



2025 REPORT

Implementation and Effectiveness of The Fair Registration Practices in Regulated Professions Act

2025 Report

Implementation and Effectiveness

of The Fair Registration Practices in Regulated Professions Act

Fair Registration Practices Office



Fair Registration Practices Office

301-155 Carlton Street, Winnipeg MB R3C 3H8

T: 204-945-7353

manitoba.ca/frpo

Dear Minister:

I am pleased to present this report in accordance with Section 15.3(1) of The Fair Registration Practices in Regulated Professions Act, C.C.S.M c. F12, "Every two years, the director must prepare and submit to the minister a report on the implementation and effectiveness of this Act and the regulations in helping to ensure that the registration practices of regulated professions are transparent, objective, impartial and fair."

This report focuses on recent progress in fair registration practices among Manitoba regulated professions subject to the act.

Respectfully Submitted,

Amanda Kletke-Neufeld
Director, Fair Registration Practices

Indigenous Land Acknowledgement

We acknowledge that Manitoba is on the treaty territories and ancestral lands of the Anishinaabeg, Anishininewuk, Dakota Oyate, Denesuline and Nehethowuk nations.

We acknowledge Manitoba is located on the Homeland of the Red River Métis.

We acknowledge northern Manitoba includes lands that were and are the ancestral lands of the Inuit.

We respect the spirit and intent of treaties and treaty making and remain committed to working in partnership with First Nations, Inuit and Métis people in the spirit of truth, reconciliation and collaboration.

Executive Summary

This report describes and comments on the implementation and effectiveness of The Fair Registration Practices in Regulated Professions Act (act) from fall 2023 to fall 2025. The director of the Fair Registration Practices Office (FRPO) provides a report on Manitoba's fairness legislation to the minister every two years. This is the seventh report issued under the act since the law came into force in 2009.

Changes to Manitoba's fairness legislation, FRPO review activities, noteworthy progress among Manitoba regulated professions and FRPO's latest application and registration statistics for internationally educated and domestic labour mobility applicants are discussed. The report concludes outlining FRPO's plans and activities moving forward.

Manitoba's fairness legislation was recently amended and new regulations were introduced. FRPO registration reviews during this reporting period focused on the state of compliance among Manitoba regulators to these amendments and new regulations. Amendments introduced time limits for communicating with domestic labour mobility applicants and making application decisions. The Language Proficiency Testing Regulation (M.R. 91/2024), introduced several obligations Manitoba regulators must follow when requiring proof of English/French language proficiency of applicants. In addition to outlining a process to seek temporary extensions to time limits established in legislation, the Domestic Labour Mobility Applicants Regulation (M.R. 32/2024) laid out requirements for annual data reporting. FRPO also completed a review of regulator compliance to the duty to collaborate; a duty introduced in the 2021 amendment to the act.

FRPO review activity from 2023 to 2025 with Manitoba regulators was positive. Manitoba regulators improved collaboration on remedial opportunities and moved into compliance with language proficiency testing requirements. Initial data reports indicate Manitoba regulators are meeting required time limits for assessing and responding to domestic labour mobility applications.

For the 2018 to 2024 period, registration data indicates 6,744 internationally educated applicants (IEAs) applied to Manitoba regulated professions. There were 2,675 IEA registrations with a median registration timeline of 3.1 years. Registration rates vary by profession. Among Manitoba regulators that only receive applicants after they successfully complete national assessments, the registration-to-application ratio was 68 per cent. Among Manitoba regulated professions able to provide complete IEA outcome data, the registration-to-application ratio was 28 per cent.

From September to December 2024, domestic labour mobility application data indicates Manitoba regulated professions received 455 applicants; 45 per cent (206/455) were registered nurses. Manitoba regulators provided acknowledgment of application within ten days for 94 per cent (427/455) of files and upon completed application, provided assessment decisions within 30 days for 100 per cent of files. As of December 31, 2024, 44.8 per cent of these applications registered, 52.5 per cent remain open, and 2.7 per cent were closed.

Table of Contents



Fair Registration
Practices Office

1-2



Amended Fairness
Legislation

3



Registration Reviews

4-9



Impact

10-12



Profession-Specific
Projects

13



Registration Data

14-22



Mobility Data

23-24



Immigration Facts
and Stats

25-26



Moving Forward

27



Fair Registration Practices Office

The Fair Registration Practices Office is a branch of Manitoba Labour and Immigration. FRPO's role is to implement The Fair Registration Practices in Regulated Professions Act.

FRPO:

- reviews regulators for compliance to the legislation and makes recommendations for improvements; this occurs under the control and direction of the minister
- provides a report to the minister every two years about the implementation and effectiveness of the act
- provides regulators information and advice about compliance and the requirements of the act
- serves as a resource for government departments and other stakeholders
- provides general advice and assistance to applicants and stakeholder groups
- collects registration outcome and timeline data from the regulated professions

FRPO's principal role is to work co-operatively with Manitoba professions to ensure fair practice with a focus on improving registration outcomes and timelines for IEAs and domestic labour mobility applicants. This work is conducted in a way that respects the regulated profession's role and authority to set entry-to-practice qualifications and standards.



FRPO welcomes and values hearing concerns and complaints from applicants seeking registration with a Manitoba profession.

FRPO can offer general advice regarding fairness obligations and the fair treatment people should expect. In accordance with fairness legislation, however, FRPO does not advocate, assess applicant qualifications or comment on the merit of assessment decisions.

Regulators under The Fair Registration Practices in Regulated Professions Act

Agrologists Manitoba (legally Manitoba Institute of Agrologists)

Association of Manitoba Land Surveyors

Certified Technicians and Technologists Association of Manitoba Inc.

Chartered Professional Accountants of Manitoba

College of Audiologists and Speech-Language Pathologists of Manitoba

College of Dietitians of Manitoba

College of Licensed Practical Nurses of Manitoba

College of Medical Laboratory Technologists of Manitoba

College of Midwives of Manitoba

College of Occupational Therapists of Manitoba

College of Pharmacists of Manitoba

College of Physiotherapists of Manitoba

College of Podiatrists of Manitoba

College of Registered Nurses of Manitoba

College of Registered Psychiatric Nurses of Manitoba

Engineers Geoscientists Manitoba (legally Association of Professional Engineers and Geoscientists of the Province of Manitoba)

Manitoba Association of Optometrists

Manitoba College of Social Workers

Manitoba Veterinary Medical Association

The College of Dental Hygienists of Manitoba

The College of Paramedics of Manitoba

The College of Physicians and Surgeons of Manitoba

The Denturists Association

The Law Society of Manitoba

The Manitoba Association of Architects

The Manitoba Association of Registered Respiratory Therapists

The Manitoba Chiropractors Association

The Manitoba Dental Association

The Manitoba Naturopathic Association

The Opticians of Manitoba

The Psychological Association of Manitoba

**Throughout this report, regulators are also referred to as "Manitoba professions".*

Amended Fairness Legislation

Registration and assessment practice in the professions continues to evolve rapidly in Manitoba and across the country. In recent years, provincial governments in Canada have implemented various legislative initiatives supporting foreign qualification recognition. There is also a renewed interest in timely, barrier-free labour mobility across provinces for professionals registered and in good standing with a provincial/territorial regulating authority.

In May 2023, the Manitoba government amended its fairness legislation and has since introduced two new regulations to the act. The purpose of these changes is to improve the effectiveness of fairness legislation. These changes provide greater direction to Manitoba professions in areas where compliance supports improved outcomes and registration timelines for internationally educated and domestic labour mobility applicants.

Changes to Manitoba's fairness legislation:

- **May 30, 2023 amendment to the act:**
 - ◇ added a definition for “domestic labour mobility applicant”
 - ◇ established communication and assessment time limits for domestic labour mobility applications
 - ◇ introduced ministerial compliance order authority for contraventions of labour mobility obligations
 - ◇ introduced a provision to establish regulations for time limit extensions for processing and responding to domestic labour mobility applications; and language proficiency testing
- The Domestic Labour Mobility Applicants Regulation (M.R. 32/2024) came into force May 1, 2024.
- The Language Proficiency Testing Regulation (M.R. 91/2024) came into force March 26, 2025.

Registration Reviews

FRPO's work with Manitoba regulators from 2023 to 2025 was focused on three registration reviews. FRPO reviewed regulator compliance to the:

- duty to collaborate
- duty to meet time limits for responding to and assessing domestic labour mobility applications and communicating appeal decisions
- Language Proficiency Testing Regulation

In accordance with provisions set out in Manitoba's fairness legislation, FRPO conducts reviews to determine a regulated profession's compliance to the duties in the Fair Registration Practices Code of the act and to identify areas that need improvement. Under the law, Manitoba professions are responsible to co-operate with FRPO and be compliant with fairness legislation.

Regulator collaboration

From fall 2023 to winter 2024, FRPO reviewed Manitoba professions for compliance to the duty to collaborate with education providers and employers on programs and strategies to support registration of internationally educated applicants (IEAs).

Fall 2024, FRPO released a special [report](#) on compliance to the duty to collaborate. The report describes the nature of qualification gaps and remedial needs of IEAs, the types of assistance and strategies available and the challenges to collaboration faced by Manitoba regulators. It also presents the state of compliance to the duty among regulators, including various commitments for progress and improving practice identified during the review.

As outlined in the report, FRPO found all Manitoba regulated professions demonstrate some measure of compliance to the duty to collaborate. Remedial opportunities for IEAs vary across professions. Collaboration is impacted by numerous contextual and practical considerations: the extent and character of IEA needs; the availability of resources and educational opportunities; and the willingness or ability of stakeholders to engage.

Remedial opportunities for IEAs are a work in progress among Manitoba regulated professions. Numerous commitments to new and continued work were made by regulators during this review. This work remains critical to maximize successful outcomes for IEAs. FRPO identified two promising approaches for professions to seriously consider and implement:

- Allow IEAs to address gaps while they are working in the field under supervision by registered professionals. This approach keeps people current and gainfully employed as they work toward meeting qualification requirements. In some cases, regulators may consider competent performance under supervision as evidence of qualification.
- Offer restricted scope-of-practice registration for applicants with expertise in specific areas of professional practice. This allows individuals a timely licensure opportunity without the challenges and barriers associated with needing to complete remedial training to qualify for a full scope of practice license.

Regulator best practices

The **College of Registered Psychiatric Nurses of Manitoba (CRPNM)** collaborates with out-of-province education providers to address identified gaps. Applicants can complete a combination of online coursework (even before arriving in Canada) and in-province clinical placements. To ensure IENs have legal status to work and to support access to clinical placement opportunities, CRPNM works with the Manitoba Provincial Nominee Program and Manitoba nursing employers.

In **accounting, law and architecture**, IEAs benefit from access to academic coursework in a broad range of areas to meet education requirements in these professions. The national Chartered Professional Accountant's Preparatory Education Program, the Royal Architectural Institute of Canada's Syllabus Program, and most Canadian law faculties provide IEAs in these professions access to academic courses deemed necessary by the Manitoba regulator or their respective national assessment bodies.

The **College of Pharmacists of Manitoba (CPhM)** has a long-standing internship program to support new practitioners as they transition into Canadian professional practice. In addition to guidance provided by an extensive internship manual, CPhM has introduced training for preceptors working with internationally educated pharmacists and supporting their unique needs.

In collaboration with Shared Health, the **College of Licensed Practical Nurses of Manitoba** and the **College of Registered Nurses of Manitoba** support allowing opportunities for internationally educated nurses (IENs) participating in bridge training to work in a restricted capacity in the field while they complete remedial training. IENs seeking LPN registration can access the Supervised Internationally Educated Nurse Gap Training Program and those seeking RN registration may work as Undergraduate Nurse Employees.

The **College of Medical Laboratory Technologists of Manitoba** is working with the Canadian Alliance of Medical Laboratory Professionals Regulators to introduce field-specific registration opportunities for Canadian and internationally educated medical laboratory technologists (MLTs). MLT registrants can now have their fields of practice designated on their registration, allowing them to practice within those named fields. This allows applicants to work in their areas of expertise more quickly as they are no longer required to qualify in all fields of medical laboratory technology to practice in Manitoba.

Engineers Geoscientists Manitoba offers a specified scope-of-practice license for applicants to be recognized and work in restricted practice areas. This provides professional recognition for applicants with training and experience in specific areas of engineering and geoscience practice, but whose training may not be sufficiently broad to qualify as a professional engineer or geoscientist.



Language proficiency testing policies

FRPO reviewed Manitoba regulators for compliance to the Language Proficiency Testing Regulation (M.R. 91/2024) from April to June 2025. Eighteen of the 31 regulated professions under Manitoba’s fairness legislation have language proficiency requirements.

The regulation introduced several requirements for regulators with English/French language proficiency policies. The purpose of these measures is to reduce unnecessary language testing and retesting of applicants. Regulators must:

- accept several named language tests:
 - ◊ Canadian English Language Proficiency Index Program (CELPIP) General Test
 - ◊ International English Language Testing System (IELTS) General Test

If French is accepted:

- ◊ Test de connaissance du français (TCF Canada)
- ◊ Test d'évaluation de français (TEF Canada)
- accept combined scoring from language testing agencies that provide this option
- accept test results achieved within two years of application and consider these test results to be valid throughout the assessment and registration process (no retesting)
- waive test requirements for applicants educated in professional programs delivered in their entirety (both classroom and clinical) in English/French

To support compliance and aid regulators, FRPO developed a [language proficiency testing policy](#) that explains the various requirements of the regulation.

For this registration review, Manitoba regulators documented, reviewed and adjusted their language proficiency policies. All 18 Manitoba regulators with language proficiency requirements needed to adjust some aspect of their language policies to comply with the regulation. Following the review, most regulators were fully compliant to the regulation, a few were still in the process of changing policy and a few have outstanding compliance issues related to their reliance on national bodies for the assessment of language proficiency.

Key review outcomes:

16

regulators introduced or changed policy for combined test scoring

14

regulators increased the number of accepted language tests

11

regulators introduced or changed education testing waivers

FRPO anticipates these changes will result in significantly less language testing and retesting of applicants among Manitoba regulated professions. For instance, applicants who have taken one of the recognized language tests for immigration purposes and met required scores, will no longer have to retest provided they have tested within two years of applying to their profession. It also means applicants with evidence of a high degree of English or French language proficiency – successful completion of professional education in English or French – will no longer be tested.

Starting in 2025, FRPO began collecting language testing data from Manitoba regulated professions to monitor the impact of the regulation. This includes data about the number of applicants required to supply language tests, the name of the test submitted, and the number of applicants qualifying for an education waiver.

Many Manitoba regulators have adopted progressive language proficiency testing policies that go beyond what is required by Manitoba's regulation. Some noteworthy examples include:

- accepting language test results taken more than two years prior to application
- considering alternative evidence of language proficiency such as attestations from employers and professional colleagues; completion of Canadian secondary programs; acceptance into related post-secondary programs; registration with another regulatory body that required evidence of language proficiency; other substantially equivalent evidence of language proficiency in training and practice (e.g., significant clinical teaching, research, and/or academic experience)
- waiving language testing for first-language English/French speakers
- allowing combined test scores from language testing agencies that have not yet developed their own combined scoring option
- accepting a broad range of language proficiency tests
- making language proficiency testing a late-stage requirement in the assessment and registration process

Most Manitoba regulated professions with a language proficiency requirement, 61 per cent (11/18), allow applicants to demonstrate proficiency in English or French; 39 per cent (7/18) accept English only.

Domestic labour mobility time limits

The 2023 amendment to the act introduced time limits for responding to and assessing domestic labour mobility applications and communicating appeal decisions. As specified in the act, Manitoba regulators must:

- provide applicants a receipt of application acknowledgement, specifying any further documentation or application materials needed within 10 days of initial application
- make an application assessment decision within 30 days of a completed application and provide prompt notification to the applicant
- in an appeal, provide written reasons to the applicant within 10 days of the appeal decision

The Domestic Labour Mobility Applicants Regulation (M.R. 32/2024) came into force May 2024. This regulation requires regulators report annually to FRPO on domestic mobility applicants and stipulates a process to request extensions to assessment time limits under specific circumstances where it may be warranted.

FRPO required regulators to collect domestic labour mobility application data beginning in September 2024. This data identifies the number of domestic labour mobility applicants a regulated profession receives, the applicant's country of education and a few key dates occurring throughout the application, assessment and registration process so that compliance with time limits can be monitored.

Domestic labour mobility application data submitted for the fourth quarter of 2024 indicates a high degree of compliance to time limit obligations. The number of domestic labour mobility applications varies markedly by profession.

Across professions:

93.8 per cent of domestic labour mobility applicants received an acknowledgment within 10 days of initial application. Average time to acknowledgment for these applications was 3.9 days.

6.2 per cent of applications were not acknowledged within the 10-day timeline. Average time to acknowledgment was 13 days.

100 per cent of assessment decisions were made within 30 days of complete application (all documents and fees submitted). Average time to decision was three days.



Data indicates that Manitoba regulated professions are promptly handling domestic labour mobility applications.

From fall 2022 to spring 2023, FRPO worked with Manitoba regulators removing non-permissible material requirements for the registration of domestic labour mobility applicants. All Manitoba regulators are currently compliant with labour mobility legislation; they are not reassessing credentials, retesting applicants or requiring currency-of-practice hours. Applicants who are registered and in good standing in another Canadian jurisdiction qualify for license-to-license recognition in Manitoba.

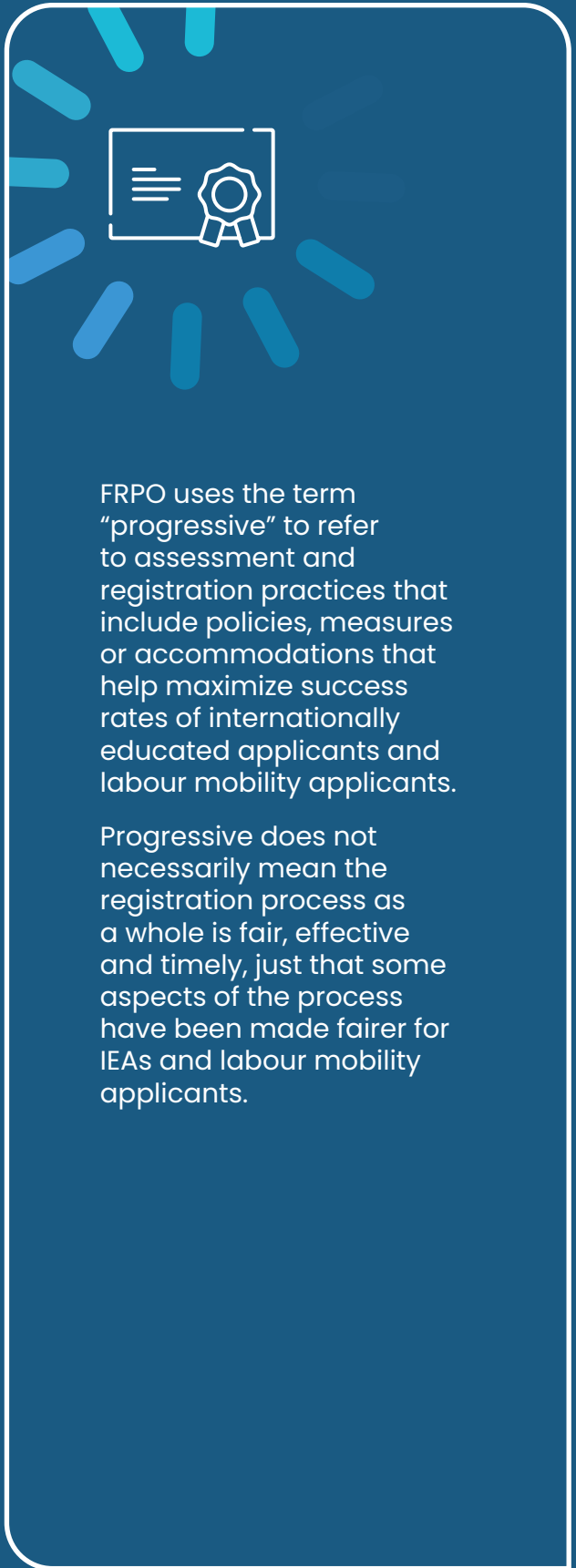
There has been progress among Manitoba regulators eliminating unnecessary registration requirements and the prompt handling of domestic labour mobility applications, however FRPO data indicates a large number of unresolved, open files. There may be various factors accounting for these open files. The short period of data collection does not easily allow intelligent comment. FRPO will be monitoring this situation moving forward.



Impact

An important part of FRPO's work is being aware of changes to registration practices of Manitoba professions. Under fairness legislation, Manitoba regulators must notify FRPO of any significant change to the registration process 30 days prior to the change. This requirement allows FRPO time to discuss changes with the profession as well as other government departments to align and understand proposed changes.

From January 2023 to fall 2025, FRPO received more than 80 notifications from Manitoba regulated professions. Many of these notices were about progressive new policies and practices that support improved IEA and domestic labour mobility applicant licensure outcomes and timely registration.



FRPO uses the term “progressive” to refer to assessment and registration practices that include policies, measures or accommodations that help maximize success rates of internationally educated applicants and labour mobility applicants.

Progressive does not necessarily mean the registration process as a whole is fair, effective and timely, just that some aspects of the process have been made fairer for IEAs and labour mobility applicants.

Registered Nurses

Working with Manitoba Health, Seniors and Long-term Care, the College of Registered Nurses of Manitoba (CRNM) made several significant policy changes to support IEA and domestic labour mobility applicant registration. CRNM introduced:

- expedited registration pathways for IENs from select jurisdictions
- the option of an expedited NNAS credential assessment and a broadened list of recognized credential assessment agencies
- options for a Clinical Competence Assessment retake or to select an alternative pathway that does not require this assessment
- new options to provide evidence of language proficiency, recognizing additional language tests and the option to submit scores achieved from more than one sitting of a language test
- a new online registrant system that improves access to records and application forms
- changes to the currency of practice policy to allow nurses applying late in the year more time to acquire practice hours normally required upon registration renewal
- a new Registration Pathway Advisor staff position to provide information and assistance to help applicants understand registration requirements and whether they may qualify for one of their new expedited registration pathways

Physicians

The College of Physicians and Surgeons of Manitoba introduced several progressive changes. They:

- streamlined the registration pathway for U.S. physicians to apply directly for full licensure if they meet the established requirements
- introduced greater recognition of practice experience counting toward currency of practice requirements
- eliminated the Medical Council of Canada Qualifying Exam Part I (MCCQE1) requirement for provisional registration for IMGs doing a practice ready assessment
- removed the requirement to be a Licentiate of the Medical Council of Canada to practice in Manitoba
- introduced full registration eligibility for qualified physicians who hold the Royal College of Physicians and Surgeons of Canada, Subspecialist Examination Affiliate Program (SEAP) status
- improved online registration information

Also in process:

- improving fact track registration practices, including through participation with the MCC's National Registry of Physicians
- multiple projects directed at better recognizing foreign credentials, including with the CFPC, the RCPSC, and FMRAC
- a two-day orientation for registrants new to the Manitoba practice environment

Audiologists and Speech-Language Pathologists

The College of Audiologists and Speech-Language Pathologists of Manitoba:

- introduced a policy to consider internationally educated applicants with bachelor's degrees. Previously, applicants had to have a master's degree or clinical doctorate level coursework to be considered for registration
- revised their language proficiency cut-score requirements to be in-line with a national benchmarking study for audiology and speech-language pathology. Cut scores are now equivalent to Canadian Language Benchmark (CLB) 9 in all skill areas. Previously, cut scores equated to the following: Listening CLB 9, Reading CLB 9.5, Writing CLB 10, Speaking CLB 10. Only one other Canadian regulator has done the same

Medical Laboratory Technologists

The College of Medical Laboratory Technologists of Manitoba:

- introduced a new registration category allowing both domestically and internationally educated applicants with relevant science degrees, previously not eligible for registration, to practice in a limited capacity in areas related to their education
- added a new Flexible Pathways option to their registration process allowing applicants to license as medical laboratory technologists in field specific areas



Profession-Specific Projects

FRPO continues to participate in profession-specific working groups to advance change and improve supports for internationally educated professionals.

Internationally educated nurses

FRPO worked with three other departments to improve the registration process for IENs. In addition to financial supports for IENs in Manitoba, the group worked to streamline the process and ensure candidates were on the best pathway forward. This work supports the minister's mandate for inter-departmental collaboration to improve the recognition of international credentials starting in health care.

Internationally educated veterinarians

FRPO is collaborating with Manitoba Agriculture, the Manitoba Veterinary Medical Association, industry and representatives from the Association of Manitoba Municipalities on a working group to identify, initiate and support solutions that will reduce barriers to licensure for internationally educated veterinarians (IEVs). Improved outcomes and timelines to registration for IEVs will help address veterinarian shortages across Manitoba.



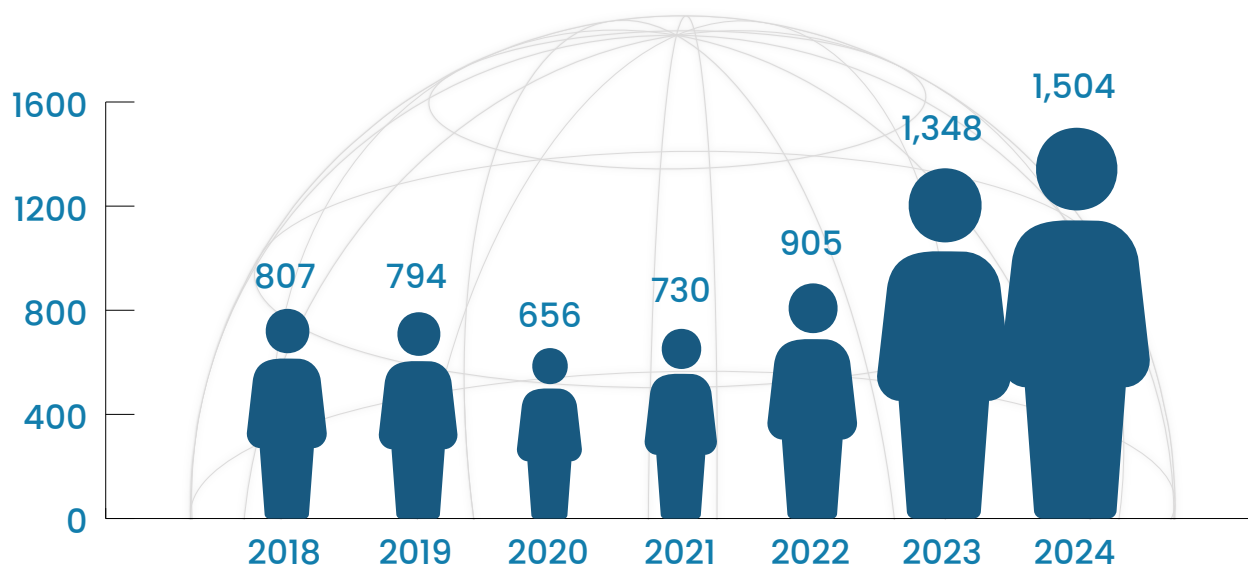
2018 to 2024 Registration Data

FRPO has collected registration data from Manitoba professions under the act since 2011. Anonymous application and assessment outcomes and dates are collected for each IEA applying to a Manitoba profession.

To reflect recent registration practice, the registration data in this report is restricted to the 2018 to 2024 period. There are two key considerations reading this data:

1. Only individuals who complete applications with Manitoba regulators are counted. Many professions have first-step national bodies responsible to assess applicants before they apply in Manitoba; typically, those unsuccessful with the national body do not apply in Manitoba and so are not captured in the data.
2. Registration outcomes and timelines are presented across 31 Manitoba professions, but these figures are not representative of this group. This is because the vast majority of applications and registrations occur in a small group of Manitoba professions.

Annual IEA applications to Manitoba professions



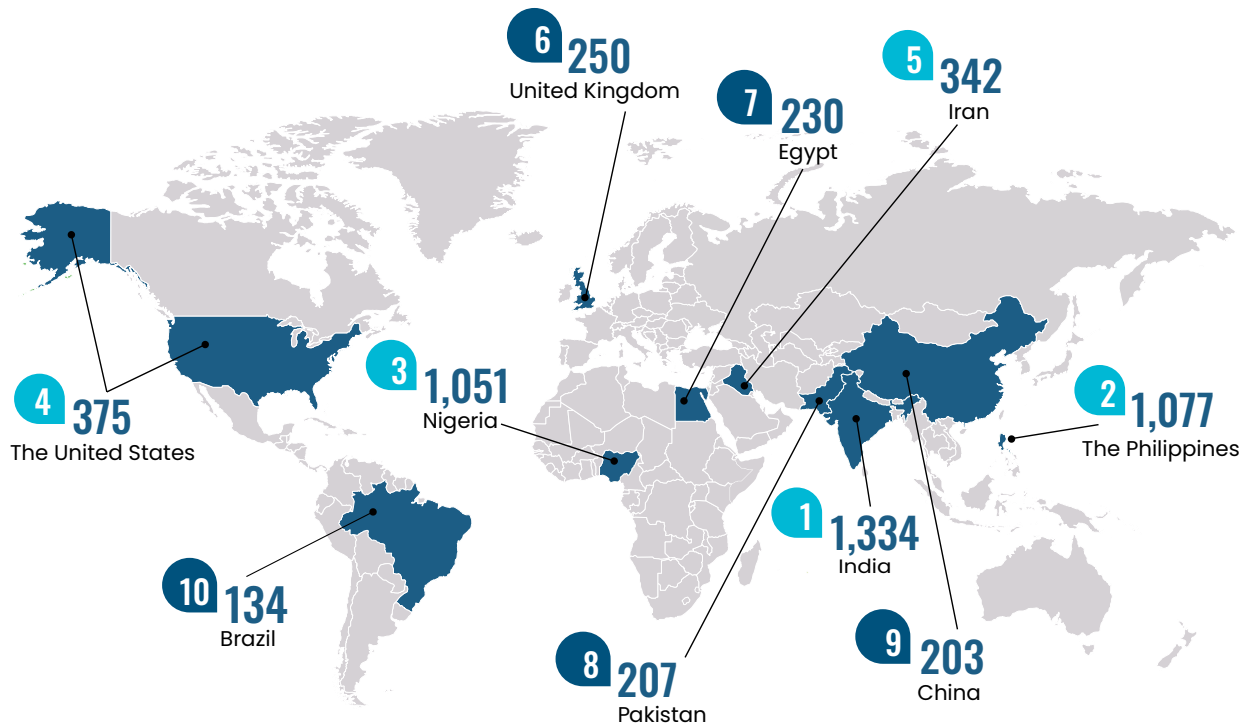
6,744
Total applications
2018-2024



963
Average number
of applications
per year

Top countries of education 2018 to 2024

Trained all over the world, FRPO registration data indicates Manitoba regulators saw applicants educated in 139 countries. India was the top source country of education, followed by The Philippines and Nigeria.













988 (15%)
applied pre-arrival



139
countries of education



Top ten professions by IEA applications 2018 to 2024

	Engineers Geoscientists Manitoba	2,089
	Chartered Professional Accountants of Manitoba	1,614
	The College of Physicians and Surgeons of Manitoba	859
	College of Pharmacists of Manitoba	443
	College of Registered Nurses of Manitoba	352
	College of Licensed Practical Nurses of Manitoba	228
	The Law Society of Manitoba	224
	Certified Technicians and Technologists Association Manitoba Inc	186
	Agrologists Manitoba	99
	Manitoba Dental Association	94

The top five professions received 79 per cent (5,357) of all IEA applications.

Registration timelines

All key steps in the assessment and registration process are tracked. The data shows how long registration takes, as well as how long steps in the process take.

Median timeline figures are presented rather than timeline averages. This helps mitigate the impact of outlier applicants with extended timelines. Numerous factors influence timelines to registration in a profession and cannot be attributed to the process alone. Particularly for individual cases, long timelines do not necessarily point to a fairness issue. Finally, complete timeline information is unavailable for some applicants who registered. Timelines presented below are for 2,912/3,721 applicants who provisionally registered in the period and for 2,269/2,675 who registered in the period.

Median timelines to registration 2018 to 2024

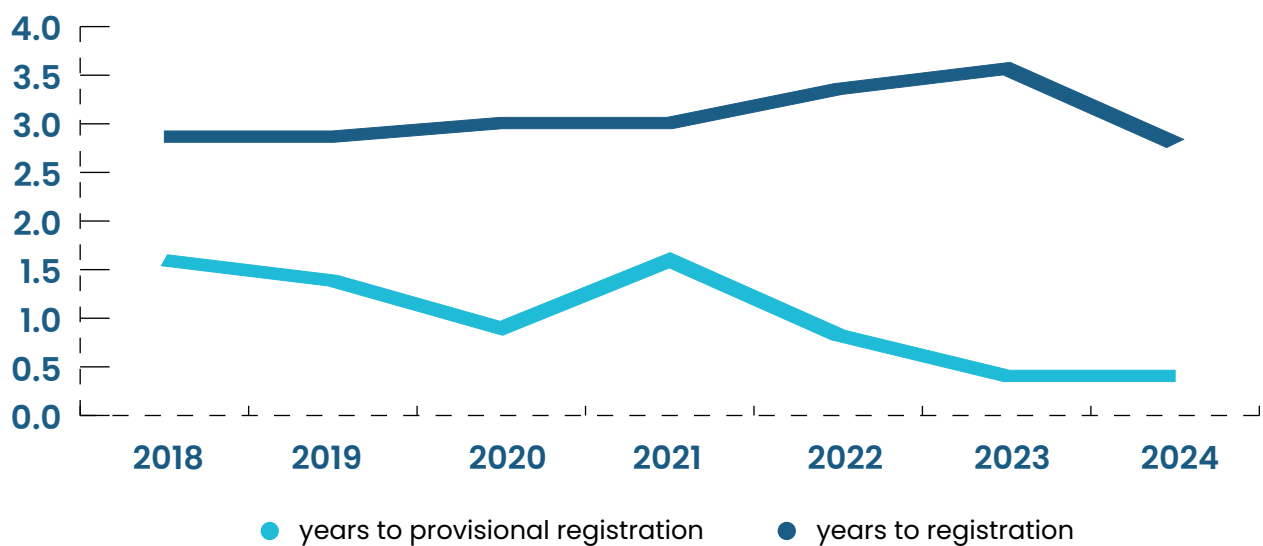


0.2 years
Provisional Registration



3.1 years
Registration

Median timelines to registration by year, 2018 to 2024

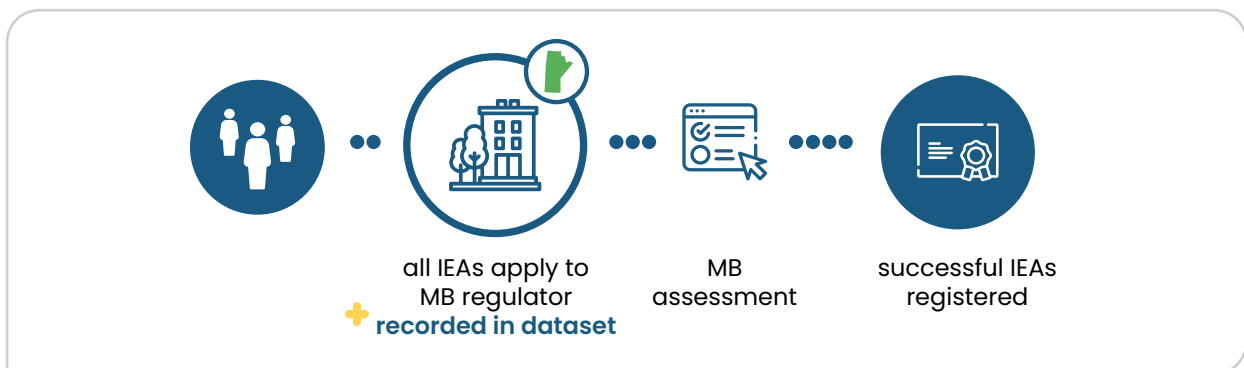


Registration outcomes

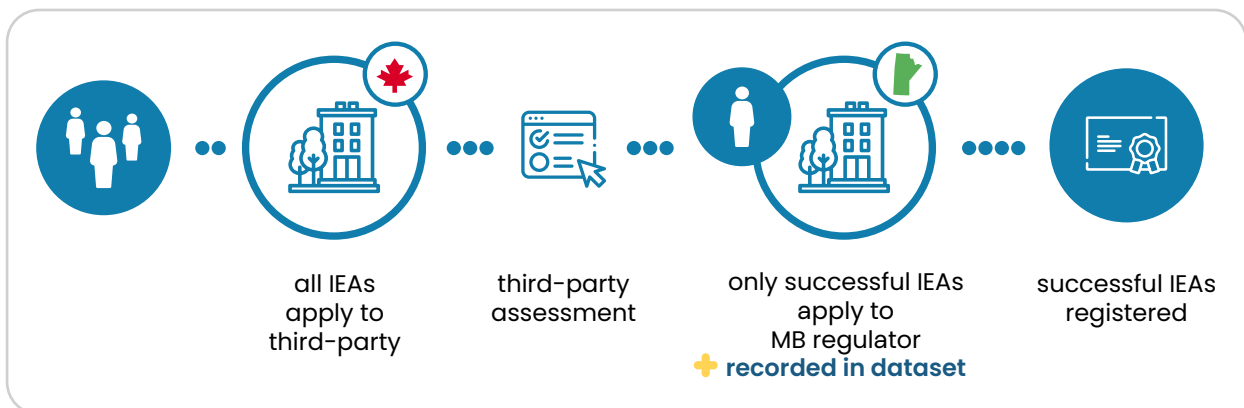
The IEA registration rate across Manitoba professions for the 2018 to 2024 period refers to the percentage of applicants who applied in the period with all documents needed for an initial assessment and went on to successfully register. For a number of reasons, FRPO registration data does not allow a straightforward determination of the registration rate:

1. Registration can be a multi-year process and all applicant files need to be resolved, with no one remaining in process, to determine the registration rate.
2. Almost half of Manitoba professions use national assessment bodies for the first steps of their assessment. For this group, FRPO data only captures those who are successful at the national body and go on to apply to the Manitoba regulator.

Manitoba professions - complete application data:



Manitoba professions - incomplete application data:



To provide an indicator of registration rates for the period, FRPO presents the registration-to-application ratio for the above two groups of regulated professions: those with a national body first-step (incomplete application data) and those without (complete application data). The number of applications in the period is compared to the number of registrations in the period. This means some applicants registering applied before the reporting period and some applicants not registering may do so after the reporting period.

In the case of Manitoba professions with complete application information, the ratio provides an indicator of the registration rate. In the case of regulators with a first-step national assessment, the ratio only provides an indicator of the registration rate after people have successfully completed the first part of the process and applied to a Manitoba regulator.

Manitoba professions with complete application data

IEAs to these professions start and end their application and registration process with a Manitoba regulator. This group includes:

- Agrologists Manitoba
- Certified Technicians and Technologists Association of Manitoba, Inc.
- Chartered Professional Accountants of Manitoba
- College of Audiologists and Speech-Language Pathologists of Manitoba
- College of Dietitians of Manitoba
- College of Licensed Practical Nurses of Manitoba*
- College of Podiatrists of Manitoba
- College of Registered Nurses of Manitoba*
- College of Registered Psychiatric Nurses of Manitoba*
- Engineers Geoscientists Manitoba
- The Denturists Association
- The Manitoba Association of Registered Respiratory Therapists
- The Manitoba Naturopathic Association
- The Opticians of Manitoba
- The Psychological Association of Manitoba

*Although applicants to Manitoba nursing professions first apply to the National Nursing Assessment Service (NNAS), they are included here. This first step is similar to an academic credential assessment required by other professions in this group. IEAs can proceed to apply to the Manitoba regulator regardless of the outcome of this initial assessment.

Registration-to-application ratio (complete data) 2018 to 2024



For Manitoba professions with complete application data, the registration-to-application ratio suggests one in three applicants registered in the period.

Registration-to-application ratio, by profession 2018 to 2024

Professions with complete application data	Registrations	Applications	Registrations: Applications
Agrologists Manitoba	52	99	53%
Certified Technicians and Technologists Association of Manitoba Inc.	142	186	76%
Chartered Professional Accountants of Manitoba	146	1,614	9%
College of Audiologists and Speech-Language Pathologists of Manitoba	58	59	98%
College of Dietitians of Manitoba	1	17	6%
College of Licensed Practical Nurses of Manitoba	148	228	65%
College of Podiatrists of Manitoba	8	9	89%
College of Registered Nurses of Manitoba	268	352	76%
College of Registered Psychiatric Nurses of Manitoba	16	45	36%
Engineers Geoscientists Manitoba	459	2,089	22%
The Denturists Association	-	-	-
The Manitoba Association of Registered Respiratory Therapists	1	4	25%
The Manitoba Naturopathic Association	1	1	100%
The Opticians of Manitoba	11	10	110%
The Psychological Association of Manitoba	3	15	20%
Totals	1,314	4,728	28%

The chart above presents registration, application and ratio figures by Manitoba profession. A registration-to-application ratio is only an indicator of the registration rate. In cases where applications decline in the reporting period, regulators can see a ratio greater than 100 per cent.

Low registration ratios and registration statistics in general do not necessarily indicate fairness issues or a lack of progressive practices.

Manitoba professions with first-step national assessment bodies and incomplete application data

IEAs to these professions start their application process with a national third-party assessor and complete the process with a Manitoba regulator. FRPO only has outcome data on applicants who are successful with the national body and go on to apply to the Manitoba regulator. This group includes:

- Association of Manitoba Land Surveyors
- College of Medical Laboratory Technologists of Manitoba
- College of Midwives of Manitoba
- College of Occupational Therapists of Manitoba
- College of Paramedics of Manitoba
- College of Pharmacists of Manitoba
- College of Physiotherapists of Manitoba
- Manitoba Association of Optometrists
- Manitoba College of Social Workers*
- Manitoba Veterinary Medical Association
- The College of Dental Hygienists of Manitoba
- The College of Physicians and Surgeons of Manitoba
- The Law Society of Manitoba
- The Manitoba Association of Architects
- The Manitoba Chiropractors Association
- The Manitoba Dental Association

*IEAs to the Manitoba College of Social Workers apply first to a national body unless they are educated in the United States. As the majority of their applicants are educated outside the United States, they are included in this group.

Registration-to-application ratio (incomplete data) 2018 to 2024



A relatively high registration-to-application ratio is expected for this group of professions. The 68 per cent ratio only captures the through rate of applicants in the latter part of the registration process.

Registration-to-application ratio, by profession 2018 to 2024

Professions with first-step national assessment bodies and incomplete application data	Registrations	Applications	Registrations: Applications
Association of Manitoba Land Surveyors	-	-	-
College of Medical Laboratory Technologists of Manitoba	47	58	81%
College of Midwives of Manitoba	3	10	30%
College of Occupational Therapists of Manitoba	6	5	120%
College of Paramedics of Manitoba	-	-	-
College of Pharmacists of Manitoba	438	443	99%
College of Physiotherapists of Manitoba	50	76	66%
Manitoba Association of Optometrists	20	19	105%
Manitoba College of Social Workers	82	86	95%
Manitoba Veterinary Medical Association	36	55	65%
The College of Dental Hygienists of Manitoba	3	3	100%
The College of Physicians and Surgeons of Manitoba	345	859	40%
The Law Society of Manitoba	173	224	77%
The Manitoba Association of Architects	28	46	61%
The Manitoba Chiropractors Association	36	38	95%
The Manitoba Dental Association	94	94	100%
Totals	1,361	2,016	68%

The chart above presents registration, application and ratio figures by Manitoba profession. A registration-to-application ratio is only an indicator of the registration rate. In cases where applications decline in the reporting period, regulators can see a ratio greater than 100 per cent. Low registration ratios and registration statistics in general do not necessarily indicate fairness issues or lack of progressive practice.

Mobility Data — September to December 2024



Total applicants:
455



Countries of education:
28

Applications by profession:

Accountants	17	Occupational Therapists	2
Agrologists	3	Opticians	2
Architects	10	Paramedics	19
Audiologists and Speech-Language Pathologists	1	Pharmacists	2
Chiropractors	1	Physicians and Surgeons	29
Dentists and Dental Assistants	1	Physiotherapists	2
Denturists	2	Psychologists	4
Engineering Technicians and Technologists	1	Registered Nurses	206
Engineers and Geoscientists	105	Respiratory Therapists	1
Lawyers	16	Social Workers	12
Licensed Practical Nurses	16	Veterinarians	3

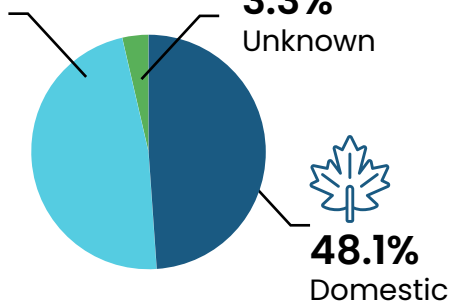
No applicants: dental hygienists, dietitians, land surveyors, medical laboratory technologists, midwives, naturopaths, optometrists, podiatrists and registered psychiatric nurses.

Applicant education



48.6%

International



3.3%

Unknown



48.1%
Domestic

Applicant outcomes



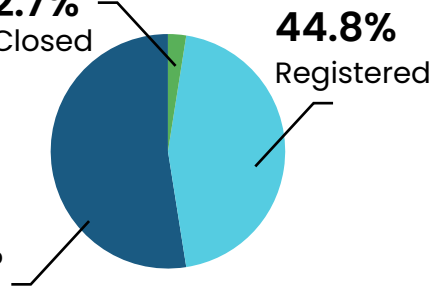
2.7%
Closed



44.8%
Registered



52.5%
Open





Applicants with active registrations in one province only:

346



Applicants with active registrations in multiple provinces:

109



93.8%

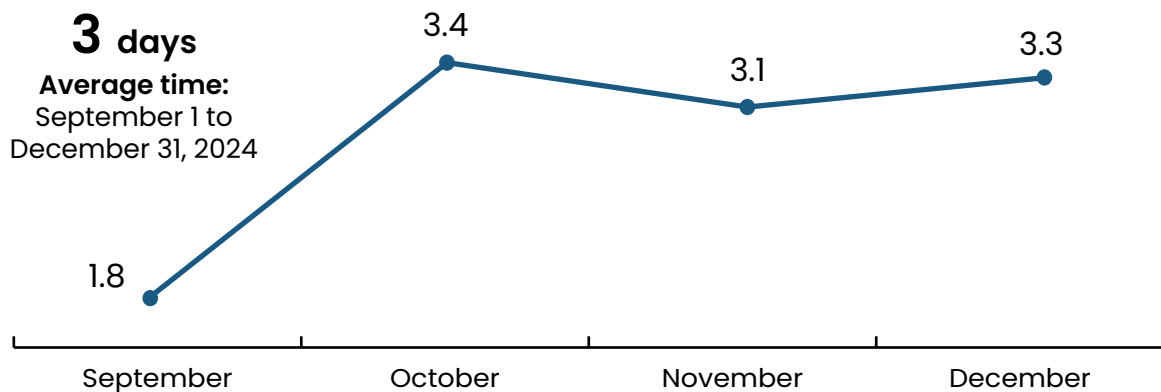
Files acknowledged within 10 days of initial application



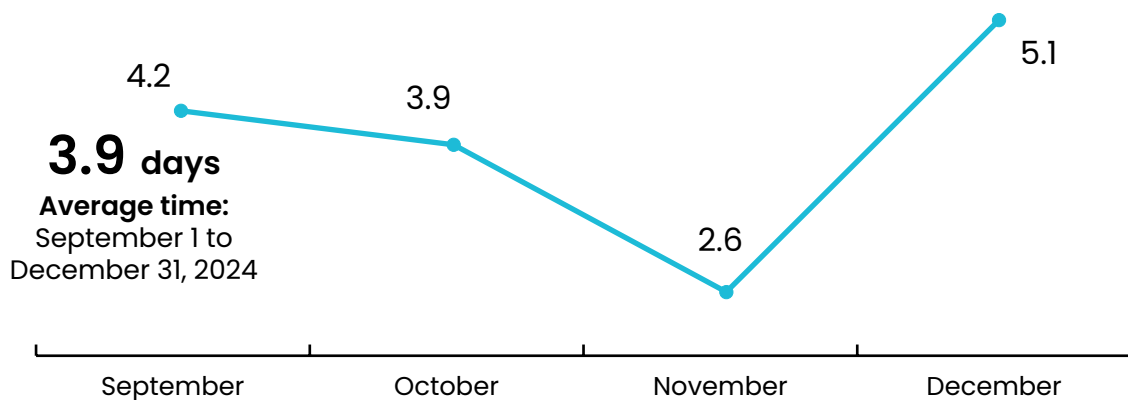
100%

Decisions made within 30 days of complete application

Average time to decision on complete application, in days



Average time to acknowledgment of initial application, in days



Immigration Facts and Stats



**Manitoba
Permanent Residents
2018-2024**

130,570



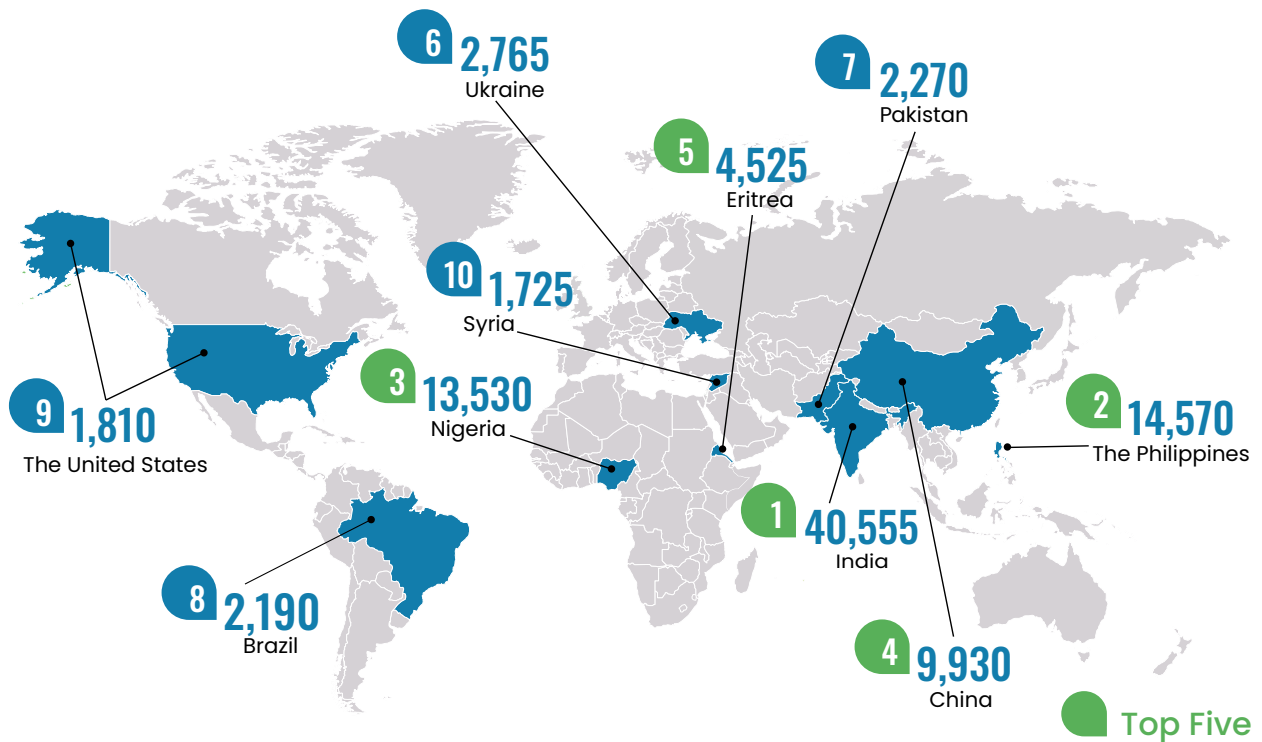
64%
of all Manitoba
admissions

**Manitoba
Provincial Nominees
2018-2024**

82,920

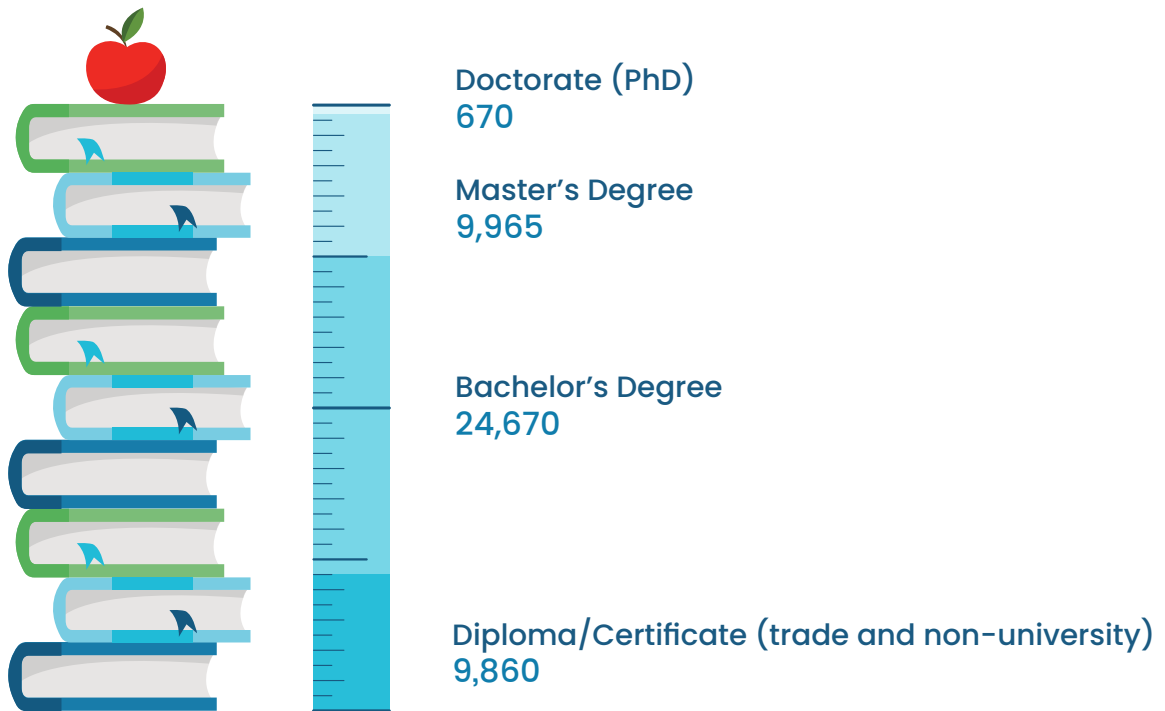
Top source countries

Manitoba permanent resident admissions, 2018 to 2024.



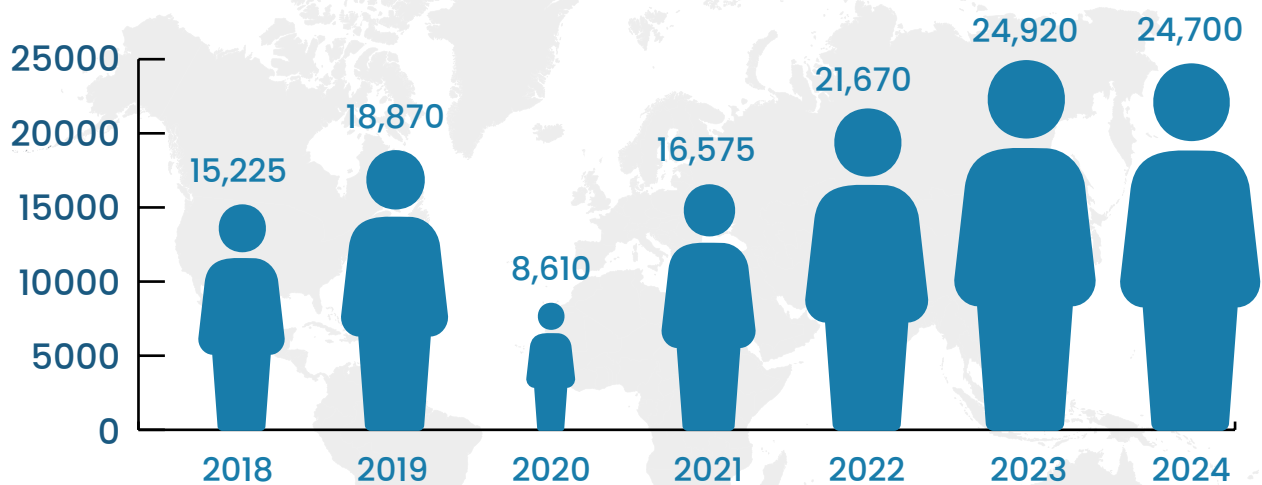
Education

Of 81,245 admissions to Manitoba in 2018 to 2024 age 25 and up, 45,165 indicated they had completed post-secondary education. The number of admissions with post-secondary education is likely higher, as 15,635 admissions did not include their education level in their landing information.



Immigration to Manitoba

Manitoba permanent resident admissions, 2018 to 2024.



Source (pages 25 and 26): Created June 24, 2025 by the Manitoba Government using IRCC Q1 2025 immigration data. Notes: Data are preliminary estimates and are subject to change. All values are rounded to the closest multiple of five.

Moving Forward

FRPO will continue its oversight and review activity with Manitoba regulators, engaging in several profession-specific projects. The aim of this work is to improve registration outcomes and timelines, recognizing the importance of innovation.

Building and maintaining relationships is the core of FRPO's work. When working with Manitoba professions, FRPO is committed to efficient engagement with regulators, taking a lean approach to registration review work to ensure regulators invest their time wisely. When internationally educated professionals connect with FRPO to discuss issues or look for information, FRPO is committed to a "no-wrong-door" approach – supporting applicants along the pathway, providing connection to the most appropriate resources and information. FRPO also continues as a source of information and resource for government departments, post-secondary institutions, immigrant-serving agencies and other stakeholders.

Looking ahead, FRPO will focus on what and how information is provided to IEAs from various sources. Clear and helpful registration information for easy navigation is critical to support positive outcomes for IEAs. This work will build on the progress from previous engagement with Manitoba professions and other service providers as well as ongoing action plan commitments. In the early days of the office (then known as the Office of the Manitoba Fairness Commissioner), work with Manitoba regulators focused on the need for better registration information. Regulators responded, improving the quality of information. However more than a decade has passed, assessment processes and registration pathways have changed, access to technology has evolved and renewed work in this area is needed.

Data collection, analysis and reports

FRPO will continue work improving data collection, analysis and reporting. Manitoba regulators provide FRPO with registration data for new internationally educated and domestically educated applicants as well as domestic labour mobility applicants from other Canadian jurisdictions. As the body of data expands, FRPO's ability to provide more sophisticated analysis and meaningful reports improves, including profession-specific data reports and scorecards on domestic labour mobility applicants. These reports can be found on [FRPO's website](#).





Fair Registration Practices Office
301-155 Carlton Street
Winnipeg MB R3C 3H8

E: frpo@gov.mb.ca
T: 204-945-7353
manitoba.ca/frpo