

December 2024

Registration Data Report

College of Medical Laboratory Technologists of Manitoba

Contents

Executive Summary	1
Introduction	2
Membership	3
CMLTM Members (2015 to 2023)	3
Registration Data - Applicants	4
Internationally Educated Applicants (2011 to 2023)	4
IEAs to CMLTM as a per cent of all IEAs to Manitoba Regulated Professions (2011 to 2023)	5
IEA Top Five Countries of Education (2011 to 2023)	6
IEA Applications by Arrival Status (2011 to 2023)	6
Registration Data - Applicant Outcomes	7
IEA Registrations (2011 to 2023)	7
IEA Registration Rate (2011 to 2023)	8
IEA Registration Rate by Year (2011 to 2023)	8
IEA Timelines to Registration (2012 to 2023)	9
IEA Average Registration Timelines by Year (2012 to 2023)	9
Appendix 1 - Process Map	10
Appendix 2 - Glossary of Terms	11

Executive Summary

This report presents registration data for the College of Medical Laboratory Technologists of Manitoba (CMLTM) from 2011 to 2023. Its purpose is to provide a statistical picture of application, assessment and registration outcomes for internationally educated applicants (IEAs) to CMLTM over the last 13 years.

Since the Fair Registration Practices Office (FRPO) started collecting this data in 2015, CMLTM has seen a decrease in membership to 887 in 2023 from 1,132 in 2015.

FRPO's registration data tracks IEAs who apply to CMLTM after they have successfully completed the Canadian Society for Medical Laboratory Science's (CSMLS) assessment. IEAs who are unsuccessful with this national assessment will 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 under-counted and registration rates will appear artificially high.

In the 2011 to 2023 reporting period, 122 IEAs applied to CMLTM. Application numbers fluctuated somewhat throughout the reporting period, peak years were 2014 and 2017. The majority of IEAs applied to CMLTM post-arrival (98 per cent). Applicants educated in The Philippines accounted for 61 per cent (75/122) of IEAs. IEAs to CMLTM make up 1.1 per cent of all IEAs applying to the 31 regulated professions under fairness legislation in Manitoba.

Eighty-one per cent of IEAs to CMLTM (99/122) registered within the period.

Upon completed application, the median time to registration for IEAs was 2.6 years and the median time to provisional registration was 2.4 years.

Regarding IEA trends in outcomes and timelines, there is no discernible trend towards increasing or decreasing registration rates during the reporting period. Although based on a small sample size, average registration timelines trend upwards with an increase to 5.3 years at the end of the period from 3.5 years at the beginning of the period.

Introduction

The Fair Registration Practices Office's registration data report on the College of Medical Laboratory Technologists of Manitoba 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.

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

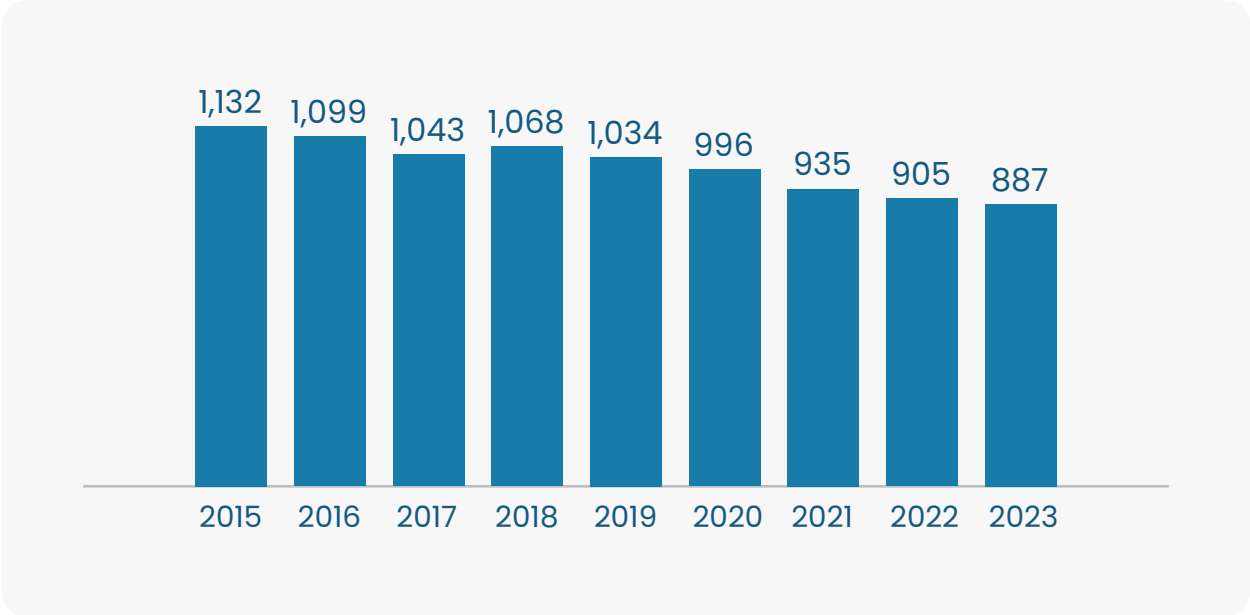
Facts and figures in this report are accompanied by analysis and contextual remarks to help interpret the data and provide a coherent, statistical picture. A flowchart of CMLTM's assessment and registration process for IEAs along with a short glossary of terms used throughout the document are provided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

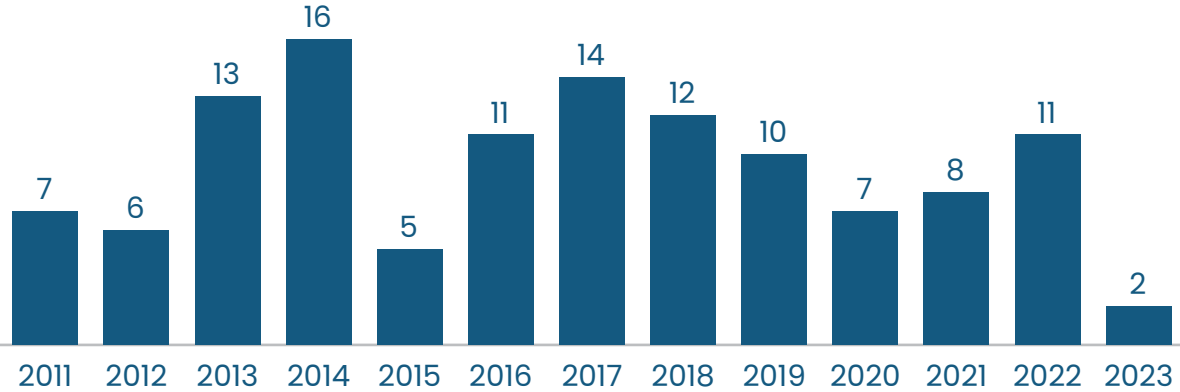
CMLTM Members (2015 to 2023)



From 2015 to 2023, CMLTM's membership experienced a steady decline and there was a decrease of 245 members by the end of this period. Members include both domestic and internationally educated medical laboratory technologists. During this period, there were 65 IEA registrations.

Registration Data - Applicants

Internationally Educated Applicants (2011 to 2023)



 **122**
Total applicants

 **9**
Annual average

Note: These figures do not include Manitoba IEAs who applied to the profession’s first-step national assessment body but were unsuccessful. In CMLTM’s case, FRPO understands that some applicants are not successful with the assessment process administered by CSMLS.

Examining the distribution of IEAs by year, applications fluctuate throughout the period with the highest numbers reported in 2014 and 2017. 2023 saw the lowest number of IEAs in the period.

IEAs to CMLTM as a per cent of all IEAs to Manitoba Regulated Professions (2011 to 2023)

10,834



Total IEAs to 31 regulated professions in Manitoba

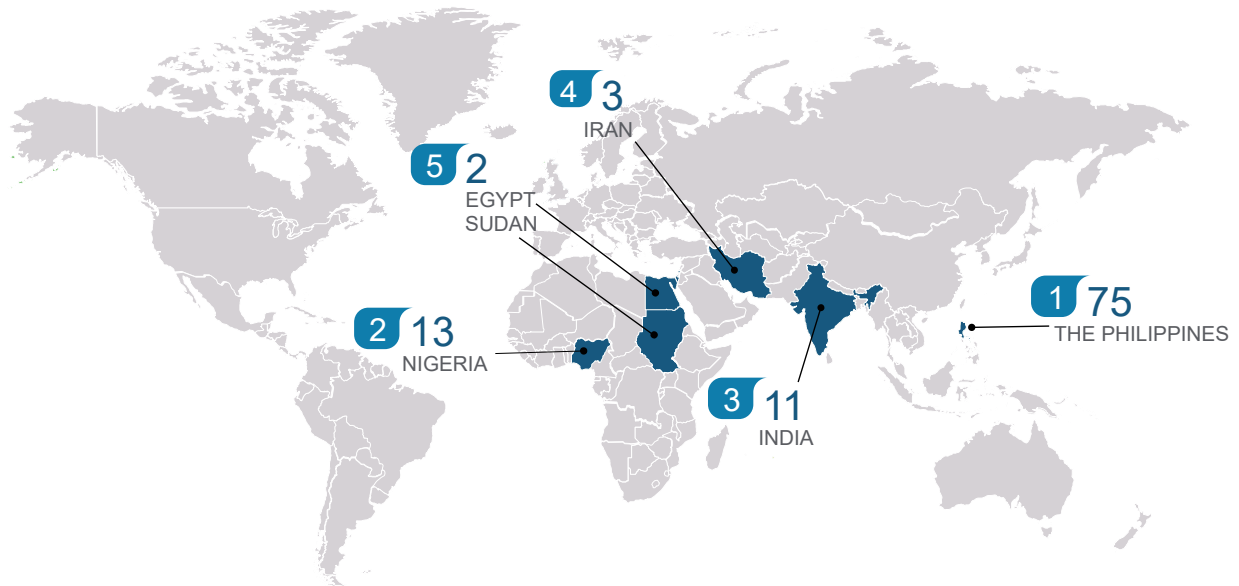
1.1%



Per cent of total IEAs applying to CMLTM

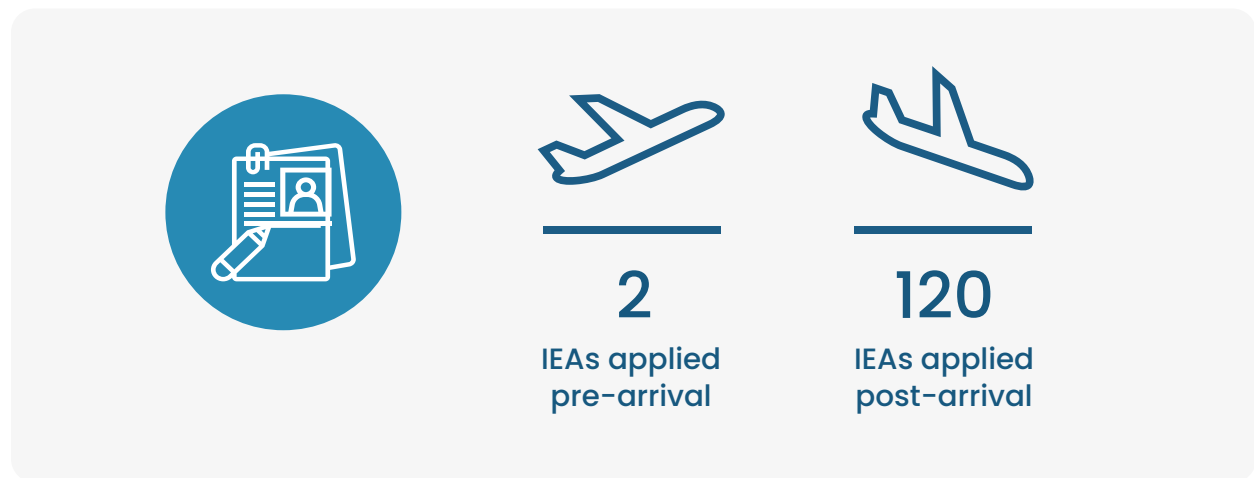
IEAs applying to CMLTM from 2011 to 2023 represent 1.1 per cent of all IEAs to the 31 regulated professions under Manitoba’s fairness legislation.

IEA Top Five Countries of Education (2011 to 2023)



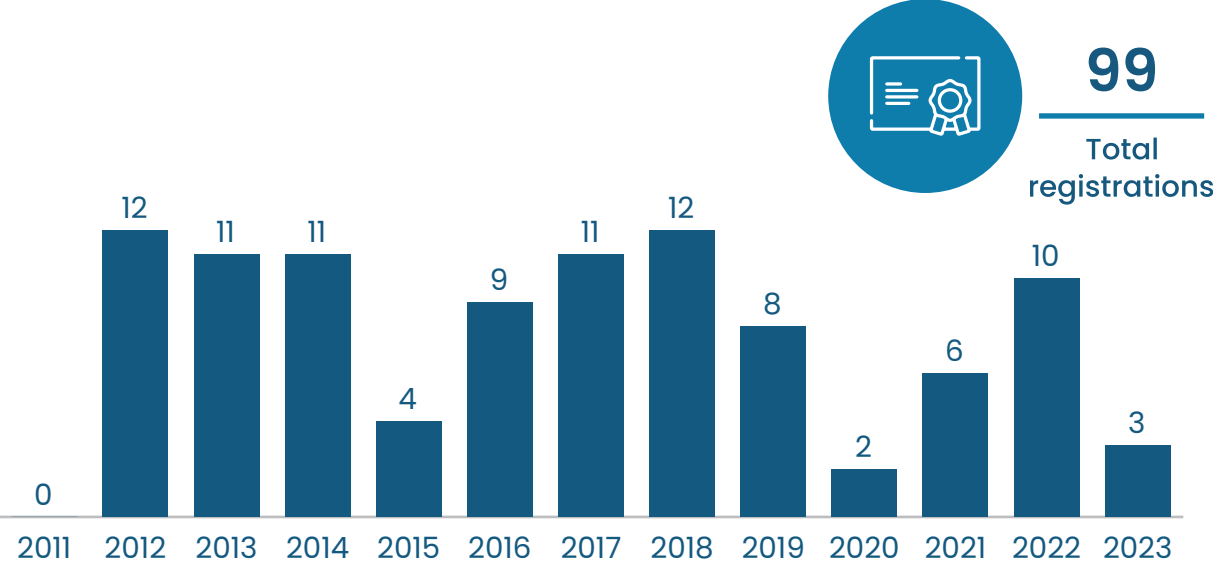
From 2011 to 2023, CMLTM received applications from individuals educated in 22 countries. Most IEAs, 61 per cent (75/122), were educated in The Philippines. Eighty-seven per cent of all IEAs to CMLTM came from The Philippines, Nigeria, India, Iran, Egypt and Sudan.

IEA Applications by Arrival Status (2011 to 2023)



Two per cent of IEAs applied to CMLTM before arriving in Canada and 98 per cent applied post-arrival.

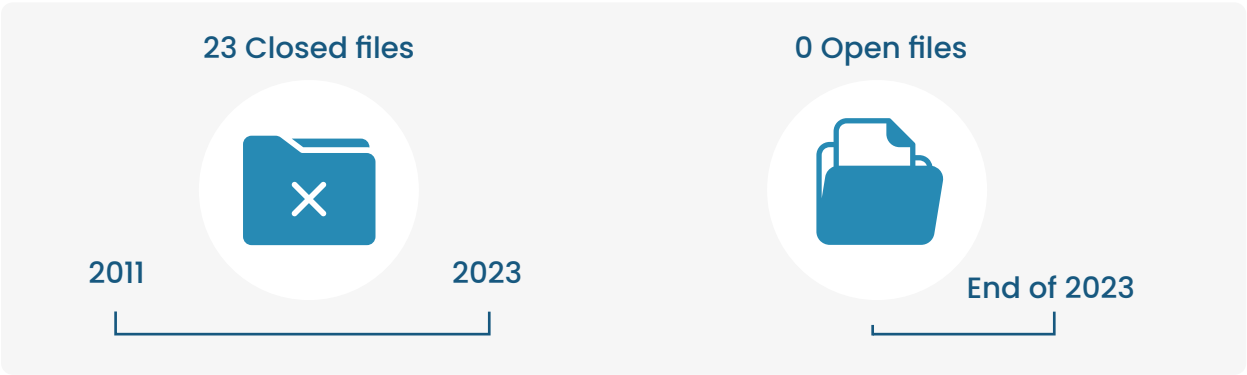
Registration Data - Applicant Outcomes



IEA Registrations (2011 to 2023)

Of the 122 IEAs who applied to CMLTM between 2011 to 2023, 99 IEAs were registered throughout the period. Due to data collection methods, individuals who applied to CMLTM before 2011, but registered during this period, are not counted. As a result, IEA registrations are under-counted in the first few years of the reporting period.

IEA File Status - Closed and Open Files



Nineteen per cent of IEAs had files closed for various reasons throughout the reporting period and there were no open files at the end of the period.

IEA Registration Rate (2011 to 2023)

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

The registration rate presented only reflects the success of IEAs who apply to CMLTM. This data does not include IEAs unsuccessful with the first-step CSMLS assessment process. In CMLTM's case, FRPO understands some applicants are not successful with the assessment process conducted by CSMLS. This means the registration rate for the entire process is likely lower than presented.

CMLTM's IEA registration rate for the 2011-2023 reporting period is 81 per cent.

Registration rate



81%

IEA Registration Rate by Year (2011 to 2023)



The graph above shows the percentage of IEAs who applied in a given year and went on to register. For example, 100 per cent of the IEAs who applied in 2011 registered and 83 per cent who applied in 2012 registered.

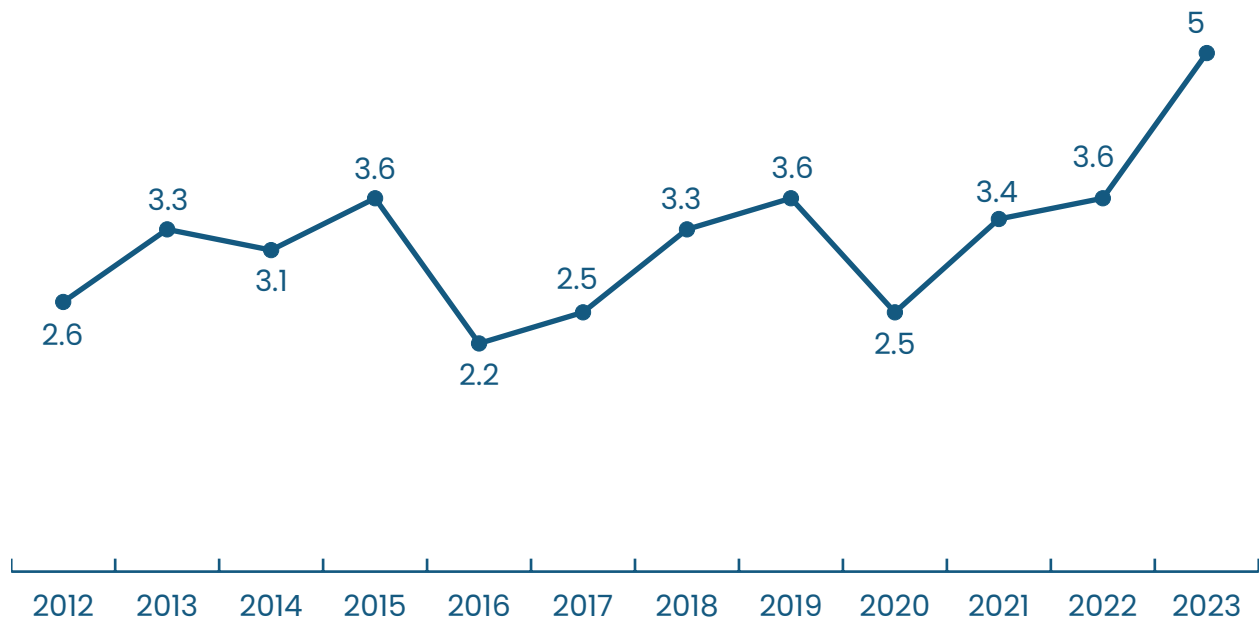
From 2011 to 2023, CMLTM's IEA registration rate fluctuates. Peak years were 2011 and 2023; 100 per cent of IEAs who applied in these years registered. There is no discernible trend towards increasing or decreasing registration rates in this profession during this period.

IEA Timelines to Registration (2012 to 2023)



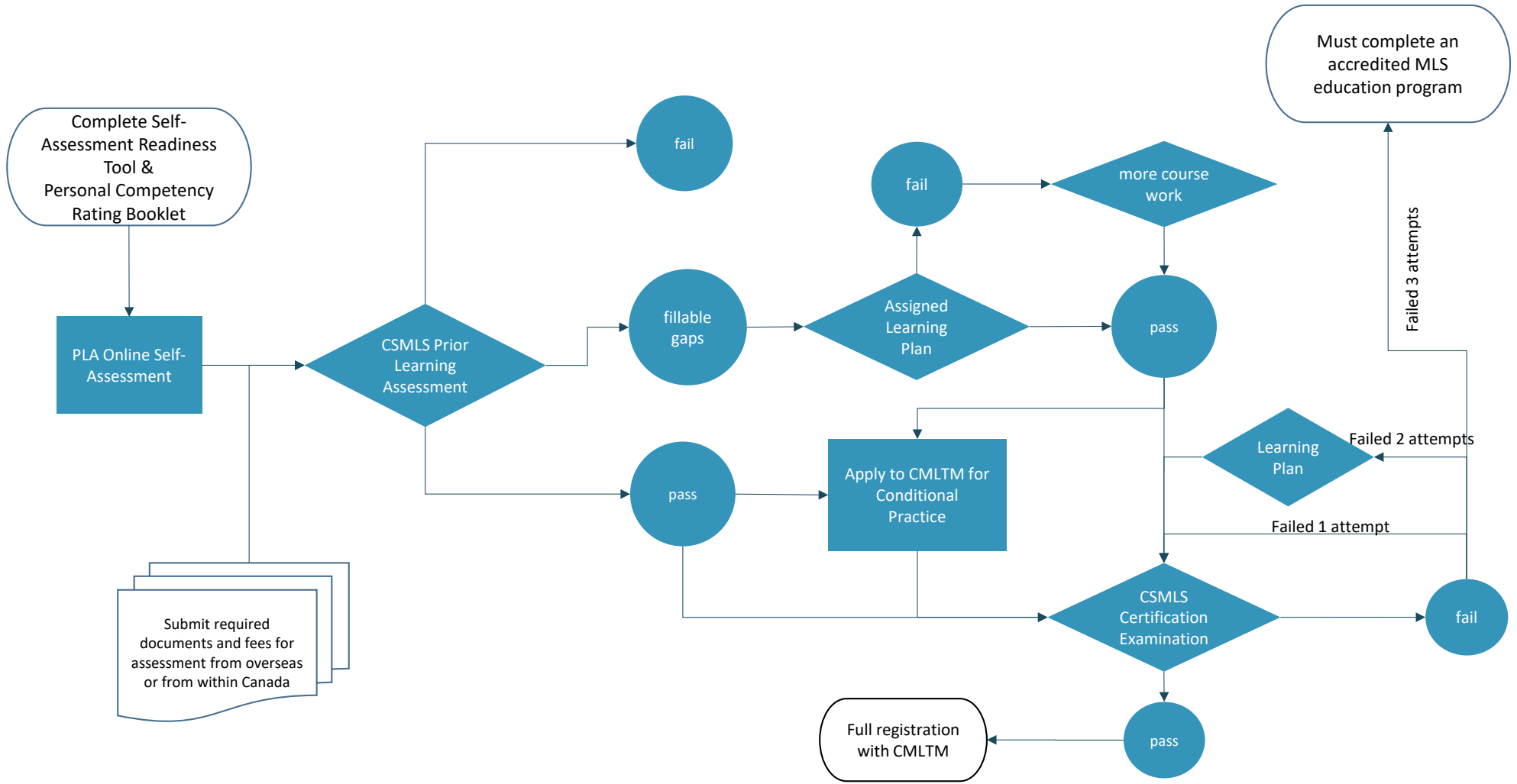
Registration timelines are calculated starting from the initial application date to CSMLS (the first step assessment), to the date of registration with CMLTM.

IEA Average Registration Timelines by Year (2012 to 2023)



From 2012 to 2023, CMLTM’s average registration timeline data fluctuates for IEAs with a trend towards longer timelines closer to the end of the period. Note: in some reporting years, these timelines figure are derived from a small sample of applicants and any apparent trends are not necessarily tied to changes in the assessment or registration process. In 2015, 2020, and 2023, less than five registrations occur in each of these reporting years.

Appendix 1 – Process Map



Appendix 2 – Glossary of Terms

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.