

Entry to Practice Examinations Handbook

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Our Purpose

The purpose of the Canadian Organization of Paramedic Regulators/Organisation Canadienne des Régulateurs Paramédicaux (COPR) is to facilitate collective and collaborative action in current and future interests of pan Canadian Paramedic regulation and to develop a common approach to provincial and federal obligations that may impact regulator functions. For more information about COPR visit the web site: www.copr.ca.

Abbreviations and terms used in this manual:

COPR = Canadian Organization of Paramedic Regulators

EMR = Emergency Medical Responder

PCP = Primary Care Paramedic

ACP = Advanced Care Paramedic

Provincial Regulator = Government department or self-regulatory college in each province that regulates the paramedic profession

ML = Measure Learning is the examination provider under contract to COPR.

Contact COPR

For application assistance, including testing accommodations contact the COPR examination team at info@copr.ca.

Emails will be responded to within three (3) business days.

Competency Profile

The COPR Entry to Practice examinations have been based on the National Occupational Competency Profile (NOCP) for paramedics. Competencies tested will be based on the 2011 NOCP. The NOCP 2011 can be found on the [Paramedic Association of Canada website](http://www.paramedicassociation.ca).

In 2023, COPR released the new Pan-Canadian Essential Regulatory Requirements (or PERRs). The PERRs documents include the Canadian Paramedic Competency Framework (CPCF) for EMRs, PCPs, ACPs, and CCPs. Since then a mapping of the NOCP to the CPCF has been completed and new EMR, PCP, and ACP blueprints have been published on the COPR website www.copr.ca.

The transition to the new CPCF will be gradual with an overlap of the CPCF and the NOCP at all designations. Below is the overlap period when COPR will be providing examinations based on the NOCP and the CPCF.

EMR: November 2025, February and May 2026

COPR will deliver 2 EMR examinations; one examination developed using the NOCP and one using the CPCF.

Timeline	# of Administrations	EMR Examination Delivery
November 2025	Two EMR examinations offered	One using the NOCP, one using the CPCF
February 2026	Two EMR examinations offered	One using the NOCP, one using the CPCF
May 2026	Two EMR examinations offered	One using the NOCP, one using the CPCF
June/July 2026	One EMR examination offered	CPCF

PCP: May, June/July, and September 2026

COPR will deliver 2 PCP examinations; one examination developed using the NOCP and one using the CPCF.

Timeline	# of Administrations	PCP Examination Delivery
February 2026	One PCP examination offered	NOCP
May 2026	Two PCP examinations offered	One using the NOCP, one using the CPCF
June/July 2026	Two PCP examinations offered	One using the NOCP, one using the CPCF
September 2026	Two PCP examinations offered	One using the NOCP, one using the CPCF
November 2026	One PCP examination offered	CPCF

ACP: May, June/July, and September 2027

COPR will deliver 2 ACP examinations; one examination developed using the NOCP and one using the CPCF.

Timeline	# of Administrations	ACP Examination Delivery
February 2027	One ACP examination offered	NOCP
May 2027	Two ACP examinations offered	One using the NOCP, one using the CPCF
June/July 2027	Two ACP examinations offered	One using the NOCP, one using the CPCF
September 2027	Two ACP examinations offered	One using the NOCP, one using the CPCF
November 2027	One ACP examination offered	CPCF

Examination Candidate Communication

COPR and COPR's examination provider communicate with applicants via email. **It is critical to monitor your email (including junk folders) from the time you submit an application, to write an examination, until you receive notification of pass/fail. Failure to do so may result in missing an important message and/or timeline for the examination and could result in forfeiting the examination and a portion or all the examination fee.**

Eligibility Requirements

Candidates who wish to undertake the COPR Entry to Practice Examination apply through the COPR online application portal at www.copr.ca. Candidates must follow the application instructions on the application portal. Candidates are not required to have successfully completed their course of study to apply for the examination; however, they **must** have all requirements completed and submitted 14 calendar days prior to the examination date or forfeit the examination and administration fee.

The COPR Examination is an entry to practice examination used solely for the purpose of entering the paramedic profession in Canada.

To write a COPR Entry to Practice Examination, a candidate must meet one of the following criteria:

- A graduate of a Paramedic program, located in Canada, approved by a jurisdiction where the practice of paramedicine is regulated by legislation; or
- A graduate of a Canadian Paramedic educational program listed on Accreditation Canada's List of Accredited / Registered Paramedic programs; or
- An internationally educated individual who has completed the COPR assessment process and been advised by COPR to proceed with applying for the PCP or ACP examination; or
- An individual approved by a Canadian Paramedic Regulator to undertake the COPR Entry to Practice Examination.

COPR accepts the following documentation of successful completion:

1. A copy of the candidate's official transcript; or
2. A certified copy of the candidate's graduation certificate; or
3. A signed letter from the educational institute's registrar confirming successful completion.

Candidates who falsify documents will not be allowed to write the Examination. If falsification is discovered after the Examination has been taken, the Examination results will be null and void.

Number of Attempts and Timelines

COPR does not limit the number of attempts or the timeframe in which to write the COPR Entry to Practice Examinations. **It is the candidate's responsibility to be aware of individual provincial requirements regarding timelines to pass an entry to practice examination prior to licensure/registration/certification and whether the provincial regulator has a "number of attempts" requirement.**

Non-Resident of Canada / Educated outside Canada

Prior to applying to write a COPR PCP or ACP examination, an international candidate must complete the COPR international credential assessment process. Please refer to the Assessment of International Applicants section on the COPR website for further information. Internationally educated EMR candidates must contact the provincial regulator in the province where they are seeking registration/licensure/certification regarding assessment. If approved to write the COPR EMR Entry to Practice examination, the regulator will provide a letter of eligibility.

Candidates who reside outside of Canada who have completed a training program approved by a provincial paramedic regulator in Canada may apply without completing the international credential assessment.

Request for Testing Accommodation

COPR supports reasonable and appropriate modifications to the COPR Entry to Practice Examination procedures to accommodate candidates under the applicable human rights legislation.

Candidates with protected characteristics (e.g., disability, family status, religion) are entitled under provincial human rights legislation to reasonable accommodation in testing arrangements that provide for fair and valid assessment. COPR will consider any testing accommodation requests while ensuring the integrity of the Examination and ensuring that the examination tests the required competencies of entry level primary or advanced care paramedics.

To request a testing accommodation please complete the accommodation request in the online COPR Examination Application. Accommodation includes any medication you want to bring into the Examination.

Where the requested accommodation relates to disability, current documentation must be completed by a qualified regulated health professional such as a medical doctor or psychologist on the *COPR Disability Information Form*. The qualified regulated health professional must have specific training and expertise with respect to the disability for which accommodation is being requested, must be certified or licensed to practise in their field, and **must have assessed and treated you within the last year**. Upload this form to the online COPR Examination Application.

The documentation provided should confirm the existence of a disability and describe in detail the impact of the disability as it relates to completing the Entry to Practice Examination, the candidate's specific needs and the proposed accommodation, with an explanation of how the requested accommodation will mitigate the impact of the disability in completing the Examination. COPR may require that candidates undergo an independent medical examination, where appropriate. It is important that both the testing accommodation request and the disability form clearly provide specific details of the accommodations being applied for. For example, if extra time is a required accommodation, the application and disability form must specify the amount of extra time.

Requests for accommodation are considered on a case-by-case basis. COPR's *Testing Accommodation Policy* is available at copr.ca.

Note: Requests for accommodation received by COPR fewer than 35 business days before the Examination will not be considered, except in unusual circumstances, such as a recent injury.

Applying for an Examination

(See Appendix VI for Flow Chart of Candidate Registration Process)

Submitting Your Application

Submit an Examination Application directly to COPR via the Applicant Portal available at copr.ca. There are no exceptions.

Deadline Dates

The deadline for applying to write the Examination is approximately **4 weeks** prior to the Examination date. Specific deadline dates are available at copr.ca.

Examination Fees

The fee for each EMR attempt is \$550.00 plus applicable tax(es) and each PCP/ACP attempt is \$650.00 plus applicable tax(es). The examination fee includes a non-refundable administration fee of \$150.00 plus tax.

Payment Methods

Examination fees are payable online using VISA, Mastercard, American Express, or VISA/Mastercard Debit Cards at the time of application. Applications are not considered submitted until payment is made.

Examination Sites

The EMR, PCP, and ACP Examinations are offered in an online virtually proctored setting. Testing accommodations that require a brick-and-mortar test centre are available in limited capacity in major cities in provinces where the COPR Examination has been adopted as the provincial entry to practice examination. Current adopting provinces for PCP & ACP are Newfoundland and Labrador, Prince Edward Island, Nova Scotia, Manitoba, Saskatchewan, Alberta, and British Columbia. Adopting provinces for EMR are Alberta, Saskatchewan, Manitoba, Nova Scotia and Newfoundland and Labrador.

Language of Examination

The Examination is available in both of Canada's official languages; English and French. Applicants must choose their language preference as part of the application process.

Disclosure of Personal Information

COPR will not disclose a candidate's personal information to anyone other than the Examination contract agency who will use it for the sole purpose of providing a secure examination to the candidate.

COPR will not give candidate results to any other individual or organization other than provincial regulators who utilize the COPR examination for entry to practice.

After Applying

Email Acknowledgement

Applicants will receive an email confirming the application was successfully submitted. Applicants will receive a confirmation of eligibility email once the application is complete, which includes the candidate uploading a copy of their educational program transcript or certificate, or Eligibility Confirmation Letter, if required.

Reserve an examination seat

Approximately three weeks before the examination an email will be sent out to candidates from COPR's third party examination provider, Meazure Learning, with instructions on how to reserve a seat for the Examination. Candidates have one week to complete the examination reservation. Once the Examination seat has been reserved, a confirmation email listing the date, time, and location of the Examination will be sent via email. The email will also contain instructions on how to prepare for a virtual proctoring session. Candidates are encouraged to check their "junk" email folders to ensure they receive all email notifications. If a confirmation email is not received, the reservation was not successfully completed.

Failure to reserve a seat during this time will result in forfeiting your examination and a portion or all your examination fee.

Examination Cancellation by Candidate

Refunds will be provided to candidates who cancel their COPR Entry to Practice Examination application, or who have not satisfied the registration pre-requisites 14 calendar days prior to the Examination based on the following:

- Candidates who cancel their examination application a minimum of 14 calendar days prior to the examination (defined as 10:00 PM CST on the 14th calendar day prior to the examination) will receive 100% refund, less the administrative fee.
- Candidates who do not reserve their seat or submit their transcripts 14 calendar days prior to the examination forfeit their examination and will receive a 100% refund, less the administrative fee.
- Candidates who cancel their examination application after 10:00 PM CST on the 14th calendar day prior to the examination will not receive a refund unless it is due to extenuating circumstances, as outlined in COPR's Examination Refund Policy.

All cancellation requests must be submitted via the online COPR Examination Application. COPR does not defer examination fees to future examinations.

COPR Entry to Practice Examination Study Guide

The Entry to Practice Examination Study Guide can assist candidates in preparing for the examination process by providing tips and strategies for examination preparation as well as sample examination questions. Information provided includes:

- A summary of the Examination development process;
- The Examination format;
- Recommended Examination taking strategies;
- Examples of type, format, and content questions that are on the Examination;
- An appendix of abbreviations and acronyms; and
- A list of reference textbooks utilized by item (question) writers when developing the Entry to Practice Examinations.

COPR Preparatory Tests

COPR's Preparatory Tests have been created to familiarize candidates with the format and style of the questions on the Entry to Practice Examinations.

The Preparatory Tests simulate the format of the actual examinations, but on a smaller scale. The PCP and ACP Preparatory Tests each test contains 60 multiple-choice, single answer questions that align to the blueprint used in the examinations, while the EMR contains 30 questions. The Preparatory Tests use the same software and platform as the Entry to Practice Examinations. Upon completing the test, the system will provide the correct response to each question, a rationale for the correct response, the NOCP the question is blueprinted to and at least one textbook reference. PCP and ACP Preparatory Tests can be purchased for \$75.00 for each and the EMR \$37.50 test by visiting <https://copr.ysasecure.com> and setting up an account. **COPR Preparatory Tests are intended for a single user; not for sharing, distribution, copying, or resale.**

Name and/or Contact Information Change

It is the candidate's responsibility to provide COPR with updated contact information. Candidates are encouraged to keep their contact information current in both the COPR portal and the Meazure Learning *Meazure*® platform (via the COPR Examination site).

Before Examination Day – Virtual Proctoring

*Be sure that your computer and testing room meet the following requirements before examination day. If they do not meet the requirements, you will not be able to complete the examination **and you will not be refunded.***

Required Equipment

Below is a list of specific equipment required to complete the examination:

Computer

- Your computer must be a desktop or laptop computer, **not a Chromebook, tablet, Surface, or mobile device.**
- Candidates may use Mac® (minimum version MacOS11 [BigSur] or higher) or Windows® operating system (minimum version 10. **Note: 10 S mode is not supported.** **You cannot use an iOS® operating system.**
- Always check the [equipment requirements](#) for the recommended operating system
- You may only have one monitor running during the examination.
- Download and install the Guardian Browser from <https://guardian.meazurelearning.com/> prior to examination day.
- A hardwired connection is preferred, a wireless connection can be used, but can sometimes be unstable with an increased risk of disconnection during the exam.
- Test your internet speed prior to the examination. You must have at least 3Mbps of upload and 12Mbps of download speed. You can use one of the following tools to test your internet speed:
<http://speedtest.googlefiber.net/>
<http://beta.speedtest.net>
<http://fast.com>
- Candidates who do not have sufficient internet access at home are required to secure an alternate location that provides the necessary internet access and meets the testing area requirements outlined in this manual.
- Cell phone hot spots are not permitted.
- Candidates may not be able to complete their examination due to insufficient internet speed or inadequate computer requirements and will forfeit their examination and examination fee. Connectivity issues due to internet speeds or computer systems that do not meet the requirements are not justification for an appeal should a candidate be unsuccessful at the examination.
- You will be required to install a Proctor Chat Application prior to connecting to a proctor. Be sure programs can be installed on the computer you intend to write the examination on. **The program is not available for download prior to examination day, so you must have download (administrator) access.**
- **Use the Guardian Browser to access the Examination Site on the day of the examination.**

Speakers

- You must use an internal or external speaker to hear the proctor (the speaker on your computer is acceptable if it is in working condition).
- Headsets or earphones are not allowed.

Microphone

- You must use an internal or external microphone that is not part of a headset to communicate with the proctor (the microphone on your computer is acceptable if it is in working condition).

Camera

- Your camera can be built into the computer or a separate webcam.
- The camera must be able to be moved to show the proctor a 360-degree view of the room, including your tabletop surface before the test.
- If a desktop computer is used, it must be portable.

You can check equipment requirements here: <https://support.proctoru.com/hc/en-us/articles/115011772748-Equipment->

Once you have access to the COPR Examination site, hosted by Meazure Learning, use the **Test it Out** feature to test your equipment. Use the Guardian Browser to access the site here: <https://copr.ysasecure.com/login>

View the Meazure Learning “What to Expect on Examination Day” test-taker video.

A **quick reference guide** is available to help you prepare for virtual proctoring on examination day: <https://copr.ca/wp-content/uploads/2023/01/COPR-Remote-Proctoring-Quick-Reference-Guide.pdf>

On Examination Day – Virtual Proctoring

Environment and Testing Area

Private Testing Area

- You must be alone in a well-lit room with no one else entering during the test.
- The room must not have clear glass that allows others to view the computer screen.
- When possible, sit with your back to the door of the room so the proctor may view the entrance to the testing area.
- You will be required to have a hand-held mirror to show the proctor the face of your computer.
- Testing in a public space such as a park, internet cafe or restaurant is not permitted.

Workstation

- Your computer station must be prepared 30 minutes prior to your scheduled connection time to reduce potential connection issues.
- Your computer and keyboard must be on a desk or other tabletop surface.
- The tabletop and surrounding area must be clear of all items not permanently affixed or approved for use during the test.
- You must sit in a standard chair; you may not sit or lie on a bed, sofa, or overstuffed chair.
- Food is not allowed during the test. Water in a clear glass without labels or logos is permitted.
- Recording devices of any kind are **strictly prohibited**.

Clothing/Acceptable Attire

- Your face and ears must remain visible throughout the test, not covered by sunglasses, hair, a hat, or other items.
- Ears will be checked for headphones, earbuds or earplugs, which are not permitted.

- You must be dressed appropriately for your test. You will be monitored via camera by the proctor and your test taking experience will be recorded.
- Items as watches, tie clips, cuff links, ornate clips, combs, barrettes, headbands, and other hair accessories are not permitted

Note-Taking Materials/Calculator

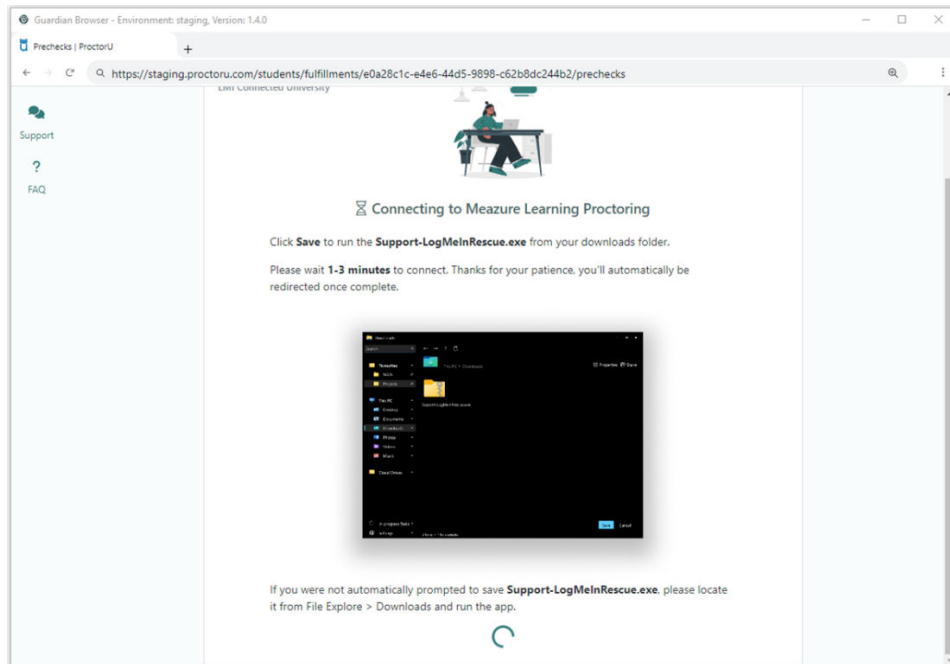
- For security purposes, you **may not** take notes on regular paper or use a portable calculator.
- A notes page is available on the examination platform, as is an electronic calculator. You will be able to take notes directly on the examination and use the online calculator for calculations.

Monitoring and Recording

- A six-point camera scan of the testing area will be completed prior to starting the examination and after each break. You may use a cell phone “selfie” camera to show the proctor your computer. The proctor will advise you to shut the cell phone off and secure it prior to accessing the examination.
- During the examination, a person will monitor you through a video camera and your computer through an online application to ensure examination integrity and security. The recording will be available to COPR and is stored at Meazure Learning for 12 months.
- The entire examination session is recorded. Meazure Learning and the ProctorU platform is based in the United States of America. The data collected will be subject to the laws of that jurisdiction and may be subject to access from the United States of America federal government.

Logging in

- Use the [Guardian Browser](#) to login to the examination site.
- Your examination will not allow you to connect to a proctor until the scheduled start time; however, a countdown timer will be shown.
- Your scheduled connection time is critical. You must log into your examination at the scheduled time. **If you connect 15 minutes past the scheduled connection time, you will be denied access to the examination. The examination will show “expired” and you will forfeit your examination and examination fee. This does not apply if the proctor is delayed in connecting.**
- At the scheduled connection time, your examination status will change to “write exam”. Click this to connect to the proctoring interface.
- During the launch process, follow the on-screen instructions to download and run the “LogMeIn” chatbox.



- Once you are connected to a proctor, you will be walked through the registration process.
- You will be asked to show your current (not expired), government issued photo identification. The proctor will then take your photo and compare it to the identification.
- You will then be asked to pan the room with your camera.
- Once the registration is complete, your examination will be released to you, and you can begin by clicking on the “launch” button. **Note:** The examination timer does not start until you have started the examination.

During the Examination

- Make sure you can be seen on camera by the proctor. Suspicious movements could invalidate your examination.
- **Do not read the questions out loud or communicate with anyone throughout the examination.**
- Candidates are permitted one lavatory break, not to exceed 5 minutes, unless more breaks have been pre-approved under testing accommodations. If you chose to break to use the lavatory, the timeclock on your examination will continue to run. Once you return from the lavatory, the proctor will ask you to re-secure your testing area.

Candidate’s Statement of Understanding

- Candidates must agree to abide by all regulations, as well as oral and written instructions controlling the conduct of the Examination. These regulations are intended to preserve the integrity of the Examination process by providing standard test administration conditions that yield valid and reliable results.
- Conduct occurring before, during, or after testing that violates principles detailed in the *Candidate Statement of Understanding* may result in invalidation of Examination results and/or other penalties and will be reported to COPR and provincial regulating authorities.
- On the day of the Examination, each candidate will receive an electronic copy of the *Candidate Statement of Understanding*. Candidates will not be able to begin the examination without reading and agreeing to the statement. A print version is attached to this document as Appendix II.

Failure to Take the Examination

No refund will be provided to a candidate who does not take the Examination at the approved test centre or online and at the scheduled date/time unless the failure to take the Examination is due to:

1. Death in the family (immediate), or
2. Sudden illness or injury (incapacitating), or
3. Other circumstances deemed by COPR to be commensurate to (1) or (2).

Candidates have 10 business days from the date of the Examination to submit a refund request, with supporting documentation, to the COPR Examination Delivery Manager at exam@copr.ca outlining the circumstances that prevented them from taking the Examination on the scheduled examination day. If the refund request is approved, 100% of the examination fee, less the administrative fee, may be refunded.

Troubleshooting

If you are having trouble setting up your station, confirming preparedness, or connecting to the proctor, contact Meazure Learning directly using the below methods:

- **Meazure Learning- Support for the ProctorU proctoring platform**
- **Phone: 1-855-772-8678, Option 1**
Submit Online Ticket: <https://www.proctoru.com/contact-us>
Click on "Having Trouble with an Exam" and then "I am a test-taker".
You will see options at the bottom of the screen
Live Chat: [here](#)
Hours of Operation: 24/7

If you are calling on examination day, we recommend you call or use the live chat for faster response time.

- A proctor will perform basic troubleshooting for up to five minutes and will then transfer to a technical support agent.
- If there are repeated technical issues that occur during the examination, the technician may ask you to reconnect with a different computer or reschedule the examination.
- Technicians will troubleshoot for up to 20 minutes. If there is no resolution, candidates will forfeit their examination sitting and fee and will be required to reschedule the examination.
- Contact COPR immediately at 1.306.545.2677 if you are requested to reschedule the examination to try and reschedule for later that day versus waiting until the next examination.
-

Examination Submission

- Once you have completed your examination, be sure to click on the "submit" button.
- At the end of the Examination, candidates will receive confirmation that their examination responses have been captured and submitted.
- COPR encourages candidates to complete both the Meazure Learning and the COPR examination surveys following the examination.

After The Examination

Examination Marking Review

Following the administration of the Examination, all question data will be reviewed to ensure that questions meet best practice standards for high stakes examinations. If some questions do not meet such standards, they will be reviewed by a panel of paramedic subject matter experts to determine the most appropriate course of action to ensure examination fairness. This may include the exclusion of the items in question from the calculation of the candidates' final scores.

Results

Results will be provided immediately following the examination marking review, and the determination of the passing score. The pass score for each examination is determined through a modified Angoff standard setting process. See Appendix III for more information on this process. The time between the end of the examination administration period and the release of scores will be approximately 3-4 weeks.

Please do not contact the testing agency or COPR for examination results. Examination results are distributed by COPR across the country simultaneously.

Although there are 200 questions on the PCP/ACP examinations and 100 on the EMR examination, not all of them are included in the results. COPR introduces newly authored questions each examination and then psychometrically monitors and evaluates them for future inclusion into the operational item bank.

COPR Certificate

Effective January 1, 2025 candidates have access to an electronic Examination Certificate in addition to the Score Report. To access the Certificate, click "My Documents" in the applicant portal and download a copy for saving and/or printing.

COPR Administrative Fees

The following administrative fees apply:

1. Certificate Replacement: \$75.00
2. Manual Verification of results PCP/ACP: \$200.00
3. Manual Verification of results EMR: \$100.00

To purchase replacements:

1. Go to <https://copr.ysasecure.com/>
2. Enter your username and password as you used to purchase your Examination previously.
3. Select "Products", then select the product you wish to purchase.
4. Replacement certificates will be created with the next printing of COPR certificates.

Candidate Standard Score Report

COPR utilizes standard score reporting. Each COPR Examination is assembled to cover the same proportion of examination content; however, each examination differs somewhat in its overall difficulty. To ensure fair and equitable examinations and not penalize candidates who receive more difficult examinations, scores are standardized to be comparable to previous examinations' scores.

In addition to an individual's pass/fail status, candidates are also provided their performance in each competency area either National Occupational Competency Profile (NOCP) or if applicable Canadian Paramedic Competence Framework (CPCF) based on scores:

- Red – Indicates areas of weakness. These likely represent focus areas for candidate growth.
- Yellow – Indicates candidate performance below acceptable performance.
- Light Green – Indicates acceptable performance.
- Darker Green – indicates area of strength.

Only the *Total Standard Score* determines the pass/fail result. A sample of the Standard Score Report can be found in Appendix IV.

Manual Verification of Results

Unsuccessful candidates can request a manual verification of their results whereby a manual rescoring is conducted to confirm the Examination score. Examination responses are not analyzed or reviewed. The fee for a Manual Verification is \$100 (EMR), \$200.00 (PCP & ACP) and is non-refundable. Results of the Manual Verification will be provided generally within 5 business days of purchase. For information regarding Manual Verifications, contact the COPR Examination Delivery Manager at exam@copr.ca.

Examination Appeal

A candidate who has failed the COPR Entry to Practice Examination, may request a formal review of their Examination to the Chair of COPR Examination Committee. A candidate's Examination results may be reviewed only based on suspected irregularities in the Examination process, and not because of alleged errors in content of the examination. The content of an examination is not subject for review at the request of the candidate either singly or as a group. A request to review the examination results based on process must present evidence that the alleged irregularity materially affected the candidate's performance. The existence of irregularities is not sufficient to reverse the results of the examination. Contact the COPR Examination Delivery Manager at exam@copr.ca if you want further information on this process.

Applying to Rewrite the Examination

If you fail the examination, candidates must submit a new application through the COPR applicant portal.

Examination Development Process

The objective of the Examination development process is to ensure that the Examination achieves its stated purpose; to protect the public by ensuring that those who are certified possess sufficient competencies (e.g. knowledge, abilities, skills, attitudes, and judgment) to perform important occupational activities safely and effectively. A rigorous test development process is implemented that meets or exceeds all professional standards as specified in the most recent edition of American Psychological Association Standards for Educational and Psychological Testing including the requirements of periodic evaluation.

Competency Study

The foundation for a criterion-referenced examination involves subject matter experts (SMEs) who are EMRs and paramedics from different Canadian jurisdictions. COPR SMEs identify the competencies required for the safe and effective practice of entry level paramedics (EMR, PCP, and ACP). These competencies include knowledge, skills, abilities, attitudes, and judgments. The paramedic competencies

undergo an extensive review by focus groups of other SMEs from across Canada (i.e. educators, regulators, administrators, researchers) to establish their validity and to ensure that the competency profile for entry level paramedic practice remains current.

Blueprint Development

An Examination Blueprint outlining the content to be tested in the examination was developed and is reviewed periodically by COPR. The Blueprint includes the competencies - that is, the content domain that forms the basis for test development. It also specifies variables that provide structure for the Examination, as well as guidelines and specifications for weighting the competencies to ensure that the Examination accurately reflects the domain of entry level paramedics. A link to the Examination Blueprints can be found on the COPR website.

Item Development

Examination items (questions) are developed by SMEs who are trained in item writing and overseen by a psychometrician. The Examination items measure the specified competencies in accordance with the guidelines identified in the Examination Blueprint.

Item Review

Item Appraisers, who are paramedic practitioners from different regions across Canada review each new item to ensure that they measure content that is consistent with current Canadian entry to practice standards. They also ensure that stereotypes are not found in the items and that Candidates are not disadvantaged by the Examination content.

Professional Editing

All items are reviewed by the COPR testing agency to ensure clarity, consistency, and appropriateness of the language used. The items are entered in the official item bank for future retrieval.

Examination Monitoring & Approval

Each version of the Examination is compiled by the COPR testing agency from items in the test bank in accordance with the Blueprint specifications. Final approval of the examination is given after the Examination SMEs have reviewed the entire examination to ensure that each item measures content that is consistent with current standards of practice for the entry level paramedic practitioner.

Standard Setting

The standard for the examination is established by using the professionally accepted and widely used Modified Angoff method and/or statistical equating. The Examination Approval SMEs will set the specific passing (cut off) score for each version of the COPR Examination using this method. For more information on the Modified Angoff see Appendix III. The passing score represents the minimal performance expected of entry level practice paramedics. It should be noted that COPR does not normalize scores (no bell curve).

Translation

Examinations are translated into French by an official translator, further reviewed, and validated.

Examinations

EMR Examinations are 100 questions in length, PCP / ACP Examinations are 200 questions in length. The examinations are created under the oversight of psychometricians and subject matter experts to ensure Blueprint coverage of competency areas and other examination criteria are fulfilled. The **EMR Examination is 2 hours in duration** while the **PCP /ACP Examinations are 4 hours in duration**. There is no midway break during the Examination. Candidates who arrive late for the examination in a brick-and-mortar test centre will not have the full time to complete the Examination. Candidates who log into the Virtual Proctoring session more than 15 minutes late will not be allowed to begin the Examination. Please be patient as connection times vary. The allotted time to write your examination does not begin until your proctor provides access to the examination.

Examination Security and Confidentiality

The Examination content is the property of COPR and must always remain secure. The Examination is administered under strict protocols to ensure that security and confidentiality are maintained. Proctors are required to sign a statement of understanding as are all candidates taking the Examination. The Candidate Statement of Understanding (Appendix II) outlines the expectations surrounding the Examination in terms of ensuring security of Examination content and confidentiality of Examination results.

Appendix I: Sample Questions

Sample questions are available in the Examination Study Guide (copr.ca). In addition, candidates may purchase Preparatory Tests. Refer to the *After Applying* section of this Handbook for information on how to purchase Preparatory Tests.

A “Tutorial Quiz” is available for all candidates to try prior to their actual Examination, which is designed to familiarize candidates with the computer-based interface. Access to this system tutorial will be provided to successful applicants in advance of their examination date.

Appendix II: Candidate Statement of Understanding

Conduct occurring before, during, or after testing that violates principles detailed in this *Statement of Understanding* may result in invalidation of Examination results and/or other penalties and will be reported to the Canadian Organization of Paramedic Regulators/Organization Canadienne des Régulateurs Paramédicaux (COPR) and provincial regulator authorities.

I have read, understand, and agree to abide by the above statement.

1. The COPR Entry to Practice Examination is highly confidential. The Examination questions **are the property of COPR**. Unauthorized disclosure of the Examination questions is **prohibited under copyright laws**. By signing this statement of understanding, **you agree to maintain the confidentiality of the COPR Examination questions**. You must therefore:
 - Keep the Examination content confidential, **even after the Examination**. This also includes not discussing the content with anyone who wrote the Examination before you, with you, or who has not written the examination yet.
 - Not use or be in possession of any electronic device (such as cell phones, cameras, pagers, iPods, etc.) in the examination area, unless required to write the examination;
 - Realize that any recording or memorization of Examination questions is strictly forbidden whether you intend to recreate parts of the Examination for financial gain or not.
2. Candidates will be observed at all times while they are taking the COPR Examination. This observation will include direct observation by invigilators (Proctors) or camera monitors. Invigilators may not necessarily inform you of their observations, but they are required to report behaviour that may violate the terms and regulations of COPR or other forms of irregular behaviour.
3. Any cheating and/or breach of confidentiality/security or any attempt to subvert the Examination process by any candidate violates the purpose and principles of the Examination. Any candidate, who carries out, takes part in, or who witnesses such behaviour must report it to COPR as soon as possible.
4. COPR strives to report results that accurately reflect the skill and performance of each candidate and represent a valid measure of their knowledge or competence as sampled by the Examination. Accordingly, our standards and procedures for administering Examinations have two related goals: giving candidates comparable opportunities to demonstrate their abilities; and preventing any of one person from gaining an unfair advantage over others. To promote these objectives, COPR reserves the right to cancel or withhold any Examination results when, in the sole opinion of COPR, a testing irregularity occurs; cheating has occurred; there is an apparent discrepancy in, or falsification of, a candidate's identification; a candidate engages in misconduct or plagiarism; when aberrancies in performance are detected for which there is no reasonable and satisfactory explanation; or the results are believed to be invalid for any other reason.

A candidate agrees to abide by all regulations, as well as oral and written instructions controlling the conduct of the Examination. These regulations are intended to preserve the integrity of the Examination process by providing standard test administration conditions that yield valid and reliable results.

Appendix III: The Angoff Method and Determining a Pass Mark

Standard Setting is the business of setting passing scores, or what is referred to as 'cut scores', for examinations. The cut score(s) serves to **classify** candidates into categories; those who score above the cut score are judged to possess the minimum level of proficiency required for inclusion into the category, while those who score below the cut score are deemed not to possess the minimum level of proficiency required and are classified accordingly.

Standard Setting is most often a judgmental process. It typically involves a panel of subject matter experts and stakeholders who must estimate the difficulty of each question for so called **minimally competent** or borderline candidates. Those judgments are then aggregated to arrive at a passing score across sets of questions. Standard setting methods differ in the way that those judgments are made by panelists and in the way that question level judgments are aggregated to create a passing score. One of the most common methods of standard setting is the *Modified Angoff* method. The central task of the Modified Angoff method is for panelists to estimate the **percentage** of minimally competent candidates who would answer each item correctly. The instructions to panelists would be to examine the question carefully, both in terms of the 'structure' of the question and of the difficulty of the competency being tested. This information is used to make a judgment regarding the expected performance on that question of the minimally competent candidate. Two types of judgments are common, either the **probability** that any single candidate would answer the question correctly, or the number out of 100 minimally competent candidates that would answer the question correctly.

These judgments are summed for each panelist to create a recommendation for a passing score. This makes sense because the item level judgments are themselves pass level judgments per question. For example, if a panelist provided judgments of 0.7, or 70% for every question, the passing standard would logically be 70% for the entire Examination.

Item	Angoff Participant 1 round 1	Angoff Participant 1 round 2
1	0.87	0.79
2	0.64	0.60
3	0.43	0.47
4	0.55	0.51
5	0.61	0.63
6	0.43	0.44
7	0.76	0.79
8	0.61	0.66

Typically, these judgments are made over multiple rounds after which the judgments become increasingly refined. Between rounds, various types of information can be provided to panelists regarding the reasonableness of their judgments. A common type of information is *impact data*, or the number and percentages of candidates who would pass based upon the average or median passing score recommendation by panelists. Other types of feedback include the difficulty of each question for the candidates or the consistency of each panelist's judgments.

As shown in the figure below, the changes in item level ratings impact the overall recommended passing score. The passing score recommendation made in the final round is the one that is ultimately adopted.

Round One: Initial Ratings



Round Two: "Impact" data is presented.



For more detailed information on standard setting procedures and methods see the book, *Setting Performance Standards: Concepts, Methods, and Perspectives*, edited by Gregory Cizek and Robert Sternberg.

Appendix IV: Standard Score Report Template

Candidate Standard Score Report

Canadian Organization of Paramedic Regulators

Organisation Canadienne des Régulateurs Paramédicaux

The following report shows your results on the [redacted] administration of the COPR Entry to Practice Examination for Primary Care Paramedic. Results are provided in 3 areas: Pass/Fail status (upper right), overall standard score versus passing mark (middle), and standard score performance versus passing mark for each National Occupational Competency (NOCP) (bottom). Details on standard scores are provided at the bottom of this report.

We are pleased to inform you that you have met or exceeded the minimum standard score required to pass on this examination. The score you achieved was 450, shown in Figure 1 by the length of the blue bar, while the required score to pass was 450, represented by the black vertical line.

Exam Performance Report

Name: [redacted]

Candidate ID: [redacted]

Date of examination: [redacted]

Exam result: Passed

Your Total Standard Score

Figure 1. Your standardized total score, which determines your Exam Result (Pass/Fail)

Your performance in each NOCP Competency Area is shown in Figure 2. In this graph, the length of each bar represents the level of your performance and the vertical black line represents the approximate level of acceptable performance for each respective Area. The bars are also colour-coded as follows: red indicates likely areas of weakness; yellow indicates below acceptable performance; light green indicates acceptable performance; darker green indicates a likely area of strength. Note that only your Total Standard Score determines your Pass/Fail result; the second graph is information only.

Your Competency Standard Scores

Figure 2. Your standardized competency scores for each NOCP Competency Area.

Appendix V: Provincial Regulatory Bodies

The following provinces utilize the COPR PCP & ACP Entry to Practice Examinations:

- Alberta
- Manitoba
- Nova Scotia
- Prince Edward Island
- Saskatchewan
- Newfoundland and Labrador
- British Columbia

The following provinces utilize the COPR EMR Entry to Practice Examination:

- Alberta
- Manitoba
- Saskatchewan
- Nova Scotia
- Newfoundland and Labrador

Candidates who have passed the Examination and want to work in a regulated jurisdiction are required to contact the regulatory body in that province for registration requirements. (Links to all paramedic regulators in Canada can be found under the *Regulation of Paramedics in Canada* tab at copr.ca).

Appendix VI: Candidate Examination Registration Process

Timeline	Candidate Action
At least 4 weeks prior to the Examination	Candidate completes COPR Examination Application via application portal on the COPR website and submits payment. No applications are accepted after the posted deadline.
3-4 weeks prior to the Examination: Seat Reservation	Meazure Learning emails candidates their credentials with details of how to log in and reserve an examination seat. Candidates log into the examination site and complete the reservation. Candidate checks to ensure a confirmation email has been received.
2 weeks prior to the Examination: Documentation and Reservation deadline	No further reservations are accepted. Deadline to submit proof of educational program completion, or Eligibility Confirmation Letter, if not already submitted with examination application.
Prior to Examination Day	Candidates writing the examination with virtual proctoring must complete the computer equipment test to ensure all technical requirements are met.