practice setting. Designed to provide aspiring and/or practicing nurse educators and practice leaders with advanced level education, tools, and skills in the provision of clinical education. The course includes development of learning needs assessments for individuals and groups; creation of learner centred goals and objectives; incorporation of diverse approaches and techniques for educational program design and delivery; and consideration of practical and operational needs for delivery of educational programs.</p>

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Lawrence Bloomberg Faculty of Nursing	Nursing Education 1: Theoretical Perspectives and Context	18/04/2018	This 10-week online course focuses on development of a foundational knowledge base in education theory and pedagogical issues relevant to nursing education in the practice setting. Designed to provide aspiring and/or practicing nurse educators and practice leaders with advanced level education, tools, and skills in the provision of clinical education. The course includes exploration of standards and competencies for the nurse educator; scholarship and theoretical perspectives of adult teaching /learning relevant to clinical education; conceptualization of a personal teaching philosophy; and development of the nurse educator as a leader in supporting professional practice.
Lawrence Bloomberg Faculty of Nursing	Care of the Hospitalized Adult 1	06/05/2019	The program will equip Nurse Practitioners with the knowledge to confidently assess and develop a treatment plan for the acutely ill hospitalized adult patient. Participants will focus on the role of the NP in acute care; interpreting cardiac rhythms and 12-lead ECGs; antibiotic use and drug resistance: pain management; and cardiology. Clinical experts will discuss the differential diagnoses, relevant pathophysiology, the identification of assessment findings, the relevant diagnostic approach, the therapeutic plan of care, and the red flags that require intervention or consultation. This is the first course in the Certificate in Hospital & Acute Care for Nurse Practitioners.
Lawrence Bloomberg Faculty of Nursing	Care of the Hospitalized Adult 2	30/9/2019	The program will equip Nurse Practitioners with the knowledge to confidently assess and develop a treatment plan for the acutely ill hospitalized adult patient. Participants will focus on respiratory disease (blood gases, CXR interpretation, pulmonary embolus, pneumonia, COVID-19, etc), electrolyte imbalance, renal disease, GI disease, mental health, addictions and substance use. Clinical experts will discuss the differential diagnoses, relevant pathophysiology, the identification of assessment findings, the relevant diagnostic approach, the therapeutic plan of care, and the red flags that require intervention or consultation. This is the second course in the Certificate in Hospital & Acute Care for Nurse Practitioners.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Ofering (dd/mm/yyyy)	Program Description
Lawrence Bloomberg Faculty of Nursing	Care of the Hospitalized Adult 3	10/02/2020	<p>The program will equip Nurse Practitioners with the knowledge to confidently assess and develop a treatment plan for the acutely ill hospitalized adult patient. Participants will focus on neurological disorders, diabetes, wound care, care of the hospitalized older adult, end of life care and MAID.</p> <p>Clinical experts will discuss the differential diagnoses, relevant pathophysiology, the identification of assessment findings, the relevant diagnostic approach, the therapeutic plan of care, and the red flags that require intervention or consultation.</p> <p>This is the third course in the Certificate in Hospital & Acute Care for Nurse Practitioners.</p>
Lawrence Bloomberg Faculty of Nursing	Care of the Hospitalized Adult 4	12/10/2020	<p>The program will equip Nurse Practitioners with the knowledge to confidently assess and develop a treatment plan for the acutely ill hospitalized adult patient. Participants will focus on hematology (transfusion medicine and coagulation issues, sepsis, gastrointestinal surgical issues, management of acute allergic reactions, rheumatology, issues related to mobility, nutrition and swallowing.</p> <p>Clinical experts will discuss the differential diagnoses, relevant pathophysiology, the identification of assessment findings, the relevant diagnostic approach, the therapeutic plan of care, and the red flags that require intervention or consultation.</p> <p>This is the fourth course in the Certificate in Hospital & Acute Care for Nurse Practitioners.</p>

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Lawrence Bloomberg Faculty of Nursing	Mental Health 4	01/09/2022	<p>Participants will focus on the role of the nurse practitioner in mental health and addictions with emphasis on critical thinking and clinical reasoning. Topics include substance related and addictive disorders including the use of stimulants and benzodiazepines, opioids, alcohol, cannabis; feeding and eating disorders; sleep/wake disorders as well as considerations for the care of clients who live in remote and rural areas. The course addresses care issues across the lifespan.</p> <p>Clinical experts discuss advanced health assessment, differential diagnosis, pathophysiology, red flags, diagnostic approach and tests, selection of interventions and treatments, indications for consultation/referral, and strategies for effective management in transitions of care. This is the fourth course in the Certificate in Mental Health and Addictions for Nurse Practitioners.</p>
Lawrence Bloomberg Faculty of Nursing	Review of Health Assessment Across the Lifespan	08/09/2012	<p>This one-day course review course on health assessment utilizes a systems approach and how to do a head to toe assessment. Participants practice focused health assessments in a simulation laboratory. This course will provide a refresher on health assessment for practicing registered nurses and nurse practitioners who wish to review and build upon their health assessment skills. This course has been developed with experts in the fields of nurse practitioner practice and education. An opportunity to learn about newborn and toddler health assessment is included.</p>

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Lawrence Bloomberg Faculty of Nursing	Clinical Leadership in Long-Term Care 1: Context & Core Leadership Skill Development	18/09/2023	This 8-week online course focuses on the practical application of theory and evidence for clinical leadership that supports excellence in resident care and care team collaboration within the Long-Term Care (LTC) context. Designed to provide front-line nurses working in LTC or similar practice environments, with the foundational knowledge and skills required by clinical leaders. Content for this course includes exploration of role expectations, front-line leader competencies, leadership skill assessment & development; examination of the regulatory, legislative, and organizational contexts within which the clinical leader works; developing core communication & thinking strategies for effective leadership (e.g. SBAR, Huddles, Delegation, Conflict Resolution); exploring the clinical leader role in addressing errors, complaints, and care escalation; and supporting team development.
Lawrence Bloomberg Faculty of Nursing	Clinical Leadership in Long-Term Care 2: Managing Quality Care and Operations	05-02-2024	This 8-week online course focuses on the practical application of theory and evidence that enables clinical leaders to effectively manage resident care and day-to-day operational needs within the Long-Term Care (LTC) context. Designed to provide front-line nurses working in LTC or similar practice environments, with the foundational knowledge and skills required by clinical leaders. Content for this course includes understanding how quality care data informs care and care planning; managing resident and operational needs during key transition periods; clinical best practices for LTC, including emergency situations; and exploring the clinical leader role in resource (staffing & supply) management strategies.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Learning Experience Design - 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.
Ontario Institute for Studies in Education	Learning Experience Design - 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.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Learning Experience Design - 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	Co-Operative Education Part 1 (10 weeks)	01/09/2005	The Additional Qualification Course: Co-operative Education, Specialist employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research and ethical considerations related to teaching and learning across intermediate and senior divisions. Through these explorations, participants strengthen their professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Dramatic Arts Intermediate (10 weeks)	01/09/2005	The Additional Basic Qualification Course: Dramatic Arts, Intermediate Basic provides the teacher with the opportunity to explore the pedagogical and content knowledge necessary to develop and deliver a dynamic and engaging Dramatic Arts program for Intermediate students in grades 7 to 10. Course readings, discussions, activities and projects will support candidates in developing teaching and learning strategies in the context of current assessment and evaluation practices and help in addressing the diverse needs of the Intermediate student at all levels.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Dramatic Arts Senior (10 weeks)	01/09/2005	The Additional Basic Qualification Course: Senior Basic provides the teacher with the opportunity to explore the pedagogical and content knowledge necessary to develop and deliver a dynamic and engaging Dramatic Arts program for Senior students in grades 11 and 12. Course readings, discussions, activities and projects will support candidates in developing teaching and learning strategies in the context of current assessment and evaluation practices and help in addressing the diverse needs of the Intermediate student at all levels.
Ontario Institute for Studies in Education	English - Honour Specialist (10 weeks)	01/09/2005	The Additional Qualification Course: English Honour Specialist employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice
Ontario Institute for Studies in Education	English - Intermediate (10 weeks)	01/09/2005	The Additional Basic Qualification Course: English, Intermediate provides the teacher with the opportunity to explore the pedagogical and content knowledge necessary to develop and deliver a dynamic and engaging English program for students in grades 7 to 10. Course readings, discussions, activities and projects will support learners in developing teaching and learning strategies in the context of current assessment and evaluation practices and help in addressing the diverse needs of Intermediate English students at all levels.
Ontario Institute for Studies in Education	English - Senior (10 weeks)	01/09/2005	The Additional Qualification Course: This course provides the teacher with the opportunity to explore the pedagogical and content knowledge necessary to develop and deliver a dynamic and engaging English program for students in grades 11 and 12. Course readings, discussions, activities and projects will support candidates in developing teaching and learning strategies in the context of current assessment and evaluation practices and help in addressing the diverse needs of Senior English students at all levels.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	First Nations, Metis, and Inuit Studies Intermediate (10 weeks)	01/09/2005	The Additional Basic Qualification Course: First Nations, Métis, and Inuit Studies -Intermediate will provide learners with the opportunity to engage in thoughtful, respectful conversation around First Nation, Métis, and Inuit realities and how to embed this knowledge into the Intermediate classroom. The learner will gain knowledge of the three distinct identities of First Nation, Métis, and Inuit through readings, video clips, sharing personal experiences, collaborative inquiry and dialogue, and thoughtful reflection. This course engages learners in the spirit of reconciliation by ensuring Indigenous and non-Indigenous facilitators navigate the course together. This sharing of lived experiences encourages the safe space required for authentic learning to occur.
Ontario Institute for Studies in Education	First Nations, Metis, and Inuit Studies Senior (10 weeks)	01/09/2005	The Additional Basic Qualification Course: First Nations, Métis, and Inuit Studies -Senior provides an overview of the issues facing First Nations, Métis, and Inuit people in Canada. With specific focus placed on the effective use of authentic sources, culturally relevant pedagogy, and next steps for Canadians and First Nations, Métis, and Inuit people in terms of Reconciliation, learners in this course can expect to be well equipped to teach First Nations, Métis, and Inuit studies at the Senior level, in addition to having a deeper understanding of how to integrate this subject matter into all subject areas. Through professional discourse, sound assessment and evaluation strategies, and 21st Century methods of collaboration, learners will emerge as leaders in this subject area, in their respective environments.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	French as a Second Language Part 1 (10 weeks)	01/09/2005	The Additional Qualification Course: French as a Second Language, Part I employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in depth knowledge, refining professional judgment and generating new knowledge for practice. The course is specifically designed to support French speaking teachers in enhancing their pedagogical and programming practices as they relate to the delivery of French as a Second Language curriculum.
Ontario Institute for Studies in Education	Geography Senior (10 weeks)	01/09/2005	The Additional Basic Qualification Course: Geography, Senior course provides the learner with the opportunity to explore the pedagogical and content knowledge necessary to develop and deliver a dynamic and engaging Geography program for students in grades 11 and 12. Course readings, discussions, activities, and projects will support learners in developing teaching and learning strategies in the context of current assessment and evaluation practices, and help in addressing the diverse needs of Senior Geography students at all levels.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Grief Education - Contexts of Grief & Bereavement Experiences	01/09/2005	Grief and bereavement experiences are shaped by the various contexts in which they occur. In this course, learners take a more in-depth look at grief and bereavement experiences in the Canadian context, including death systems, care pathways, the funeral industry, bereavement policies, social movements, and resources. Through employing critical perspectives, learners will explore various forces (e.g. social, economic) and power dynamics that influence individual and collective grief experiences. Multiple stakeholder perspectives will be considered in the process of analyzing ethical dilemmas and tensions in the field. This course will also investigate approaches to advocacy, community building, and social justice. The learning approach encourages a culture of knowledge sharing and critical reflection, so learners can enrich the content by contributing knowledge of their unique roles and perspectives.
Ontario Institute for Studies in Education	Grief Education - Elements of Grief and Bereavement Practice & Education	01/09/2005	This course focuses on skills, values, and practices to offer grief support and education. Multiple levels of engaging bereavement are explored: individual support, group support, and working with a public audience. Learners examine current research and approaches for engaging with bereaved individuals across the lifespan, supporting “normal” grief and assessing when intervention is necessary. Learners will also explore and practice strategies for public engagement and knowledge mobilization. Through collaborative and self-reflexive learning, learners are encouraged to think critically about creating sustainable practices for bereavement care and education.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Grief Education - Introduction to Grief & Bereavement	01/09/2005	<p>This introductory course explores foundational knowledge related to grief and bereavement definitions, theories, research, and practice.</p> <p>Learners will be introduced to historical and contemporary perspectives, variables that influence grief experiences, diverse beliefs and styles of grieving, death practices and rituals, and best practices and resources for grief and bereavement care. Death and non-death losses will be examined. The approach to learning is collaborative and reflective. Learners are encouraged to think critically and consider their own experiences and attitudes about death, dying, grief, and bereavement. This course provides a conceptual framework for the exploration of grief and bereavement in more depth in subsequent courses.</p>
Ontario Institute for Studies in Education	Guidance and Career Education Part 1 (10 weeks)	01/09/2005	<p>The Additional Qualification Course: Guidance and Career Education, Part 1, follows the direction set by the OCT and employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.</p>
Ontario Institute for Studies in Education	Guidance and Career Education Part 1 (5 weeks)	01/09/2005	<p>The Additional Qualification Course: Guidance and Career Education, Part 1, follows the direction set by the OCT and employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.</p>

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Guidance and Career Education Part 2 (10 weeks)	01/09/2005	The Additional Qualification Course: Guidance and Career Education, Part 2 employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, development of learners, program planning and implementation, learning preferences, instructional practices, assessment and evaluation, the learning environment, and ethical considerations related to teaching and learning across the divisions to support student well-being.
Ontario Institute for Studies in Education	Guidance and Career Education Specialist (10 weeks)	01/09/2005	Guidance and Career Education –Specialist follows the direction set by the OCT and employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Health and Physical Education - Honour Specialist (10 weeks)	01/09/2005	The Additional Qualification Course: Health and Physical Education, Honour Specialist employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Ofering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Health and Physical Education - Intermediate (10 weeks)	01/09/2005	<p>The Additional Basic Qualification Course: Health and Physical Education, Indermediate Division examines the underlying principles of teaching HPE by drawing on current research, current philosophies, and the overarching goals of HPE. This course takes a holistic approach to teaching HPE at the Intermediate level, focusing on four major areas of study: school leadership, health and wellness, the importance of mandatory daily physical activity, and promoting a healthy school culture. Learners will learn through participating in an inclusive, cooperative, and active environment. This course prepares teachers to enable their students to acquire the knowledge, skills, and attitudes that lead one to become physically active for a lifetime. Effective teaching strategies and practices in HPE will be addressed. Current ways of thinking about and teaching HPE may differ significantly from when teachers were students. Therefore, one of the aims of the course is to introduce new ways of thinking about teaching HPE and its role in contemporary approaches to teaching and learning. This course is designed to offer teachers opportunity to re-discover HPE through experience in all the strands of the curriculum: healthy living, movement competence, active living, and living skills.</p>

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Health and Physical Education - Senior (10 weeks)	01/09/2005	The Additional Basic Qualification Course: Health and Physical Education, Senior Division examines the underlying principles of teaching HPE by drawing on current research, current philosophies, and the overarching goals of HPE. This course takes a holistic approach to teaching HPE at the Senior level, focusing on four major areas of study: school leadership, health and wellness, the importance of mandatory daily physical activity, and promoting a healthy school culture. Learners will learn through participating in an inclusive, cooperative, and active environment. This course prepares teachers to enable their students to acquire the knowledge, skills, and attitudes that lead one to become physically active for a lifetime. Effective teaching strategies and practices in HPE will be addressed. Current ways of thinking about and teaching HPE may differ significantly from when teachers were students. Therefore, one of the aims of the course is to introduce new ways of thinking about teaching HPE and its role in contemporary approaches to teaching and learning. This course is designed to offer teachers opportunity to re-discover HPE through experience in all the strands of the curriculum: healthy living, movement competence, active living, and living skills.
Ontario Institute for Studies in Education	Health and Physical Education (Intermediate & Senior) Part 2 (10 weeks)	01/09/2005	The Additional Qualification Course: Health and Physical Education, Intermediate and Senior Part 2 employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Health and Physical Education (Intermediate & Senior) Specialist (10 weeks)		The Additional Qualification Course: Health and Physical Education, Intermediate and Senior Specialist employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	History Intermediate (10 weeks)	01/09/2005	History –Intermediate Division employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	History Senior (10 weeks)	01/09/2005	The Additional Basic Qualification Course: History, Senior Division employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Integration of Information and Computer Technology in Instruction Part 1 (10 weeks)	01/09/2005	The Additional Qualification Course: Integration of Information and Computer Technology in Instruction, Part I employs a critical lens to explore in a holistic and integrated manner theoretical foundations, the development of learners, program planning and implementation, instructional practices, assessment, the learning environment and ethical considerations related to teaching and learning across the divisions.
Ontario Institute for Studies in Education	Junior Basic - Focus on Administration (10 weeks)	01/09/2005	The Additional Basic Qualification Course: Junior Basic, Focus on Administration employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Junior Basic - Teaching the Junior Child Focus (10 weeks)	01/09/2005	The Additional Basic Qualification Course: Junior Basic, Teaching the Junior Child Focus employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Kindergarten Part 1 (10 weeks)	01/09/2005	The Additional Qualification Course: Kindergarten, Part 1 employs a critical lens to explore in a holistic and integrated manner the theoretical foundations, the development of learners, program planning and implementation, instructional practices assessment, the learning environment, and ethical considerations related to teaching and learning.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Kindergarten Part 2 (10 weeks)	01/09/2005	The Additional Qualification Course: Kindergarten, Part 2 employs a critical lens to explore in a holistic and integrated manner theoretical foundations, the development of learners, program planning and implementation, instructional practices, assessment, the learning environment, and ethical considerations related to teaching and learning.
Ontario Institute for Studies in Education	Law Senior (10 weeks)	01/09/2005	The Additional Basic Qualification Course: Law, Senior Division employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning within and across the division. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Mathematics - Intermediate (10 weeks)	01/09/2005	The Additional Basic Qualification Course: Mathematics, Intermediate Division provides the teacher with the opportunity to explore the pedagogical and content knowledge necessary to develop and deliver a dynamic and engaging Mathematics program for students in grades 7 to 10. Course readings, discussions, activities and projects will support learners in developing teaching and learning strategies in the context of current assessment and evaluation practices and help in addressing the diverse needs of Intermediate Mathematics students at all levels.
Ontario Institute for Studies in Education	Mathematics - Intermediate (5 weeks)	01/09/2005	The Additional Basic Qualification Course: Mathematics, Intermediate Division provides the teacher with the opportunity to explore the pedagogical and content knowledge necessary to develop and deliver a dynamic and engaging Mathematics program for students in grades 7 to 10. Course readings, discussions, activities and projects will support learners in developing teaching and learning strategies in the context of current assessment and evaluation practices and help in addressing the diverse needs of Intermediate Mathematics students at all levels.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Ofering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Mathematics - Senior (10 weeks)	01/09/2005	The Senior ABQ Mathematics course focuses on the Ontario senior mathematics curriculum and pedagogical practices of senior mathematics (Grades 11-12). Participants will be able to demonstrate their knowledge of the senior math curriculum expectations. Individually, and in groups, participants will also explore, create, and participate in discussions related to new trends in alternative instructional and assessment practices. Connections will be made to how these practices will meet the characteristics of adolescent learners.
Ontario Institute for Studies in Education	Mathematics (Primary & Junior) Part 1 (10 weeks)	01/09/2005	The Additional Qualification Course: Mathematics-Primary and JuniorDivision,Part 1 employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Mathematics (Primary & Junior) Part 1 (5 weeks)	01/09/2005	The Additional Qualification Course: Mathematics-Primary and JuniorDivision,Part 1 employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Mathematics (Primary & Junior) Part 2 (10 weeks)	01/09/2005	The Additional Qualification Course: Mathematics -Primary and Junior, Part 2 employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Mathematics (Primary & Junior) Specialist (10 weeks)	01/09/2005	The Additional Qualification Course: Mathematics -Primary and Junior, Specialist employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Orientation to Teaching in Ontario (10 weeks)	01/09/2005	The Additional Qualification Course: Orientation to Teaching in Ontario is designated for internationally educated teachers who are seeking to learn more about the Ontario curriculum, pedagogies, assessment practices, policies, procedures, and programs. The course will highlight Ontario education from Junior Kindergarten to Grade 12 and give learners the basic knowledge related to teaching practices and school organization in Ontario.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Primary Basic (10 weeks)	01/09/2005	The Additional Basic Qualification Course: Primary Basic, employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Primary Basic (5 weeks)	01/09/2005	The Additional Basic Qualification Course: Primary Basic, employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Principal's Qualification Program Part 1 (10 weeks)	01/09/2010	<p>The Principal's Qualification Program provides a foundation for the role of principal or vice-principal in K to grade 12 schools. The PQP is focused on the enhancement of personal and professional knowledge, critical thinking and reflection, communication and practices that contribute to exemplary practice in the Principalship.</p> <p>A key component of the PQP focuses on the ever changing role of an effective professional who embodies a critical pedagogical stance and is highly skilled in facilitating ethical learning contexts that celebrate diversity and are responsive to all learners.</p>

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Principal's Qualification Program Part 2 (10 weeks)	01/09/2010	The OISE PQP Part 2 provides learners with practical knowledge and information to lead in effective schools and embodies the thinking of such world-renowned educators as Michael Fullan, Ken Leithwood, John Hattie, and Lorna Earl. The format for this engaging and challenging program includes an online portion, plenary sessions with eminent educators and researchers, problem-based learning, simulations, case studies, mentoring with practicing principals, and an examination of the interpersonal and intrapersonal dimensions of school leadership. The program is aligned to the Ontario Leadership Framework: A School and A System Leader's Guide to Putting Ontario's Leadership Framework into Action. PQP Part 1 focused on Leadership and School Operations. In PQP 2 the focus shifts to Leadership and Leading Change.
Ontario Institute for Studies in Education	Reading Part 1 (10 weeks)	01/09/2005	The Additional Qualification Course: Reading, Part I employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Reading Part 1 (5 weeks)	01/09/2005	The Additional Qualification Course: Reading, Part I employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Ofering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Reading Part 2 (10 weeks)	01/09/2005	The Additional Qualification Course: Reading, Part 2 employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Reading Specialist (10 weeks)	01/09/2005	The Additional Qualification Course: Reading, Specialist employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Science Biology - Senior (10 weeks)	01/09/2005	The Additional Qualification Course: Biology, Senior Division employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning within and across the Senior division. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Ofering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Science Chemistry - Senior (10 weeks)	01/09/2005	The Additional Qualification Course:Chemistry, Senior Divisionemploys a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research,and ethical considerations related to teaching and learning across the divisions. Through these explorations, learnersstrengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Science Physics - Senior (10 weeks)	01/09/2005	The Additional Qualification Course:Chemistry, Senior Divisionemploys a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Social Sciences General Senior (10 weeks)	01/09/2005	The Additional Qualification Course: Social Sciences General, Senior Divisionfocuses on the discipline and theory underpinning the study of anthropology, psychology, and sociology. This course explores the development of adolescents, program planning and delivery issues, the secondary school environment, and other issues related to teaching and learning in grades 11 and 12.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Ofering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Social Sciences General Senior (5 weeks)	01/09/2005	The Additional Qualification Course: Social Sciences General, Senior Division focuses on the discipline and theory underpinning the study of anthropology, psychology, and sociology. This course explores the development of adolescents, program planning and delivery issues, the secondary school environment, and other issues related to teaching and learning in grades 11 and 12.
Ontario Institute for Studies in Education	Solution Focused - Child, Adolescent and Family	01/04/2012	This course will explore didactically and experientially the tenets, assumptions and techniques of Solution-Focused work with these specific populations. Solution work with children and adolescents is similar in the posture we hold towards the adult: taking a collaborative stance, assuming competency and good intentions, seeing the child as an expert of his/her life, taking a not-knowing posture and allowing the client to generate their own solution as much as possible. The difference lies in deciding which 'tools' to use, how to make them fit the child's needs, and in becoming creative.
Ontario Institute for Studies in Education	Solution Focused - Couple and Family	01/04/2012	This course seeks to explore how the theory, assumptions and techniques of solution-focused counselling can be applied in therapy with couples and families. This course aims to assist learners in developing the skills to work with couples and families, and help them achieve their goals and strengthen their relationships.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Solution Focused - Crisis Intervention	01/04/2012	<p>The aim of this course is for you to acquire a more detailed understanding of crisis, to know what is helpful and to know how to apply the principles, assumptions and techniques of the Solution-Focused brief therapy approach.</p> <p>This course not only shows you how to defuse a crisis, but how to move the client out of the situation and towards a solution; a unique new step in crisis intervention. By participating in this course you will develop sufficient self-awareness that your own reaction to the client or the circumstances will no longer interfere in the process. The learner will be trained in the key factors that influence crisis and anger. They will then be given the opportunity to practice the skills required to successfully engage the client/patient.</p>
Ontario Institute for Studies in Education	Solution Focused - Foundations, Assumptions, Theory and Skills	01/04/2012	<p>The first mandatory course of the SFBT program provides a solid foundation for understanding the philosophy and techniques of this model.</p> <p>Solution-Focused Brief Therapy is an evidence-based and strength-based model, developed by Steve de Shazer, Insoo Kim Berg, and their colleagues at the Brief Family Therapy Center (BFTC) in the 1980s. The solution-focused approach represents a paradigm shift from problem-focused and symptom-based to solution-focused and strength-based interventions. Solution-Focused Brief Therapy is an effective, safe, and brief approach to helping others that utilizes client strengths and resources. Solution-Focused questions lie at the heart of SFBT; they invite clients to think differently, to notice positive differences, and to help make desired changes.</p>
Ontario Institute for Studies in Education	Solution Focused - Group Applications	01/04/2012	<p>This experiential course in solution-building skills, will be of interest to anyone who wants to increase their effectiveness in working with clients and co-workers in group settings.</p> <p>In addition to an introduction to Solution-Focused Interviewing as it pertains to working with groups, this workshop will include strategies and techniques for facilitating groups in a solution-focused way.</p>

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Solution Focused - Mindful Presence in Solution Focused Therapy	01/04/2012	This course will offer learners the opportunity to bridge mindfulness and solution focused practices in order to promote wellness for both the solution focused practitioner and the client. Emphasis will be placed on the overlapping concepts of both models and how to use these concepts to expand and enhance solution-focused skills.
Ontario Institute for Studies in Education	Solution Focused - Promoting Post Traumatic Growth	01/04/2012	This course will cover the application of solution-focused, strength-based interventions for people experiencing effects of stress, trauma, and PTSD. The aim is to help survivors amplify resilience and discover possibilities for going beyond recovery towards post-traumatic growth, thereby becoming stronger as a result of adversity. Factors that influence post-traumatic growth as well as methods of facilitating and assessing post-traumatic growth will be explored. Learners will also have opportunities to develop their skills through observing and practicing solution-focused, strength-based interventions in small group practice sessions.
Ontario Institute for Studies in Education	Solution-Focused - Clinical Case Presentation	01/04/2012	Throughout the Program, learners are encouraged to record several of their interviews and review them to increase skills. The Clinical Case Presentation course is an opportunity for students to further develop and demonstrate their skills by preparing and presenting a video recorded solution-building interview to the class; and also, prior to the module, engaging in a peer review process of classmates solution-building interviews.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Solution-Focused - Single Session Practicum	01/04/2012	<p>This Practicum course offers qualified learners an intensive opportunity to have live supervision of their work and be part of the classic Solution-Focused "team behind the mirror".</p> <p>Learners will participate in co-therapy sessions with clients, and in the team behind the mirror. Sessions will be recorded and micro-analyzed in group supervision. Learners will learn what they are doing well and what they may want to do differently.</p>
Ontario Institute for Studies in Education	Special Education Part 1 (10 weeks)	01/09/2005	<p>Special Education Part 1 will actively engage in a holistic approach to understanding Special Education while critically integrating theory, pedagogy and professional practice throughout. Within this course, there will be significant emphasis on developing rich learner profiles and connecting them to student voice, lived experiences and appropriate learning outcomes. Through an equity focused, multi-modal approach, participants will engage in discussion, critical inquiry, knowledge building and collaborative problem-solving approaches. Additional topics include universal design, differentiation, the five categories of exceptionalities as recognized by the Ontario Ministry of Education, various instructional, assessment and evaluation strategies, accommodations and modifications, placement options and transitions, IPRC and IEP development and program planning.</p>
Ontario Institute for Studies in Education	Special Education Part 1 (Elementary Focus) (10 weeks)	01/09/2005	<p>Special Education Part 1 will actively engage in a holistic approach to understanding Special Education while critically integrating theory, pedagogy and professional practice throughout. Within this course, there will be significant emphasis on developing rich learner profiles and connecting them to student voice, lived experiences and appropriate learning outcomes. Through an equity focused, multi-modal approach, participants will engage in discussion, critical inquiry, knowledge building and collaborative problem-solving approaches. Additional topics include universal design, differentiation, the five categories of exceptionalities as recognized by the Ontario Ministry of Education, various instructional, assessment and evaluation strategies, accommodations and modifications, placement options and transitions, IPRC and IEP development and program planning.</p>

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Special Education Part 1 (Elementary Focus) (5 weeks)	01/09/2005	Special Education Part 1 will actively engage in a holistic approach to understanding Special Education while critically integrating theory, pedagogy and professional practice throughout. Within this course, there will be significant emphasis on developing rich learner profiles and connecting them to student voice, lived experiences and appropriate learning outcomes. Through an equity focused, multi-modal approach, participants will engage in discussion, critical inquiry, knowledge building and collaborative problem-solving approaches. Additional topics include universal design, differentiation, the five categories of exceptionalities as recognized by the Ontario Ministry of Education, various instructional, assessment and evaluation strategies, accommodations and modifications, placement options and transitions, IPRC and IEP development and program planning.
Ontario Institute for Studies in Education	Special Education Part 1 (Secondary Focus) (10 weeks)	01/09/2005	Special Education Part 1 will actively engage in a holistic approach to understanding Special Education while critically integrating theory, pedagogy and professional practice throughout. Within this course, there will be significant emphasis on developing rich learner profiles and connecting them to student voice, lived experiences and appropriate learning outcomes. Through an equity focused, multi-modal approach, participants will engage in discussion, critical inquiry, knowledge building and collaborative problem-solving approaches. Additional topics include universal design, differentiation, the five categories of exceptionalities as recognized by the Ontario Ministry of Education, various instructional, assessment and evaluation strategies, accommodations and modifications, placement options and transitions, IPRC and IEP development and program planning.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Special Education Part 1 (Secondary Focus) (5 weeks)	01/09/2005	Special Education Part 1 will actively engage in a holistic approach to understanding Special Education while critically integrating theory, pedagogy and professional practice throughout. Within this course, there will be significant emphasis on developing rich learner profiles and connecting them to student voice, lived experiences and appropriate learning outcomes. Through an equity focused, multi-modal approach, participants will engage in discussion, critical inquiry, knowledge building and collaborative problem-solving approaches. Additional topics include universal design, differentiation, the five categories of exceptionalities as recognized by the Ontario Ministry of Education, various instructional, assessment and evaluation strategies, accommodations and modifications, placement options and transitions, IPRC and IEP development and program planning.
Ontario Institute for Studies in Education	Special Education Part 2 (10 weeks)	01/09/2005	Learners in part two will learn about diverse learner profiles (including ELL, FSL) and be able to enhance their program design to serve a variety of student needs. Formal assessments, such as Psychological tests, will provide learners with the knowledge to design effective programs for students with exceptionalities. Discussions on equity, anti-racism and anti-oppression, will deepen learners' awareness of the factors that impact learners and learner outcomes. Throughout the course, learners will build on their knowledge of Ontario legislation and learn about legal implications as it relates to special education.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Ofering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Special Education Specialist (10 weeks)	01/09/2005	By the end of this course you will have demonstrated the ability tocritically and collaboratively cultivating professional efficacy, emancipatory leadership practices and advancing the scholarship of teaching by fostering cultures of critical reflection and inquiry as outlined in the Special Education course (Specialist).A critical component in course planning has been to model a positive learning environment that reflects care, diversity and equity. Particularly, First Nations, Inuit and Metis, Independent schools and French language communities will bring a unique perspective to the course. An inquiry framework is the basis for the course and will provide the opportunity for diverse communities to implement Special Education as understood from a variety of contexts.
Ontario Institute for Studies in Education	Student Assessment and Evaluation (10 weeks)	01/09/2005	The Additional Qualification Course: Student Assessmen and Evaluation focuses on assessment for learning, assessment of learning,and assessment as learning. Teachers learn how to develop fair and equitable assessment instruments and processes that promote student learning, foster a collaborative community of learners,and inform decision making. Assignments allow teachers to explore and investigate assessment areas of personal interest and curiosity. The course is comprised of a wide variety of rich, research-based resources that build assessment skills and challenge teachers to reflect on how to best assess and evaluate student achievement.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Ofering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Teacher Librarian Part 1 (10 weeks)	01/09/2005	The Additional Qualification Course: Teacher Librarian, Part I employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Teacher Librarian Part 2 (10 weeks)	01/09/2005	The Additional Qualification Course: Teacher Librarian, Part 2 employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research, and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Teaching English Language Learners Part 1 (10 weeks)	01/09/2005	The Additional Qualification Course: Teaching English Language Learners,Part I employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining indepth knowledge, refining professional judgment and generating new knowledge for practice.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Ofering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Teaching English Language Learners Part 1 (5 weeks)	01/09/2005	The Additional Qualification Course: Teaching English Language Learners,Part I employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining indepth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Teaching English Language Learners Part 2 (10 weeks)	01/09/2005	The Additional Qualification Course: Teaching English Language Learners, Part 2 employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research and ethical considerations related to teaching and learning across the divisions. Through these explorations, learnersstrengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Teaching English Language Learners Specialist (10 weeks)	01/09/2005	The Additional Qualification Course: Teaching English Language Learners, Specialist employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research and ethical considerations related to teaching and learning across the divisions. Through these explorations, learnersstrengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Ofering (dd/mm/yyyy)	Program Description
Ontario Institute for Studies in Education	Technological Education Honour Specialist (10 weeks)	01/09/2005	The Additional Qualification Course: Technological Education, Honour Specialist employs a critical lens to explore in a holistic and integrated manner theoretical foundations,the development of learners, program planning and implementation, assessment, the learning environment,and ethical considerations related to teaching and learning in the field of broad-based technologies.
Ontario Institute for Studies in Education	Visual Arts Part 1 (10 weeks)	01/09/2005	The Additional Qualification Course: Visual Arts, Part I employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment, the learning environment, research,and ethical considerations related to teaching and learning across the divisions. Through these explorations, learners strengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.
Ontario Institute for Studies in Education	Visual Arts Part 2 (10 weeks)	01/09/2005	The Additional Qualification Course: Visual Arts, Part 2employs a critical, pedagogical lens to explore in a holistic and integrated manner theoretical foundations, learning theory, program planning, development and implementation, instructional design and practices, assessment and evaluation, the learning environment, research,and ethical considerations related to teaching and learning across the divisions. Through these explorations, learnersstrengthen professional efficacy by gaining in-depth knowledge, refining professional judgment and generating new knowledge for practice.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
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.
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	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.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
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.
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 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.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
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-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.
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.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Rotman School of Management	The Rotman 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.
Rotman School of Management	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.
Rotman School of Management	Rotman Business Analytics: Data-driven Decision Making	20/05/2021	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.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
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 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.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
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 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.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
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.
Rotman School of Management	Rotman People Analytics	19/04/2022	Rotman People Analytics 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 people management – they're complementary tools that can and should be applied to inform decision-making and improve results. You'll learn: what makes data actionable, how to quantify complex data like language and personality traits, how to make the leap from statistical insights to organizational change
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.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
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 Senior Leadership	01/11/2021	<p>In the Rotman Senior Leadership program, you'll gain both concrete tools and conceptual insights for building and leading effective teams. Over the course of six weeks, you'll develop a deeper understanding of the challenges senior leaders face in fostering a high-performance culture. You'll explore effective ways to remove silos, respond to change in your business, and navigate new complexities in your broader environment. You'll 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. Walk away with practical organizational leadership techniques to confidently guide your team through an uncertain future, and a certificate of professional achievement as validation of your knowledge.</p>

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Rotman School of Management	Rotman Women in Leadership	01/02/2022	<p>This Women in Leadership online program gives you the tools to face these barriers. Over the course of six weeks, you'll develop an understanding of historical and cultural constructs that have shaped the belief systems of women in the workplace, and be empowered on your career journey. You'll be exposed to the research and techniques of Program Director Maja Djikic as you develop a strong leadership presence by enhancing your communication skills and emotional intelligence. Through personal reflection, you'll explore gender stereotypes and how they influence your personal and professional desires and motivations. You'll also learn to engage with your inner voice and dialogue, and navigate potential imposter syndrome. You'll walk away prepared to overcome workplace challenges and craft your future as a woman in leadership.</p>
Rotman School of Management	Rotman-ICD Governance Essentials	07/05/2006	<p>The Rotman-ICD Governance Essentials Program (GEP) is an intensive two-day program focused on the key accountabilities, responsibilities and critical skills of board directors. The GEP equips you with the fundamentals of board governance through team-based learning, enhancing your contributions to board discussions and boosting your effectiveness as a director. After completing all components of the course, participants will:</p> <ul style="list-style-type: none"> Understand the fiduciary responsibilities of directors and boards Understand the duty of care expected of directors in board decision-making Recognize the many applications of the generative, strategic, and fiduciary governance models Better understand the dynamics of group decision-making in a boardroom environment Increase understanding of governance best practices to be better prepared for board meetings Have the opportunity to learn alongside and from director peers.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Rotman School of Management	Rotman-ICD Board Dynamics	15/10/2018	<p>The Rotman-ICD Board Dynamics Program (BDP) aims to set executives up for success by empowering them to act boldly but strategically. Developed in partnership with the Institute of Corporate Directors, the BDP provides practical tools and proven approaches to establish a roadmap for building strong and productive relationships with the board. After completing all components of the course, participants will:</p> <p>Gain a strong understanding of management's key role relative to the board. Obtain best practice techniques and learn how to avoid common traps, to consistently drive effective decision-making. Learn how to establish effective and ongoing management engagement of the board. Leave with tools and practical approaches to close information gaps and achieve alignment between management and the board. Have the opportunity to learn alongside and from peers</p>
Rotman School of Management	Rotman Back to Work	12/1/2021	<p>Back to Work is a specialized learning program for women who are returning to the labour market after an extended period of absence. Participants gain practical insights on business culture, hiring practices, leadership and career goal-setting to increase confidence and resiliency. You will make connections with Executives, HR Professionals, Instructors, Coaches and Mentors who will provide you with real-life support and advice. You will have the opportunity to meet and connect with successful alumnae of the program who are passionate about supporting women like you, ready to relaunch their careers. Our engaged partners TD, EllisDon, Accenture, Kuehne+Nagel and Canso Investment Counsel are interested in hiring women from this program.</p>
Rotman School of Management	Rotman Business Leadership for Women Lawyers	09/04/2008	<p>Business Leadership for Women Lawyers is a Program designed in collaboration with female lawyers and sponsoring law firms who are committed to advancing female legal talent and increasing organizational performance. Participants learn critical business skills necessary to develop a balanced, satisfying and authentic career – visibility, strategic networking, strong client relationships and leadership strategies.</p>

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Rotman School of Management	Rotman Excellence in Administration	13/06/2018	The Excellence in Administration Program will give you the skills and tools you need to achieve and maintain superior administrative performance and give you the opportunity to meet other women in similar roles in person. In this highly interactive in person program, through simulations, role play and cases, you will learn effective decision-making, negotiation strategies and tactics, essentials of leadership presence and how to apply mindfulness techniques to develop awareness, improve performance and increase resilience.
Rotman School of Management	Rotman Leadership Development for Early Career Women	09/11/2010	Leadership Development for Early Career Women addresses fundamental leadership competencies and offers participants effective strategies for performance and career management. The Program promotes personal authenticity and self-cultivation as stepping-stones to team leadership and increased accountability. The Program includes a pre-program EQ Emotional Intelligence assessment and post-program coaching to enhance learning and establish a strategy for personal and professional growth.
Rotman School of Management	Rotman Leadership Development for Mid Career Women	25/02/2008	Leadership Development for Mid Career Women promotes leadership effectiveness and business insight by developing the critical skills that shape your career and better organizational and team performance. Participants complete a 360° self-assessment, review and discuss leadership case studies and models. The program is designed to broaden your leadership capacity, learn how to leverage your unique strengths to lead inclusively, better equip you for increased responsibility and accountability through understanding strategic decision-making and have a sustained impact as a leader.
Rotman School of Management	Rotman Leadership in Administration	04/03/2015	Leadership in Administration will enhance your productivity and performance management and give you the tools you need to achieve a high level of administrative performance. Along with a pre-program assessment on Emotional Intelligence, you will learn how EQ impacts your performance, practical approaches to time management and hone your interpersonal skills.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Rotman School of Management	Rotman Leadership in Administration Digital	03/03/2021	Leadership in Administration Digital will enhance your productivity and performance management and give you the tools you need to achieve a high level of administrative performance. Along with a pre-program assessment on Emotional Intelligence, you will learn how EQ impacts your performance, practical approaches to time management and hone your interpersonal skills.
Rotman School of Management	Rotman Psychology of Leadership	31/03/2022	Leadership development requires learning new skills for solving increasingly complex strategic organizational problems. The two-pronged responsibilities of the leader – reaching organizational goals and developing people in their teams – can be a difficult task, particularly when professional, personal, and global pressures compete for one’s inner resources. In Rotman’s Psychology of Leadership, leaders like you learn the steps necessary for self-development and facilitate conditions for broader organizational development. Leaders will learn tools and techniques that will allow them to facilitate healthy personal and organizational development.
Rotman School of Management	Rotman Sustainability Leadership: Innovation for Growth	18/04/2022	The Sustainability Leadership: Innovation for Growth program delivers innovation, leadership, and strategic frameworks that can help you learn to build a case for sustainability initiatives and lead successful sustainability strategies in your organization. What you'll get: At the end of this 6-week online program, you 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

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Rotman School of Management	Rotman Building Financial Acumen for Non-Financial Managers	17/11/2020	<p>The Rotman School of Management has introduced Building Financial Acumen for Non-Financial Managers, a virtual e-learning program for mid- to senior-level professionals from non-finance backgrounds to understand and build a firm foundation of financial literacy. The virtual e-learning program aims to teach the basics of finance and set the groundwork for understanding financial decision-making within an organization and making sound investment decisions. This virtual e-learning program will enable you to:</p> <p>define the world of finance; explain the cash flows and investor returns for different asset classes; understand the information in financial reports of organizations; describe internal budgeting control performance evaluation and project analysis; determine how to make big investment decisions based on costs and benefits</p>
Rotman School of Management	Rotman-CPA Strategic Leadership Program	18/10/2022	<p>Designed specifically for CPAs and other business and finance professionals, The Rotman-CPA Canada Strategic Leadership program can help you hone your strategic leadership and interpersonal competencies. Evolve your personal leadership style so you can better drive change, develop value, and create sustainable impact at the organizational level.</p>
Rotman School of Management	Rotman Navigating Intercultural Complexities	12/04/2023	<p>Navigating Intercultural Complexity program is designed to broaden your intercultural competence, equip you with strategies to increase employee engagement, counter unconscious bias, foster collaboration and make truly inclusive decisions in all aspects of people management. Designed for middle managers, this course will provide you with a toolbox and simple steps that you can take to create a welcoming inclusive team that harnesses its diversity to drive productivity, innovation, and creativity.</p>

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
Rotman School of Management	Rotman Organizational Leadership	24/03/2014	Designed to help you expand your personal influence and effectiveness, this program equips you with tools to improve the quality of your thinking, enhance your decision-making skills and lead more effectively. The program provides a challenging opportunity to deepen and hone your strategic leadership skills in achieving effective integration among strategy, systems, people and culture. Our expert faculty will also equip you to facilitate innovation more effectively while also addressing key issues of diversity, equity and inclusion that are crucial for success in today's workplace.
Rotman School of Management	Rotman the Coaching Impact	06/06/2023	The Coaching Impact enables further curiosity-led behaviours to hone your potential and help you transform your organization. Building on the foundations of The Coaching Habit program, which uncovers the “why” of coach-like behaviours, Coaching Impact provides you with a step-by-step process within that framework to tackle crucial challenges. Embody and experience the power of curiosity to narrow your focus while identifying real challenges; distill and expand possible solutions and create accountability while fostering resilience. Delivered virtually, The Coaching Impact helps develop the insights and skills you need to encourage long-term behaviour change that will drive engagement and increase business impact at all organizational levels.
Rotman School of Management	Rotman Gender Analytics	23/11/2023	We combine three pillars—business analytics, design thinking, and inclusive innovation—to uncover hidden opportunities for innovation by analyzing products, services, processes, and policies through a gender lens. We approach solving business problems by mobilizing intersectional gender-based insights to design more inclusive organizations, gain a better understanding of your customers and develop skills for designing more inclusive products, services or policies.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
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	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.
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.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
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	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	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.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
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	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.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
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	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	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.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
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	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.
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.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
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	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	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.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
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	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.
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	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.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
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	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.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
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>

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
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	<p>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.</p> <p>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.</p>
School of Continuing Studies	2235 Program & Portfolio Management	14/03/2022	This advanced course builds on your knowledge of project management to teach you the principles of program and portfolio management. You will learn how organizations use program and portfolio management to make better investment decisions, execute organizational strategy, ensure that business value and benefits are delivered, and improve the likelihood of success of their investments in projects.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
School of Continuing Studies	2236 Managing International Projects	07/03/2022	Do you want to manage international projects with a worldwide range of stakeholders? This course will help you become a qualified project manager who knows the fundamentals of planning and executing international projects. You'll learn cross-cultural communication skills, how to manage virtual teams and the implications of international legislation and regulation for their projects. The course will also cover the relevant risks, logistics and challenges of managing international projects.
School of Continuing Studies	2799 Project Management Office	14/02/2022	Building on your project management experience, this micro-course will help you develop the skills and competencies you need to establish, lead, and/or work within a Project Management Office (PMO). A PMO provides structure to centralize and standardize project management initiatives so your organization improve its project management maturity and can achieve its goals. You'll learn about the different types of PMOs, how they create value, and how to select the right type of PMO to best support the unique needs of your organization to be successful. By the end of this learning experience, you'll know how to create, grow, and sustain a PMO that delivers value to your organization, and how to navigate important risks and challenges. In addition, you'll gain the ability to assess the maturity of an existing PMO, and how to align the PMO to organizational strategy.
School of Continuing Studies	3043 Project Recovery Methods	21/03/2022	More than half of all projects fail to meet their stated objectives. It's important to know why so many fail, how to quickly recover projects in trouble and how to prevent trouble in the first place. In this course, you'll learn the factors that contribute to project failure and processes that will reduce that likelihood. Other topics include ways to recover troubled projects and reduce their frequency, communication techniques, project management maturity, strategic alignment and stakeholder engagement.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
School of Continuing Studies	2844A - Digital Marketing Strategy	12/07/2022	There's a thriving digital marketing ecosystem out there—and your organization needs to know how to move through it to create stand-out campaigns to promote products and services. In this course, you'll get the foundation skills and strategic essentials you need to plan and deliver results in targeted communication, customer engagement, delivery and more. You'll build your digital experience by applying customer-centric frameworks and implement integrated digital marketing strategies based on purposeful planning, strategic alignment, risk management and a digital measurement plan.
School of Continuing Studies	2844B - Digital Marketing Channels	11/07/2022	The Internet is everything to business. Customer engagement and delivery of your products and services depend on it. In this micro course, you'll learn how to use paid, earned, shared, and owned digital channels to advance your marketing strategy. You'll learn best practices for website management, email marketing, social media strategy, search engine optimization, and digital advertising. This micro course involves a blend of online webinars, readings, videos, discussion forums, quizzes, and a capstone project, all designed to help you hone your digital marketing skills.
School of Continuing Studies	2875A - Digital Communications Strategy: Defining Your Business Objective	08/09/2022	In this micro course you'll learn how to apply a strategic lens to all digital communications, and how it relates to building brand awareness and achieving business success. To start, you'll learn how to formally define a business objective, then identify your target audience. Next, you'll explore how to test the viability of that objective by performing a SWOT analysis and researching the competition. You'll emerge with a solid business case for serving your target audience with strategic and helpful content marketing, and curated stories, published consistently across your owned and social media properties.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
School of Continuing Studies	2875B - Digital Communications Strategy: Content Marketing and Distribution	08/09/2022	Ready to apply a strategic and measurable approach to your content marketing? This micro course teaches you how to decide which content marketing formats — written blogs, vlogs, or podcasts — best serve the needs of your target audience, and how to plan and build a content calendar. To ensure your stories reach their intended audience, you'll learn the basics of search engine optimization (SEO) and current best practices for distributing content across paid, earned, shared, and owned media channels (PESO Model). By the end of this micro course, you'll be able to determine which content marketing performs the best for specific audiences and identify actionable insights from basic metrics.
School of Continuing Studies	4018 - Understanding System and Organization Controls	01/05/2023	If your organization outsources services and processes, you need to understand the System Organization Controls (SOC) reports third-party vendors submit. In this course, you'll learn how to use these reports to support service auditing, vendor-risk management, regulatory compliance and procurement. You'll interpret current SOC reporting standards, examine key components of the reporting lifecycle, and create a comprehensive checklist to ensure compliance. You'll come away with strategies to avoid common issues and findings encountered during the completion of a SOC report.
School of Continuing Studies	3749A - Introduction to Service Design I – Principles and Concepts	01/05/2023	If your organization needs to boost productivity and improve service quality, it must build its service design capabilities. In this course, you'll study the history and key principles of service design. You'll learn to build long-term value by better understanding your customers' needs. You'll create customer journeys that unfold over time, identifying key opportunities for meaningful interaction through multiple channels. You'll emerge better equipped to analyze your organization's existing services and apply service design principles to help it remain competitive.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
School of Continuing Studies	3749B - Introduction to Service Design II – Methodologies and Tools	01/05/2023	If you've completed the Introduction to Service Design I – Principles and Concepts, you're ready to delve further into a discipline that can dramatically improve productivity and quality and help your organization remain competitive. In this course, you'll adopt a more systematic and creative approach to enhance your strategic design capabilities. You'll use proven brainstorming techniques to generate rapid, meaningful prototypes of experiences you can evaluate. You'll learn how to avoid common mistakes and create meaningful journey maps that allow stakeholders to share your vision.
School of Continuing Studies	4024 - Developing Insights for Design	01/05/2023	If your organization needs to improve its productivity and services to remain competitive, this six-week course is for you. You'll learn how to analyze your research to better understand your stakeholders and meet their needs. You'll build deeper customer empathy, uncover actionable insights and identify framework designs that resonate and reconcile the needs of different stakeholder groups. Through hands-on activities and projects, you'll explore the mindset and theory behind basic analysis and synthesis methods and build your confidence using both.
School of Continuing Studies	4019 - Good Manufacturing Practice in Biomanufacturing	06/06/2023	<p>Canada needs more skilled biomanufacturing workers to minimize the impact of future contagious diseases. If you want to be part of this effort, pharmaceutical and biopharmaceutical industries require you to know Good Manufacturing Practice (GMP). This two-part micro course teaches best practices for working in a GMP-compliant environment. The first part is self-directed, with instructor support available. You will then put your learnings to action with on-site practicum at the Centre for Commercialization of Regenerative Medicine (CCRM), a catalyst for commercializing regenerative medicine-based technologies and cell and gene therapies in Toronto.</p> <p>This micro course is offered in partnership with University of Toronto Faculty of Applied Science and Engineering, the leading engineering school in Canada.</p>

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
School of Continuing Studies	4023 - Quality Assurance Management in Biomaufacturing	06/08/2023	<p>Canada needs to improve its biomanufacturing output to minimize future disruptions caused by viral outbreaks. In this course, you'll learn how organizations use Quality Assurance to grow their business and improve products and services when only the best will do. You'll apply key concepts including data analysis, problem diagnosis, Corrective and Preventive Actions (CAPA) and Statistical Process Control (SPC). The first part of the micro course is self-directed, with instructor support available, and you'll explore leading methodologies such as ISO, TQM, Lean and Six Sigma, and how to apply them to manage product quality. In the second part of the micro course, you will put your learnings to action with an on-site practicum at the Centre for Commercialization of Regenerative Medicine (CCRM), a catalyst for commercializing regenerative medicine-based technologies and cell and gene therapies.</p> <p>This micro course is offered in partnership with University of Toronto Faculty of Applied Science and Engineering, the leading engineering school in Canada.</p>
School of Continuing Studies	1952A - Project Leadership	15/05/2023	<p>This course focuses on making you a more effective project leader. Project management is a combination of art and science. In this course, you'll delve into the art of leadership and your leadership style – working with project teams, managing stakeholder politics, resolving team conflict, and embracing change management. Leadership can be a huge contributor to project success or failure, and this course covers the relevant leadership elements required to succeed in the art of project management. The course will provide you with a thorough understanding of how you, as a leader, can transform yourself and reach a greater level of project management maturity.</p>
School of Continuing Studies	1952B - Project Communication and Strategy	15/05/2023	<p>This course focuses on making you a more effective project manager through communications. Communication is the number one reason why projects fail. In this course will focus on key project communication artifacts, presentation skills and how to engagement stakeholders. To communicate effectively to stakeholders, you need to understand how the project supports the organization's strategy, the benefits the project is delivering to the organization and what is project success. This course will provide an overview of strategy, how to realize benefits, and how to effectively close a project.</p>

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
School of Continuing Studies	4099 Bioprocess Foundations	06/08/2023	The COVID-19 pandemic has shown how critical it is to control contagious diseases through vaccines and other biopharmaceuticals. If you have a basic grounding in science, this course will show how bioprocess engineering can transform raw materials to valued bioproducts. You'll compare microbial and mammalian cell processes and learn how to set up and operate a bioreactor. You'll identify typical steps in upstream and downstream processing of biologicals and understand how to monitor cell number, nutrient depletion, and waste accumulation. You will then put your learning into action with an onsite practicum at the Center for Commercialization of Regenerative Medicine (CCRM) in Toronto.
School of Continuing Studies	4090 Leading in Service Design	19/09/2023	The emerging discipline of Service Design can dramatically improve any organization's productivity and quality of services. In this course, you'll learn how to use strategic design to improve the customer and employee experience in a systematic and creative way. You'll learn frameworks, tools, and techniques that make a project successful and how to communicate vital touchpoints, messages and options to stakeholders. You'll emerge better equipped to plan and lead initiatives, evaluate team structures and project approaches, and build better services.
School of Continuing Studies	4098 Service Design Ideation & Testing	19/09/2023	The emerging discipline of Service Design can help your organization remain competitive through systematic, creative approaches that build better services. In this six-week course, you'll explore the fundamentals and principles of service design, starting with innovative frameworks and techniques that help improve customer and employee experiences. Upon completion of this course, you will be ready to become a service design ambassador who can generate, evaluate, and prioritize ideas; present results and revisions to decision makers; and create holistic multichannel systems instead of standalone products and services.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
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.
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 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.
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.

III. Annual Report on OSAP Eligible Microcredentials, 2023-24

Division	Name of Micro-credential	Start Date of Offering (dd/mm/yyyy)	Program Description
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 Effective Management of People	05/05/2023	Successful managers must have the skills and knowledge to grow their careers effectively. They are also in charge of shaping environments and helping their teams thrive. This program will enable you to deliver lasting value across your career, your team, and your organization. In a collaborative learning environment, you will participate in lively sessions, interactive exercises, and case studies designed to help you identify your strengths as you master the processes and tools required to motivate your team to higher levels of performance.