



COLLEGE OF
APPLIED BIOLOGISTS

Credentialing Standard

Effective September 2023

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1.0 The College of Applied Biologists

The College of Applied Biologists (the College) is the regulatory body for applied biology professionals in British Columbia (BC) who work with and in the natural resource sector. The College has been granted authority from the province of BC to register applied biology professionals, grant licenses and protected titles and regulate its registrants under the [Professional Governance Act](#), [Professional Governance Regulations](#), [Applied Biologists Regulation](#) and the [College Bylaws](#).

2.0 Registration

This document is specific to the “Apply to Join” and “Reclassify” applications for registration. There are several registration streams of entrance for:

- Registered Professional Biologist (RPBio);
- Registered Biology Technologist (RBTech); and
- Applied Biology Technician (ABT).

There is only one stream of entry for the Applied Biologist Limited License (AB-LL.) registrant category. Student Biologists, are not College registrants as per the [College Bylaws](#), and have only one stream of entry.

Details on streams and associated requirements are provided below in section 5.0 and in each registrant category section of this document.

Registration with the College requires the following:

1. A completed application that meets the College’s requirements for the registrant category applied for (i.e., Applied Biology Technician); and
2. If approved the applicant must meet the College’s requirements for registration:
 - a. Completion of all mandatory training; and
 - b. Paying all applicable fees (e.g., annual dues and seal)

Registration may be granted to an applicant as per Part 5 – Registration of the [College Bylaws](#).

For details on how an application is assessed please refer to [Policy 5 – 200 Registration Application Assessment](#).

3.0 Registration Applications for Apply to Join or Reclassify

The entire application, assessment and registration process is completed online through the College’s portal <https://portal.cab-bc.org/applicants/start> this includes but is not limited to submissions such as, Professional Work Products (PWPs), lead author declaration, resume/CV, work description(s) and references.

All applications for registration in one of registrant categories listed in Table 1.0 requires an online application to be completed the College’s portal <https://portal.cab-bc.org/applicants/start>.

Tables 1.0 and 2.0 below summarize the application requirements for practicing registrants and in Training registrants.

Practicing Registrants – are registrants who have met all of the College’s education/training and work experience requirements in one of the following registrant categories:

- Registered Professional Biologist (RPBio)
- Registered Biology Technologist (RBTech)
- Applied Biologist Limited License (AB-LL.)
- Applied Biology Technician (ABT)

Table 1.0 Summary of the requirements for the RPBio, RBTech, ABT and AB-LL. application for registration with the College.

Practicing Registrant Category	RPBio	RBTech	AB-LL.	ABT
Proof of Education/Training	Yes	Yes	Yes	Yes
Work Experience	Yes	Yes	Yes	Yes
Professional Practice Competencies	Yes	Yes	Yes	Yes
Professional Work Products	Yes	Yes	No	Yes
References	Yes	Yes	Yes	Yes
Indictable Offence Declaration	Yes	Yes	Yes	Yes
Application Fee	Yes	Yes	Yes	Yes

In Training Registrants – are registrants who have meet all of the College’s education requirements and are working towards fulfilling the work experience requirements in one of the following registrant categories:

- Biologist In training (BIT)
- RBTech in Training/Trainee RBTech
- ABT in Training/Trainee ABT

Table 2.0 Summary of the requirements for the BIT, RBTech in Training and ABT in Training application for registration with the College.

In Training Registrant Category	BIT	RBTech in Training	ABT in Training
Proof of Education/Training	Yes	Yes	Yes
Indictable Offence Declaration	Yes	Yes	Yes
Application Fee	Yes	Yes	Yes

Student Biologist application requirements are covered in Section 9.0 of this document are not registered nor regulated by the College as per the [College Bylaws](#), the [Applied Biologist Regulations](#) and the [Professional Governance Act](#).

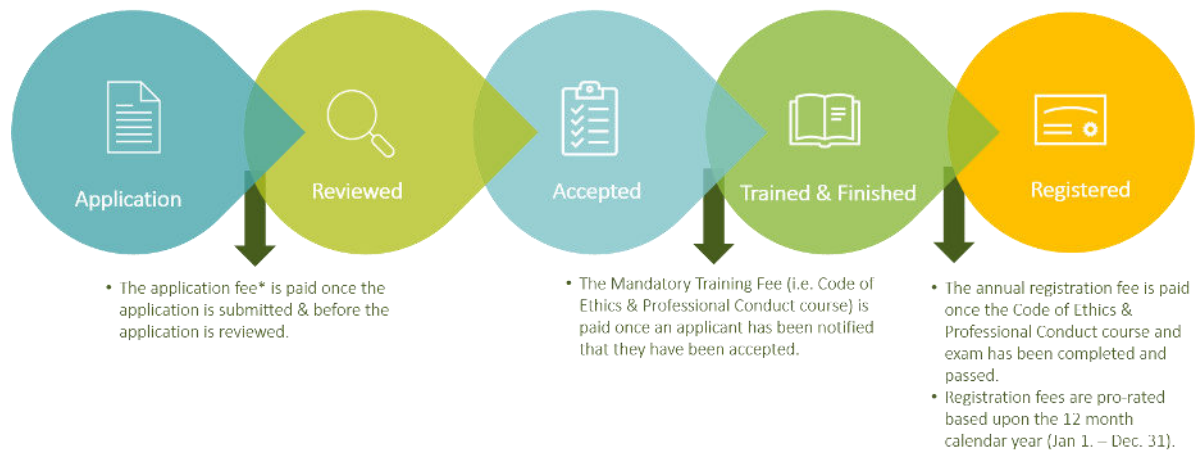
Figures 1.0 and 2.0 outline the application and fee payment processes.

Figure 1.0 College’s Application Process
College’s Application Process



A Completed application means the application fee has been paid and all documentation (e.g., transcripts, lead author declaration, references etc.) have been received. See [Understanding your application status](#) for details.

Figure 2.0 College’s Fee Payment Schedule
Fees Payment Schedule



*See Schedule 2 of the [College Bylaws](#) for details of fees.

Timeline – the average timeline to process an individual application from submitted to registered is 8 – 10 weeks.

4.0 College Accredited Programs – Stream 1

Accredited programs have met the education requirements set by the College of Applied Biology in this Credential Standard for the registrant category the program is accredited for. Applicants can only apply through Stream 1 if they have completed/graduated from a College Accredited program during the current timeframe of the program’s accreditation.

5.0 Credential Requirements for All Applications

5.1 Education/Training Requirements

Each registrant application category requires proof of education (e.g., official transcripts, certificate, on the job training). These are summarized below in Table 3.0. Details of specific education requirements (e.g., courses, training modules) are provided in each registrant category application in Section 5.0.

Table 3.0 Summary of the proof of education required for each category for registration with the College.

Registrant Application Category	Proof of Education/Training Required			
	Stream 1	Stream 2	Stream 3	Stream 4
ABT	Official Transcripts/Certification		≥3 years on the job training work experience in the last 10 years	Not Applicable
ABT in Training			Not Applicable	
RBTech	Official Transcripts showing diploma(s) granted.		Official Transcripts	
RBTech in Training			Not Applicable	
RPBio	Official Transcripts showing degree(s) granted.		Official Transcripts showing M.Sc. &/or PhD degree(s) in Biology granted.	
Biologist in Training (BIT)			Not Applicable	
AB - LL.	AB – LL. Only has 1 stream of entrance			
	Proof of education that supports the limited license area being applied for			

Note:

- An applicant with a diploma(s), degree(s) can apply for the ABT or ABT in Training category, however they still must meet the required course work/module requirements.
- An applicant with a degree(s) can apply for the RBTech or RBTech in Training category, however they still must meet the required course requirements.

5.2 Work Experience

All practicing registrant applicants are required to demonstrate that they meet the work experience requirements for the registrant category they have applied for. Work experience must align with the definition of the “practice of applied biology” as defined in the [Applied Biologists Regulation](#) as the provision of

- (a) advice or services that
 - (i) are based on biological sciences, and

- (ii) relate to aquatic or terrestrial ecosystems or the living organisms, habitats or processes of those ecosystems, or
- (b) advice or services that are ancillary to those described in paragraph (a).

5.2.1 Volunteer Work Experience

All applicants can use volunteer experience, as long as it meets the practice of applied biology as defined in the [Applied Biologists Regulation](#) towards meeting the work experience requirement.

5.2.2 Graduate and Post Graduate Degree Work Experience

An applicant with a thesis-based Master of Science degree in applied biology can claim 12 months to meet the work experience requirement.

An applicant with a Doctor of Philosophy – (PhD.) degree in applied biology can claim 24 months to meet the work experience requirement.

5.3 Professional Practice Competencies

All practicing registrant applicants are required to demonstrate that they meet 1 of the three key indicators of all 7 of the College's Professional Practice Competencies (Appendix A). The College's Professional Practice Competencies are broadly encompassing and not limited to applied biology to represent all the functions of a professional and can include those specific to an organization or employer.

5.4 Professional Work Products

Applicants for the following registrant categories are required to submit Professional Work Products (see Section 12.0 for definition and what the College accepts as a PWP) as part of their application:

- Registered Professional Biologist (RPBio)
- Registered Biology Technologist (RBTech)
- Applied Biologist Limited License (AB-LL.)

Where a report has multiple authors, the role of the applicant must be corroborated by the lead author. A lead author is sent an email directly from the online application and they receive a link directly to the lead author section in the applicant's application. They cannot see or have access to any other portion of the application.

See individual registrant application requirements in Sections 7, 8 and 9 of this document.

5.5 Reference Requirements for all applications

A reference needs to:

- a. Confirm the applicant demonstrates the Professional Practice competencies defined by the College;
- b. Be knowledgeable of the applicant's ability and work as an applied biology professional (i.e., someone the applicant has worked with); and
- c. Not be related to the applicant unless the relative is the supervising professional.

Note: The College recognizes the variety of work experience and employer(s) an applicant may have

therefore it is not required that a or all references be registrants of the College and be from a different employer(s). It is a best practice that if an applicant has references from more than one employer that they use them in their application. References are to be from people with whom the applicant has worked with.

A reference is sent an email directly from the online application. The reference(s) receives a link directly to the reference section in the applicant’s application. They cannot see or have access to any other portion of the application.

5.6 Mandatory Training

All applicants (with the exception of Student Biologists) who have been approved are required to complete the College’s mandatory training as per the [College Bylaws](#).

6.0 Applied Biology Technician (ABT) and ABT in Training Application Requirements

There are three streams to registration in the ABT category (Figure 3.0). Streams 1 and 2 require education and a minimum of 1 year in the last 10 in the practice of applied biology. Stream 3 requires 3 years in the last 10 of on the job training in the practice of applied biology. Table 4.0 summarizes the requirements for each stream.

Figure 3.0 Streams of Entrance for the Applied Biology Technician Registrant Category.

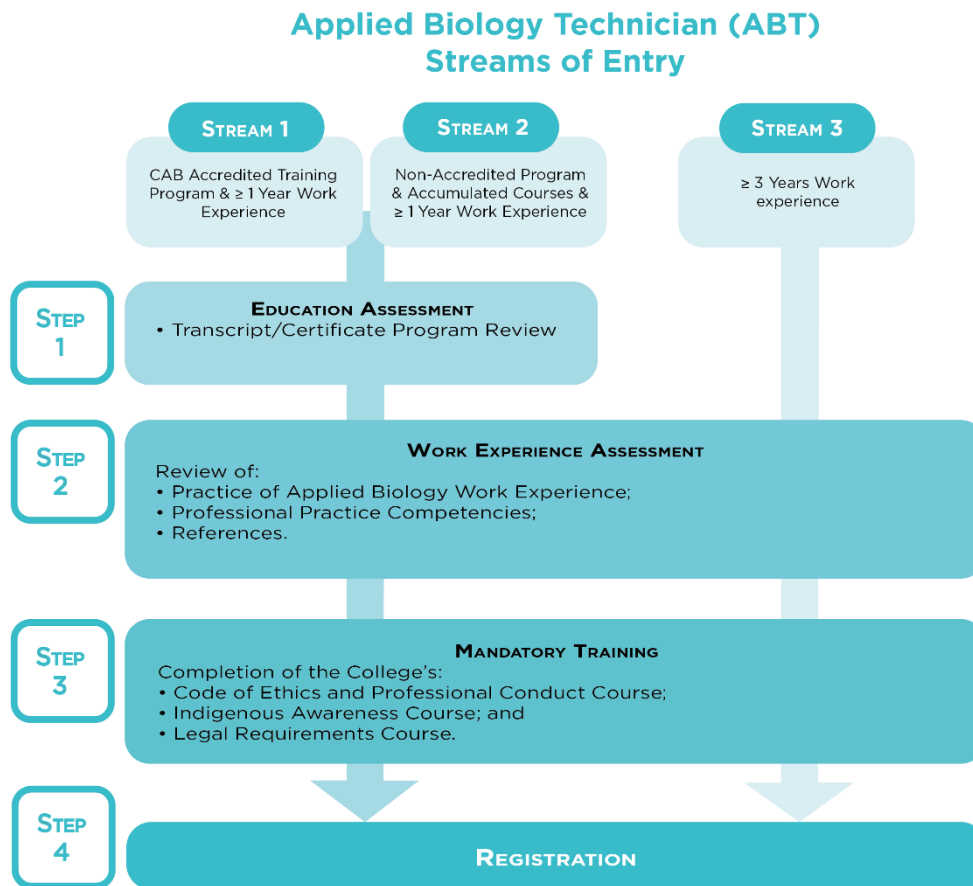


Table 4.0 provides the requirements for ABT and ABT in Training applicants for all 3 streams. An ABT in Training application only needs to meet the academic requirement and will work on other requirements (e.g., work experience) during their training period.

Table 4.0 A Summary of the ABT and ABT in Training Application Requirements

Requirements	ABT	ABT in Training	ABT
	Streams 1 & 2		Stream 3
Academics	Certificate or a minimum of 200 hours or 5 instructional weeks of course work or a course module that includes the following required: <ul style="list-style-type: none"> • Natural Resource Survey Skills • Applied Biology Identification Skills • Field Navigation 		3 years on the job training
Work Experience	≥ 1 year of applied biology work experience (Applied Biologists Regulation) within the last 10.	Not Applicable	≥ 3 years of applied biology work experience (Applied Biologists Regulation) within the last 10.
Professional Practice Competencies	Demonstrate that you meet all of the College’s Professional Practice Competencies.		Demonstrate that you meet all of the College’s Professional Practice Competencies.
References	1		2
Complete the College’s Mandatory Training Courses	<ul style="list-style-type: none"> • Code of Ethics & Professional Conduct; • Indigenous Awareness; & • Legal Requirements 		

6.1 Proof of Education

The applicant shall submit official transcripts or a certificate demonstrating successful completion of a training course (diploma, degree(s)) from a recognized training or post-secondary institution which includes the course or course modules required as set out above.

6.2 Work experience Requirements

Work experience must align with the definition of the “practice of applied biology” as defined in the [Applied Biologists Regulation](#).

- Streams 1 and 2 - The applicant shall demonstrate a minimum of 1 year of work experience practicing applied biology post training/certificate within the last 10 years prior to application.
- Stream 3 – The applicant shall demonstrate a minimum of 3 years work experience practicing applied biology (on the job training) within the last 10 years prior to application.

6.3 Professional Practice Competencies

Applicants of all streams (1, 2, and 3) must demonstrate how they meet 1 of the 3 key indicators of each of the [College's Professional Practice Competencies](#).

7.0 Registered Biology Technologist (RBTech) and RBTech in Training Application Requirements

There are 3 streams to register as an RBTech (Figure 4.0). Streams 1 and 2 require a diploma and required courses in 5 areas (Table 5.0) and a minimum of 2 years in the last 10 work experience in the practice of applied biology. Stream 3 requires 20 post-secondary courses including the required courses in 5 areas (Table 5.0) and a minimum of 3 years in the last 10 work experience in the practice of applied biology. Table 5.0 summarizes the stream requirements for RBTech applications.

Figure 4.0 Streams of Entrance for the Registered Biology Technologist Registrant Category.

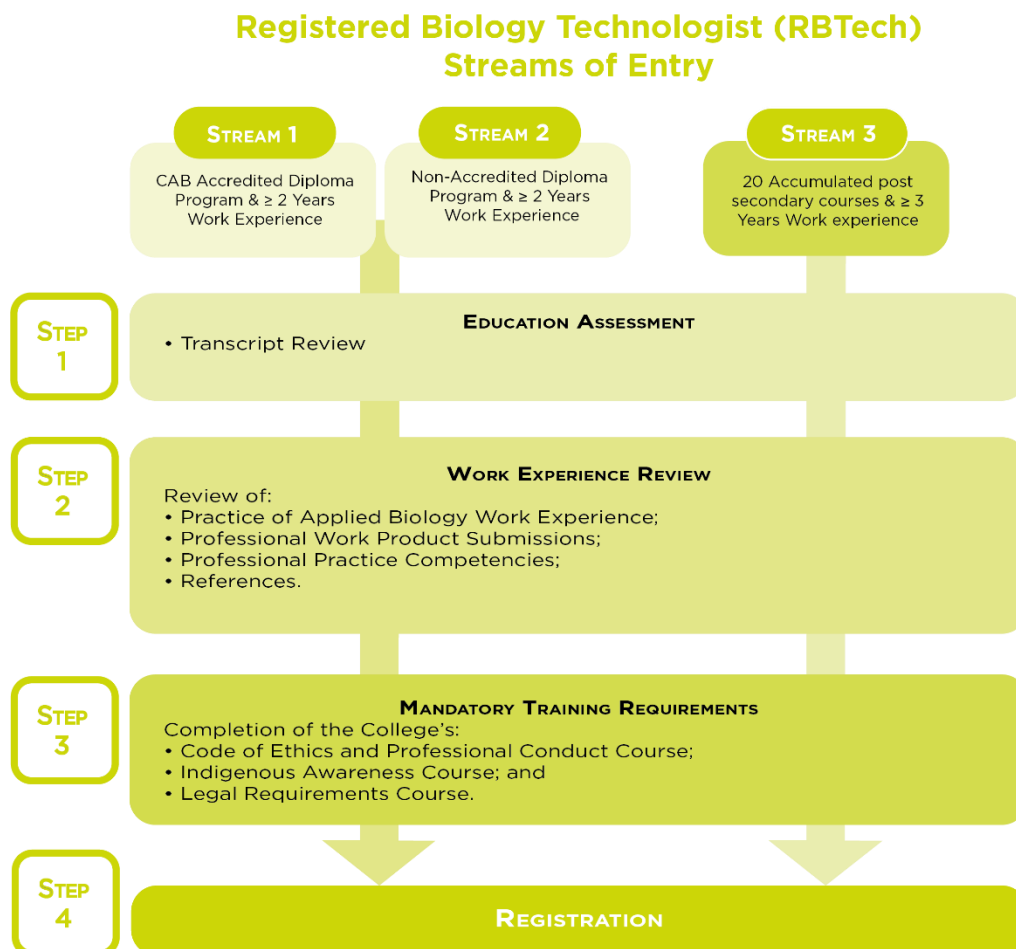


Table 5.0 A Summary of the RBTech and RBTech in Training Application Requirements

Requirements	RBTech	RBTech in Training	RBTech
	Streams 1 & 2		Stream 3
Education/Training	<ul style="list-style-type: none"> • Diploma • Courses in the following: <ul style="list-style-type: none"> • Applied Biology • Communications • Environmental Science • Field/Laboratory Techniques • Numeracy (Mathematics/Statistics) 		20 Courses or more in the following course categories: <ul style="list-style-type: none"> • Applied Biology • Communications • Environmental Science • Field/Laboratory Techniques • Numeracy (Mathematics/Statistics)
Work Experience Applied Biologists Regulation	≥ 2 years of applied biology work experience within the last 10	<i>Not Applicable</i>	≥ 3 years of applied biology work experience within the last 10.
Professional Practice Competencies Refer to Section	Demonstrate that you meet all of the College’s Professional Practice Competencies.		Demonstrate that you meet all of the College’s Professional Practice Competencies.
Professional Work Products (PWPs) (see below)	2 to 4 PWPs that meets the criteria below		2 to 4 PWPs that meets the criteria below
References	2		2
Complete the College’s Mandatory Training Courses	<ul style="list-style-type: none"> • Code of Ethics & Professional Conduct; • Indigenous Awareness; & • Legal Requirements 		

7.1 Proof of Education

The applicant shall submit official transcripts demonstrating successful completion of a diploma (or degree(s)) or 20 completed courses from a recognized post-secondary institution which includes the course requirements as set out above.

7.2 Work Experience Requirements

Work experience must align with the definition of the “practice of applied biology” as defined in the [Applied Biologists Regulation](#) and above in section #.

- Streams 1 and 2 - The applicant shall demonstrate a minimum of 2 years (24 months) work experience practicing applied biology post diploma within the 10 years prior to application.
- Stream 3 – The applicant shall demonstrate a minimum of 3 years (36 months) work experience practicing applied biology within the 10 years prior to application.

7.3 Professional Practice Competencies

Applicants of all streams (1, 2 and 3) must demonstrate how they meet 1 of the 3 key indicators of each of the [College’s Professional Practice Competencies](#).

7.4 Professional Work Products Requirements

Intent: The professional work product requirement is important to the RBTech application as it is a mechanism for applicants to demonstrate a combination of 1) their independent thought as an applied biology professional 2) how their practice in applied biology and professional competence align with the [College's Professional Practice Competencies](#).

An applicant will be required to include the following in their application:

1. Provide a minimum of 2 and up to a maximum of 4 separate professional work products in applied biology that, between the provided products, includes the following:
 - Method(s);
 - Data analysis within established standards, parameters &/or guidelines;
 - Conclusion(s) and/or Recommendations; and
 - Communicates technical scientific information to a non-expert audience.

And explain how, between the professional work products they meet at least one key indicator in each the following professional competencies:

- Scientific Knowledge & Concepts;
 - Laws, regulations & policy;
 - Standards & Practices; &
 - Communication.
2. Describe the purpose/intent/background of each of the professional work product(s) submitted.

Standards and practices including, but not limited to, applied biology (e.g., RISC standards, an employer's quality control assurance) and good communication, to both expert and non-expert audiences, are important components of being a Registered Biology Technologist and can be easily demonstrated through a professional work product(s).

8.0 Registered Professional Biologist (RPBio) and Biologist in Training (BIT) Application Requirements

There are 4 streams to registration in the RPBio category (Figure 5.0). Streams 1 and 2 require a bachelor's or a master's degree with 25 science courses, 13 in biology and several required courses in a variety of areas (Table 6.0) and a minimum of 3 years in the last 10 years work experience in the practice of applied biology. Stream 3 requires a bachelor's or a master's degree with 25 science courses, 13 in biology (Table 6.0) and a minimum of 15 years work experience in the practice of applied biology. Stream 4 requires either a Master of Science degree or a Doctor of Philosophy degree in applied biology, 25 science courses, 13 in biology (Table 6.0) and a minimum of 13 or 11 years work experience in the practice of applied biology respectively. Table 6.0 summarizes the stream requirements for RPBio application.

Figure 5.0 Streams of Entrance for the Registered Biology Technologist Registrant Category.

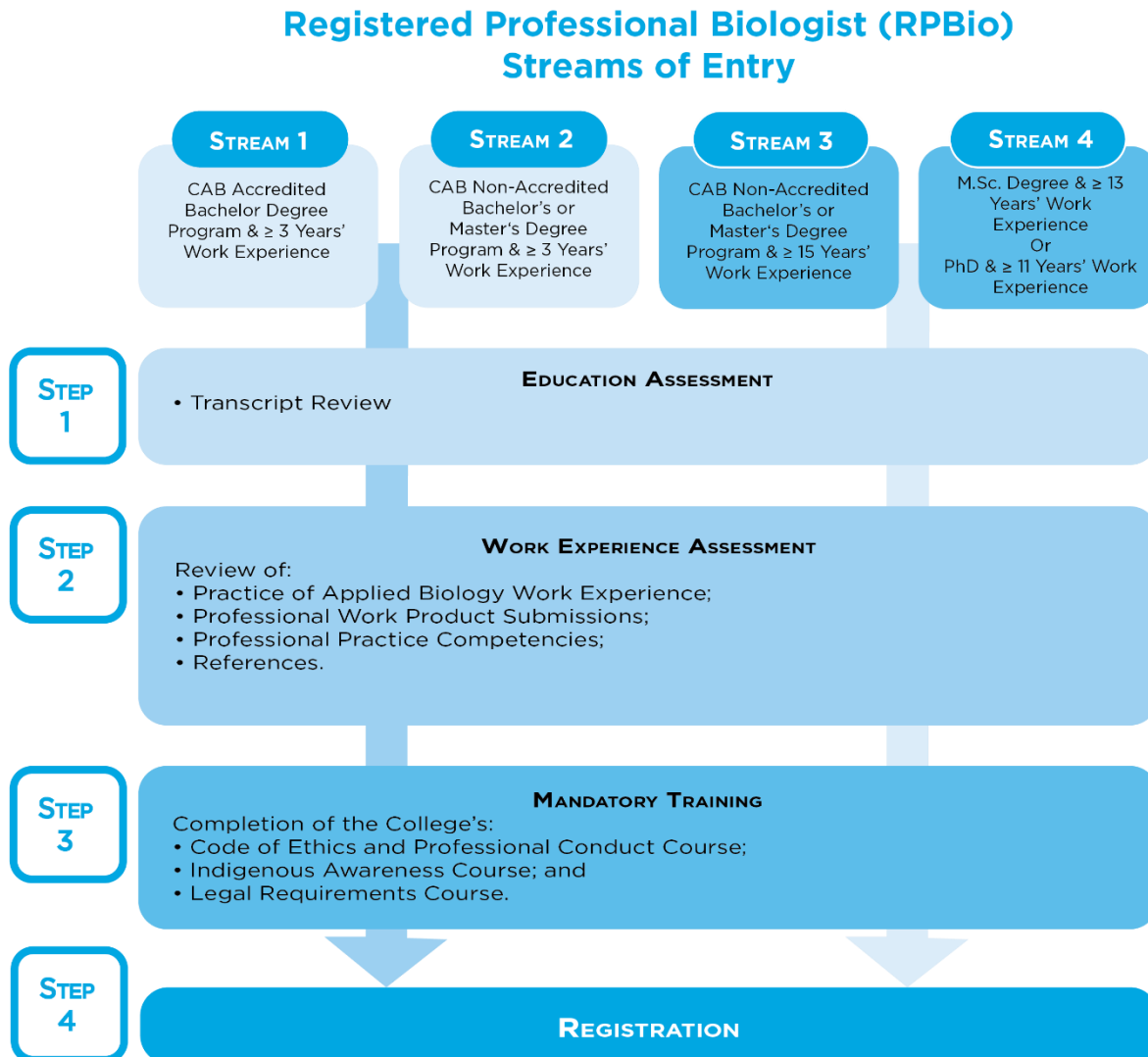


Table 6.0 A Summary of the RPBio and Biologist in Training Application Requirements

Requirements	RPBio	Biologist in Training (BIT)	RPBio	
	Streams 1 & 2		Stream 3	Stream 4
Academics	<ul style="list-style-type: none"> Bachelor's or Master's Degree; 25 Science Courses, 13 in biology. Core courses in the following: <ul style="list-style-type: none"> 1st year or higher <ul style="list-style-type: none"> Communications Chemistry Numeracy (Mathematics/Statistics) 2nd year or higher <ul style="list-style-type: none"> Applied Biology Ecology Numeracy must be Statistics 3 of the following 2nd year or higher courses: <ul style="list-style-type: none"> Cell Biology Genetics Physiology Systematics Evolution 		Bachelor's or Master's Degree with 25 Science Courses, 13 in biology.	Master's of Science degree/PhD in applied biology, 25 Science Courses & 13 in biology.
Work Experience Applied Biologists Regulation	≥ 3 years of applied biology work experience within the last 10	Not applicable	≥ 15 years of applied biology work experience	<ul style="list-style-type: none"> Master's of Science degree in applied biology plus ≥ 13 years of applied biology work experience PhD in applied biology plus ≥ 11 years of applied biology work experience
Professional Practice Competencies Refer to Section	Demonstrate that you meet all of the College's Professional Practice Competencies.		Demonstrate that you meet all of the College's Professional Practice Competencies.	
Professional Work Products (PWPs)	2 to 4 PWPs that meets the criteria below		2 to 4 PWPs that meets the criteria below	
References	3		3	3
Complete the College's Mandatory Training Courses	<ul style="list-style-type: none"> Code of Ethics & Professional Conduct; Indigenous Awareness; & Legal Requirements 			

8.1 Proof of Education

The applicant shall submit official transcripts demonstrating successful completion of an undergraduate

degree, graduate, or post-graduate degree from a recognized post-secondary institution or in another biological science which includes 25 science courses, 13 of which must be in biology plus additional course requirements as set out above in Table 6.0.

8.2 Work Experience Requirements

Work experience must align with the definition of the “practice of applied biology” as defined in the [Applied Biologists Regulation](#) and above in section.

- Streams 1 and 2 - The applicant shall demonstrate a minimum of 3 years (36 months) experience practicing applied biology post degree within the 10 years prior to application.
- Stream 3 Bachelor of Science degree and ≥ 15 years (180 months) of applied biology work experience.
- Stream 4 Master’s degree in Biology and ≥ 13 years (156 months) of applied biology work experience OR a PhD degree in Biology plus ≥ 11 years (132 months) of applied biology work.

8.3 Professional Practice Competencies

Applicants of all streams (1, 2, 3 and 4) must demonstrate how they meet 1 of the 3 key indicators of each of the [College’s Professional Practice Competencies](#).

8.4 Professional Work Products Requirements for RPBio application

Intent: The professional work product (PWP) requirement is important to the RPBio application as it is a mechanism for applicants to demonstrate a combination of 1) their independent thought as an applied biology professional and 2) how their practice in applied biology and professional competence align with the [College’s Professional Practice Competencies](#).

An applicant will be required to include the following in their application:

1. Provide a minimum of 2 and up to a maximum of 4 separate professional work products in applied biology that, between the provided products, includes the following:
 - Method(s);
 - Data analysis;
 - Conclusion(s) and/or Recommendations; and
 - Communicates technical scientific information to a non-expert audience.

And explain how, between the professional work products they meet at least one key indicator in each the following professional competencies:

- Scientific Knowledge & Concepts
- Laws, regulations & policy
- Standards & Practices
- Communication

2. Describe the purpose/intent/background of each of the work product(s) submitted.

Standards and practices including, but not limited to, applied biology (e.g., RISC standards, an employer's quality control assurance) and good communication, to both expert and non-expert audiences, are important components of being a Registered Professional Biologist and can be easily demonstrated through a professional work product(s).

9.0 Applied Biology – Limited Licensee (AB-LL) Application Requirements

There is 1 stream of registration for the AB-LL. Registrant category (Figure 6.0). This requires education/training in the area of the limited license being applied for. Five years of work experience in applied biology with a minimum of 2 years in the specific area of the Limited License application. Table 7.0 below summarizes the requirements for the AB-LL.

Figure 6.0 Streams of Entrance for the Applied Biology – Limited Licensee Registrant Category.

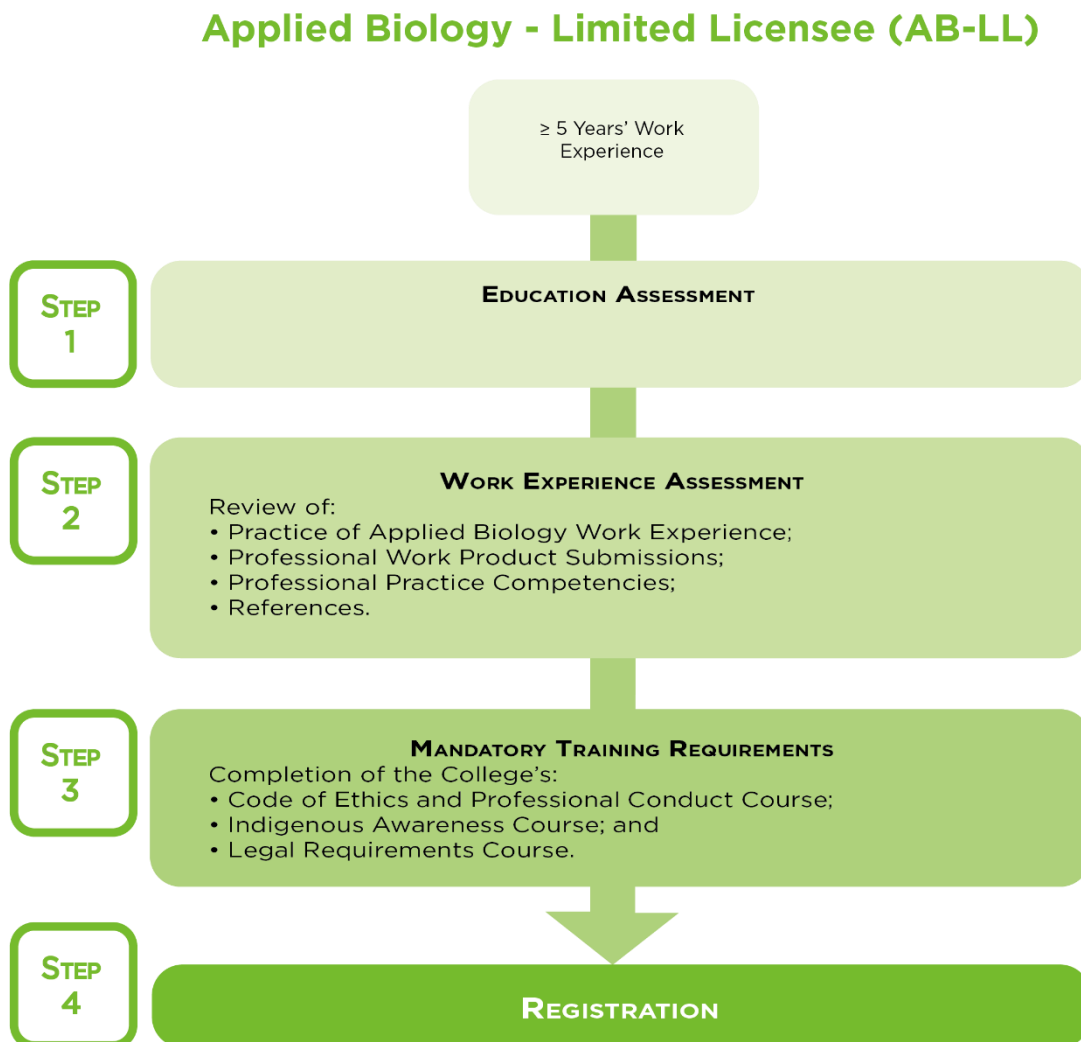


Table 7.0 A Summary of the AB-LL Application Requirements

Requirements	AB-LL.
Education/Training	Proof of education that supports the license being applied for
Work Experience Applied Biologists Regulation	≥ 5 years of applied biology work experience with 2 years specific to the area of the license application
Professional Practice Competencies Refer to Section	Demonstrate that you meet of the College’s Professional Practice Competencies.
Professional Work Products (PWPs) (see below)	2 to 4 PWPs that meets the criteria below
References	3
Complete the College’s Mandatory Training Courses	<ul style="list-style-type: none"> • Code of Ethics & Professional Conduct; • Indigenous Awareness; & • Legal Requirements

9.1 Description of the specific area the limited license is for

A concise and detailed description of the proposed specific area of the reserved practice the Limited License (LL) is for.

9.2 Proof of Education/Training

The applicant shall submit official documents demonstrating successful completion of education/training in the specific area they are applying for LL This could include official transcripts, certificate(s), diploma, degree(s).

9.3 Work Experience requirements

5 years’ work experience in the practice of applied biology as defined in the [Applied Biologists Regulation](#) with 2 years in the specific area of the Limited License application.

9.4 Professional Work Products Requirements

Intent: The professional work product requirement is important to the AB-LL application as it is a mechanism for applicants to demonstrate a combination of 1) their independent thought as an applied biology professional in the area of their LL application and 2) how their practice in applied biology, specific to their LL application and professional competence align with the [College’s Professional Practice Competencies](#).

An applicant will be required to include the following in their application:

1. Provide a minimum of two and up to a maximum of four separate professional work products in the specific area of applied biology that the limited license application is for, between the provided products, includes the following:
 - Method(s);
 - Data analysis within established standards, parameters &/or guidelines;
 - Conclusion(s) and/or Recommendations; and

- Communicates technical scientific information to a non-expert audience.

And explain how, between the professional work products they meet at least one key indicator in each the following professional competencies:

- Scientific Knowledge & Concepts
- Laws, regulations & policy
- Standards & Practices
- Communication

2. Describe the purpose/intent/background of each of the professional work product(s) submitted.

Standards and practices including, but not limited to, applied biology (e.g., RISC standards, an employer's quality control assurance) and good communication, to both expert and non-expert audiences, are important components of being an Applied Biologist Limited Licensee and can be easily demonstrated through a professional work product(s).

10.0 Student Biologist Application Requirements

Student Biologists are not registered nor regulated by the College as per the College Bylaws, the [Applied Biologist Regulations](#) and the [Professional Governance Act](#).

Table 8.0 Summary of the requirements for the Student Biologists application with the College.

Student Biologist	Requirements
Proof of Education/Training	Yes
Indictable Offence Declaration	Yes
Application Fee	Yes

A student may apply for registration as a Student Biologist if the applicant submits documentation from a post-secondary institution or training provider that is:

- accredited by the College; and
- may lead to registration through one of the categories of registration.

11.0 Options to resolve an Education Deficiency(ies)

Where a Registered Biologist Technologist (RBTech), RBTech in Training or Registered Professional Biologist or Biologist in Training applicant meets the minimum education requirement, a diploma and degree respectively, but is deficient in meeting the specific course requirements for the registrant category the applicant may complete one of the following options to resolve the deficiency(ies):

- challenge the course exam(s) through a recognized post-secondary institution; or
- successfully complete the GRE examination in the area(s) in which they are deemed deficient as directed by the Credentials Committee; or
- complete the missing course(s) at a recognized post-secondary institution; or
- Obtain course credit from a post-secondary institution through Prior Learning Assessment and Recognition (PLAR) if available.

12.0 Steps Required After an Application is Approved

There are two steps to registration after an application has been approved:

1. Applicant is required to pay for and complete any College mandatory training course that is required; and then
2. Pay fees (e.g., annual registration dues, stamp fee). Table 9.0 outlines the registrant categories with a stamp/seal fee applied. Annual dues are pro-rated to reflect the period during the College's fiscal year (January 1 to December 31st) in which your application was approved.

Table 9.0 Summarizes the fee requirements for approved registrant categories. See Schedule 2 – Fees and Charges of the College Bylaws for the most up to fees.

Practicing Registrant Category	RPBio	RBTech	AB-LL.	ABT
Mandatory Training Fee			Yes	
Registration Fee			Yes	
Seal/Stamp Fee		Yes		Not Applicable

13.0 Definitions

Accredited program - has met the standard education requirements set by the College of Applied Biology for the registrant category the program is accredited for (e.g., RPBio, RBTech, ABT)

Communication - is written or presented to a non-expert audience (see definitions of 'non-expert audience' below).

Conclusion(s) - a summation of outcomes of data analysis, along with an interpretation of significance and implications.

Course - is defined as a one-semester course, which includes at least 3 lecture or lab hours per week

Data - facts, information, and/or statistics (e.g., measurements, metrics) collected for reference or analysis.

Data Analysis – the study and/or examination of data applying logical techniques to describe and illustrate, condense and recap, and evaluate data.

Methods – implementing a systematic or a particular form of procedure or process for accomplishing or approaching something such as, a task (e.g., information/data gathering, statistical analysis).

Non-expert audience – an individual or individuals(s) who is not a subject matter expert(s) in the area/topic being communicated. This can include other applied biology professionals, biologists, clients, the public, other regulated and non-regulated professionals.

Recommendation – an informed suggestion regarding the best course of action.

Official transcript(s) – means a transcript(s) issued by the granting institution directly or via a third party

(e.g., My eQuals, Mycreds, National Student Clearinghouse etc.) that includes a record of courses, marks, degrees, diploma or certificates or obtained from each university, college or training institute attended. Degree(s) granted or any foreign education earned at a post- secondary institution outside of Canada or the United States of America will be required to be evaluated by a credential evaluation service identified by the College (e.g., World Education Services (WES), International Qualification Education Services (IQES), International Qualification Assessment Services (IQAS)).

Professional Work Product(s) - includes but is not limited to a report, policy, assessment, plan, briefing note, memorandum, a review report (e.g., literature review) or scientific publication(s), thesis, dissertation, poster, presentation, email communication. Draft work products written by the applicant such as draft report, draft briefing note are accepted. Draft documents authored by applicant are acceptable as long as they meet the intent. Draft work products are often provided to supervisors and others (e.g., clients, another professional signing off) for review and may be changed by supervisors, higher-level staff within the applicant's organization prior to being finalized. Bachelor of Honors Theses are accepted as a professional work product if they meet the communication competency¹. The College may accept other professional work products that meet the requirements.

Recognized - means the academic institution has met a quality assurance programs as defined by the British Columbia Council on Admission and Transfer (<https://www.bccat.ca/system/accreditation>) or similar definition in another jurisdiction.

¹ [College's Professional Competencies](#)

APPENDIX A – Professional Practice Competencies and Competence Standard

PROFESSIONAL PRACTICE COMPETENCIES & COMPETENCE STANDARD

Fundamental principles of professional reliance are that all applied biology professionals meet high professional standards such as competence, expertise and work within their own area(s) of practice and level(s) of competency. A competency is more comprehensive than skill set(s) alone, it is measurable, assessable and verifiable.

The College of Applied Biologists (the College) uses a competency framework of seven (7) Professional Practice Competencies (figure 1.0) each with their own key indicators, and a competence continuum (figure 2.0) to align registrants' skills, capabilities, knowledge and competence with their professional practice. The intent of the competency framework, key indicators and competence continuum is to provide the College (the regulator), registrants, employers and the public with clear and consistent expectations and an understanding of what is required of an applied biology professional that is registered and certified by the College.

The Competency Framework, its Key Indicators and the Competence Continuum:

- ◆ Were developed to ensure that College registrants meet and maintain high level practice and competence standards to uphold and protect the public interest;
- ◆ Encompass the required credentials through the registration process to become a College registrant ; and
- ◆ Ensure registrants maintain and enhance the required credentials through the Continued Education, Audit and Practice Review Programs.

Figure 1.0 Professional Practice Competencies.



The College uses the following key indicators (KIs) in each Professional Practice category to assess and verify that a professional meets the minimum competency level requirement: Competent (Figure 2.0). College applicants and registrants are required to demonstrate and maintain competence in at least one (1) key indicator in each Professional Practice Competency category during the Registration, Audit and Practice Review processes.

Records/Data Management & Informatics



1. Demonstrate knowledge of records management and information.
2. Implement policies and protocols relating to records management and informatics in their practice.
3. Respect for confidentiality in their practice.

Professional Accountability



1. Demonstrate an awareness of scope of practice and limitations.
2. Take responsibility for their work and work of others' (if applicable).
3. Exercise skills in applied biology and other professional skills as required for work to be undertaken.

Communication



1. Communicate written and oral information in a clear, concise, and comprehensible manner.
2. Communicate and acknowledge the value of alternative views and hypotheses.
3. Demonstrate the ability to communicate effectively with specialist and non-specialist audiences, colleagues, clients and others.

Scientific knowledge & Concepts



1. Demonstrate knowledge of scientific information and concepts.
2. Incorporate relevant scientific knowledge and concepts in their practice.
3. Use knowledge and scientific understanding to improve the application of existing and emerging scientific concepts, knowledge or technology in their practice.

Laws, regulations & policy



1. Incorporate regulatory and policy requirements in their practice.
2. Implement regulatory and policy requirements in their practice.
3. Demonstrate knowledge of: a) regulatory and policy requirements as a regulated professional; b) Demonstrate knowledge relevant to their practice.

Standards & Practices



1. Demonstrate knowledge of standards and practices relevant to their area of practice.
2. Incorporate standards and practices in their practice.
3. Implement standards and practices in their practice.

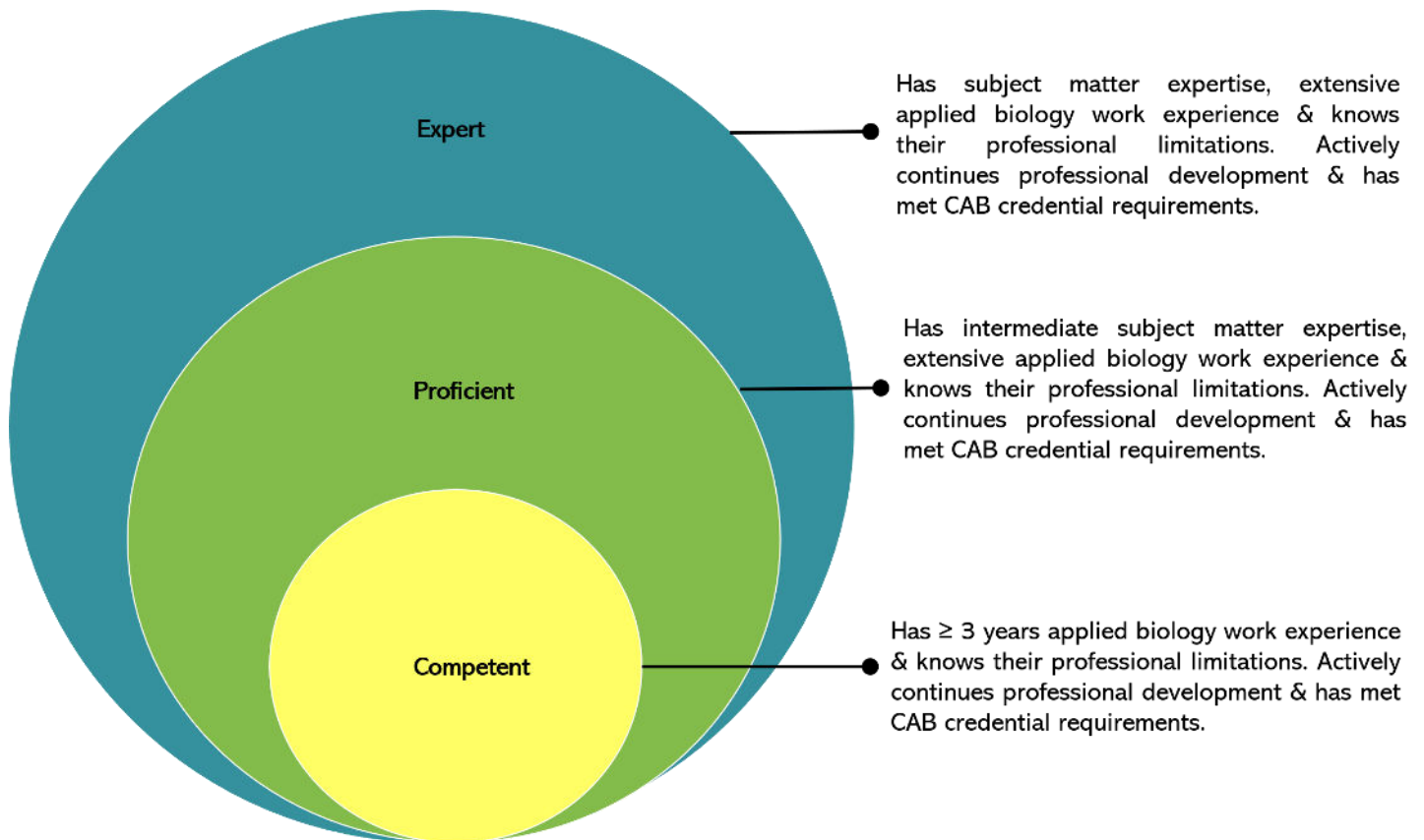
Project &/or Work product Management



1. Provide advice, options /solutions, requirements.
2. Demonstrate skills in evaluation of and in drawing conclusions.
3. Demonstrate skills in the scoping, planning and implementing of projects/assignments.

A registrants Professional Practice Competencies and associated competence level (competent, proficient, expert) (Figure 2.0) are acquired through knowledge (education & training), skills and abilities (work experience, professional practice experience) in each of the Professional Practice Competency categories. The two are linked together.

2.0 Competency Continuum.



During the registration process an applicant is required to:

- ◆ Be respectful and professional while interacting with College Staff and employees throughout the process;
- ◆ Demonstrate they meet at least one (1) key indicator in each Professional Practice Competency category;
- ◆ Establish they have a minimum competence level of Competent in each competency category; and
- ◆ Provide References who can verify they meet the Professional Practice Competency categories and are competent.

The College:

- ◆ Assesses the application using the key indicators and competence level requirements;
- ◆ Verifies the information provided by the applicant through information provided by references; and
- ◆ Determines if the applicant is accepted or not accepted. If not accepted, the College provides information regarding any deficiency(ies) and associated resolution(s).

A Registrant is required to:

- ◆ Self-declare their area of expertise and associated competence level with each Professional Practice Competency category;
- ◆ Continue to demonstrate they maintain competence with at least one (1) key indicator in each Professional Practice Competency category through the Audit and Practice Review Processes; and
- ◆ Maintain or enhance their competence and area(s) of expertise through the Continuing Education Program.

The College:

- ◆ Assesses and verifies a Registrants Professional Practice Competencies through the Audit and Practice Review processes, using the key indicators, competent level requirements and Continuing Education activities.

APPENDIX B – Course Requirements and Definitions

The following table summarizes the courses required for each registrant category and associated streams that require specific academic courses.

Academic Requirements	ABT/ABT in Training Streams 1 & 2	RBTech/RBTech in Training Streams 1, 2 & 3	RPBio/Biologist in Training (BIT) - Streams 1 & 2	RPBio Streams 3 & 4	
Communication	Not Applicable	Yes	Yes	Not Applicable	
Numeracy 1 st year or higher (mathematics /statistics)		Yes	Yes		
Applied Biology and Management 2 nd year or higher		Yes	Yes		
Science Courses		Will accept to meet the 20 post-secondary course requirements	Yes - 25		Yes - 25
Biology Courses			Yes - 13	Yes - 13	
Chemistry 1 st year or higher		No - will accept to meet the 20 post-secondary course requirements	Yes	Not Applicable	
Ecology 2 nd year or higher			Yes		
Statistics 2 nd year or higher			Yes		
Environmental Science		Yes	Will accept to meet the science or biology course requirements		
Field/Laboratory Techniques		Yes			
Natural resource survey skills	Yes	Will accept to meet the 20 post-secondary course requirements			
Applied biology identification skills	Yes				
Field navigation	Yes				
3 of the Following 5 2 nd year or higher Biology courses					
1. Genetics	Not Applicable	Will accept to meet the 20 post-secondary course requirements	Yes		
2. Cellular			Yes		
3. Systematics or Classification			Yes		
4. Physiology			Yes		
5. Evolution			Yes		

The following definitions of required courses is provided to assist prospective applicants in understanding and meeting the academic requirements for the registrant category they are applying for.

Communications

First year or higher courses that focus on communication skills may include technical writing, scientific writing, or English composition. The aim of this requirement is to ensure the applicant has the ability to provide clear and concise communications which can be interpreted by people at all levels of a decision making process.

More specifically the graduating student should demonstrate competency in some or all of the following topic areas:

- Development of skills in research and writing of academic essays or reports
- Technical writing skills including memos, briefing notes, technical reports and bulletins
- Development of grammatical skills, organizational skills and appropriate use of vocabulary
- Prepare and deliver oral presentations

Numeracy (Mathematics)

Mathematics courses need to be at a first year or higher university level. Introductory courses in calculus, applied calculus, finite math, linear algebra or a first year statistics course will generally meet this requirement. Technical math courses may not meet the requirement unless they transfer to an equivalent first year math course at a college or university through a recognized transfer agreement.

Applied Biology and Management

A course in applied biology will focus on the application of biological, ecological or socioeconomic principles, including law and governance, to the management or conservation of biological resources, elements or systems. The course can focus on a specific group of organisms or consider broader ecosystem-level issues, however, the majority of the course content (i.e., >80%) must consider biological resources, elements or systems, not topics related to the management or conservation of abiotic resources or the more general idea of environmental sustainability.

Courses that typically meet the requirements for this subject category include Conservation Biology, Environmental Biology, Wildlife Management, Fisheries Management, Range Management, Natural Resource Policy, or Landscape Ecology.

The following list represents the general range of topics of Applied Biology and Management:

- Discussion of the application of biological and ecological principles on the use, management or conservation of biological resources
- Discussion of the management or conservation of biological resources
- Discussion of law or governance with direct application to biological resources
- Discussion of the principles of sustainability in the context of biological resources

Science courses (general)

Science courses must include a majority (>50%) of scientific concepts, theory, or practice, and may include subject areas such as physics, chemistry, mathematics, geology, geography, environmental science, forestry and forest sciences, ecological restoration, and engineering.

Biology courses (general)

Biology courses must include a majority (>50%) of biological concepts, theory, or practice, from a range of disciplines such as geography, environmental science, forestry and forest sciences, ecological restoration, and environmental engineering.

Chemistry

Chemistry courses can be survey-level first year courses. Courses in chemistry should cover classification of matter, periodic properties of elements, atomic and molecular structure, stoichiometry, chemical reactions, thermochemistry, chemical bonding and an introduction to organic chemistry. Completion of the lab component is not mandatory.

Ecology

A course in ecology will consider the relationships between living organisms and the abiotic systems within which they occur. Courses focused on the subject of ecology can consider a broad range of content from the description and distribution of biomes at the ecosystem level to the factors and theory underlying population and community dynamics. Courses in specific areas of ecology such as population, community or microbial ecology are acceptable as are courses that take a more general perspective on ecology or ecosystem-level processes.

The following list represents the general range of topics of Ecology.

- The relationships between living organisms and the abiotic systems within which they occur
- Description and distribution of biomes at the ecosystem level
- Understanding of the factors and theory underlying population and community dynamics

Numeracy (Statistics)

A course in statistics will include applications of parametric and non-parametric statistical methods.

The following list represents the general range of topics found in a Statistics course. It is not expected that all topics will be addressed during a major or degree. However, it is expected that graduating students will engage with enough topics to gain fundamental knowledge necessary to be competent in this area.

- Descriptive statistics and probability
- Types of distributions
- Hypothesis testing on means and proportions
- Experimental and sampling design
- Analysis of variance, regression and correlation
- Understand or conduct survival analyses

Environmental Science

A course in environmental science will discuss multi-disciplinary topics related to natural resource use and sustainability. The course may be as specific as discussing one resource, to the broader global scale of environmental sustainability.

Courses that typically meet the requirements for this subject category include Fish and wildlife ecology, environmental legislation and policy, earth science, soils, hydrology, climatology.

The following list represents the general range of topics of Environmental Science.

- Environmental sustainability
- Natural resource management
- Ecological restoration
- Legislation and policy

Field/Laboratory Techniques

A course in field/laboratory techniques will focus on the skills and techniques required either in the field or laboratory (lab) for the practice of applied biology as defined in the [Applied Biologists Regulation](#). There should be a focus on following standardized data collection methodology.

Courses that typically meet the requirements for this subject category include Chemistry with a lab component, Biology with lab component, field studies, surveying, maps and navigation, fish or plant identification.

The following list represents the general range of topics of Field/Laboratory Techniques.

- Field survey methods
- Laboratory methods
- GPS data collection
- Ecosystem classification

Natural Resource Survey Skills

Courses or a course module should cover data collection (e.g., hard copy and/or digital), proper field note taking, common field equipment requirements, use, maintenance and care (e.g., calibration, storage), quality assurance and data integrity and security.

Applied biology identification skills

Courses or a course module should cover identification of flora and fauna such as plants, fish, mammals, birds, insects and the differences between groups (e.g., trees, shrubs, mosses). Course or course module can also include collection, labeling and preservation of a specimen(s).

Field navigation

Courses or a course module should cover navigation skills required for field work. This may include the use of and interpretation of (hardcopy and digital) maps, compasses, GPS systems (handheld and software), hip chain, navigation data collection and storage.

Genetics

Courses in genetics should cover structure and function of genes, chromosomes and genomes, biological variation resulting from recombination, mutation, and selection, population genetics, use of genetic methods to analyze protein function, gene regulation and inherited disease.

Examples of courses that meet these criteria include Genetics, Molecular Genetics, or Genomics.

Systematics or Classification

A course in systematics or classification will focus on the nomenclature, identification, and categorization of organisms from within one or more taxonomic groups. Course content often includes a description of

the unique anatomy or other differentiating characteristics of the organisms under study. Courses in Systematics or Classification may require students to develop a collection of specimens (e.g. herbarium) or develop the skills to identify individual species or genera from a broader set of related organisms.

The following list represents the general range of topics of systematics or classification.

- Nomenclature, identification and categorization within one or more taxonomic group
- Description of unique anatomy or other differing characteristics
- Development of a collection of specimens or development of skills to identify species

Examples of courses that typically meet this subject category include Invertebrate Zoology, Vertebrate Zoology, Vascular Plants, Non-Vascular Plants, Ornithology, Herpetology, Mammalogy, Phylogenetics, Forest Classification and Silvics.

Cellular

A cellular course should include cellular chemistry, bioenergetics, enzyme production and function, membranes and cell signaling, membrane transport processes, signal transduction mechanisms, extracellular structures (adhesions, junctions, etc.), chemotrophic energy metabolism, intracellular compartments, phototrophic metabolism, structural basis of cellular information, sexual reproduction, gene expression – transcription and protein synthesis, regulation of gene expression, cytoskeletal systems, as well as motility and contractility. Courses that would meet this requirement include Cell Biology, Molecular Biology, and Biochemistry.

The following list represents the general range of topics of Cellular biology.

- Cell chemistry, bioenergetics, enzyme structure and function
- Membrane transport
- Membranes and signal transduction mechanisms
- Extracellular structures (adhesions, junctions, etc.)
- Intracellular compartments
- Chemotrophic energy metabolism, phototrophic metabolism, structural basis of cellular information
- Nucleic acid structure and function – replication, transcription, translation and regulation of gene expression
- Cytoskeleton systems, motility and contractility

Physiology

A course in physiology will focus on the relationship between the structure and functioning of individual organisms relative to the environments they occupy. The majority of course content (i.e. >80%) should consider the physiology of the organism in the context of environmental responses and/or the interaction between anatomical structure and life history including adaptive behaviour. The course can include the study of a single taxonomic group or a broader perspective across a number of Kingdoms.

The following table represents the general range of topics of cell, animal, or plant physiology courses.

<u>Cell Physiology Course</u>	<u>Animal Physiology Course (including human physiology)</u>	<u>Plant Physiology Course</u>
<ul style="list-style-type: none"> • Structure and function of the cytoskeleton • Structure and function of the cell membrane • Structure and function of cell organelles • Topics on cell dynamics and bioenergetics • Topics on regulation of cellular activities 	<ul style="list-style-type: none"> • Principles of homeostasis • Discussions of cardiovascular systems • Discussions of respiratory system • Discussion of osmoregulatory system • Discussions of endocrine system • Discussions of excitable membranes of nerve and muscle • Discussions of reproduction 	<ul style="list-style-type: none"> • Mechanisms and regulation of functional processes contributing to assimilation, transport and utilization of water, mineral nutrients and carbon • Understanding of cell division, sexual and asexual reproduction • Understanding of differentiation and functions of various tissue types • Understanding of the action of major growth regulators and photomorphogenesis

Evolution

Courses in evolution will cover the contemporary theory of evolution, such as variation, descent, natural selection, adaptation, speciation, and extinction on both micro- and macro-evolutionary scales. Topics include origins of living systems; species and their origins and extinctions; adaptation and constraints; systematics; evolutionary ethics.

Examples of courses that may meet these criteria include but are not limited to:

- Evolution
- Diversity and Evolution
- Evolutionary Genetics
- Ecology and Evolution.

APPENDIX C – Registrant Application Checklists

Applied Biology Technician (ABT) and ABT in Training Streams 1 and 2 Checklist

Applied Biology Technician (ABT) and ABT in Training		
Requirement:	ABT Streams 1 & 2 Y/N	ABT in Training Streams 1 & 2 Y/N
Education/Training		
≥ 200 hours or 5 instructional weeks of course work with or without a certificate		
Requirements one course or course module in the following competency areas:		
Natural resource survey skills		
Applied biology identification skills		
Field navigation		
Applied Biology Work Experience		Not Applicable
12 months work experience in the last 10 years in applied biology as defined in the Applied Biologists Regulation		
Professional Practice Competencies		
Meets all 7 Professional Practice Competencies		
1 Reference to support Professional Practice Competencies		

Applied Biology Technician (ABT) Stream 3 Checklist

Applied Biology Technician (ABT)	
Requirement	Stream 3 Y/N
Education/Training	
36 months (≥3 years) in the last 10 years on the job training of applied biology work experience as defined in the Applied Biologists Regulation	
Professional Practice Competencies	
Meets all 7 Professional Practice Competencies	
2 References to support Professional Practice Competencies	

Registered Biology Technologist (RBTech) and RBTech in Training Streams 1 and 2 Checklist

Registered Biology Technologist (RBTech) and RBTech in Training Requirements	RBTech Streams 1 & 2 Y/N	RBTech in Training Streams 1 & 2 Y/N
Education/Training		
Diploma that includes 20 Post Secondary Courses		
Required Courses:		
Communications		
Mathematics/Statistics (Numeracy)		
Environmental Science		
Field/Laboratory Techniques		
Applied Biology and Management		
Work Experience		Not Applicable
≥ 24 months (≥ 2 years) in the last 10 years of applied biology work experience as defined in the Applied Biologists Regulation		
Professional Work Products (PWPs)		
1. Do your PWPs meet 1 of the key indicators for each of the following Professional Practice Competencies		
• Scientific Knowledge		
• Laws, Regulations and Policies		
• Standards & Practices		
• Communication		
And include the following:		
• Methods		
• Data analysis within established standards, parameters &/or guidelines		
• Conclusion(s) and/or Recommendations		
• Communicates technical scientific information to a non-expert audience.		
2. Describe the purpose/intent/background of each of the professional work product(s) submitted		
Professional Practice Competencies		
Meets all 7 Professional Practice Competencies		
2 References to support Professional Practice Competencies		

Registered Biology Technologist (RBTech) Stream 3 Checklist

Registered Biology Technologist (RBTech) Requirement	Stream 3 Y/N
Education/Training	
≥20 Post Secondary Courses	
Required Courses:	
Communications	
Mathematics/Statistics (Numeracy)	
Environmental Science	
Field/Laboratory Techniques	
Applied Biology and Management	
Work Experience - meets the practice of applied biology (Applied Biologists Regulation)	
24 months in the last 10 years of applied biology work experience as defined in the Applied Biologists Regulation	
Professional Work Products (PWPs)	
1. Do your PWPs meet 1 of the key indicators for each of the following Professional Practice Competences	
• Scientific Knowledge	
• Laws, Regulations and Policies	
• Standards & Practices	
• Communication	
And include the following:	
• Methods	
• Data analysis within established standards, parameters &/or guidelines	
• Conclusion(s) and/or Recommendations	
• Communicates technical scientific information to a non-expert audience.	
2. Describe the purpose/intent/background of each of the professional work product(s) submitted	
Professional Practice Competencies	
Meets all 7 Professional Practice Competencies	
2 References to support Professional Practice Competencies	

Registered Professional Biologist (RPBio) and Biologist in Training (BIT) Streams 1 and 2 Checklist

Registered Professional Biologist (RPBio) and Biologist in Training (BIT) Requirements	RPBio Streams 1 and 2 Y/N	BIT Streams 1 and 2 Y/N
Education/Training		
Bachelor's or Master's degree		
25 Science Courses		
13 Biology Courses		
Core Course Requirements		
Communications (1 st year or higher)		
Chemistry (1 st year or higher)		
Numeracy (1 st year or higher)		
Statistics (2 nd year or higher)		
Applied Biology or Management (2 nd year or higher)		
Ecology (2 nd year or higher)		
Do you have 3 of the 5 following courses (2nd year or higher):		
Genetics		
Cellular		
Systematics		
Physiology		
Evolution		
Work Experience - meets the practice of applied biology (Applied Biologists Regulation)		Not Applicable
36 months in the last 10 years of applied biology work experience (Applied Biologists Regulation)		
Professional Work Products (PWP)		
1. Do your PWPs meet 1 of the key indicators for each of the following Professional Practice Competencies		
• Scientific Knowledge		
• Laws, Regulations and Policies		
• Standards & Practices		
• Communication		
And include the following:		
• Methods		
• Data analysis		
• Conclusion(s) and/or Recommendations		
• Communicates technical scientific information to a non-expert audience.		
2. Describe the purpose/intent/background of each of the professional work product(s) submitted		
Professional Practice Competencies		
Meets all 7 Professional Practice Competencies		
3 References to support Professional Practice Competencies		

Registered Professional Biologist (RPBio) Stream 3 Checklist

Registered Professional Biologist (RPBio) Requirement	Stream 3 Y/N
Education/Training	
Bachelor's or master's degree	
25 Science Courses	
13 Biology Courses	
Work Experience - meets the practice of applied biology (Applied Biologists Regulation)	
Bachelor plus ≥ 15 years (180 months) of applied biology work experience (Applied Biologists Regulation)	
Professional Work Products (PWPs)	
1. Do your PWP meet 1 of the key indicators for each of the following Professional Practice Competences	
• Scientific Knowledge	
• Laws, Regulations and Policies	
• Standards & Practices	
• Communication	
And include the following:	
• Methods	
• Data analysis	
• Conclusion(s) and/or Recommendations	
• Communicates technical scientific information to a non-expert audience.	
2. Describe the purpose/intent/background of each of the professional work product(s) submitted	
Professional Practice Competencies	
Meets all 7 Professional Practice Competencies	
3 References to support Professional Practice Competencies	

Registered Professional Biologist (RPBio) Stream 4 Checklist

Registered Professional Biologist (RPBio) Requirement:	Streams 3 & 4
Education/Training	
Masters of Science (M.Sc.) &/or Doctorate of Philosophy (PhD) in applied biology	
25 Science Courses	
13 Biology Courses	
Work Experience - meets the practice of applied biology (Applied Biologists Regulation)	
M.Sc. plus 13 years (156 months) of applied biology work experience (Applied Biologists Regulation)	
Phd plus 11 years (122 months) of applied biology work experience (Applied Biologists Regulation)	
Professional Work Products (PWP)	
1. Do your PWP meet 1 of the key indicators for each of the following Professional Practice Competences	
meet 1 of the key indicators for each of the following Professional Practice Competences	
Scientific Knowledge	
Laws, Regulations and Policies	
Standards & Practices	
Communication	
And include the following:	
Methods	
Data analysis	
Conclusion(s) and/or Recommendations	
Communicates technical scientific information to a non-expert audience.	
2. Describe the purpose/intent/background of each of the professional work product(s) submitted	
Professional Practice Competencies	
Meets all 7 Professional Practice Competencies	
3 References to support Professional Practice Competencies	

Applied Biology – Limited Licensee Application Checklist

Applied Biology – Limited Licensee Requirements	Y/N
Education/Training	
Proof of education that supports the license being applied for	
Work Experience	
≥ 5 years (≥ 60 months) of applied biology work experience as defined in the Applied Biologists Regulation with 2 years in the specific area of the license being applied for	
Professional Work Products (PWP)	
1. Do your PWPs meet 1 of the key indicators for each of the following Professional Practice Competences	
• Scientific Knowledge	
• Laws, Regulations and Policies	
• Standards & Practices	
• Communication	
And include the following:	
• Methods	
• Data analysis within established standards, parameters &/or guidelines	
• Conclusion(s) and/or Recommendations	
• Communicates technical scientific information to a non-expert audience.	
2. Describe the purpose/intent/background of each of the professional work product(s) submitted	
Professional Practice Competencies	
Meets all 7 Professional Practice Competencies	
3 References to support Professional Practice Competencies	