

December 2024

# Registration Data Report

College of Midwives of Manitoba

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# Executive Summary

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

Since the Fair Registration Practices Office (FRPO) started collecting this data in 2015, CMM has seen an increase in membership to 80 in 2023 from 75 in 2015.

In the 2011 to 2023 reporting period, 108 IEAs applied to CMM. The Philippines ranks as the top country of education, accounting for 27 per cent (29/108) of IEAs. IEAs to CMM make up one per cent of all IEAs applying to the 31 regulated professions under fairness legislation in Manitoba.

Twenty per cent of IEAs to CMM (22/108) registered within the period. However, the registration rate for the period could be as high as 22 per cent. This is because there was a small number of IEAs with open files at the end of 2023; a final registration rate for the period can only be calculated once these files are resolved.

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

Regarding IEA trends in registration outcomes, there is no discernible trend towards increasing or decreasing registration rates during the reporting period.

The large majority of IEAs (86/108) applied to CMM in the 2014 to 2016 reporting years. During this period, CMM employed its own application and assessment process with less restrictive initial eligibility requirements, the Manitoba Assessment and Gap Training program (MAGT). Throughout the rest of the reporting period, before and after 2014 to 2016, applicants were assessed by third parties out-of-province. For this group, FRPO registration data only captures information for those successful with the first-step third party assessment; Manitoba IEAs not successful do not make application to CMM and are not recorded in FRPO data. In the Midwifery profession in Canada, the out-of-province bridge training for internationally educated midwives is competitive, with limited spots. This suggests FRPO application figures may be undercounted, with an inflated registration rate figure.

# Introduction

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The Fair Registration Practices Office's registration data report on the College of Midwives 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.

CMM supplies registration data to FRPO as an obligation under the act (sec. 15(2)). Each year, CMM 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 CMM'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.

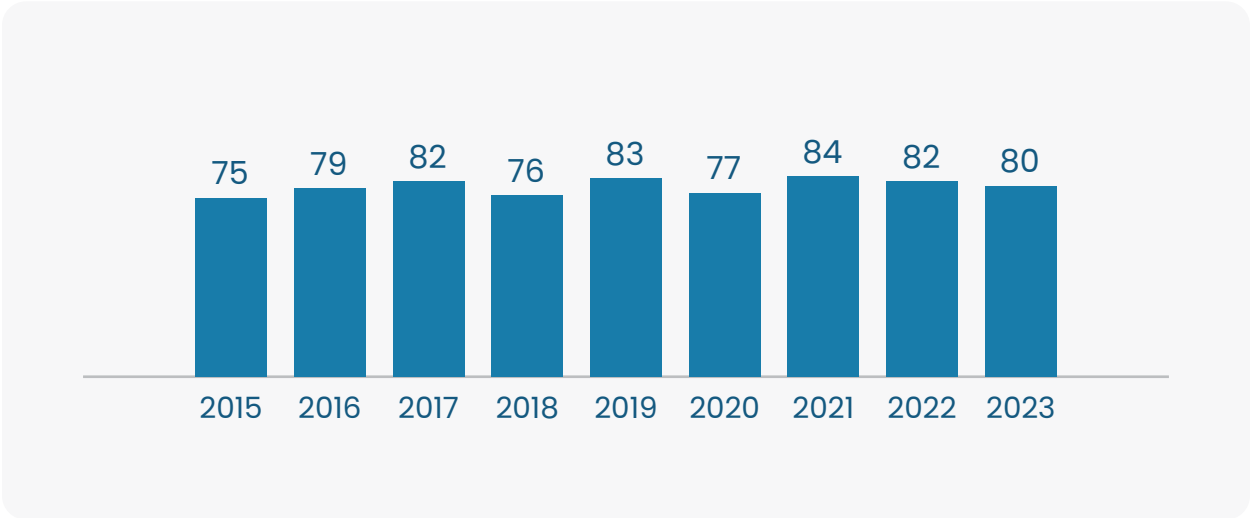
The report is restricted to developing a fact-based, statistical picture. There is no discussion of fairness issues or compliance to fairness duties under the act.

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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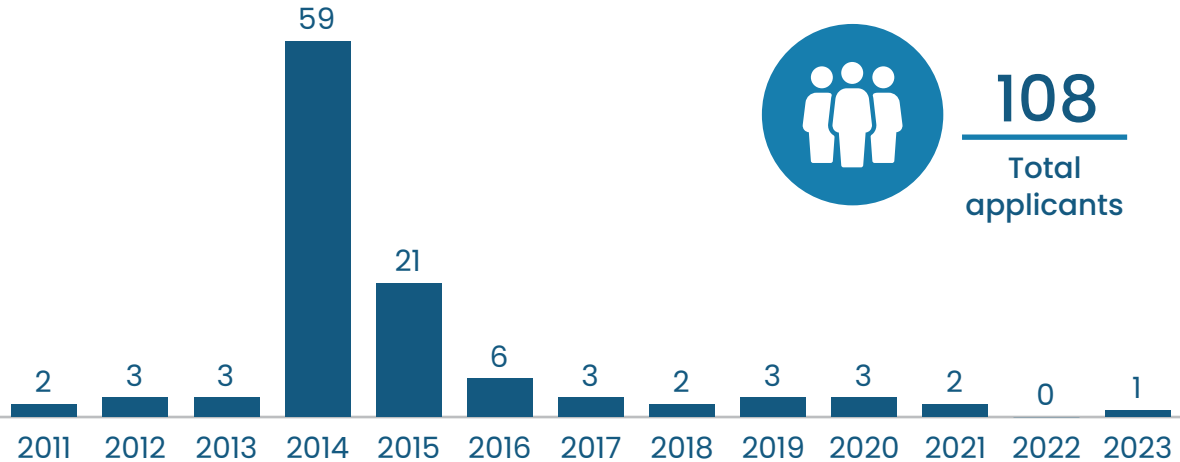
## CMM Members (2015 to 2023)



CMM’s membership saw a small increase of five members by the end of 2015 to 2023 reporting period. Members include both domestic and internationally educated midwives. During this period, there were 14 IEA registrations.

# Registration Data - Applicants

## Internationally Educated Applicants (2011 to 2023)




Examining the distribution of IEAs by year, applications remain low throughout the period except for 2014, 2015, and 2016. This period corresponds with the implementation of CMM’s in-province assessment program, MAGT. Higher application numbers in these years in part reflect the less restrictive eligibility requirements to the MAGT program relative to those programs used both before and after MAGT in the reporting period. Specifically, for MAGT, applicants did not need to satisfy language proficiency requirements and currency requirements for initial eligibility.

Note: These figures do not include Manitoba IEAs who applied to third parties but were unsuccessful. In CMM’s case, excepting the MAGT program, IEAs first apply to out-of-province programs for assessment and bridge training before application to CMM. FRPO understands that the required bridge training programs are competitive. Some Manitoba IEAs were likely unsuccessful and not counted in these application figures.


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

**10,834**



Total IEAs to 31 regulated professions in Manitoba

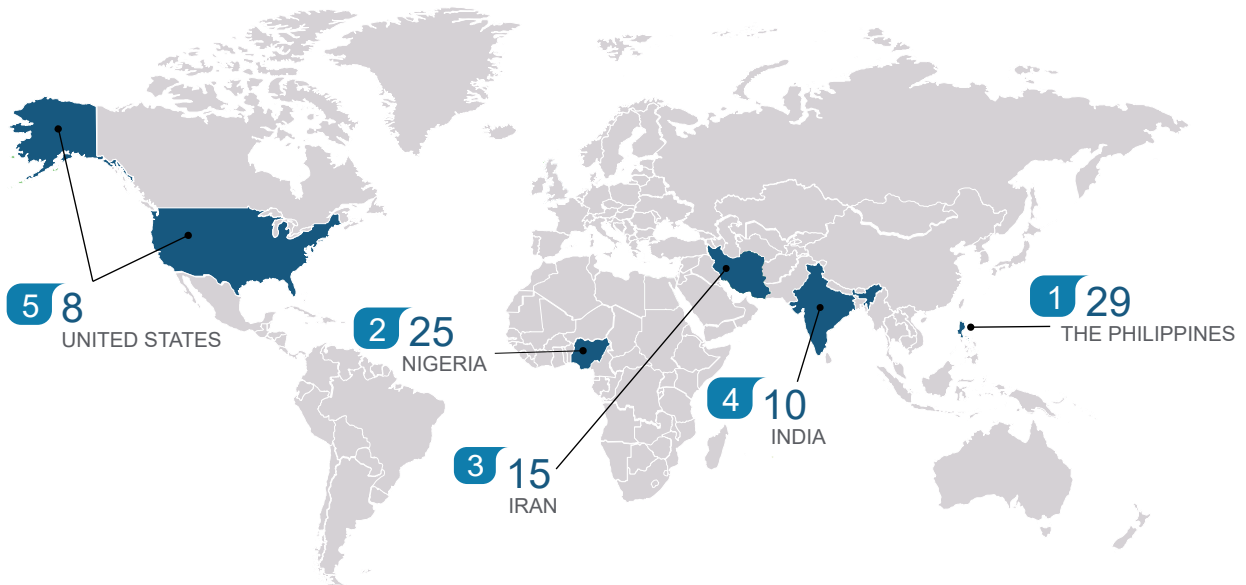
**1%**



Per cent of total IEAs applying to CMM

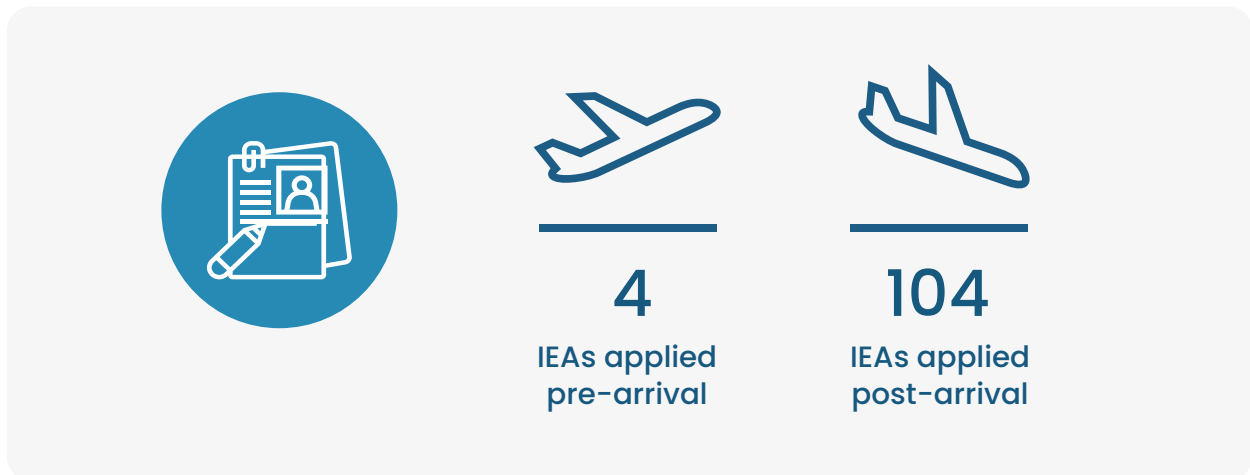
IEAs applying to CMM from 2011 to 2023 represent one per cent of all IEAs to the 31 regulated professions under Manitoba’s fairness legislation.

## IEA Top Five Countries of Education (2011 to 2023)



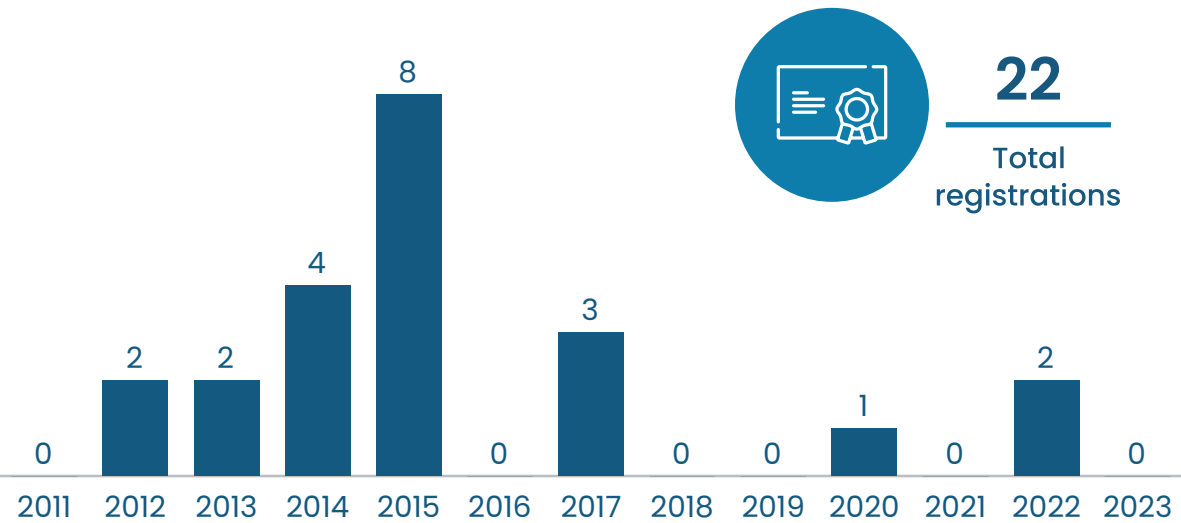
From 2011 to 2023, CMM received applications from individuals educated in 13 countries. IEAs educated in The Philippines ranked number one, representing 27 per cent (29/108) of all IEAs. Eighty-one per cent of IEAs to CMM came from The Philippines, Nigeria, Iran, India and the United States.

## IEA Applications by Arrival Status (2011 to 2023)



Four per cent of IEAs applied to CMM before arriving in Canada, the majority, 96 per cent applied post-arrival.

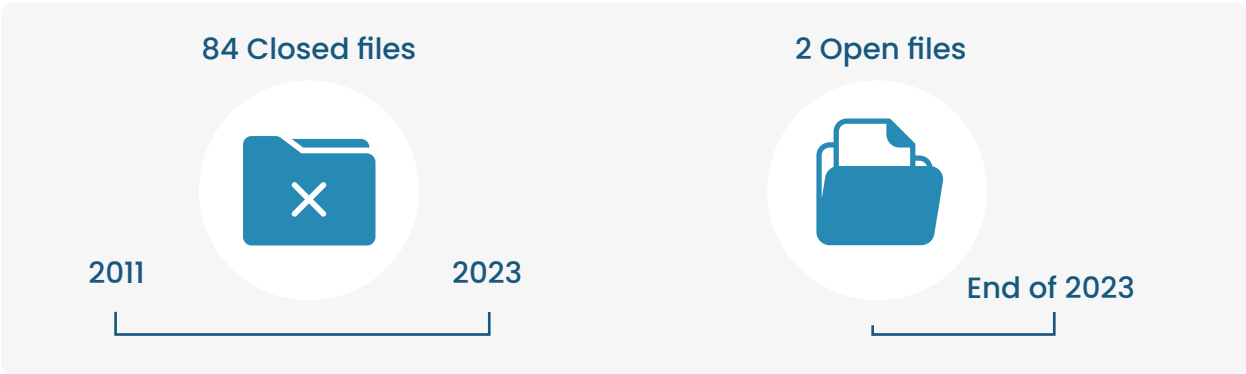
# Registration Data - Applicant Outcomes



## IEA Registrations (2011 to 2023)

Of the 108 IEAs who applied to CMM between 2011 to 2023, 22 IEAs were registered throughout the period. Due to data collection methods, individuals who applied to CMM 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



Seventy-eight per cent of IEAs had files closed for various reasons throughout the reporting period, while at the end of the report period, two per cent still had open files.



## IEA Registration Rate (2011 to 2023)

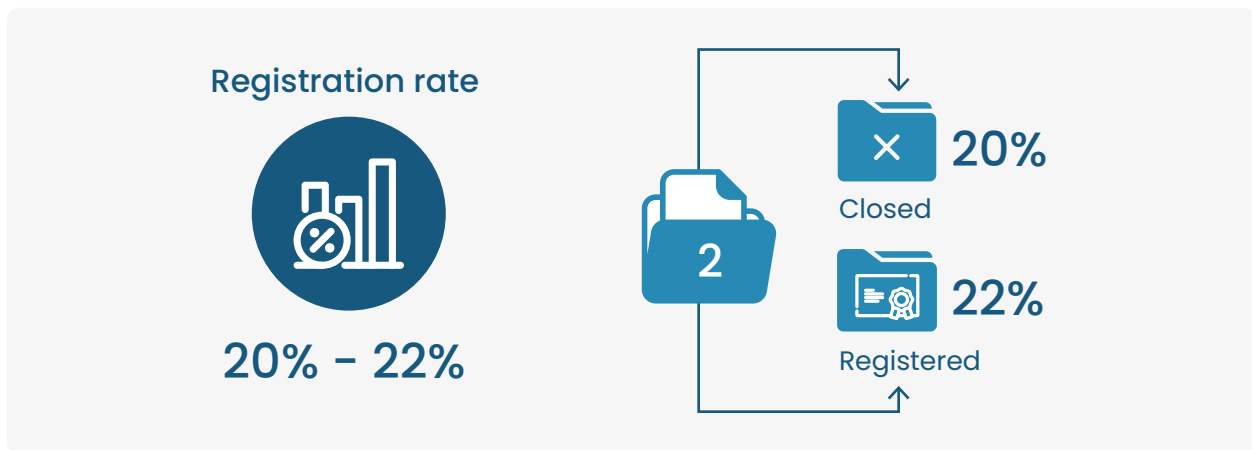
FRPO calculates the IEA registration rate as the percentage of IEAs who apply in a given period and register.

Between 2011 to 2023, 20 per cent (22/108) of IEAs registered and 84 had files closed. At the end of the reporting period, two applicants had open files.

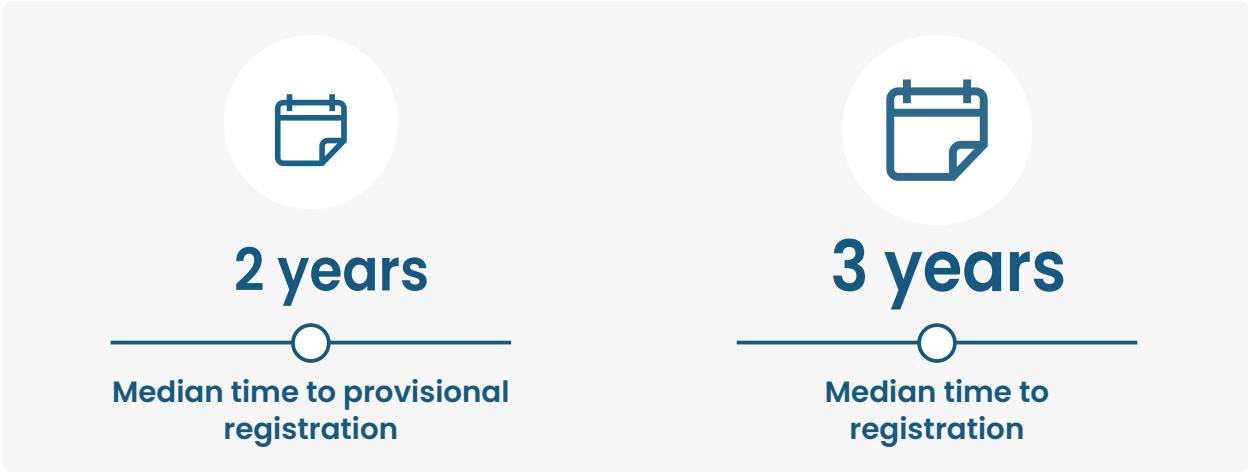
The IEA registration rate for applicants who applied in this period will fall between 20 to 22 per cent and is dependent on the outcomes of the two applicants with open files.

CMM's 20 to 22 per cent registration rate reflects the success of IEAs who apply to CMM. This data does not include IEAs unsuccessful with third party assessment and gap training. In CMM's case, FRPO understands that some Manitoba IEAs may not be successful qualifying for competitive out-of-province bridge training. This means the registration rate for Manitoba IEAs is likely lower than presented.

CMM's registration rates vary markedly by year, but with no discernible trend to improving or declining rates.

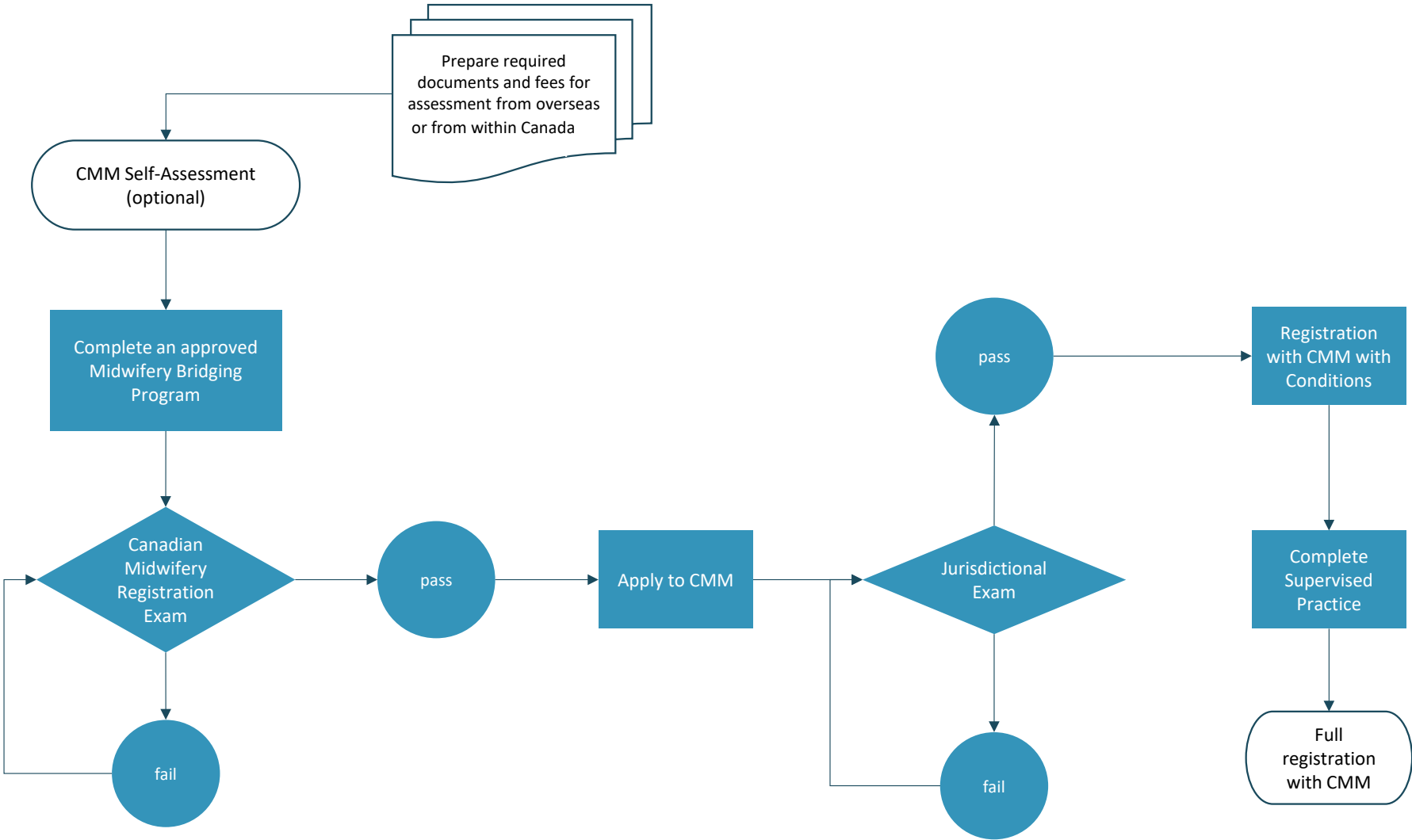


# IEA Timelines to Registration (2011 to 2023)



Registration timelines are calculated starting from the initial application date to CMM (2014 to 2016, MAGT) or the out-of-province third party assessment and bridge training program to the date the applicant receives registration or provisional registration with CMM.

# 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.