



COLLEGE OF
APPLIED BIOLOGISTS

Professional Accountability

Upholding and protecting
the public interest



2022 – 2024 STRATEGIC PLAN

www.cab-bc.org

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 highest level of ethical standards of professional competency and conduct.

Vision, Mission and Values

Vision

Responsible resource management supported by accountable and trusted professionals.

Mission

To serve the public interest by regulating applied biology professionals.

Values

Collaborative: We build relationships with others to protect the public interest.

Accountable: We are responsive and open in our relationships with the public, employers, and College registrants.

Respectful: We value Indigenous knowledge in the management and protection of natural resources.

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

Goals

Goal 1: Implement Reserved Practice

- 1.1. Encourage and support new registrations for applied biology professionals
- 1.2. Ensure practitioners are appropriately registered
- 1.3. Create clear understanding of reserved practice for applied biologists

The College is proud that applied biologists now hold reserved practice. Outcomes of this work will include:

- Regular communications with existing and potential registrants
- Clear pathways to registration as Registered Professional Biologists (RPBios), Registered Biology Technologists (RBTechs), Applied Biology Technicians (ABTs), and limited licence practitioners
- Guidance documents for registrants and the public on the importance of the regulated and reserved practices of applied biology

Goal 2: Promote Professional Excellence

- 2.1. Uphold high standards of practice and working within scope of practice
- 2.2. Maintain a high level of continuing professional development by registrants
- 2.3. Foster dialogue between the College and registrants

The College supports high standards of professional excellence from applied biology professionals. Outcomes of this work will include:

- Regular audits confirm that registrants meet high standards
- Registrants have easy access to diverse training materials and continuing professional development programs, as well as tools for self-assessment
- Mandatory training for registrants includes cultural awareness and ethics training
- A growing suite of guidance documents provide clear direction for registrants and the public
- Registrants have opportunities to provide feedback and input on professional development opportunities
- The Principles of Stewardship are promoted

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Goal 3: Enhance Trust, Accountability, and Awareness

- 3.1. Maintain respect as a trusted and valued organization**
- 3.2. Ensure accountability through the College's credentialing and compliance processes**
- 3.3. Provide clear and accessible information about the College and its mandate**
- 3.4. Promote understanding of the value of applied biology professionals**

The College takes pride in its work and wants to ensure that the value of hiring applied biology professionals is understood. Outcomes of this work will include:

- College registrants are recognized as trusted professionals with reserved practice
- The College is regarded as a responsible regulator
- There is compliance with reserved practice
- Statutory processes are clear and transparent while respecting confidential information
- All professional applied biology designations are valued

Goal 4: Strengthen Relationships

- 4.1. Work with professional regulators to uphold the public interest**
- 4.2. Build relationships with Indigenous organizations**
- 4.3. Work with academic institutions to facilitate the accreditation process**
- 4.4. Develop and maintain strong working relationships**

The College's mandate includes cooperation with others, including professional regulators, governments (federal, provincial, First Nations, and local), Indigenous Peoples, industry, academia, non-government organizations, and the public. Outcomes of this work will include:

- Collaboration with other professional regulators and the Office of the Superintendent of Professional Governance to protect the public interest
- Collaborative relationships with Indigenous organizations and support for Indigenous individuals interested in becoming registrants

- Accreditation agreements with post-secondary institutions and training organizations that are accessible and lead to careers as applied biology professionals
- Employers appreciate the value of registered applied biologists

Goal 5: Foster a Healthy and Respectful Organization

- 5.1. Reflect diverse professional and cultural backgrounds, perspectives, and designation levels in Council and committee membership**
- 5.2. Ensure Council, committee members and staff are qualified, trained, and fulfilled in their roles**
- 5.3. Provide resources to support effective and sustainable delivery of the College's mandate**

A strong organization, supported by staff and volunteers, is necessary to fulfill our mandate. Outcomes of this work will include:

- Council and committee members represent all registrant categories and diverse backgrounds
- Council, committee members, and staff express pride in their contributions to the College
- Council, committee members, and staff have clear roles and responsibilities and are well trained for their roles
- Employers support and encourage their staff to participate on Council and committees
- Staff have reasonable workloads and good work environment; staff retention is high
- Succession plans for Council, committees and staff are in place
- Revenue sources are enhanced to uphold the public interest
- Appropriate systems are in place to ensure the organization is resilient to change



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