

AUGUST 2025

Partnerships to Develop the Municipal Staff Talent Pipeline

Informing Choices. Inspiring Communities.



About OPPI

- The Ontario Professional Planners Institute (OPPI) is the Professional Institute and regulator of Registered Professional Planners in the Province of Ontario.
- OPPI has over 5,000 members who work across the planning spectrum; for consulting firms, provincial and municipal approval bodies, private developers, community agencies, and academic institutions.
- OPPI was created in 1994 through private legislation, Ontario Professional Planners Institute Act, and has the mandate to:
 - Grant the Registered Professional Planner (RPP) designation;
 - Govern the rights and responsibilities of its members; and
 - Set academic, experience and examination requirements for membership.

About the RPP Designation



Registered Professional Planners (RPPs) go through a rigorous process to obtain their designation through a third-party certification body (Professional Standards Board) and are subject to the Professional Code of Practice with a complaints and discipline process for professional negligence.

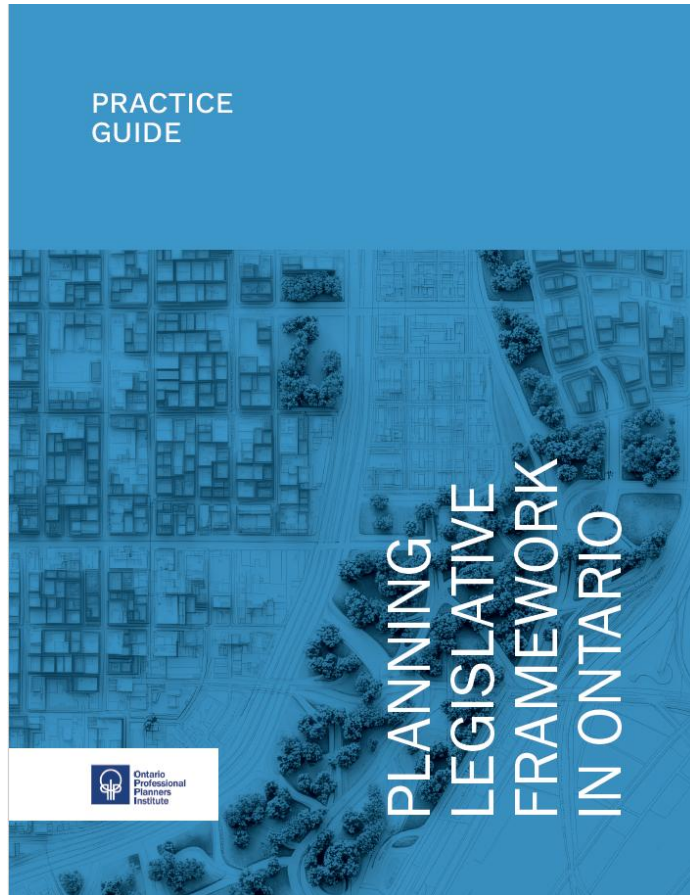
**Ontario and Canada
are experiencing a
significant shortage of
planners**

Planner Shortage: The storyline

- COVID-19 pandemic accelerated retirements of planners of the “Baby Boomer” cohort and there is a relatively small number of “Generation X” planners, owing to economic uncertainty in the 1990s
- Significant pressures and scrutiny on planners due to changing provincial targets resulting in burnout and fear at the senior level
- Junior level planners are being promoted early and often leading to a gap in knowledge and ability
- Planners are needed at all levels – demand is high, supply is low
- Ongoing reservations about applicability of international experience
- The jobs that planners are seeking out of university are not necessarily the jobs that are needed now

**So what are OPPI
and its partners
doing about it?**

PRACTICE GUIDE: Planning Legislative Framework in Ontario



- An overview of the legislation and policies.
- Guide is intended for internationally trained planners and those transitioning into planning from related fields
- Early feedback has indicated the guide is a strong educational resource for emerging planners and beyond
- The practice guide is FREE to access on the OPPI website

Grade 9 Unit of Study: Introduction to Planning

Ontario
Professional
Planners
Institute



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OPPI

Introduction à la planification

Classe : 9 | Matières/domaines : CGC1W - Exploration de la géographie canadienne, E. communautés vivables | Nombre de jours : 12 à 15 (selon l'enseignement des leçons facultatives)

○ Étape 1 : Liens du programme

- Unit of study that maps against the current Grade 9 Geography Curriculum
- Goal is to generate interest amongst school-age children in planning and an understanding of the planning process
- Developed by an Ontario Certified Teacher in consultation with RPPs and OCTs
- Geared toward teachers and is available on the OPPI website in both English and French

Skills Development Fund

One of the key issues in the shortage of planners is gaps in skill sets to meet the growing demands and needs as a practicing professional planner

- In late 2024 OPPI submitted a grant application to the Ministry of Labour, Immigration, Training and Skills Development for its Skills Development Fund- Training Stream
- OPPI was successful and is currently developing six courses focused on necessary skills of a planner
- Courses will be offered six times each, three in-person and three virtually for a total of 36 offerings
- All courses will be FREE

Skills Development Fund Courses

Understanding the
Planning Legislative
Framework in Ontario

Indigenous Engagement
and Consultation in
Planning

Plain Language Writing
for Planners

The OPPI Professional
Code of Practice

Job Readiness
For job seekers

Employer Readiness
For employers of
planners

*Generously supported
by AMO*

**Contact SDF@ontarioplanners.ca to obtain the course schedule or learn more

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Looking Forward

- Advocating around changes to our Prior Learning Assessment Route to get accredited as a Planner
- Continued support for cross border transfers of planners for employment
- Advocating for a Northern Ontario School of Planning at Nipissing University
- Supporting continued expansion of masters and undergraduate programs across Ontario
- Partnerships with educational organizations for youth e.g. Urban Minds

FOR MORE INFORMATION CONTACT:



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