



COLLEGE OF
APPLIED BIOLOGISTS

Professional Accountability

Upholding and protecting
the public interest



2025 – 2029 STRATEGIC PLAN

www.cab-bc.org

2025 - 2029



STRATEGIC PLAN

The College of Applied Biologists is a professional regulator that is committed to acting in the best interest of the public by ensuring that all registrants meet and maintain the ethical standards of professional competency and conduct.

Vision, Mission and Values

Vision

A respected leader in professional accountability.

Mission

To serve the public interest by regulating applied biology professionals.

Values

Collaboration: We build relationships to protect the public interest.

Accountability: We are open and transparent in our actions.

Reconciliation: We promote, support and incorporate reconciliation with Indigenous peoples, who have occupied and stewarded their lands since time immemorial.

Respect: We respect the public, College registrants, and the profession of applied biology.

Ethics: We follow the principles of administrative justice and take a fair, transparent, and judicious approach to the application of College processes.

Resilience: We are adaptable to changing circumstances.

Goals

Goal 1: Promote professional excellence and accountability

- 1.1. Provide clear expectations of professional accountability.
- 1.2. Facilitate continuing professional development opportunities for registrants.
- 1.3. Develop and deliver guidance on professional practice.
- 1.4. Create clear pathways for the registration of applied biology professionals.
- 1.5. Provide clarity regarding the reserved practice of applied biology, and its intersection and alignment with other professional practice.
- 1.6. Promote the regulation of applied biology professionals.

The College supports its registrants in the reserved practice of applied biology. Outcomes associated with this goal will include:

- Protection of the public interest.
- Guidance for registrants to understand their obligations and expectations for professionals.
- Increased registration of applied biologists in all designations.
- Improved understanding regarding areas of practice for applied biologists and other professionals.

Goal 2: Increase awareness of the reserved practice of applied biology

- 2.1. Enhance employer understanding of the value and responsibilities of applied biology professionals.
- 2.2. Enhance public understanding of the value and responsibilities of applied biology professionals.
- 2.3. Deliver clear information on the importance of compliance with legal requirements regarding reserved practice.
- 2.4. Facilitate opportunities to understand the benefits and requirements of becoming an applied biology professional.
- 2.5. Explore the potential for regulation of firms.
- 2.6. Address the needs of new Canadians in outreach materials.

The College aims to provide transparent information to the public. Outcomes associated with this goal will include:

- Employers hire appropriately qualified applied biologists for the specified tasks, and recognize the value and application of the reserved practice of applied biology.

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- The public understands the value of the reserved practice of applied biology and the College's compliance practices.

Goal 3: Take tangible actions to advance reconciliation

- 3.1. Model reconciliation in action.**
- 3.2. Develop a reconciliation action plan through engagement with Indigenous partners, and begin implementation.**
- 3.3. Provide registrants with information to support collaborative and mutually beneficial working relationships with Indigenous peoples.**
- 3.4. Create a welcoming culture that encourages Indigenous registrants to participate in and contribute to College initiatives.**

The College values its relationships with Indigenous peoples. Outcomes associated with this goal will include:

- Expansion of strong reciprocal relationships between the College and Indigenous communities/organizations.
- Support for applied biologists working with Indigenous communities.
- Increased Indigenous participation in College initiatives.

Goal 4: Be known as a resilient and respected organization

- 4.1. Be responsive and adaptive to changing circumstances.**
- 4.2. Strengthen relationships with governments, other regulations, and employers.**
- 4.3. Be recognized as a preferred employer.**
- 4.4. Strive for continued diversity among volunteers, staff, and registrants.**
- 4.5. Enhance compliance with Standards of Good Regulation**

The College takes pride in its work. Outcomes associated with this goal will include:

- Succession planning for staff and volunteers, reflecting diverse viewpoints and backgrounds.
- Adaptability to changing circumstances.
- Respect from governments, other regulatory bodies, employers, registrants, and the public.
- Annual review and updating to the risk management framework.

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