

OFFICE OF THE MANITOBA FAIRNESS COMMISSIONER



*The Fair Registration Practices
in Regulated Professions Act*

A Report on its Implementation and Effectiveness

January 2015 - December 2017



Dr. Esam Beshay
Profession: Dentist
Country of Education: Egypt
Arrival 2010 | Licensure 2013



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Office of the Manitoba Fairness Commissioner

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Dear Minister:

It is my duty and privilege to submit to you this report covering the period January 2015 to December 2017, in accordance with Section 13(1) of The Fair Registration Practices in Regulated Professions Act.

The report provides information on efforts by Manitoba self-regulated professions to make progress in fair registration practices. It also provides data on licensure outcomes for internationally-educated applicants in our province. The information reflects commitment and action on the part of self-regulated professions in Manitoba.

Internationally-educated applicants represent an increasing proportion, 41%, of applicants for licensure in our province. Unfortunately, the proportion, 16%, of those who become licensed remains low. If Manitoba is to be successful in fully integrating internationally-educated professionals, we have an imperative for change. We need to ensure that professionals with strong education and experience can enter their professions in as short a time as possible.

I believe Manitoba is up to the challenge.

Respectfully submitted,

Ximena Munoz
Manitoba Fairness Commissioner



Bureau du commissaire à l'équité du Manitoba

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Monsieur le Ministre,

J'ai l'honneur et le privilège de vous soumettre le présent rapport qui couvre la période de janvier 2015 à décembre 2017, conformément au paragraphe 13(1) de la Loi sur les pratiques d'inscription équitables dans les professions réglementées.

Le rapport fait état des efforts déployés par les organismes de réglementation du Manitoba en vue d'améliorer l'application de pratiques d'inscription équitables. Il fournit aussi des données sur les résultats des pratiques manitobaines de délivrance de permis pour les demandeurs formés à l'étranger. Ces données montrent les mesures et l'engagement pris par les professions autoréglementées au Manitoba.

Les demandeurs formés à l'étranger représentent une proportion, 41%, croissante des demandeurs de permis d'exercice d'une profession dans la province. Malheureusement, la proportion, 16%, des personnes qui obtiennent ce permis reste faible. Pour que le Manitoba parvienne à une intégration complète des professionnels formés à l'étranger, il est essentiel d'effectuer des changements. Nous devons faire en sorte que les professionnels dotés d'une formation et d'antécédents professionnels solides puissent exercer leur profession dans les plus brefs délais.

Je sais que le Manitoba est à la hauteur de ce défi.

C'est avec tous mes respects, Monsieur le Ministre, que je vous sou mets le présent rapport.

La commissaire à l'équité du Manitoba,

Ximena Munoz



Dr. Elena Kotelevskaya
Profession: Dentist
Country of Education: Russia
Arrival 2009 | Licensure 2013

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Moving
Forward

Message from the Manitoba Fairness Commissioner

At ten years of the Fair Registration Practices in Regulated Professions Act coming into effect, I am happy to say we have progress to report among Manitoba professions. They are taking action on some critical areas of assessment and recognition of international qualifications.

Manitoba professions have developed new assessments, more pathways to licensure and have increased their capacity to assess internationally earned qualifications. Their progress in procedural fairness is commendable. However, significant obstacles persist for internationally educated applicants and the need for further progress remains. In too many professions, for too many qualified professionals, licensure takes too long.

Manitoba should benefit from well-qualified professionals practicing in their fields and contributing to our economy much sooner than we do now. For this reason, we have introduced a new standard for timelines that calls for opportunities for applicants who have the education required and have worked in their field to practice in their profession in some capacity within a year. I believe this is a worthy goal, which if achieved, would result in earlier workplace integration for many internationally educated professionals.

Manitoba professions' openness and willingness to collaborate with my office is invaluable to me. Their commitment to doing the right thing is apparent. The successful licensure of internationally educated professionals is on their radar. I was happy to have had candid discussions on both the progress made and the challenges that remain. I believe the registration reviews were effective in identifying opportunities for progress and resulted in meaningful recommendations. The commitments made by regulators to ongoing work and continuous improvement will advance change. Individual reports of Manitoba professions are available at manitobafairnesscommissioner.ca.

I want to thank all those working towards the successful integration of internationally educated professionals new to Manitoba. In particular, I want to thank my hard working colleagues in the Office of the Manitoba Fairness Commissioner. Their commitment to an open, consultative, supportive and collaborative approach to our work is inspiring.

I also want to thank our colleagues at the Manitoba Bureau of Statistics for all their fine work analyzing the data provided by regulators and helping us understand its meaning. We could not have done it without them.

In the next decade, increases to our labour force will be made up for the most part of immigrants. Manitoba will require our shared commitment to increase the success of internationally educated professionals.

Ximena Munoz



Un message de La commissaire à l'équité du Manitoba

Dix ans après l'entrée en vigueur de la Loi sur les pratiques d'inscription équitables dans les professions réglementées, j'ai le plaisir de rapporter des progrès au sein de ces professions au Manitoba. Leurs organismes de réglementation adoptent des mesures dans des domaines clés de l'évaluation et de la reconnaissance des titres de compétences internationaux.

Ils ont développé de nouvelles évaluations et d'autres cheminements menant à l'obtention d'un permis d'exercice d'une profession, en plus d'augmenter leur capacité d'évaluation des titres de compétences étrangers. Leurs progrès en matière de pratiques d'inscription équitables sont louables. Toutefois, pour les demandeurs formés à l'étranger, il subsiste d'importants obstacles qui exigent d'autres améliorations. Dans trop de professions, pour trop de professionnels qualifiés, obtenir un permis d'exercice prend trop longtemps.

Le Manitoba devrait bénéficier bien plus rapidement que c'est le cas aujourd'hui de professionnels compétents œuvrant dans leur domaine et contribuant à notre économie. C'est pourquoi nous avons introduit une nouvelle norme pour les échéances qui recommande d'offrir aux demandeurs qui ont la formation requise et ont déjà travaillé dans leur domaine des possibilités d'exercer, dans une certaine mesure, leur profession en moins d'un an. Je crois qu'il s'agit d'un objectif méritoire qui, s'il se réalise, donnerait lieu à une intégration accélérée au marché du travail de nombreux professionnels formés à l'étranger.

L'ouverture et la volonté des organismes de réglementation manitobains à collaborer avec mon bureau me sont très précieuses. Ils sont visiblement déterminés à faire ce qu'il convient de faire, et l'obtention du permis d'exercice par des professionnels formés à l'étranger fait partie de leurs préoccupations. Je suis heureuse d'avoir eu des discussions franches à la fois sur les progrès accomplis et les problèmes restants. Je crois que les examens des pratiques d'inscription ont permis de cerner des possibilités d'amélioration et de déboucher sur des recommandations pertinentes. Les engagements pris par les organismes de réglementation envers la poursuite du travail et l'amélioration continue favoriseront le changement. On peut consulter le rapport individuel de chaque profession réglementée au Manitoba (en anglais seulement) à manitobafairnesscommissioner.ca.

Je souhaite remercier toutes les personnes qui travaillent à l'intégration réussie des professionnels formés à l'étranger et nouvellement arrivés au Manitoba, et plus particulièrement, mes collègues infatigables du Bureau du commissaire à l'équité du Manitoba. Leur adhésion à une approche ouverte, consultative, coopérative et collaborative est inspirante.

De plus, j'aimerais remercier nos collègues au Bureau des statistiques du Manitoba pour leur excellente analyse des données fournies par les organismes de réglementation et les explications claires qu'ils nous en ont données. Nous n'aurions pu jamais réussir sans eux.

Au cours de la prochaine décennie, les immigrants formeront la majorité des gens qui augmenteront notre main d'œuvre. Le Manitoba aura besoin de notre engagement commun pour accroître la réussite des professionnels formés à l'étranger.

Ximena Munoz

The Fair Registration Practices in Regulated Professions Act

The Act

Manitoba's commitment to improve integration of immigrant professionals led to the proclamation of The Fair Registration Practices in Regulated Professions Act (act) in 2009. The purpose of this legislation is to ensure fair licensure practice among Manitoba self-regulated professions, with particular attention to internationally-educated applicants.

Thirty self-regulated professions are currently subject to the act, including twenty-one health professions and nine sciences, social and technical professions.

The three accounting professions in Manitoba (Certified General Accountants, Chartered Accountants and Management Accountants) have merged and are now regulated by Chartered Professional Accountants (CPA) Manitoba.

The profession of social work became self regulating in April 2015. Subsequently, the Manitoba College of Social Workers came under the act.



From left to right
Heather Power
(Opticians of Manitoba)
Adam Chrobak
(College of Medical Laboratory
Technologists of Manitoba)
Jennifer Breton
(College of Licensed Practical
Nurses of Manitoba)



Manitoba Fairness Commissioner

The fairness commissioner's primary role is oversight, working with Manitoba's professions to review, improve and ensure fair registration practice. The fairness commissioner is responsible to determine compliance of a profession's registration practice to the act, and to make recommendations to improve compliance.

The fairness commissioner reports to the minister responsible for the act. Currently, this is the minister of education and training.

Professions and Compliance

Compliance to the act means cooperating with the fairness commissioner and having fair registration practices. Cooperation with the fairness commissioner means engaging in reviews, responding to recommendations and submitting registration data on applicants.

Registration practices that are fair adhere to the 'Fair Registration Practices Code' of the act and the requirements outlined in the Manitoba Fairness Standard Guide. The elements and criteria in the guide cover all of the key areas needed for fair practice. Explanations, examples and where available, links to resources, are provided for each fairness element and criteria.

The Manitoba Fairness Standard Guide is based on the need for substantive, procedural and

Implementing the Act

relational fairness. Foremost, being fair means the process is such that only and all qualified people are licensed in a timely way. For internationally-educated professionals, the recognition of work experience and supervised practice opportunities are critical strategies needed to realize this goal. Procedurally, the process needs to be transparent, with impartial and objective assessments, including appeal opportunities and complete information to engage the process. Relationally, professions need to ensure people are given good explanations for assessment decisions and have the opportunity to discuss their concerns.



Cherry Javier
*Profession: Certified
Engineering Technologist
Country of Education:
Philippines
Arrival 2012 | Licensure 2017*

Position Statements

The fairness commissioner has put forward 'position statements' on key issues. They provide a concise, concrete explanation of a fairness issue and make clear what the fairness commissioner calls for among Manitoba professions. Currently, Manitoba has five position statements.

Alternative Documentation

Sometimes, people have good reasons for not being able to supply required documents. For instance, their university may no longer exist or they may be refugees in difficult political circumstances. This can be a challenge, so to be fair, we need to consider alternatives.

Language Expiration Dating

Repeatedly asking people to undertake language testing, not because they failed to meet the standard, but rather because the test result expired, rarely makes sense.

Recognizing Professional Work Experience

The relevance and value of professional experience in qualifying people for licensure is widely acknowledged. To be fair, we need strategies to recognize it.

Supervised Practice

Providing professionals an opportunity to learn, adapt and show competence in the field is the best strategy we possess to maximize success and support timely entry to practice.

Timely Registration

Time out of practice deskills professionals and lowers success rates on licensure assessments. Processes that take qualified applicants, who have the required education and experience in their field, more than a year to complete, are rarely fair. The fairness commissioner's one-year timeliness standard is a critical fairness expectation for Manitoba professions.

The Fair Registration Practices in Regulated Professions Act, the Manitoba Fairness Standard Guide and Position Statements can be found at: manitobafairnesscommissioner.ca

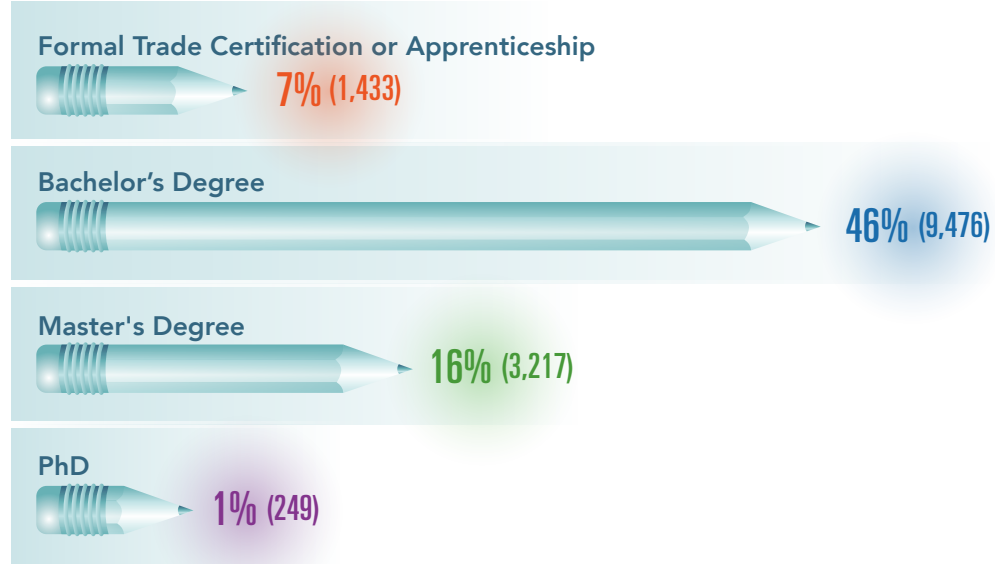


From left to right
Laura Panteluk (College of Registered Psychiatric Nurses of Manitoba)
Shane McDonald (Manitoba Association of Registered Respiratory Therapists)
Michelle Hagglund (College of Dietitians of Manitoba)

Education

Post-Secondary Education Levels out of 20,387 MB Landed Immigrants 25+ 2015-2017

Source: Immigration, Refugees and Citizenship Canada

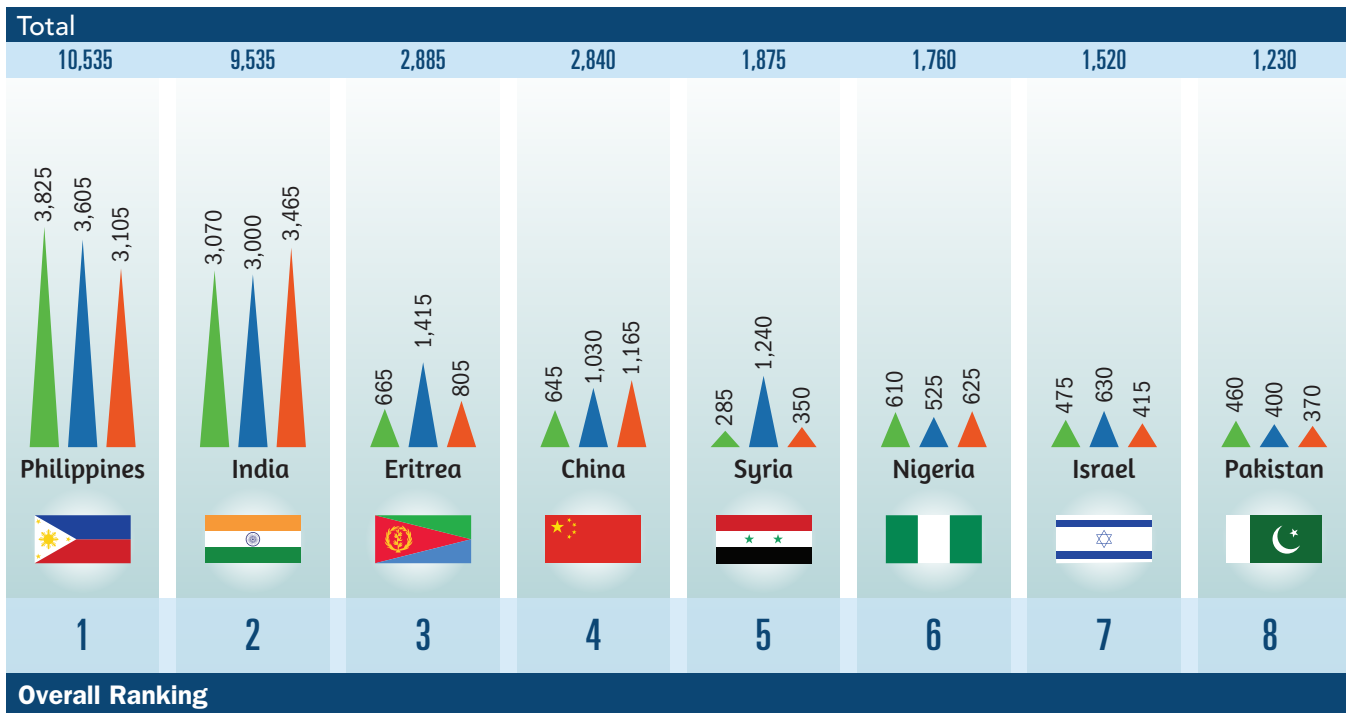


64%
of arrivals are
Provincial Nominees

Top Source Countries

MB Landed Immigrants 2015-2017

Source: Immigration, Refugees and Citizenship Canada



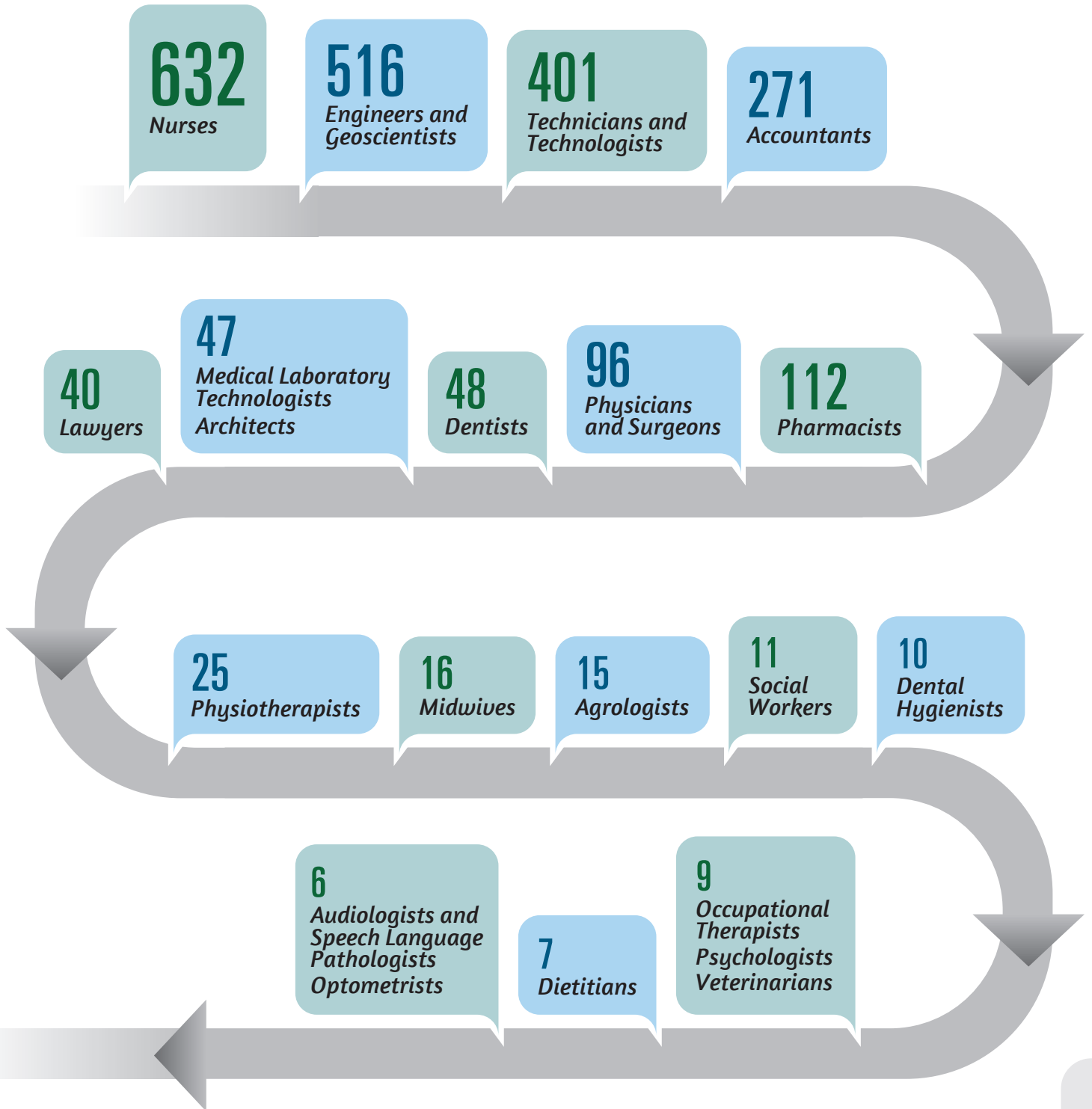
Overall Ranking

2015 ▲ 2016 ▲ 2017 ▲

Professions

MB Landed Immigrants 2015-2017

Source: Immigration, Refugees and Citizenship Canada



2016-2017 Registration Reviews

Introduction

In accordance with The Fair Registration Practices in Regulated Professions Act, Manitoba professions underwent registration reviews by the fairness commissioner after the legislation came into force in 2009. From the fall of 2016, through to the end of 2017, Manitoba professions underwent their second registration reviews, with the exception of the Manitoba College of Social Workers, for whom this was their first review after coming under legislation in 2015.

Reports for the second reviews are available at manitobafairnesscommissioner.ca. They contain an overview of the profession's assessment and registration process, fair practice analysis, progress opportunities, action plans from the profession, and a statement of compliance by the fairness commissioner.

Approach and Focus

The 2016-17 reviews provided a unique opportunity to build on the progress and lessons learned from the first reviews. The fairness commissioner's first review with Manitoba professions involved a broad evaluation of assessment practice and recommendations for action. As a result, professions took significant steps improving registration information and other procedural elements of their assessment and registration processes. This time, we focused on improving the recognition of professional work experience and opportunities for supervised practice. These are key strategies to realize a one-year timeliness standard: applicants who have the education required and have worked in their field should be able to practice in their profession in some capacity within a year. Regulators appreciated the review's focus on key issues.

Registration Review Process

START

1. Registration Review Workshop

2. Review and Analysis



Pilsun Song
*Profession: Certified Engineering Technologist
Country of Education: South Korea
Arrival 2012 | Licensure 2017*



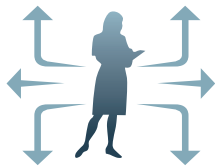
3. Progress Report



4. Progress Meeting



From left to right
Jim Weir (Manitoba Institute of Agrologists)
Richard Porcher (Law Society of Manitoba)
Scott Sarna (Engineers Geoscientists Manitoba)
Robert Okabe (Certified Technicians and Technologists of Manitoba)



5. Action Plan



6. Statement of Compliance



7. Final Registration Review Report

2016-2017 Registration Reviews

Lean, Innovative Review

The documentation and analysis in place from the first reviews made for less work detailing policies and processes, and allowed for a more straight-to-what-matters approach. We held meetings to discuss outstanding issues and opportunities for progress. In light of these discussions, reports and progress opportunities were clarified and often reframed and refined, to better support meaningful action by the profession. Council members participated when available, and those that did, found the experience useful to “follow up on doing what is right and fair.”

Given the nature of challenges raised in the reports, placing dialogue and discussion at the heart of the process was key to seeing what was possible. There was listening and learning on both sides of the table. We heard about the issues at work in each profession and the challenges regulators face affecting change, often in multi-stakeholder environments. Regulators appreciated efforts to listen, discuss and avoid misunderstandings as well as the numerous opportunities to provide feedback. Regulators learned about what educated professionals need to be successful, and solutions used in other professions. They found that working together on action plans was very helpful.

Regulator feedback to the Office of the Manitoba Fairness Commissioner at the close of each review indicated they were happy with a streamlined review process that was well managed and less work than expected. They noted the value of reviews, stating “it was painless,” and it was “good to have an outside perspective.” Others found the review reports very clear, with a well-outlined context for the professions and a good resource for council members to better understand fairness concerns.



8. Close Out Meeting



9. Make Report Public



SEE REPORTS AT
manitobafairnesscommissioner.ca

State of Progress

Overview

For the 2016-17 Office of the Manitoba Fairness Commissioner registration reviews, there were three areas of focus: meeting the one-year timeliness standard, recognizing internationally acquired professional experience and providing opportunities for supervised practice.

Below is a summary of the state of progress in these areas, as well as other areas particularly relevant for licensure timelines and outcomes for internationally educated applicants (IEAs).

One-Year Timeliness Standard

Applicants who have the required education and have worked in their fields should be able to practice in their profession in some capacity within a year.

1

Nearly all Manitoba professions meet the fairness commissioner's one-year timeliness standard for a small or select group of qualified applicants. Just under half of the professions meet the standard for a broad range of qualified applicants.

2

Reciprocity and mutual recognition agreements that recognize the equivalence of academic education between jurisdictions account for many timely licensure opportunities. Applicants from recognized jurisdictions require less academic upgrading and fewer exams. Several professions have recently expanded agreements, or are in the process of introducing new ones.

3

Assessments for internationally educated applicants are evolving rapidly. A variety of new assessments and exams are in place or under development. Many of these hold promise, but also call for monitoring. Specifically designed for internationally educated professionals, they offer a better assessment of professional experience and opportunities to demonstrate competence. However, some are out-of-province and costly. Some are a clear improvement as they provide a timelier licensure pathway.

4

There is notable progress and a positive trend with some professions adopting better strategies to assess qualifications evident in international professional experience. Most Manitoba professions provide limited recognition of professional experience.

5

Supervised practice opportunities are possible in many Manitoba professions. To offer a greater range of remediation for internationally educated professionals, better implementation of supervised practice is still needed. Done well, this component of licensure offers one of the best strategies available to support timely entry into practice.

6

Manitoba professions continue to work with stakeholders to improve gap training capacity. In several professions, Manitoba post-secondary institutions offer gap training programs. However, spots are limited and wait times can be an issue. Some long-standing programs are no longer operating. Professions are pursuing a variety of strategies to improve access to gap training opportunities, including rural delivery, blended employer and educator arrangements, and online and out-of-province partnerships.

7

Manitoba professions have made, and continue to make, real progress improving procedural and relational fairness. Applicants benefit from better registration information with more transparent assessments, including appeal opportunities. There are several new, applicant-friendly online application portals with strong resources and support information. People can discuss their concerns with regulators.

8

Several Manitoba professions have improved timeliness by fine-tuning and streamlining their processes. Several Manitoba professions have synchronized their documentation requirements with their pan-Canadian assessment body, so that applicants no longer have to arrange the submission of difficult-to-acquire documents twice. In addition, several Manitoba professions now recognize the criminal records check conducted by the federal government as part of the immigration process and no longer require applicants to arrange a criminal check from their home jurisdiction.

9

All of the professions continue cooperating and working with the OMFC to supply registration data. This is critical for a good understanding of timelines and outcomes for internationally educated applicants. To acquire the full picture, better data collection is still needed in most of the professions that involve a first-step, pan-Canadian assessment process. These professions have agreed to work with their national assessment bodies to see what may be possible regarding timelines and outcome data for Manitoba IEAs.

Manitoba professions excel at procedural and relational fairness.

Introduction

Manitoba professions are taking action on a number of fronts to improve timelines and outcomes for internationally educated applicants (IEAs).

The 2016-17 Office of the Manitoba Fairness Commissioner registration reviews indicate that 47 per cent of Manitoba professions have licensure processes that support meeting the one-year timeliness standard for a broad range of qualified IEAs. The rest have processes that fail to meet this standard or that only meet it for a restricted group of qualified IEAs.

This result shows room for improvement. In professions not meeting the standard, internationally educated applicants are navigating systems that require broad academic upgrading or multiple assessments and exams. Few can manage these in a year. The challenge is for these professions to explore faster, more effective ways to assess skills and provide orientation and gap training for better outcomes.

The following approaches to assessment and registration are significant in how they affect the timeliness of licensure of internationally educated professionals and their access to practice in their fields.

Common International Standards and Expanding Reciprocity Agreements

In several professions, timely licensure opportunities are available for those coming from jurisdictions with reciprocity agreements that recognize the equivalence of academic education, or where there is similar academic training and professional practice.

Reciprocity agreements and common international standards often mean less academic upgrading and fewer exams, resulting in shorter timelines and better licensure outcomes.

In some professions, like dentistry and medicine, a reciprocity agreement can make all the difference in terms of success and timeliness of licensure. In these professions, applicants from jurisdictions without reciprocity agreements face additional and challenging regulatory exams and a longer road to licensure.

Expanded use of reciprocity agreements represents real progress for individuals coming from jurisdictions that have them. Accountants, architects, dentists, engineers and physicians are professions with recently expanded reciprocity agreements or with expansions under consideration.

A few Manitoba professions have timely and effective licensure outcomes because of the high percentage of applicants coming from jurisdictions with common education and practice standards.

In the case of chiropractors, applicants from a few dozen recognized academic programs, jurisdictions with membership in the Council on Chiropractic Education International, qualify to license in Canada. For this group, the licensure process is straightforward and timely. In Manitoba, nearly all of their applicants have trained in the United States and can register on average in four months.

In several Manitoba professions, the recognition of similar academic standards is largely restricted to the United States or the Commonwealth. These professions include dental hygienists, dentists, naturopaths, optometrists, pharmacists, podiatrists, psychologists and veterinarians. They provide timely licensure opportunities for this restricted group of qualified applicants.

In the accounting profession, there has been a strong convergence of professional standards and training programs around the world. If an applicant holds a professional accounting designation from one of the prominent international accounting bodies, there is a straightforward and timely registration opportunity in Manitoba. However, most people practicing accounting abroad do not possess a professional accounting designation. In this circumstance, applicants must complete academic coursework, practical training and exams for licensure. Because people can work in their field while they are in process, this process is timely for a broad range of applicants.

Designing Effective Assessment Processes

The Manitoba fairness commissioner calls for regulator and third party assessments that are fair and structured efficiently, while meeting the timeliness standard.

Well-designed assessment processes are successful at sorting who is qualified for licensure, support near qualified applicants addressing gaps and allow timely entry into practice.

Opticians and denturists are examples of Manitoba professions that do a good job considering a broad range of qualified applicants for licensure and support timely entry into practice.

- The Opticians of Manitoba's PLAR process allows them to consider internationally educated applicants with education and experience in eye care and does not limit them to assessing those trained only in opticianry. The majority of their IEAs were trained as optometrists.
- Similarly, the Denturists of Manitoba are able to assess internationally educated dentists and support their success in licensure through a period of internship.

Assessment processes dedicated to assessing international qualifications are evolving rapidly. Since 2015, half of Manitoba's professions have introduced or are developing new assessments for IEAs. Most of these assessments have been developed at the pan-Canadian level.

In the health professions, there is increased use of competency assessments where individuals have an opportunity to demonstrate key skills. Many new assessments include tools that support the recognition of professional experience and a few have a more sophisticated assessment of academic credentials.

In some cases, new assessments have meant an additional step without streamlining or removing any unnecessary ones. In others, assessments are improved, but remedial strategies to address identified gaps are not. Investing in better orientation, preparation and training support may be the shorter road to progress.

Some new assessments are a clear step forward.

- In 2018, the Certified Technicians and Technologists of Manitoba adopted professional certification exams and a competency assessment model that provides a new way for technicians to demonstrate technologist qualifications. This includes a discipline-specific practical exam and a new professional experience assessment. This provides an alternative to meeting the profession's technical report requirement, an obstacle for many applicants.
- The Certified Technicians and Technologists of Manitoba also now recognizes internationally educated applicants assessed as engineers by Engineers Geoscientists Manitoba as academically qualified for the Certified Engineering Technologist designation.
- Engineers Geoscientists Manitoba recently moved to recognize the U.S. Fundamentals in Engineering Exam as an alternative option to confirmatory exams. This is a challenging exam, often taking six to nine months to prepare, but it is more timely and cost effective than multiple confirmatory exams, which take several years to complete at much greater expense.
- The College of Dietitians of Manitoba introduced a practicum interview as a selection tool, to determine who qualifies for their practicum assessment. They are also in the process of adopting the use of the Knowledge Competency Assessment Tool, a new assessment from Ontario, to offer as an alternative assessment pathway.
- The College of Physicians and Surgeons of Manitoba's Manitoba Practice Assessment Program (MPAP) provides a practice-based assessment for international medical graduates approved by CPSM who are working under conditional registration. MPAP is only for IMGs with post graduate training or residencies from select jurisdictions recognized as equivalent to Canadian standards. It allows an alternative to completing exams needed for certification through the College of Family Physicians of Canada or through the Royal College of Physicians and Surgeons of Canada. Those who can show competence in the field with this practice-audit-style assessment can fully license without having to complete all the national exams.
- The College of Physicians and Surgeons of Manitoba has also increased licensure opportunities by adopting a new pan-Canadian model for Practice Ready Assessment in Family Practice. If an IMG has completed this assessment in another province, they will not have to do another one in Manitoba.
- In 2015, the Manitoba Association of Registered Respiratory Therapists, along with other provincial regulators, introduced a new dedicated assessment for IEAs. It involves a structured interview and practical exam conducted by the College of Respiratory Therapists of Ontario. Some parts of the assessment occur in Manitoba and some in Ontario. Qualified applicants can work under conditional licence, while preparing for the licensing examination.
- The Manitoba College of Social Workers has actively engaged in understanding and adopting fair registration practices in the establishment of self-regulation of the profession. They provide an alternative assessment route to determine how education and experience requirements can be met. Applicants from non-accredited education programs, with sufficient social work related employment, can be assessed for competence gained in work experience before proceeding to an entry-to-practice exam.

It may be too soon to tell how effective some of the new assessments may be, or whether they represent progress. The fairness commissioner calls for the professions to monitor their impact and effectiveness.

- The Association of Canadian Occupational Therapy Regulatory Organizations (ACOTRO) administers the Substantial Equivalence Assessment System (SEAS Assessment) which was introduced in 2015. The SEAS Assessment recognizes professional work experience and offers a staggered application process, reasonable documentation policies and progressive language proficiency policies. This innovative, progressive assessment replaces a successful, timely and cost-effective process delivered in the past by the College of Occupational Therapists of Manitoba.
- The Manitoba Association of Optometrists adopted a national credential assessment and evaluating exam in 2015. This new, out-of-province assessment process includes a stronger, more meaningful qualification assessment, including the assessment of professional experience and a more direct licensure pathway for those who do well.
- In 2015, the three nursing professions in Manitoba underwent a significant change with the introduction of the National Nursing Assessment Service (NNAS). For internationally educated nurses, NNAS is a first-step, national application service that verifies documents and credentials, evaluates academic qualifications for comparability to Canadian education standards and provides a secure, centralized electronic repository for credentials and registration documents.
- The College of Audiologists and Speech Language Pathologists of Manitoba is working nationally with other provincial regulators of audiologists and speech-language pathologists on the development of a centralized approach to assessment of IEAs. It will include a new online application portal, competency based entry-to-practice examination, a self-assessment tool and a best practice model for mentorship.
- The Association of Manitoba Land Surveyors is engaged in a new pan-Canadian project to improve the process for assessing academic qualifications and competencies of internationally educated applicants.

Streamlining Processes

Streamlining and fine-tuning assessment and registration processes can have a big impact on improving timeliness.

Several Manitoba professions continue to make progress in this area.

- Physiotherapists have a faster, less onerous and supportive pan-Canadian application assessment process. The national body undertook a review, resulting in the elimination of a number of weakly relevant requirements and a quicker, streamlined process, from six to 12 months, down to five to seven weeks.
- Internationally educated nurses no longer have to wait a year or more to complete a Clinical Competence Assessment for the College of Registered Nurses of Manitoba. A new delivery model now means the assessment can be arranged within six to eight weeks.
- The College of Physicians and Surgeons of Manitoba now makes it clear that IMGs can have their post-graduate residency experience assessed upfront in the application process. In the past, many IMGs applied and completed a series of exams and assessments only to find out that they do not possess the post-graduate residency experience needed.

- The College of Licensed Practical Nurses of Manitoba has implemented a variety of progressive documentation practices. Staff act as guarantors for photo IDs and are proactive contacting third parties to confirm documentation. Alternative documentation is also possible.
- The College of Registered Psychiatric Nurses of Manitoba, in partnership with other Canadian psychiatric regulators, approved Registered Psychiatric Entry-Level Competencies in 2014. An online prep guide and practice test is in development. Work done on the national Registered Psychiatric Nurses of Canada Examination resulted in a revised exam that is both shorter and more relevant.
- The Opticians of Manitoba developed practice directions, which describe in detail the performance expectations for opticians in each area of practice addressed by their profession's National Competencies document. These performance expectations give applicants a strong understanding of the knowledge level and performance expectations of opticians in Manitoba before they complete the PLAR requirement.
- A number of Manitoba professions with national assessment bodies moved away from requiring applicants to arrange the direct, third-party submission of documents to each body. Applicants arrange the submission once, with documents shared between bodies. The dentists, chiropractors, land surveyors, nurses, occupational therapists, pharmacists, physicians, physiotherapists and social workers have all taken steps to streamline their documentation requirements in this way.
- A number of professions recognize the security check conducted by the federal government as part of the immigration process. Individuals with landed immigration status have successfully passed the federal check and do not have to supply criminal record checks from their home jurisdictions when applying for registration. These professions include the chiropractors, lawyers, practical nurses, psychiatric nurses, psychologists, physicians and respiratory therapists.

Recognizing Professional Work Experience

Professionals immigrating to Manitoba come with varying degrees of international work experience. Many professions, however, fail to assess and recognize qualifications evident in professional experience.

Failing to assess and recognize competencies gained through work experience often results in people needing to complete more assessments, academic upgrading and gap training and taking longer to license.

The 2016-17 registration reviews indicate that 43 per cent of Manitoba professions consider professional work experience to determine qualification. The rest have licensure processes that only offer a partial consideration or none at all.

Most Manitoba professions that require Canadian professional experience by way of articling, interning or member-in-training, have policies in place to recognize international professional experience and will waive or reduce their requirement accordingly.

- The Chartered Professional Accountants Manitoba adopted policies to assess and recognize professional work experience to waive preparatory courses as well as parts of the Professional Experience Program.

- The Association of Manitoba Land Surveyors adopted policies that will allow shorter articling periods and fewer practical exams for those with relevant professional experience.
- The Certified Technicians and Technologists Association of Manitoba adopted a 'work experience assessment form' to direct employers documenting an applicant's experience and competencies in a meaningful comparison to Canadian professional standards.

Several professions waive or reduce exam and assessment requirements based on qualifications evident in professional experience.

- The Law Society of Manitoba may waive elements of its bar admissions program based on a consideration of an applicant's professional experience.
- Engineers Geoscientists Manitoba waives confirmatory exams completely or in part, for applicants with at least 10 years of relevant professional experience and a strong interview performance. They will also shorten the length of their internship requirement based on a consideration of professional experience.
- Through the Broadly Experienced Foreign Architect assessment, the Manitoba Association of Architects will waive most academic upgrading, examination and interning requirements for those with at least seven years of qualifying professional experience.
- Many of the health professions consider international experience to supplement the assessment of the clinical component of an individual's academic program.
- The College of Licensed Practical Nurses of Manitoba will waive the clinical competency assessment for those with academic credentials and professional experience comparable to Canadian standards.

Providing Opportunities for Supervised Practice

Supervised practice is a critical component of timely assessment and registration practice.

Opportunities to learn, adapt and demonstrate competence in a Canadian work environment shortens time into practice.

The 2016-17 registration reviews indicate that 60 per cent of Manitoba professions provide supervised practice opportunities for internationally educated professionals for the purpose of assessment and gap training. The rest offer no or very limited opportunities.

Even though a majority of Manitoba professions meet this standard, there is a need for improvement. Completing a period of supervised practice is a common qualification requirement in the professions. However, not all professions have taken steps to adapt or evolve this element of their licensure process to meet the needs of internationally educated professionals. Supervised practice is a powerful strategy to support timely entry to practice, where a variety of qualification gaps, such as academic upgrading, improving language skills and addressing currency of practice, can occur under supervision. For several Manitoba professions, better use of current articling and internship programs to include internationally educated professionals would be a progressive step.

Several Manitoba professions have developed well-executed, supervised practice opportunities.

- Audiologists and speech language pathologists, dietitians, occupational therapists, pharmacists, physicians and physiotherapists are examples of professions that have worked hard to ensure their supervised practice opportunities are meaningful and support IEA success. Training for supervisors, orientation for IEAs, role definitions, detailed manuals to guide the process for both parties, standardised evaluations, self-assessments and learning plans are some of the tools that help make their approaches to supervised practice successful.

Some Manitoba professions are working to improve supervised practice opportunities and programs.

- Articling spots for lawyers are increasingly scarce in Manitoba and across the country. The Law Society of Manitoba is advising IEAs who are pursuing accreditation and who reside in Manitoba, about the possibility of registering as law students. They are also working to establish networking/support groups for IEAs. These measures will give internationally educated lawyers better access to law firms with articling spots and support better connection with the legal community in Manitoba.
- In the discipline of public accounting, Chartered Professional Accountants Manitoba provides more opportunities for applicants to meet professional experience requirements in training positions with approved supervisors.
- Medical laboratory technologists, physiotherapists and respiratory therapists are working together to make better use of clinical education facilities to offer supervised practice opportunities without reliance on employers. This is in response to challenges with employers maintaining spots for clinical education training.

Expanding Gap Training

In Manitoba, there is limited access to gap training for internationally educated applicants. Additionally, where gap training programs exist, there may be few seats and wait lists. Limited resources, small numbers and difficulties negotiating new forms of tailored programs within educational settings has led to cost recovery models and higher fees. Gap training is also limited when employers are unavailable or unwilling to supervise practice and regulators rely only on existing formal education or testing.

Many well-qualified IEAs have gaps relative to Canadian professional practice.

A greater variety of gap training would expand opportunities for IEAs to complete the licensure process in a timely manner.

Some Manitoba regulators with fewer internationally educated applicants have developed remediation in cooperation with educators, through distance or online courses or with employers in supervised practice. When gap training is not available in Manitoba, some regulators have made efforts to ensure that applicants can access programs outside of Manitoba, obtain financial supports and in some cases complete fieldwork in Manitoba. Gap training focused on specific learning needs should be accessible and flexible, using blended approaches, modularized content, a variety of online learning formats and supervised practice.

The Manitoba fairness commissioner calls for increased access to different kinds of timely gap training opportunities that meet regulator requirements. Programs that are tailored to learning needs and registration requirements are the result of multi-stakeholder collaboration. Effective

gap training is designed collaboratively, uses gap analysis tools derived from professional competencies, and leads to specified study and or supervised workplace opportunities.

Some Manitoba professions are taking action to improve gap-training capacities.

- The Internationally Educated Agrologist Program at the University of Manitoba was suspended in 2015. The program provided orientation, gap training and a work experience opportunity. The Manitoba Institute of Agrologists is mitigating the challenge posed by the loss of this successful program for internationally educated applicants in the field of agriculture by working with employers and the university to develop an alternative gap-training pathway.
- Canadian midwifery practice is such that all internationally educated midwives need professional orientation and gap training. Providing this opportunity in Manitoba has been a priority since the College of Midwives of Manitoba opened more than a decade ago. Recently, several internationally educated midwives were licensed through an innovative one-time, Manitoba-based, gap-training program. Currently, the College of Midwives of Manitoba is working with the Ryerson University program in Ontario, for which IEAs in Manitoba are eligible, to offer as much of the program here as possible.
- The College of Medicine at the Faculty of Health Sciences, University of Manitoba, now prioritizes Manitoba residents for the Medical Licensure Program for International Medical Graduates (IMGs). Having more Manitoba IMGs in the program will help ensure better retention of doctors in the province. The Manitoba Dental Association has committed to explore the possibility of also prioritizing Manitoba residents at the University of Manitoba, International Dental Degree Program.
- The College of Licensed Practical Nurses of Manitoba continues to play an active role working with stakeholders to improve Assiniboine Community College's Practical Nurse Qualification Program. Seat allotment has been maximized to improve capacity and additional opportunities for practicums are available.
- The College of Registered Nurses of Manitoba is currently working with stakeholders to improve delivery of Red River College's Bridging Pathway for Internationally Educated Nurses. Current activity includes introducing rural delivery and changing policies concerning the allotment of program seats.
- The Manitoba Association of Registered Respiratory Therapists (MARTT) has committed to working towards the creation of remediation opportunities by coordinating discussions with key stakeholders and other allied health regulators. MARRT will also explore opportunities to create a working group to address similar gap-training challenges across professions.
- The College of Physiotherapists of Manitoba is in discussion with the University of Manitoba to include IEAs along with local graduates in skills labs to support their preparation for the final practical exam. Ideally, university professors will oversee these sessions and be able to provide feedback to participants.
- The College of Medical Laboratory Technologists of Manitoba provides input to the bridging program in its profession through a steering committee. They have worked with Red River College to support the development of a dedicated communication program for internationally educated medical laboratory technologists that is now offered regularly by the college.
- The College of Registered Psychiatric Nurses offers remedial training through Douglas College in British Columbia. Applicant assessed as needing academic or bridge coursework now have access to more offerings of online psychiatric nursing courses. Applicants also no longer need to complete the whole refresher program. They can complete coursework only, as needed.

Improving Information, Transparency and Review Opportunities

Manitoba professions have made real progress improving registration and assessment information. In the past, the OMFC supported Manitoba professions with tools and resources to develop websites that provided clear and complete information, breaking processes down by step, including available resources and support information for internationally educated professionals.

Good information can shorten the time needed by the applicant to research registration requirements, understand the process and gather documents or references.

Most Manitoba professions continue to improve their registration information for internationally educated professionals. Many have overviews of their registration steps and required documents to enhance their online information.

In many professions, the application can begin overseas. Starting pre-migration helps planning, engagement and document collection. All Manitoba professions with a first-step, pan-Canadian assessment process, have national websites to support pre-migration application and preparation with links to provincial websites. Unfortunately, many newcomers only use this information after they arrive and settle in Canada.

Architects, dentists, medical laboratory technologists, nurses, occupational therapists, pharmacists, physicians, physiotherapists, and technicians and technologists have strong, applicant-friendly, pan-Canadian websites and application portals. Some portals also provide self-assessment tools.

Manitoba professions excel providing personal support and assistance for applicants.

- The Manitoba Institute of Agrologists takes time with each applicant to discuss career goals, identify employment directions and to determine whether licensing is needed for what they want to do and when best to pursue it, if it is needed.
- The College of Physiotherapists of Manitoba's Board of Assessors invites IEAs who are unsuccessful on their final practical examination to meet with them to debrief their experience and to receive constructive feedback to support future success.
- Architects, occupational therapists and opticians are some Manitoba professions that do well at providing strong personal support and assistance.
- Some larger bodies are able to have a dedicated staff member to assist internationally educated applicants.

Manitoba professions have appeal provisions stipulated in their legislation. Many have introduced or improved their appeal information. This includes identifying unfavorable assessment decisions which are subject to appeal in their written decisions to applicants. Many professions have introduced pre appeal and reconsideration processes that allow applicants to discuss decisions of concern before spending the time and expense of a formal appeal.

The fairness commissioner has made numerous recommendations to Manitoba's regulators to develop alternative documentation policies for applicants who have good reasons for being unable to provide documents in the required format. Most Manitoba professions will consider alternatives for those with bona fide reasons.

Pan-Canadian assessment approaches rely on third parties, often located out-of-province with significant fees. In many professions, a third party, pan-Canadian approach makes sense to pool resources and provide more sophisticated assessments than would otherwise be possible. Delegating assessment responsibilities, some Manitoba professions have formalized agreements in place, with members participating on various pan-Canadian committees to allow oversight and recognize their need to ensure fair practice.



From left to right
Patricia Ling (Manitoba Dental Association)
Lesley Phimister (Manitoba Naturopathic Association, College of Podiatrists of Manitoba, Psychological Association of Manitoba)
Kim McIntosh (College of Pharmacists of Manitoba)
Carmen Funk (College of Occupational Therapists of Manitoba)

Systemic Challenges

A number of factors account for the low success rates and the extended length of time IEPs experience. Although some factors are applicant driven, others are systemic and point to the need to make system changes in the professions.

Not in the Original Design

Historically, licensure processes consisting of academically-oriented assessments and licensure exams were put in place for recent graduates of Canadian professional programs. Many mid-career Canadian professionals would not be able to pass licensure exams without an extensive return to study. For mid career IEPs, this challenge is compounded by a lack of familiarity with Canadian professional practice. To make progress, we need new designs.

A Player on a Team

Assessment and registration practices in the professions are diverse and complex. Many professions are small and many rely on various third parties to help assess applicant qualifications. Changing the way people are assessed in these multi-stakeholder environments can be a serious challenge. Manitoba professions are being asked to be vocal and active players in their multi-stakeholder networks.

Right to Title or Right to Title and Practice?

Right to title professions allow for timely entrance to the workplace. Although they must not represent themselves as holding designated titles, applicants can practice in their field before and during the licensure process. Applicants in right to title and practice professions, particularly those in the health professions, often require extensive assessment before they can practice in any form. This is where we see extended licensure processes that take people more than a year before they can practice in some capacity. Although there are some exceptions, as a rule, professions with right to practice are less timely.

Data Collection

A full, fact-based picture of the licensure experiences of internationally educated applicants (IEAs) in the registration process, including timelines and outcomes, is critical for the review and improvement of licensure processes. Manitoba professions have collaborated with the Office of the Manitoba Fairness Commissioner to identify key milestones for measurement and protocols to submit data. All Manitoba regulators under The Fair Registration Practices in Regulated Professions Act comply in submitting data every year.

Currently, information is being collected on the registration steps of the Manitoba regulators. However, for professions that only see applicants after they have successfully completed a third party assessment, the picture is incomplete. This is the case in many Manitoba professions, making the overall success rates and complete timelines for Manitoba's internationally educated applicants unknown. These professions have committed to work with their national bodies to share information on applicant outcomes and complete timelines by jurisdiction. The Manitoba fairness commissioner calls on regulators to continue this collaborative work to understand and report effectively on registration data for internationally educated applicants.

Regulator Data

January 1, 2015 to December 31, 2017.
All figures rounded to the nearest percentage.

LEGEND



Domestically Educated Applicants

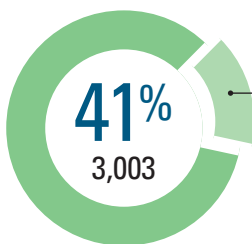
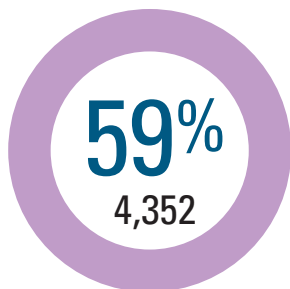


Internationally Educated Applicants (IEAs)



7,355

Total applications for registration received by Manitoba regulators.



16%
488
Number of applications for registration that resulted in full registration.



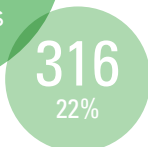
Sciences, social and technical regulators received 1,580 (53%) of the 3,003 IEAs applying to all professions between 2015-17.



These regulators fully registered 172 (11%) of the 1,580 IEAs who applied to them between 2015-17.

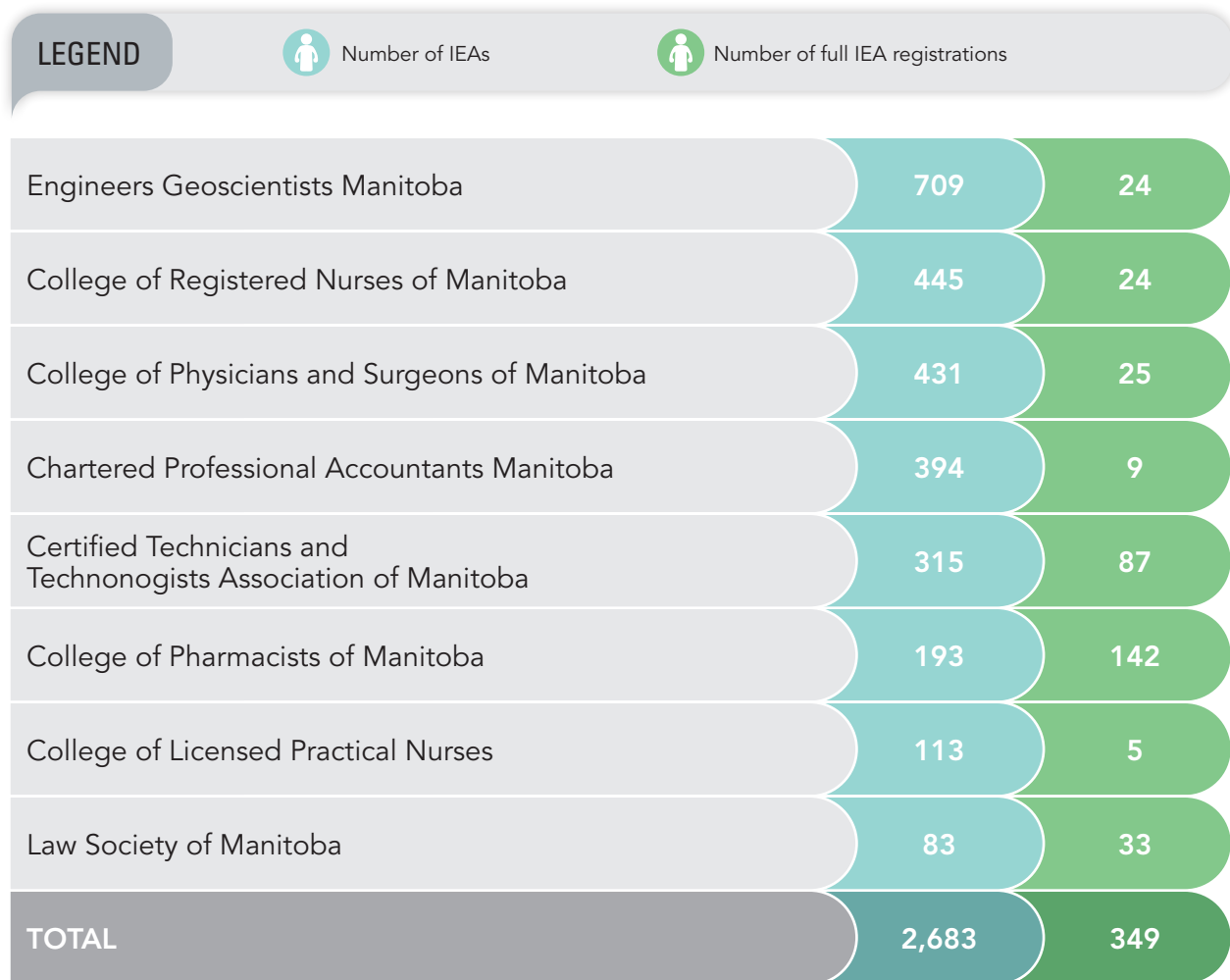


Health regulators received 1,423 (47%) of the 3,003 IEAs applying to all professions between 2015-17.



These regulators fully registered 316 (22%) of the 1,423 IEAs who applied to them between 2015-17.

Top 8 regulators with the largest number of IEAs and their full registration outcomes 2015-2017



Top 8 Regulators



received
89% of
all IEAs

fully registered
72% of all fully
registered IEAs

2



Professions - *land surveyors and registered respiratory therapists* - who received no internationally educated applicants.

5



Professions - *dental hygienists, land surveyors, opticians, psychologists and registered respiratory therapists* - who registered only domestically educated applicants.

4



Professions - *audiologists and speech language pathologists, midwives, optometrists and podiatrists* - who registered more internationally educated than domestically educated applicants.

Timelines

Below are average timelines for 1,074 IEAs who were fully registered in 2015-2017. These timelines are from when the Manitoba regulator begins their assessment until full registration. They do not include the time it takes an applicant to apply to a third party assessor and complete initial requirements before applying in Manitoba.

40%

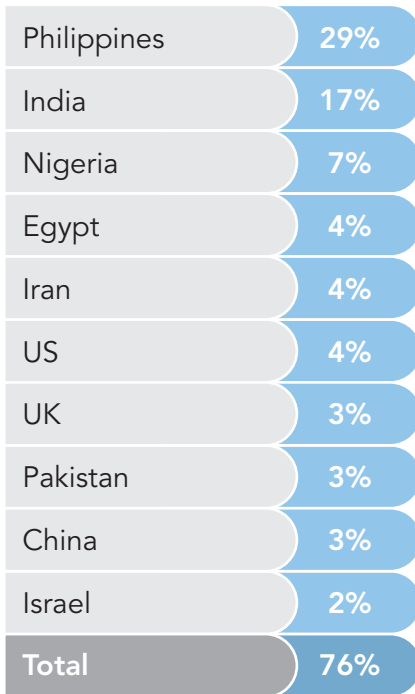
fully registered applicants were registered in one year or less

60%

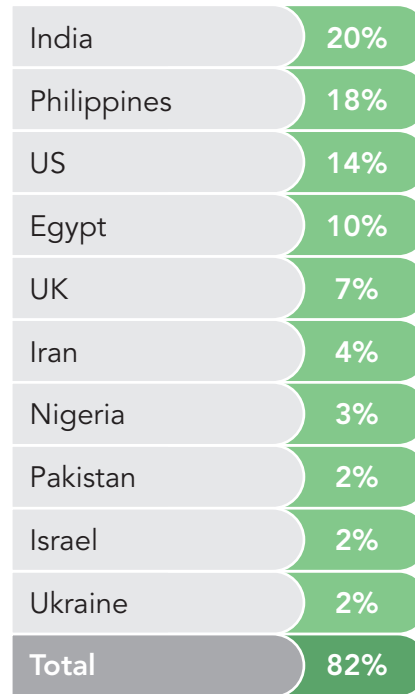
fully registered applicants were registered in more than one year

Short applicant timelines are expected in professions where the assessment process is largely completed before application to the provincial regulator.

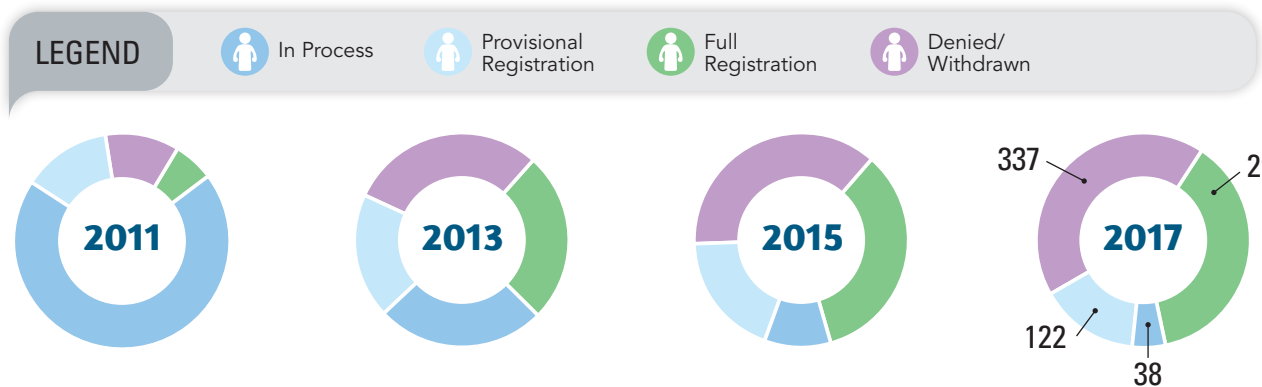
Top 10 countries of education of 3,003 IEAs



Top 10 countries of education of 488 fully registered IEAs



Registration outcomes as of 2017 for 795 IEAs who applied to a Manitoba regulator in 2011



By end of 2017:

- 20% continue to work towards full licensure including both those in process and those with provisional registration
- 37% achieved full registration
- 42% were denied registration or withdrew their application

The fairness commissioner will continue to monitor professions that keep IEAs in extended assessment processes with the goal of decreasing the time it takes to practice in their profession in some capacity.



Manitoba Regulators by the numbers 2015 to 2017

Introduction

Manitoba regulators began collecting data on applicants and reporting it to the OMFC as of January 1, 2011. The data collected included overall numbers of both domestically educated and internationally educated applicants (IEAs) and tracking of IEA steps as they move through the assessment and registration process.

The information below is a summary by regulator of new domestically educated applicants and IEAs including their full registrations for the period January 1, 2015 to December 31, 2017. It also includes information on outcomes for IEAs who were already in process at the start of the period as well as new applicants in the period. The country of education of IEAs applicants and average time to full registration is also included.

Regulator	Applicant Data 2015 - 2017
Agrologists Manitoba (Manitoba Institute of Agrologists) 629 members in 2017	<ul style="list-style-type: none"> • 143 new applicants, 73% (105) domestically educated and 27% (38) internationally educated. Of these new IEAs, 10% (4) fully registered. • Outcomes for 76 IEAs (38 already in process at the beginning of 2015 and 38 new applicants): <ul style="list-style-type: none"> - 30% (23) full registrations - 32% (24) continue in process including 14 under provisional registrations - 38% (29) rejected or withdrawn • 23 IEAs fully registered (100%) took an average of 2 years to full registration. • Top countries of education of applicants and those fully registered Nigeria, Philippines, and Nepal.
Association of Manitoba Land Surveyors 60 members in 2017	<ul style="list-style-type: none"> • 3 new applicants, 100% were domestically educated. • 7 domestic applicants fully registered between 2015-17.

Regulator	Applicant Data 2015 - 2017
<p>Certified Technicians and Technologists Association of Manitoba Inc.</p> <p>3,101 members in 2017</p>	<ul style="list-style-type: none"> • 824 new applicants, 62% (509) domestically educated and 38% (315) internationally educated. Of these new IEAs, 28% (87) fully registered • Outcomes for 364 IEAs (49 already in process at the beginning of 2015 and 315 new applicants): <ul style="list-style-type: none"> - 35% (129) full registrations - 63% (229) continue in process under provisional registrations - 2% (6) rejected or withdrawn • For the 129 IEAs fully registered: <ul style="list-style-type: none"> - 61% (79) registered in under one year - 39% (50) more than one year - average of 1.7 years to full registration • Top countries of education of IEAs and those fully registered Philippines, India, and Israel.
<p>Chartered Professional Accountants Manitoba</p> <p>7,469 members in 2017</p>	<ul style="list-style-type: none"> • 841 new applicants, 53% (447) domestically educated and 47% (395) internationally educated. Of these new IEAs, 2% (9) fully registered. • Outcomes for 395 internationally educated applicants: <ul style="list-style-type: none"> - 2% (9) full registrations - 92% (363) continue in process - 6% (23) rejected or withdrawn • For the 9 IEAs fully registered, 100% registered under one year, within an average of 3.6 months. • Top countries of education of IEAs Philippines, India, United Kingdom and of those who fully registered United Kingdom, United States, Australia.
<p>College of Audiologists and Speech-Language Pathologists of Manitoba</p> <p>478 members in 2017</p>	<ul style="list-style-type: none"> • 54 new applicants 41% (22) were domestically educated and 59% (32) were internationally educated. Of these new IEAs, 19%(6) fully registered • Outcomes for 52 IEAs (20 already in process at the beginning of 2015 and 32 new applicants): <ul style="list-style-type: none"> - 33 % (17) full registrations - 58 % (30) continue in process including 26 under provisional registrations - 9 % (5) rejected or withdrawn • For the 17 IEAs fully registered: <ul style="list-style-type: none"> - 41% (7) under one year - 59% (10) more than one year - average of one year to full registration • Top countries of education of IEAs: United States, India, Philippines and of those who fully registered: United States.

Regulator	Applicant Data 2015 - 2017
<p>College of Dietitians of Manitoba</p> <p>479 members in 2017</p>	<ul style="list-style-type: none"> • 77 new applicants, 84% (65), domestically educated and 16% (12) internationally educated. Of these new IEAs 8% (1) fully registered • Outcomes for 14 internationally educated applicants: <ul style="list-style-type: none"> - 7% (1) full registration in two years - 93% (13) continue in process, rejected or withdrawn • Top countries of education of IEAs: Philippines, India, and Brazil and of those fully registered United Kingdom.
<p>College of Licensed Practical Nurses of Manitoba</p> <p>3,343 members in 2017</p>	<ul style="list-style-type: none"> • 906 new applicants, 88% (793) domestically educated and 12% (113) internationally educated. Of these new IEAs, 4% (5) fully registered • Outcomes for 535 internationally educated applicants (422 were already in process at the beginning of 2015 and 113 new applicants): <ul style="list-style-type: none"> - 21% (113) full registrations - 21% (111) continue in process - 58% (311) rejected or withdrawn • For the 113 fully registered, 100% took more than one year, on average of 2.5 years, to full registration. • Top countries of education of IEAs: Philippines, India, Nigeria and of those fully registered Philippines, Nigeria, India.
<p>College of Medical Laboratory Technologists of Manitoba</p> <p>1,043 members in 2017</p>	<ul style="list-style-type: none"> • 175 new applicants, 79% (139) domestically educated and 21% (36) internationally educated. Of these new, IEAs 67% (24) fully registered. • Outcomes for 43 IEAs (7 already in process at the beginning of 2015 and 36 new applicants): <ul style="list-style-type: none"> - 63% (27) full registrations - 37% (16) continue in process, rejected or withdrawn • For the 27 IEAs fully registered: <ul style="list-style-type: none"> - 78% (21) under one year - 22% (6) more than one year - average of 5.6 months to full registration • Top countries of education of IEAs and those fully registered Philippines, India, and Sudan.

Regulator	Applicant Data 2015 - 2017
<p>College of Midwives of Manitoba</p> <p>82 members in 2017</p>	<ul style="list-style-type: none"> • 38 new applicants, 16% (6) domestically educated and 84% (32) internationally educated. Of these, new IEAs 9% (3) fully registered • Outcomes for 56 IEAs (24 already in process at the beginning of 2015 and 32 new applicants): <ul style="list-style-type: none"> - 16% (9) full registrations - 29% (16) continue in process - 55% (31) rejected or withdrawn • For the 9 IEAs who fully registered: <ul style="list-style-type: none"> - 11% (1) under one year - 89% (8) more than one year - average of 1.6 years to full registration • Top countries of education of IEAs: Nigeria, Iran, Philippines and of those who fully registered United States, Philippines, and Iran.
<p>College of Occupational Therapists of Manitoba</p> <p>770 members in 2017</p>	<ul style="list-style-type: none"> • 151 new applicants, 96% (145) domestically educated and 4% (6) internationally educated. Of these new IEAs, none fully registered. • Outcomes for 11 IEAs (5 already in process at the beginning of 2015 and 6 new applicants): <ul style="list-style-type: none"> - 18% (2) full registrations - 82% (9) continue in process, rejected or withdrawn • 2 IEAs fully registered, (100%) in more than one year, with an average of 2.4 years to full registration. • Top countries of education of IEAs: Philippines, Australia, India and of those who fully registered Philippines.
<p>College of Pharmacists of Manitoba</p> <p>1,751 members in 2017</p>	<ul style="list-style-type: none"> • 387 new applicants, 50% (194) domestically educated and 50% (193) internationally educated. Of these, new IEAs 74% (142) fully registered. • Outcomes for 228 IEAs (35 already in process at the beginning of 2015 and 193 new applicants): <ul style="list-style-type: none"> - 70% (160) full registrations - 17% (38) continue in process - 13% (30) rejected or withdrawn • For the 160 IEAs fully registered: <ul style="list-style-type: none"> - 98% (157) under one year - 2% (3) more than one year - average of 6.6 months to full registration • Top countries of education of IEAs and those fully registered India, Egypt, and United Kingdom.

Regulator	Applicant Data 2015 - 2017
<p>College of Physiotherapists of Manitoba</p> <p>925 members in 2017</p>	<ul style="list-style-type: none"> • 160 new applicants, 90% (144) domestically educated and 10% (16) internationally educated. Of these new IEAs, 44% (7) fully registered. • Outcomes for 23 IEAs (7 already in process at the beginning of 2015 and 16 new applicants): <ul style="list-style-type: none"> - 52% (12) full registrations - 48% (11) continue in process, rejected or withdrawn • For the 12 IEAs fully registered: <ul style="list-style-type: none"> - 75% (9) under one year - 25% (3) more than one year - average of 7 months to full registration • Top countries of education of IEAs and those fully registered India, Philippines, and Ireland.
<p>College of Podiatrists of Manitoba</p> <p>82 members in 2017</p>	<ul style="list-style-type: none"> • 14 new applicants, 43% (6) domestically educated and 57% (8) internationally educated. Of these new IEAs, 100% (8) fully registered. • Outcomes for 10 IEAs (2 already in process at the beginning of 2015 and 8 new applicants): • 100% (10) full registrations in average 1 month • Top countries of education of IEAs and those fully registered United Kingdom, Australia, and United States.
<p>College of Registered Nurses of Manitoba</p> <p>13,886 members in 2017</p>	<ul style="list-style-type: none"> • 2,775 new applicants, 84% (2,330) domestically educated and 16% (445) internationally educated. Of these new IEAs, 5% (24) fully registered. • Outcomes for 722 IEAs (277 already in process at the beginning of 2015 and 445 new applicants): <ul style="list-style-type: none"> - 26% (190) full registrations - 44% (318) continue in process - 30% (214) rejected or withdrawn • For the 190 IEAs fully registered: <ul style="list-style-type: none"> - 3% (6) under one year - 97% (184) more than one year, on average of 2.3 years - Top countries of education of IEAs: Philippines, India, Nigeria and of those who fully registered Philippines, India, United States.

Regulator	Applicant Data 2015 - 2017
<p>College of Registered Psychiatric Nurses of Manitoba</p> <p>1,140 members in 2017</p>	<ul style="list-style-type: none"> • 201 new applicants, 97% (194) domestically educated and 3% (7) internationally educated. Of these new IEAs, none fully registered. • Outcomes for 64 IEAs (57 already in process at the beginning of 2015 and 7 new applicants): <ul style="list-style-type: none"> - 5% (3) full registrations - 14% (9) continue in process - 81% (52) rejected or withdrawn • 3 IEAs fully registered, 100% in more than one year, with an average of 1.8 years. • Top countries of education of IEAs and those fully registered Nigeria, United Kingdom, and India.
<p>Engineers Geoscientists Manitoba</p> <p>6,697 members in 2017</p>	<ul style="list-style-type: none"> • 1,306 new applicants, 46% (597) domestically educated and 54% (709) internationally educated. Of these new IEAs, 3% (24) fully registered. • Outcomes for 1,325 IEAs (616 already in process at the beginning of 2015 and 709 new applicants): <ul style="list-style-type: none"> - 9% (121) full registrations - 85% (1,129) continue in process including 386 under provisional registrations - 6% (75) rejected or withdrawn • For the 121 IEAs fully registered: <ul style="list-style-type: none"> - 6% (7) under one year - 94% (114) more than one year - average of 3.1 years • Top countries of education of IEAs: Philippines, India, Iran and of those who fully registered: Iran, Philippines, and India.
<p>Manitoba Association of Optometrists</p> <p>177 members in 2017</p>	<ul style="list-style-type: none"> • 41 new applicants, 46% (19) domestically educated and 54% (22) internationally educated. Of these new IEAs, 55% (12) fully registered. • Outcomes for 24 IEAs (in process at the beginning of 2015 and new applicants): <ul style="list-style-type: none"> - 58% (14) full registrations - 42% (10) continue in process including 7 under provisional registrations • 14 IEAs fully registered, 100% under one year, on average in 19 days. • Top countries of education of IEAs and those fully registered United States, United Kingdom, and Puerto Rico.
<p>Manitoba College of Social Workers</p> <p>2,149 members in 2017</p>	<ul style="list-style-type: none"> • Reporting to OMFC on internationally educated applicants will begin in 2018.

Regulator	Applicant Data 2015 - 2017
<p>Manitoba Veterinary Medical Association</p> <p>401 members in 2017</p>	<ul style="list-style-type: none"> • 76 new applicants, 70% (53) domestically educated and 30% (23) internationally educated. Of these new IEAs, 30% (7) fully registered. • Outcomes for 29 IEAs (6 already in process at the beginning of 2015 and 23 new applicants) : <ul style="list-style-type: none"> - 24% (7) full registrations - 76% (22) continue in process under provisional registration • 7 IEAs (100%) fully registered under one year, with an average of 5 months. • Top countries of education of IEAs: India, Philippines, Republic of Ireland and of those who fully registered United States, India, and Philippines.
<p>The College of Dental Hygienists of Manitoba</p> <p>740 members in 2017</p>	<ul style="list-style-type: none"> • 154 new applicants. • 153 applicants (100%) fully registered were domestically educated.
<p>The College of Physicians and Surgeons of Manitoba</p> <p>4,264 members in 2017</p>	<ul style="list-style-type: none"> • 616 new applicants, 30% (185) domestically educated and 70% (431) internationally educated. Of these new IEAs, 6% (25) fully registered. • Outcomes for 646 IEAs (215 already in process at the beginning of 2015 and 431 new applicants): <ul style="list-style-type: none"> - 15% (97) full registrations - 45% (290) continue in process including 66 under provisional registrations - 40% (259) rejected or withdrawn • For the 97 IEAs fully registered: <ul style="list-style-type: none"> - 25% (24) under one year - 75% (73) more than one year - average of 2.3 years • Top countries of education of IEAs: Nigeria, India, Iran and of those who fully registered: India, Republic of Ireland, and Nigeria.
<p>The Denturists Association of Manitoba</p> <p>48 members in 2017</p>	<ul style="list-style-type: none"> • 7 new applicants. • No fully registered applicants.

Regulator	Applicant Data 2015 - 2017
<p>The Law Society of Manitoba</p> <p>4,754 members in 2017</p>	<ul style="list-style-type: none"> • 387 new applicants, 79% (304) domestically educated and 21% (83) internationally educated. Of these new IEAs, 40% (33) fully registered. • Outcomes for 125 IEAs (42 already in process at the beginning of 2015 and 83 new applicants): <ul style="list-style-type: none"> - 50% (62) full registrations - 19% (24) continue in process including 21 under provisional registrations - 31% (39) rejected or withdrawn • For the 62 IEAs fully registered: <ul style="list-style-type: none"> - 26% (16) under one year - 74% (46) more than one year - average of 1.3 years • Top countries of education of IEAs and those fully registered: India, United Kingdom, United States and of those who fully registered: United Kingdom, United States, India.
<p>The Manitoba Association of Architects</p> <p>525 members in 2017</p>	<ul style="list-style-type: none"> • 63 new applicants, 71% (45) domestically educated and 29% (18) internationally educated. Of these new IEAs, 44% (8) fully registered. • Outcomes for 23 IEAs (5 already in process at the beginning of 2015 and 18 new applicants): <ul style="list-style-type: none"> - 35% (8) full registrations - 39% (9) continue in process under provisional registrations - 26% (6) rejected or withdrawn • 8 IEAs fully registered, 100% registered under one year with an average of 22 days • Top countries of education of IEAs: United States, Argentina, United Kingdom and of those who fully registered: United States.
<p>The Manitoba Association of Registered Respiratory Therapists</p> <p>322 members in 2017</p>	<ul style="list-style-type: none"> • 23 new applicants, 100% domestically educated.

Regulator	Applicant Data 2015 - 2017
<p>The Manitoba Chiropractors Association</p> <p>298 members in 2017</p>	<ul style="list-style-type: none"> • 45 new applicants, 53% (24) domestically educated and 47% (21) internationally educated. Of these new IEAs, 95% (20) fully registered. • Outcomes for 22 IEAs were 96% (21) full registrations. • For the 21 IEAs fully registered: <ul style="list-style-type: none"> - 90% (19) under one year - 10% (2) more than one year - average of 4 months • Top country of education of IEAs and those fully registered: United States.
<p>The Manitoba Dental Association</p> <p>726 members in 2017</p>	<ul style="list-style-type: none"> • 129 new applicants of which 72% (93) were domestically educated and 28% (36) were internationally educated. Of these new IEAs, 100% fully registered. • Outcomes for 36 IEAs (100%) full registrations with an average of one month. • Top countries of education of IEAs and those fully registered India, Iran, and United States.
<p>The Manitoba Naturopathic Association</p> <p>33 members in 2017</p>	<ul style="list-style-type: none"> • 10 new applicants, 60% (6) domestically educated and 40% (4) internationally educated. Of these new IEAs, 75% (3) fully registered. • 100% (3) fully registered IEAs completed under one year, with an average of one month. • United States was the top country of education of fully registered IEAs.
<p>The Opticians of Manitoba</p> <p>273 members in 2017</p>	<ul style="list-style-type: none"> • 43 new applicants, 93% (40) domestically educated and 7% (3) internationally educated. No new IEAs fully registered. • 40 applicants fully registered, 100% domestically educated.
<p>The Psychological Association of Manitoba</p> <p>248 members in 2017</p>	<ul style="list-style-type: none"> • 36 new applicants, 94% (34) domestically educated and 6% (2) internationally educated. No new IEAs fully registered. • 37 applicants fully registered, 100% domestically educated.



Shreya Desai
Profession: Physiotherapist
Country of Education: India
Arrival 2010 | Licensure 2015

Moving Forward

One-Year Timeliness Standard

Applicants who have the required education and have worked in their fields should be able to practice in their profession in some capacity within a year.

Since the introduction of fairness legislation in the province a decade ago, Manitoba professions have taken steps to improve a variety of assessment and registration practices for internationally educated professionals (IEPs). Applicants now get better information and take part in processes that are more transparent with a higher degree of procedural fairness. Improving the time to enter into practice, our key metric of progress, has been less significant. Faster and successful integration of immigrant professionals is imperative for Manitoba.

The Office of the Manitoba Fairness Commissioner (OMFC) will continue to work towards progressive assessment and registration practice. A progressive process needs to recognize qualification evident in professional work experience and provide opportunities for supervised practice for people to learn, adapt and address gaps.

The OMFC will call for innovative, systemic change to the way things are done. For instance, introducing different scope of practice licences can provide a better fit between the qualifications IEPs are bringing and the needs of the market place. Engineers Geoscientists Manitoba recently introduced a 'Specified Scope of Practice License' that provides a licensure opportunity for those with degrees related to engineering or geoscience or with experience that falls within the scope of engineering or geosciences. This type of considerations is needed in other professions.

Informed by data, the OMFC will focus on those professions where change will make a difference for a large number of IEPs. Currently a handful of professions see the vast majority of internationally educated professionals coming to Manitoba. Eighty nine per cent of internationally educated applicants applied to eight professions in the 2015-17 period. At the same time, 53 per cent of applicants were educated in the Philippines, India and Nigeria. Customized solutions may be needed.

Progressive assessment practice is critical in professions where there are a high number of IEPs with poor outcomes and long timelines and where there is a high demand for practitioners. Progress is also needed in mid and small size professions that rely heavily on internationally educated professionals as a source of practitioners.

The future work of the OMFC includes following up with Manitoba professions on action plan commitments from the 2016-17 registration reviews. Where possible, OMFC will offer assistance to support progressive actions. Future reviews will continue to be lean, with a focus on innovation and results-oriented engagement.

There is an opportunity within the Department of Education and Training to speed up integration of immigrants into their professions or related careers. Collaboration to identify workforce pressures to better utilize the skills of immigrant professionals will be critical.

OMFC is working with consultants in Manitoba Education and Training to develop a database to support reporting by the professions. Collaboration with the Manitoba Bureau of Statistics and the Manitoba professions is needed for better data, analysis and reporting. An evidence based for understanding what is happening and why will provide opportunities for research and information sharing.

OMFC will continue to engage Manitoba professions in quarterly business meetings to share information, discuss relevant issues, explore best practices and promote collaboration. On matters of qualification recognition, OMFC will continue to consult and be an information resource for government departments, post-secondary institutions, immigrant-serving agencies and other stakeholders.



Susan Frank
Profession: Midwife and Registered Nurse
Country of Education: Philippines
Arrival 2009 / Licensure RN 2009 / Licensure Midwife 2015



From left to right standing
Barb Temmerman (Manitoba College of Social Workers)
Todd Scaletta (Chartered Professional Accountants Manitoba)
Sharon Sankar (Engineers Geoscientists Manitoba)

From left to right sitting
Brenda McKechnie (College of Physiotherapists of Manitoba)
Kelly Mantik (Manitoba Land Surveyors Association)

Front Cover (top):

Susan Frank
Midwife and Registered Nurse

Front Cover (bottom - left to right):

Katherine Stansfield
(College of Registered Nurses of Manitoba)

Arlynn Brodie
(College of Dental Hygienists of Manitoba)

Rafi Mohammed
(Manitoba Dental Association)

Jennifer Peters
(Denturist Association of Manitoba)

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