**PIDIM logo**

**Alternative Pathway into PIDIM Membership**

The Alternative Pathway into PIDIM Membership is available through ARIDO’s Intern Competency Review System (ICRS)™. The ICRS is an unbiassed third-party assessment developed and managed by The Association of Registered Interior Designers of Ontario (ARIDO). ARIDO offers the ICRS as a third-party assessor for other Canadian jurisdictions. PIDIM applicants without a CIDA accredited bachelor's degree in interior design may have their minimum education competencies assessed via the ICRS in order to determine if they qualify for PIDIM Intern membership.

Applicants are required to submit a book of evidence, based on a prescribed set of 33 required competencies, consisting of evidence(s) from relevant work experience, education, or training to demonstrate that they meet the minimum education competencies required for Intern membership.

Every evidence will require an evidence statement to describe your attached evidence, explain how the evidence relates to the competencies and how it demonstrates that you possess the competency.

ARIDO will answer applicant questions related to the ICRS process including the type of evidence, evidence statement, online application. ARIDO will also coordinate the review of an applicant’s book and evidence and provide the results of the review. Upon completion of review, ARIDO will notify the applicant and PIDIM if the applicant meets the minimum requirement for Intern membership.

**List of Competencies**

* Communication.
* Professional and Business Practices.
* Codes and Regulations.
* Design Process.
* Design Theory.
* Human Environment.
* Products and Materials.
* Construction.

**Evidences**

* Direct Evidence – work experience and related materials
* Indirect Evidence – education/training materials

**Review Process**

* **Application**: The applicant completes the registration and their book of evidence including an Introductory Statement, evidence(s), and evidence statements. To be successful at least one piece of evidence is required for each of the 33 competencies.
* **Evidence Review**: An experienced and qualified interior designer will evaluate the applicant's evidence and verify that they possess the necessary competencies to begin working in a supervised environment.
* **Decision**: The results of the review will be communicated to the applicant.

**Education and Experience Check**

After the competencies review process has been completed and the applicant has received a qualifications decision of “Competencies Fully Meet”, ARIDO conducts a check of Education and Experience to confirm completion of education, training and/or to confirm employment and experience.

**Intern Competencies Review System™ History**

In early 2014, the ARIDO Board of Management formed the Alternative Pathways Task Force, and it began a voluntary review of ARIDO’s current registration requirements and practices. The result of that review is a series of recommendations to help better ensure fair access for all applicants.

The Task Force also took into careful consideration the current regulatory environment, namely the Fair Access legislation as enforced by the Office of Fairness Commissioner of Ontario (OFC).

* critically examine the relevance of existing registration requirements.
* identify potential gaps that may exist between the current minimum standards and the minimum competencies required to practice the profession.
* ensure that there are no barriers to the profession.
* become transparent about all possible routes for meeting registration requirements.
* provide clear information to applicants about acceptable alternatives.

The Task Force report found that in order to ensure fair access for all Intern applicants, ARIDO needs to move toward the assessment of qualifications based on competencies, rather than credentials.

Moving toward competency-based assessment will improve fair access for non-traditional Intern applicants who do not meet the minimum education credential but who have the competencies equivalent to the learning outcomes of the CIDA-accredited degree programs.

Since 2020, ARIDO opened up the ICRS as an offering to other Canadian jurisdictions to assist other Provincial Regulatory Bodies in offering a competency-based alternative to candidates who do not posses a CIDA accredited degree.

For more information, please contact **Jose Tanabe**, Regulatory Coordinator [jtanabe@arido.ca](mailto:jtanabe@arido.ca).