

Action Plan: College of Audiologists and Speech-Language Pathologists of Manitoba (CASLPM)

In response to the Fairness Commissioner's recommendation, CASLPM proposed the following Action.

Progress Opportunities	Action Plan	Completion Date
<p>1. Monitor and review the national Centralization and Capacity Building Project and its impact on IEAs to ensure the licensure process is timely, cost effective and accessible.</p>	<p>The President and Registrar of the College serve on the CAASPR Board of Directors.</p> <p>In addition, the Registrar of CASLPM currently serves as Chair of the CAASPR Board of Directors and will remain a part of the CAASPR Executive until spring 2019.</p> <p>These comprehensive accountabilities assure that the College's efforts to improve its registration processes align and integrate with the national centralized application process to attain:</p> <ul style="list-style-type: none"> • consistent registration requirements which are timely, cost-effective, and accessible • enhanced public protection, and • continued adherence to labour mobility legislation <p>The centralized application process will serve both IE and DE candidates applying for registration to practice either audiology or speech-language pathology across Canadian regulated jurisdictions.</p>	<p>Ongoing</p>
<p>2. Improve website and print information for IEAs addressing issues identified in the analysis section of the progress report and missing criteria outlined in element number one of the Fairness Standard Guide.</p>	<p>The College will improve website and print information re:</p> <ul style="list-style-type: none"> • the steps involved in the registration process • the role of third-parties in the assessment and registration process • what can be done to prepare for registration before migration • qualification requirements • criteria used to assess qualifications • documentation requirements • alternative documentation opportunities • fees and common associated costs • key dates and timelines • appeal process, timelines, and fees 	<p>June 2018</p>

Progress Opportunities	Action Plan	Completion Date
	<p>In addition, the College will link its website with the national Online Portal when it becomes operational and the pre-arrival resource is available for use by internationally educated applicants.</p>	<p>Anticipated fall 2019</p>
<p>3. Revise policy on record checks to be in line with the OMFC Fair Practices Standard.</p>	<ul style="list-style-type: none"> • Review information provided by OMFC as to evidence that may be available through other sources (immigration) • Determine if the evidence available from other sources meets the criteria, as set out in College regulation; and if so, make a change in policy regarding record checks and ensure this is clear in all applicant information 	<p>Within 6 months of receipt of information from OMFC</p>
<p>4. Continue work on data collection and reporting and begin planning for data collection from CAASPR once a centralized application process and national examination system are introduced.</p>	<ul style="list-style-type: none"> • Confirm Centralized Application Process • Request transfer of jurisdiction-specific data to CASLPM annually, within the context of the Centralized Application Process. This provision will be included in an MOU with CAASPR which details the service agreement between the two parties as part of the Centralized Application Process • Actual Data transfer will begin once the Centralized Application Process is in place. 	<p>Ongoing through September 2019</p> <p>Draft MOU Anticipated Fall 2018</p>

CASLPM Comments

The College of Audiologists and Speech-Language Pathologists of Manitoba (the College) acknowledges its commitment and responsibility to ensure fair registration processes with regards to all applicants.

Furthermore, as a signatory to the Agreement on Internal Trade, Chapter 7 Labour Mobility, which came into force for regulated professions, including audiology and speech-language pathology, 1st April 2009, the College also acknowledges its responsibility to work with its fellow Canadian regulators to harmonize entry-to-practice requirements across jurisdictions, to facilitate the mobility of professionals from one Canadian regulated

CASLPM Comments

jurisdiction to another, while ensuring public safety, consumer protection and the integrity of the professions.

To this end, the College, through its membership in the Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR), committed available resources to develop a national competency-based entry-to-practice assessment process to harmonize the requirements across regulated jurisdictions in Canada.

In October 2016, CAASPR began work on a series of initiatives under the umbrella of the “Centralization and Capacity-Building Project for Audiologists and Speech-Language Pathologists”. The overriding purpose of this project is to centralize functions related to the assessment of internationally educated applicants to better standardize registration processes and outcomes across jurisdictions. This will be achieved by developing and refining certain tools to support the application assessment process.

The Centralization Project includes:

- Review and update of Essential Competency Profiles and performance indicators for both professions
- Developing and implementing a national competency-based entry-to-practice examination for both professions in both English and French
- Creating a national Online Portal for internationally and domestically educated applicants to facilitate the application process
- Developing a pre-arrival resource for internationally educated applicants accessible through the online portal
- Establishing national language proficiency standards and approved options to verify meeting the standards
- Developing a national mentorship model for internationally and domestically educated applicants

This Action Plan, as submitted to OMFC, represents the College’s efforts to improve its registration processes, within the context of its commitment to the national centralization project, to achieve a consistent approach to the registration of internationally educated applicants in Manitoba and across Canadian regulated jurisdictions, to enhance public protection and labour mobility.

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CASLPM Comments

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