

CAREER DEVELOPMENT FOR REGULATORY PROFESSIONALS

Prospectus 2026-2027



WHAT IS THE CDRP?

The **Career Development for Regulatory Professionals (CDRP)** is a professional development program for those in government, industry, and civil society organizations where expertise is required in the complex field of regulation.

Participants enjoy a collaborative learning approach, gaining knowledge of the regulatory function—practices, processes and systems—from experienced professionals and academics.

In place since 2016 and with over 220 graduates, the Program supports knowledge and skills-building to excel in regulatory functions. Successful graduates acquire a professional certificate from Carleton University's School of Public Policy and Administration.

"One of the best learning opportunities I've had as a public servant..."

- Health Canada employee

"The Program structure hit all the marks for a career development program. It provided a solid understanding of the whole regulatory cycle and is well structured to give a good balance of theoretical exposure to concepts of regulatory development while keeping in mind your skill set."

- Canada Energy Regulator employee





DEVELOPING REGULATORY EXCELLENCE

Rapidly Evolving Operating Environment

Today's highly integrated and competitive economy, rapid pace of technology development, and evolving society demands expertise and skills to design and deliver effective regulatory programs. In particular, regulatory professionals require:

- Knowledge of Canada's constitutional, political, economic and business contexts.
- The ability to meaningfully engage diverse range of interested parties and partners, domestically and internationally.
- The capacity to innovate in regulatory instrument design, program delivery, and impact assessment.

The CDRP offers an in-depth education in regulation for early to mid-career regulatory practitioners and for those looking to refresh their thinking about regulatory excellence.

The Program Curriculum

Anchored in the **pillars of the regulatory cycle** – issue identification, design, implementation, and performance review – participants learn about regulatory governance systems and players in Canada.

Overarching themes of **evidence-based decision-making, risk assessment and management, engagement and partnerships, and innovation** are integrated throughout the Program.

Participants have first-hand **exposure to expert practitioners** and public policy and business leaders who impart strategies, experiences, and **practical tools for how to achieve regulatory success**: efficient, responsive, effective and adaptive regulatory programs.

There is an **emphasis on peer-supported learning**, with ample opportunity to explore the application of knowledge and skills in expertly designed teaching and learning exercises.

Altogether, this helps ensure that the Program is relevant to participants' professional context and is **responsive to their personal learning needs** while fostering connections across a range of organizations in both government and non-government sectors, **creating enduring career networks**.



Ideal candidates have demonstrated expertise in their subject area and are committed to further professional development and personal leadership through continuous learning. Experience of Program graduates shows that success depends on:

- Completing the assigned readings prior to in-class sessions
- Participating actively in class discussions
- Actively engaging in intersessional dialogue and exchanges
- Assuming responsibility for group work and presentations



PROGRAM STRUCTURE

The CDRP comprises **five modules** (2.5 days each), offered every September to May. The first four modules are centered on key milestones within the regulatory life cycle, while the final capstone module allows participants to apply what they have learned.

1

Provides a detailed **overview of regulation and its governance in Canada** to ensure a common understanding of regulatory fundamentals among participants. It also introduces the concept of problem definition and the appropriate analysis and communication of evidence to support it.

2

Discusses the **role of the regulator and the impacts of regulation on society**. It also introduces the spectrum of policy tools to situate regulation and explores design concepts of regulatory instruments.

3

Focuses on the implementation of regulatory programs. It also illustrates the **relationship between policy intent and program administration**, effective strategies for promoting and assessing compliance, and revisits the need for reliable evidence to support compliance and enforcement activities.

4

Introduces **performance measurement** and examines the fundamentals of its application to regulatory instruments and programs. It also highlights the importance of design for assessment, the value of systematic review and appropriate adjustment to achieve results, and the importance of communicating results to various stakeholders in the process.

5

Allows participants to **apply what they have learned**. With working in groups formed early on in the Program, this **capstone module** has participants present their assigned regulatory projects.



“As a non-government person, I gained a more in-depth knowledge of each step in the regulatory development cycle that enabled me to think tactically about how I, as a stakeholder, could better engage within the process to achieve the joint policy objectives. Every single module gave me a new perspective and a new idea about how to approach one of the issues we were working on. I would highly recommend this course to any stakeholder who wants to be more collaborative and to be seen as an indispensable asset to the regulatory development process.”

- Industry Association employee



HOW TO APPLY

PROSPECTIVE PARTICIPANTS SHOULD NORMALLY MEET THE FOLLOWING CRITERIA:

- Have 2-8 years of experience working in a regulatory role in public sector, private industry or other relevant organization (e.g. not-for-profit engaged in advocacy)
- Demonstrate interest in a deeper knowledge of regulatory systems and approaches to improving strategic and technical capacity
- Be committed to attending all sessions, completing required preparatory and in-class work, and participating actively

THE FINE PRINT

The program fee of \$5900 (plus HST) includes instruction, learning materials, and educational supports; there are no additional university incidental fees.

Participants or their home organizations are responsible for any travel-related costs to attend the program in person, but meals are provided by CDRP during program sessions.

Program delivery is a hybrid approach with modules 1 and 5 being in-person for all participants. Modules 2-4 are virtual for those residing outside of the National Capital Region (NCR) and in-person for those who reside in the NCR.

APPLICATIONS SHOULD INCLUDE:

- A current CV for the applicant
- A letter of recommendation/endorsement from the applicant's Director/Manager. This should include an indication of the anticipated developmental objectives for the applicant's participation in the program

[APPLY HERE](#)

For questions about the Program, and for the latest dates, fees, and payment options, please consult our [FAQ](#) or send an email to [our administrator](#).

