

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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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.

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 Magnetic Resonance guided Radiation Therapy (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 |

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| 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 |

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| 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 |

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| Temerty Faculty of Medicine | International Performance Resilience and Efficiency Program (iPREP) | Department of Psychiatry | iPREP trains police and first responders on methods that improve mental and physical readiness in high-stress situations. This 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 (KTPC™) | Department of Psychiatry | 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 |

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| 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 two synchronous hybrid sessions and six online modules for collaborative knowledge building. The two synchronous hybrid sessions are three 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 |

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| 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 seven interactive online sessions (four synchronous and three 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 five 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 health-care issues. Join a community of health professionals who are pushing the boundaries by using design thinking and processes to address real health-care 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 |

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| Temerty Faculty of Medicine | Humber River Health Healthcare Leadership Program | Department of Medicine | This program provides 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 (IMPACC) | Department of Family and Community Medicine | The IMPACC 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 health-care 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) |
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| Ontario Institute for Studies in Education | 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) |
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| Ontario Institute for Studies in Education | Solution-Focused Brief Therapy (SBFT) — 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 |

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| <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 following list 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> |
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| Faculty | Certificate | Unit | Brief Description of Certificate | First Offered (Approximate Date if Unknown) |
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| 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 |

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| <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> |
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| Faculty | Certificate | Unit | Brief Description of Certificate | First Offered (Approximate Date if Unknown) |
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| Ontario Institute for Studies in Education | Fundamentals of Lifelong Learning — Certificate of Completion | Continuing and Professional Learning | <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.</p> <p>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 <i>the 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: Engaging Learners Across Generations; Activating the Learning Environment; Creating an Effective Learning Experience.</p> | 11/2023 |

| Faculty | Certificate | Unit | Brief Description of Certificate | First Offered (Approximate Date if Unknown) |
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| 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) |
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| 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) |
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| 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 (IR) Certification | Executive Programs | 5 days; developed in partnership with the Canadian Investor Relations Institute (CIRI), the 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 6-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 | 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. Motivation (Prioritizing goals). Behaviour (Preventing Burnout). Emotions (Building Resilience). Mind (Cultivating Focus). Body (Building New Habits). | 03/31/2022 |

| Faculty | Certificate | Unit | Brief Description of Certificate | First Offered (Approximate Date if Unknown) |
|-----------------------------|------------------------------|--------------------|--|---|
| Rotman School of Management | 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 three-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 and 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 Designation 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 Ontario Medical Association 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 health-care 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 to 10 hours per week); in this executive program, participants learn to combine three skill sets — 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. 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. 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.</p> <p>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. Now with a solid understanding of basic accounting principles, participants are ready to study the underlying framework.</p> <p>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!*</p> <p>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.</p> <p>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>* Project 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 | 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. | 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 (offered in collaboration with the 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 (offered in collaboration with the 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 |

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|-------------------------------------|---------------|----------------------------|---|--------------------|
| <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 startup 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 (offered 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 PEng license. That often means passing a series of examinations assigned by professional engineering associations. Refresher courses in civil engineering taught online by qualified instructors in a structured learning environment can better prepare 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 PEng 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 PEng license. That often means passing a series of examinations assigned by professional engineering associations. Refresher courses in electrical engineering taught online by qualified instructors in a structured learning environment can better prepare 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 PEng 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 PEng license. That often means passing a series of examinations assigned by professional engineering associations. Refresher courses in mechanical engineering taught online by qualified instructors in a structured learning environment can better prepare 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 PEng 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>MIEOL explores the applications of mindfulness, mindfulness meditation as it has been integrated into contemporary thanatology (the study of dying and death). This program focuses on general health care as well as hospice, palliative and general end-of-life care. Founded on evidence-based science, while drawing upon contemplative traditions, MIEOL cultivates health, wellness and resiliency benefits. These practices are helpful for persons who view themselves or are viewed as seriously or chronically ill, the dying, for family and community participants in care, for 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 (OSCM) | Business and Professional Studies | <p>Get to know the professional certifications in the field of 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 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 |

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| <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 behaviour 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> |
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| 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 (PR) | Business and Professional Studies | <p>Mix high-level strategy with experience-based learning to better understand the practice of 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 |

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|---|-------------------------------------|--|---|-------------------|
| <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> |
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| Faculty | Certificate | Unit | Brief Description of Certificate | First Offered (Approximate Date if Unknown) |
|------------------------------|---|---------------------------|---|---|
| School of Continuing Studies | Teaching Korean as an Additional Language | Languages and Translation | <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 |