

November 2025

# Registration Data Report

Manitoba Veterinary Medical Association

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# Executive Summary

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This report presents registration data for the Manitoba Veterinary Medical Association (MVMA) from 2011 to 2024. Its purpose is to provide a statistical picture of application, assessment and registration outcomes for internationally educated veterinarians to MVMA over the last 14 years.

Since the Fair Registration Practices Office (FRPO) started receiving this data in 2019, MVMA has seen a rise in membership to 457 in 2024 from 430 in 2019.

In this profession, there are different pathways to licensure that are dependent upon where an applicant obtained their professional education. For applicants from programs accredited by the American Veterinary Medical Association/Canadian Veterinary Medical Association (AVMA/CVMA) the pathway is short and does not usually involve exams. For applicants from non-AVMA/CVMA accredited programs, the pathway is longer, typically involving four examinations and the option to work under supervision mid-way through the exam sequence. In this report, outcome and timeline data is separated and presented for each group of applicants.

FRPO's registration data tracks internationally educated applicants (IEAs) who apply to MVMA after they have successfully completed the National Examining Board (NEB) assessment. IEAs who are unsuccessful with this national assessment do not apply in Manitoba and are not tracked. As a result, only a partial picture of IEA applications and outcomes is presented in this report. The true number of applications from Manitoba IEAs is undercounted and registration rates will appear artificially high, particularly for IEAs from non-accredited programs.

In the 2011 to 2024 reporting period, 99 IEAs applied to MVMA; 31 from accredited programs and 68 from non-accredited programs. Application numbers fluctuated somewhat throughout the reporting period with a peak in 2023. Applicants educated in India accounted for 29 per cent (29/99) of IEA applications. IEAs to MVMA represent 0.8 per cent of all IEAs applying to the 31 regulated professions under fairness legislation in Manitoba during this period.

Registration rates of the two groups differ. Ninety per cent (28/31) of IEAs from accredited programs registered. Sixty-six per cent (45/68) of IEAs from non-accredited programs registered, however, the registration rate for this latter group could rise to as high as 91 per cent, as several files remained open at the end of 2024. A final rate can only be determined once these files are resolved.

Timelines are presented for registrations occurring in the 2012 to 2024 period. Upon completed applications, IEAs from accredited programs had a median time to registration of 0.9 years. For IEAs from non-accredited programs, the median time to registration was 4.7 years and the median time to provisional registration was 3.1 years.

Regarding IEA trends in outcomes and timelines, applicants from accredited programs maintained high registration rates from 2014 to 2024 and short registration timelines. Applicants from non-accredited programs experienced fluctuating registration rates and longer, more variable timelines over the same period, with no clear trends observed.

# Introduction

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The Fair Registration Practices Office's registration data report on the Manitoba Veterinary Medical Association is issued as a matter of FRPO's responsibility under section 14(2b) of The Fair Registration Practices in Regulated Professions Act (act) to conduct research and analysis regarding the registration of internationally educated applicants.

MVMA supplies registration data to FRPO as an obligation under the act (sec. 15(2)). Each year, MVMA provides records on the key steps in the assessment and registration process for IEAs.

Facts and figures in this report are accompanied by analysis and contextual remarks to help interpret the data. A flowchart of MVMA's assessment and registration process for IEAs along with a short glossary of terms used throughout the document are provided as appendices to this report.

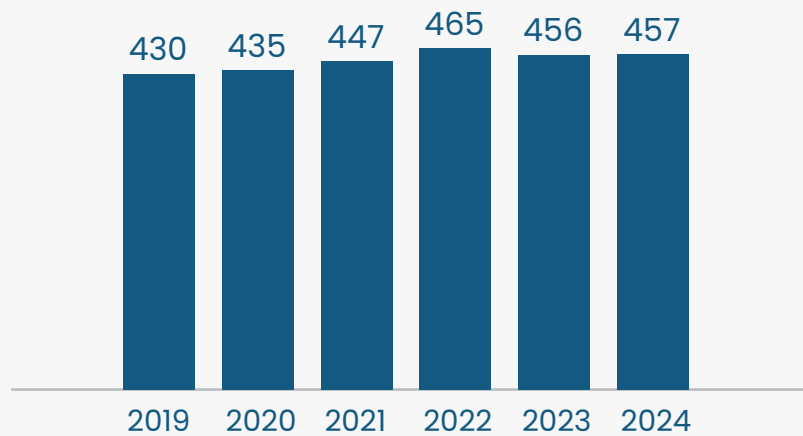
The report is restricted to developing a fact-based, statistical picture. There is no discussion of fairness issues or compliance to fairness duties under the act.

A cautious reading of the data is needed. Registration outcome and timeline statistics reflect both the profession's registration requirements and individual circumstance. Often people take an extended period to register or abandon the process for reasons unrelated to registration requirements. This can have a significant impact on registration outcome and timeline data.

# Membership

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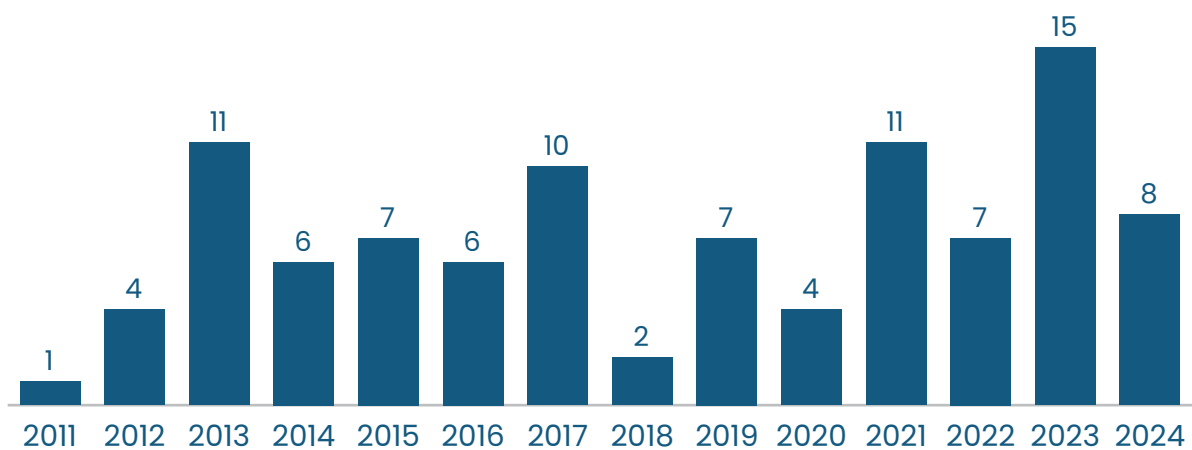
## MVMA Members (2019 to 2024)



From 2019 to 2024, MVMA's membership increased with a gain of 27 members by the end of this period. Members include both domestic and internationally educated veterinarians. During this period, there were 35 IEA registrations.

# Registration Data – Applicants

## Internationally Educated Applicants (2011 to 2024)



99  
Total applicants



7  
Annual average

Examining the distribution of IEAs by year, applications fluctuate throughout the period with the highest numbers reported in 2013, 2021 and 2023. There were 31 IEAs from non-accredited programs and 68 from accredited programs.

Note: These figures do not include Manitoba IEAs who applied to the profession’s first-step national assessment body but were unsuccessful. In MVMA’s case, FRPO understands that some applicants, mostly those from non-accredited programs, may not be successful with the NEB assessment process.

## IEAs to MVMA as a per cent of all IEAs to Manitoba Regulated Professions (2011 to 2024)

12,677



Total IEAs to 31 regulated professions in Manitoba

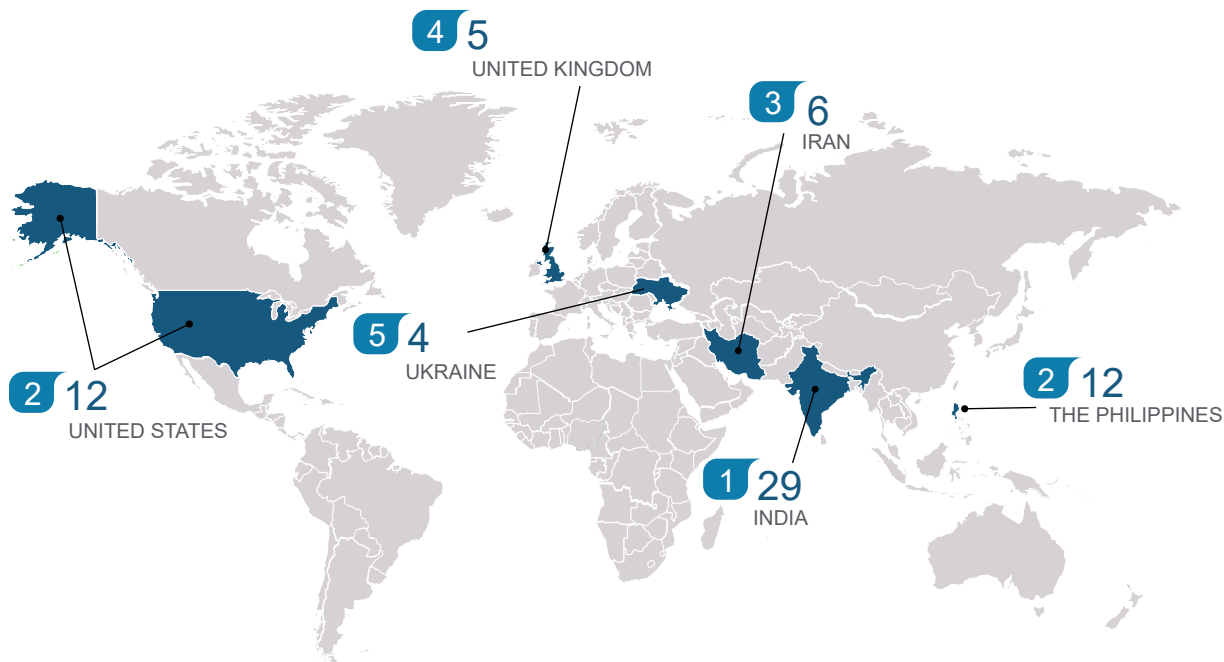
0.8%



Per cent of total IEAs applying to MVMA

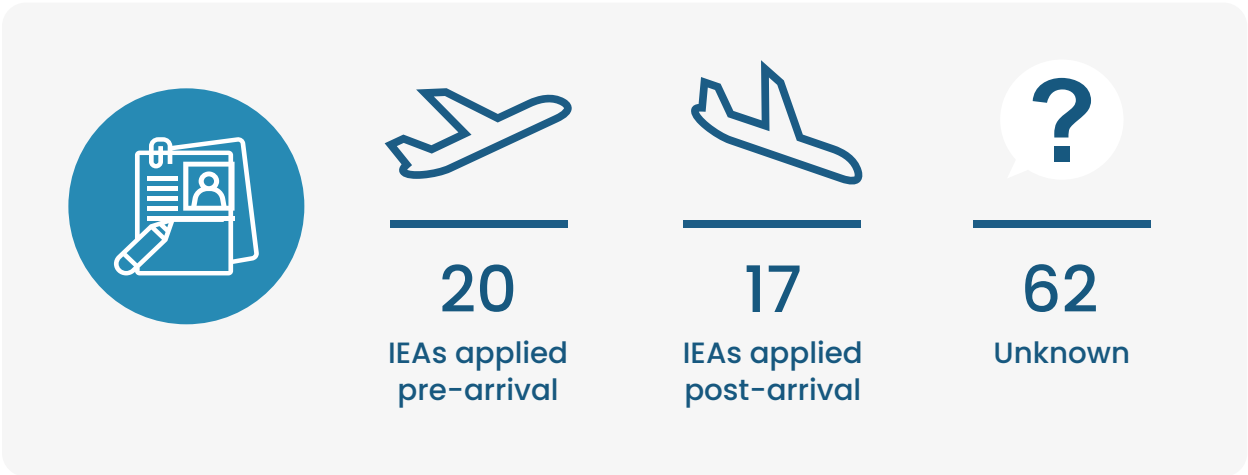
IEAs applying to MVMA from 2011 to 2024 represent 0.8 per cent of all IEAs to the 31 regulated professions under Manitoba's fairness legislation.

## IEA Top Five Countries of Education (2011 to 2024)



From 2011 to 2024, MVMA received applications from individuals educated in 24 countries. IEAs educated in India ranked number one, representing 29 per cent (29/99) of all IEAs. Sixty-eight per cent of all IEAs to MVMA came from India, The Philippines, the United States, Iran, United Kingdom and Ukraine.

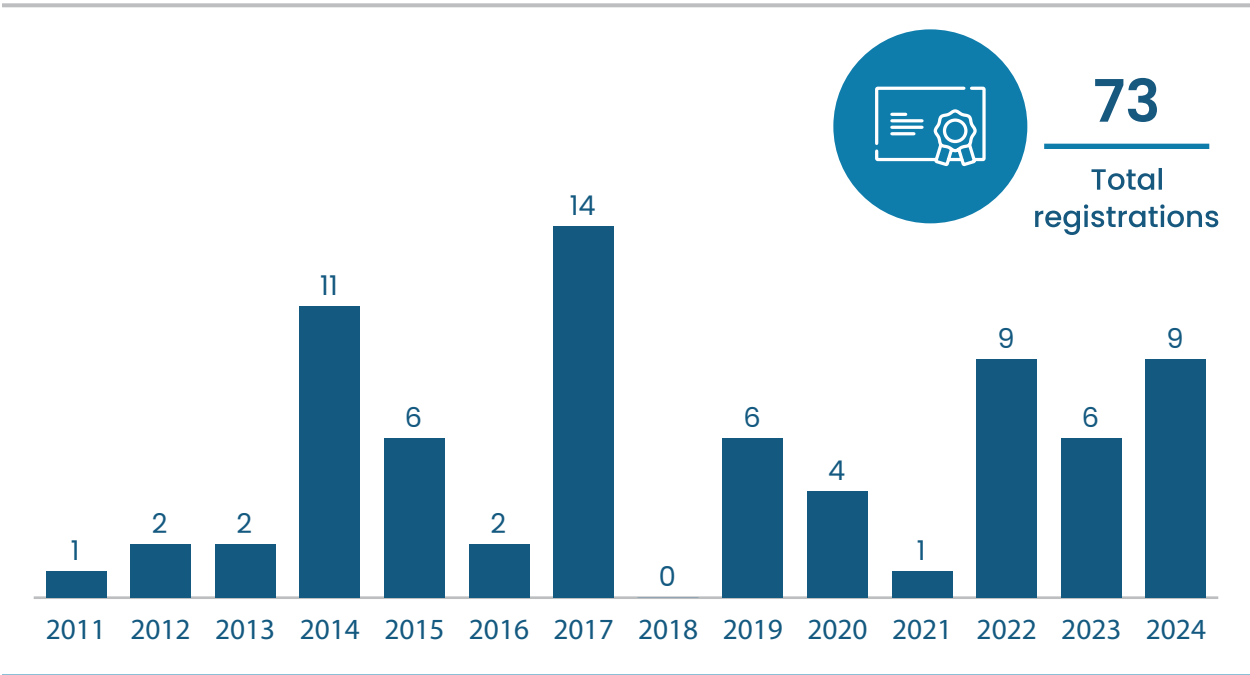
## IEA Applications by Arrival Status (2011 to 2024)



Twenty per cent of IEAs applied to MVMA before arriving in Canada, while 17 per cent applied post-arrival. For sixty-two per cent, application by arrival status was reported as unknown.;



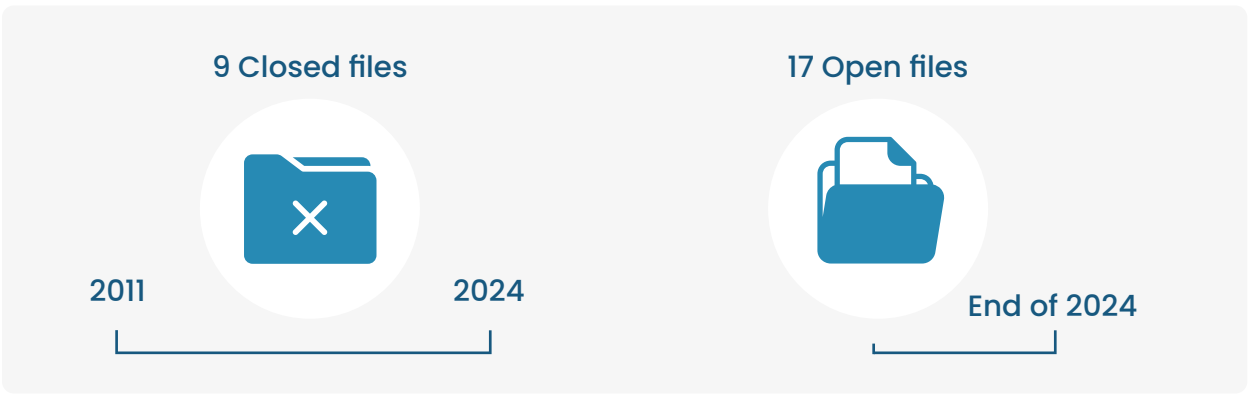
# Registration Data – Applicant Outcomes



## IEA Registrations (2011 to 2024)

Of the 99 IEAs who applied to MVMA between 2011 to 2024, 73 IEAs were registered throughout the period; 28 from accredited programs and 45 from non-accredited programs. Due to data collection methods, individuals who applied to MVMA before 2011, but registered during this period, are not counted. As a result, IEA registrations are likely under-counted in the first few years of the reporting period.

## IEA File Status – Closed and Open Files



Nine per cent of IEAs had files closed for various reasons throughout the reporting period, while at the end of the report period, 17 per cent had open files. All open files were for applicants from non-accredited programs.

# IEA Registration Rate (2011 to 2024)

FRPO calculates the IEA registration rate as the per cent of IEAs who apply in a given period and register.

The registration rate range presented below only reflects the success of IEAs who apply to MVMA. This data does not include IEAs unsuccessful with the first-step NEB assessment process. In MVMA’s case, FRPO understands that some applicants, particularly those from non-accredited programs, may not be successful with NEB’s assessment process. For this group, the registration rate for the entire process is likely lower than presented.

## Applicants from Accredited Programs

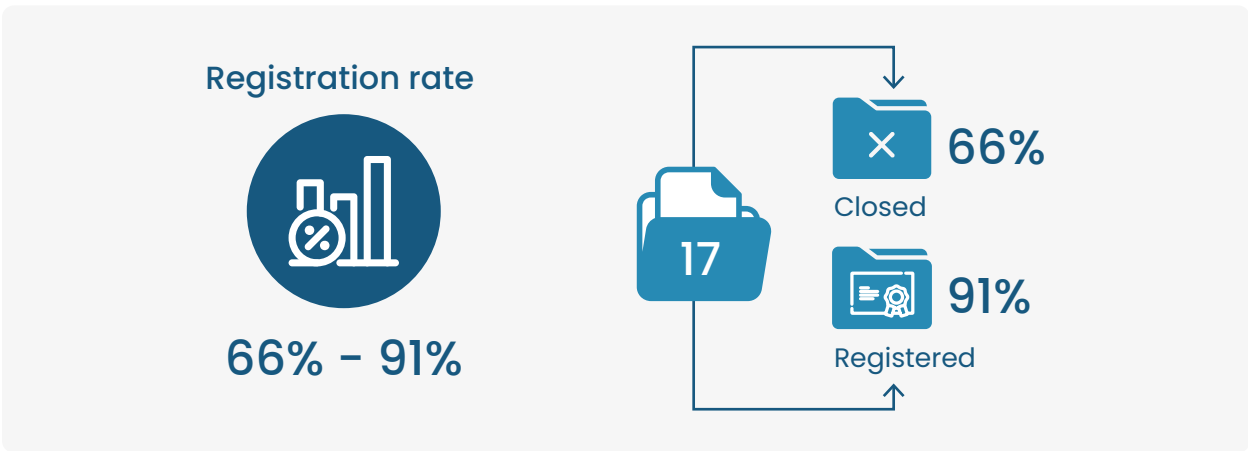
Between 2011 to 2024, 90 per cent (28/31) of IEAs who graduated from accredited programs registered and the remaining 10 per cent (3/31) of applicants had files closed.



## Applicants from Non-Accredited Programs

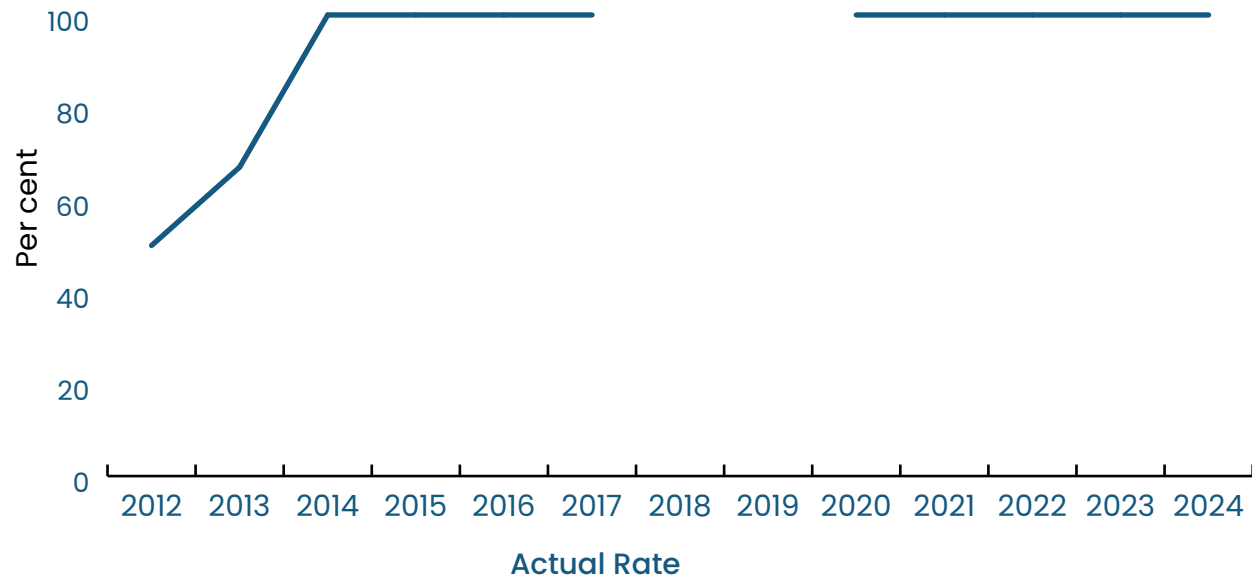
During the 2011 to 2024 reporting period, 66 per cent (45/68) of IEAs who come from non-accredited programs of veterinary medicine registered and nine per cent (6/68) had files closed. At the end of the reporting period 25 per cent (17/68) of applicants had open files.

Contingent on the outcome of the 17 open files, the IEA registration rate for this group will fall between 66 to 91 percent for the 2011-2024 period.



## IEA Registration Rate by Year (2011 to 2024)

### Applicants from Accredited Programs

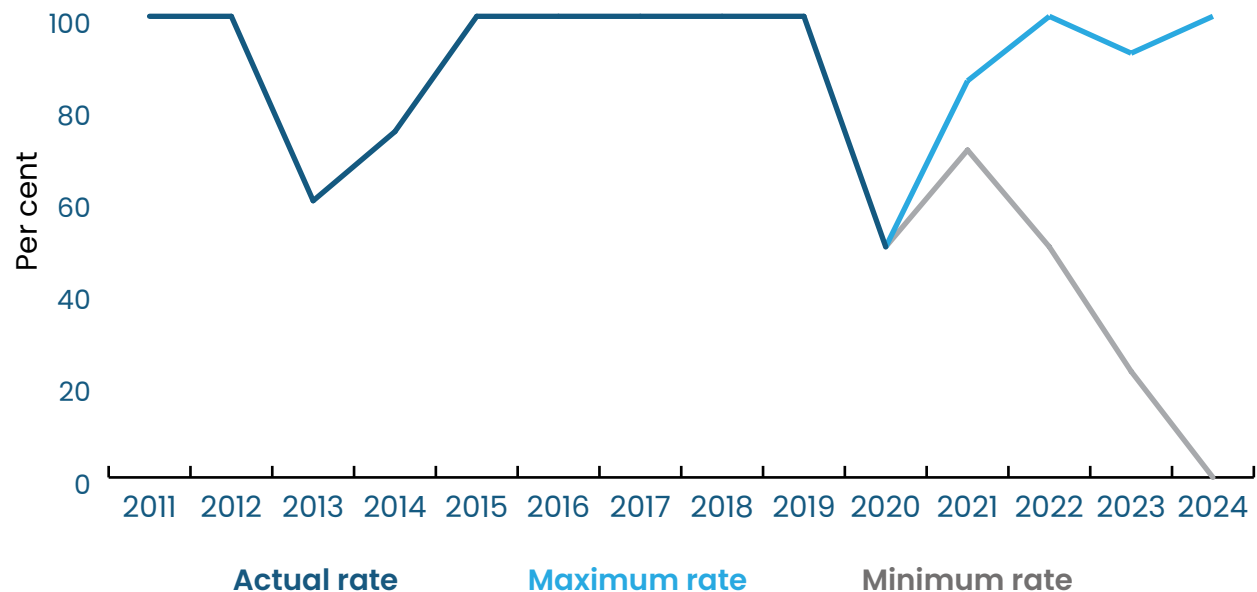


The dark blue line in the graph above shows the percentage of IEAs who applied in a given year and went on to register.

For IEAs from accredited programs, 50 per cent of those who applied in 2012 registered, and 67 per cent who applied in 2013 registered. This improves to 100 per cent for the remainder of the reporting period. In 2018 and 2019 there were no applicants from accredited programs.

Starting in 2014, this graph shows a trend to high registration rates for applicants from accredited programs that continues to the end of the reporting period.

## Applicants from Non-Accredited Programs



For applicants coming from non-accredited programs, the registration rate from 2011 to 2020 falls between 50 to 100 per cent. The highest registration rates occurred in 2011 and 2012 and from 2015 to 2019; 100 per cent of applicants in these years registered sometime before the end of the period. This is indicated by the dark blue line.

The light blue and gray lines represent the maximum and minimum possible registration rates for each application year where files are still open without final registration outcomes. For example, in 2023 there were 13 applicants. Three of these applicants registered, one had their file closed and 13 had open files at the end of the year. As a result, there is a large discrepancy in possible outcomes. The registration rate for this year could be as high as 92 per cent if the remaining open files result in registrations or as low as 23 per cent if these files are closed.

Large discrepancies between maximum and minimum rates in the later years of the reporting period do not allow the identification of any trends to improving or declining registration rates throughout the period.

## IEA Timelines to Registration (2012 to 2024)

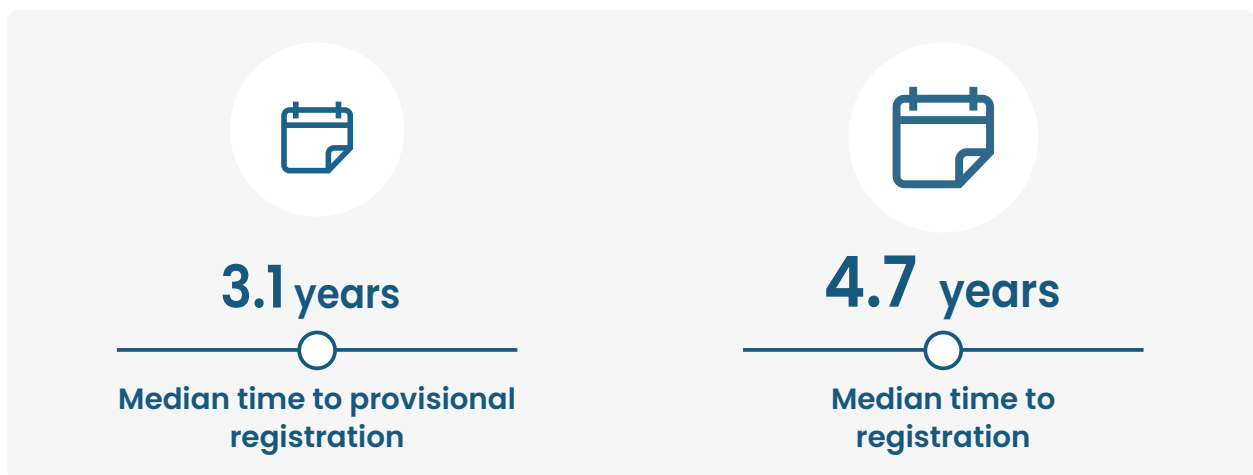
Registration timelines are calculated starting from the initial application date to NEB (the first step national assessment), to the date of registration with MVMA.

### Applicants from Accredited Programs



For applicants from accredited programs, registration timelines are relatively short. IEAs from accredited programs typically have a shorter path to licensure and are rarely required to complete additional examinations.

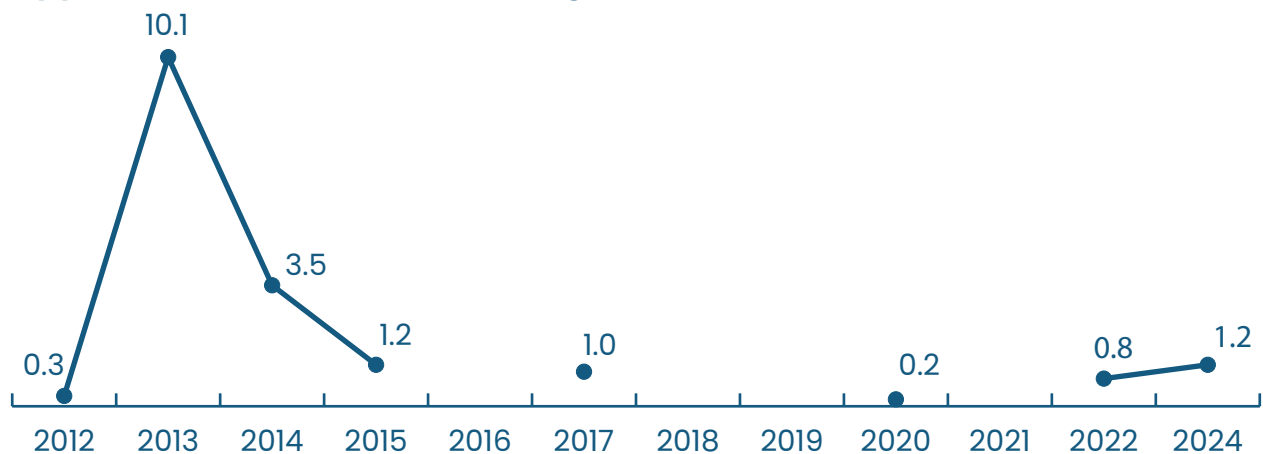
### Applicants from Non-Accredited Programs



For applicants from non-accredited programs, timelines are much longer. From 2012–2016 IEAs in this group had to pass three mandatory exams to qualify for registration, and from 2017 onward, four exams have been required. In Manitoba, applicants from non-accredited programs work under supervision for two or more years after passing the first two exams. Many applicants take this opportunity to work in the field as a way of preparing for the last two exams, extending their time to registration by doing so.

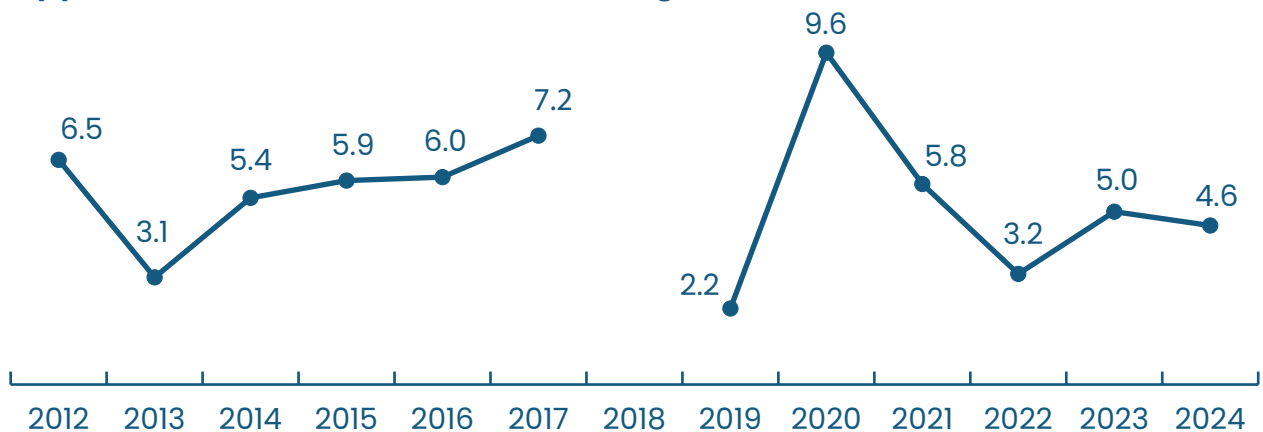
## IEA Average Registration Timelines by Year (2012 to 2024)

### Applicants from Accredited Programs



From 2012 to 2024, MVMA's average registration timeline data for IEAs from accredited programs shows a downward trend, remaining relatively short from 2015 through the end of the reporting period. Note: there were no registrations of IEAs in this group in 2016, 2018, 2019 or in 2021 and so no registration timelines to report.

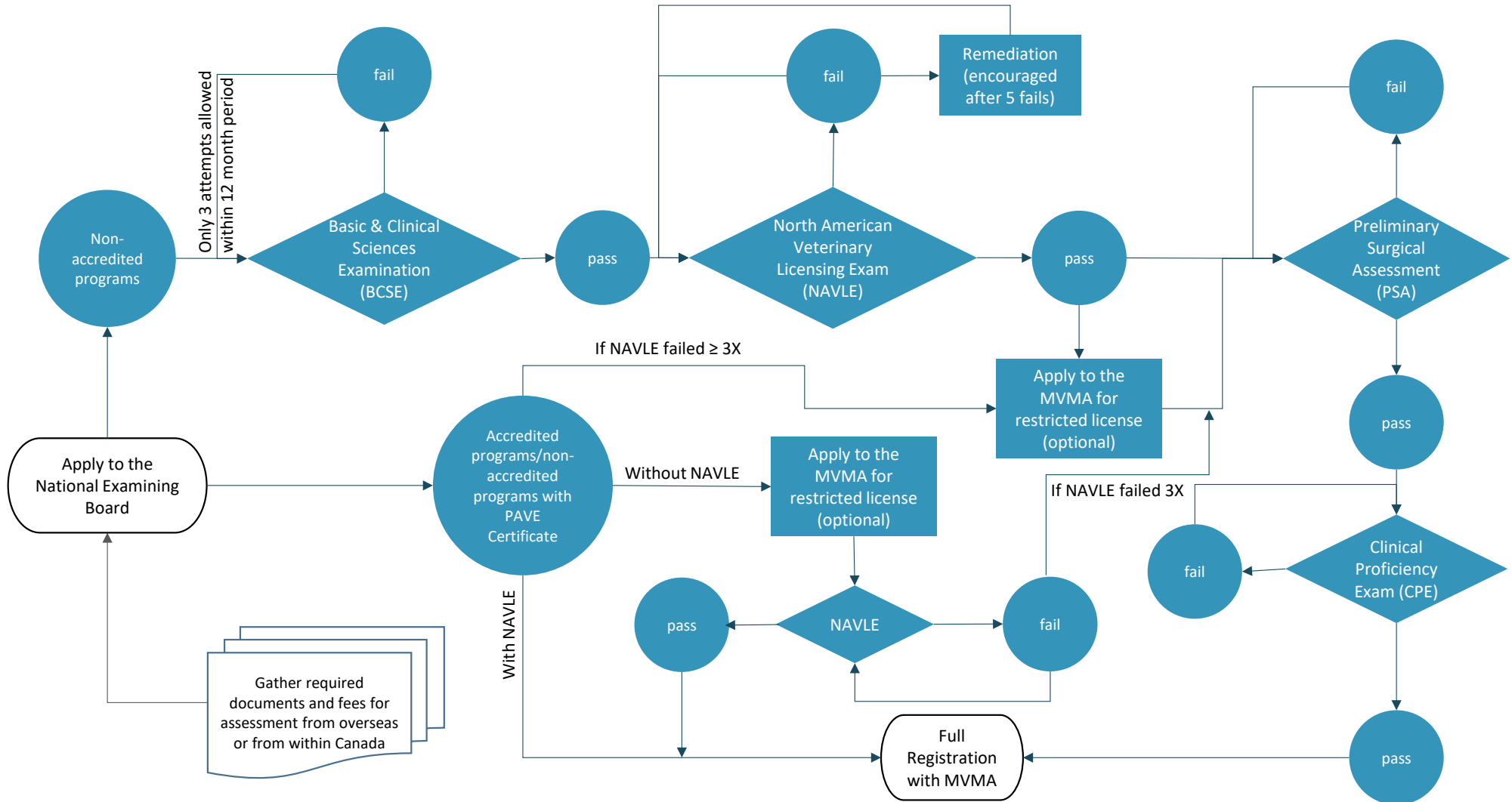
### Applicants from Non-Accredited Programs



For IEAs from non-accredited programs, the average registration timelines show no clear trend, fluctuating from as short as 2.2 years in 2019 to as long as 9.6 years in 2020. Again, the licensure process for this group involves completing a series of four exams and often a period of supervised practice, resulting in considerably longer registration timelines.

Note: there were no registrations of applicants in this group in 2018 and so no registration timelines to report.

# Appendix 1 – Process Map



## Appendix 2 – Glossary of Terms

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This glossary defines key terms used throughout the report to help ensure understanding of the findings presented. For consistency, certain terms are used across professions even though regulators may use other operational terms. For example, provisional registration is used for any temporary or conditional registration that allows some form of practice or title use. Manitoba regulators use a variety of terms (member-in-training, graduate nurse, exam candidate, intern, etc.) that signify different types of provisional registration.

### **Internationally Educated Applicant (IEA)**

An individual educated outside of Canada applying for registration with a Manitoba regulator. Canadians educated outside of Canada are also considered IEAs. Domestic labour mobility applicants who were educated outside of Canada are not counted in this dataset because they have already achieved licensure in Canada.

IEAs are counted once in FRPO's dataset regardless of the number of applications they submit; data from their most current application is used in this report. These individuals have either submitted a complete initial application, or sufficient required documents to allow the regulator to provide an assessment decision.

### **Provisional Registration**

Temporary or conditional registration that enables some form of practice or title use. In some professions, this is granted to applicants who substantially meet a regulator's registration requirements, allowing them to complete a period of approved supervised practice. Not all Manitoba regulators offer provisional registration and terms used vary.

### **Registration**

The licensing or certification process where applicants acquire legally sanctioned professional recognition with the authority to practice and/or use a designated protected title within a jurisdiction.

### **Registration Rate**

Per cent of applicants who apply in a given period and register.

### **Registration Timelines**

The time it takes an applicant to complete the registration process. The start of the process is marked by the date a completed application is submitted to either the Manitoba regulator or the regulator's designated third-party assessor. The end of the process is marked by the date of provisional registration or registration.