

November 2024

Registration Data Report

College of Registered Psychiatric Nurses of Manitoba

Contents

Executive Summary	1
Introduction	2
Membership	3
CRPNM Members (2015 to 2023)	3
Registration Data - Applicants	4
Internationally Educated Applicants (2011 to 2023)	4
IEAs to CRPNM 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 (2016 to 2023)	9
Appendix 1 - Process Map	11
Appendix 2 - Glossary of Terms	12

Executive Summary

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

Since FRPO started collecting this data, CRPNM has seen a rise in membership to 1,189 in 2023 from 1,014 in 2015.

In the 2011 to 2023 reporting period, 85 IEAs applied to CRPNM. Except for application spikes in 2013 and 2014, applications fluctuate modestly throughout the period at about six applications annually. The majority of IEAs, 64 per cent, applied from outside of Canada. Applicants educated in Nigeria accounted for 62 per cent (53/85) of IEAs. IEAs to CRPNM make up 0.8 per cent of all IEAs applying to the 31 regulated professions under fairness legislation in Manitoba.

Twenty-two per cent of IEAs (19/85) registered within the period. However, because of the number of IEAs with open files at the end of 2023, the registration rate for the period could be as high as 46 per cent. A final registration rate for the period can only be calculated once these files are resolved.

Timelines are presented for registrations occurring in the 2016 to 2023 period only. Upon completed application, the median time to registration for IEAs was 2.9 years and the median time to provisional registration was 1.4 years. These timelines do not include the time taken to complete the first step, National Nursing Assessment Service (NNAS) credential assessment and verification.

Regarding IEA trends in outcomes and timelines, registration rates improve significantly starting in 2016 through to 2020. Most IEAs who applied in 2021 or later have unresolved, open files at the end of the reporting period and future data will be required to determine if CRPNM's higher registration rates persist. Limited timeline data does not support identifying any trends to longer or shorter registration timelines.

Introduction

The Fair Registration Practices Office's (FRPO) registration data report on the College of Registered Psychiatric Nurses 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.

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

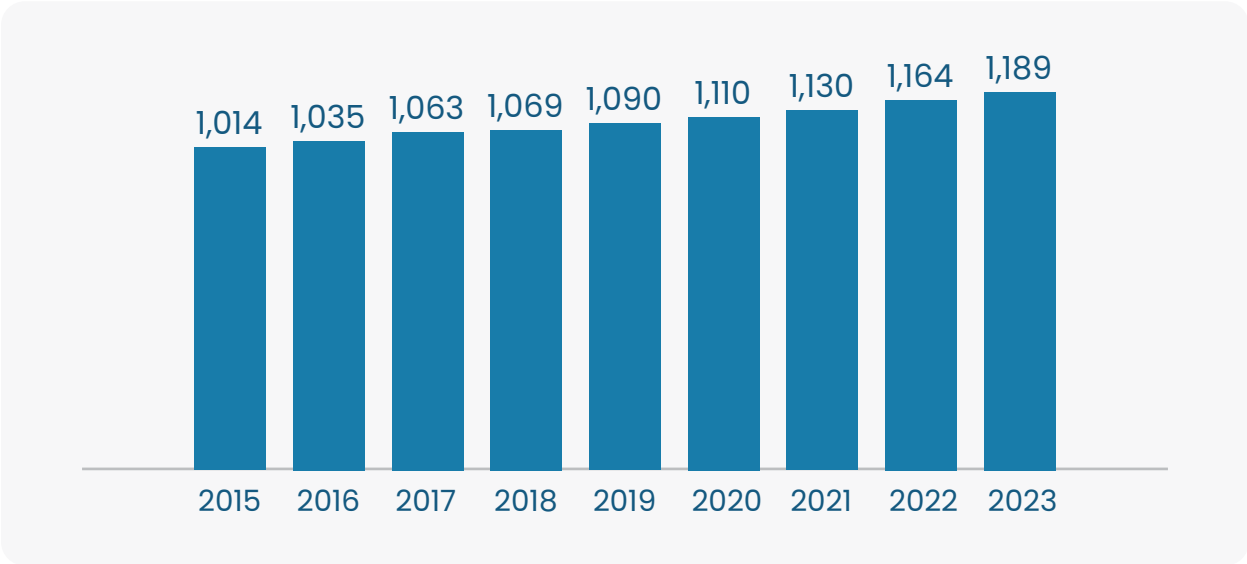
Facts and figures in this report are accompanied by analysis and contextual remarks to help interpret the data and provide a coherent, statistical picture. A flowchart of CRPNM's assessment and registration process for IEAs along with a short glossary of terms used throughout the document are provided 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 outcomes and timeline statistics reflect not only the profession's registration requirements but also 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 outcomes and timeline data.

Membership

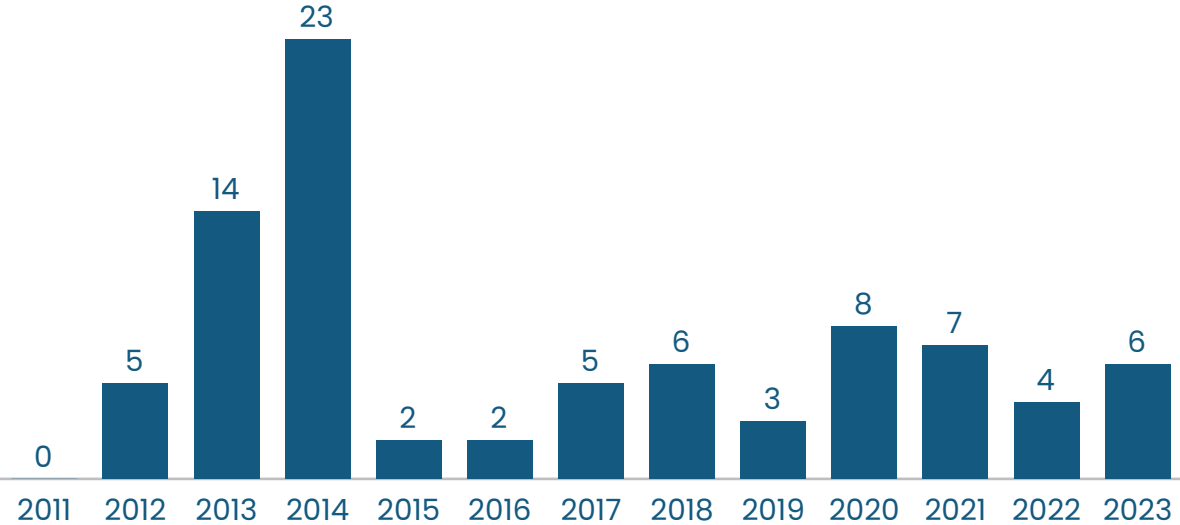
CRPNM Members (2015 to 2023)



From 2015 to 2023, CRPNM saw a steady rise in members, with 175 more members in 2023 than in 2015. Members include both domestic and internationally educated nurses. During this period, there were 18 IEA registrations.

Registration Data - Applicants

Internationally Educated Applicants (2011 to 2023)



 **85**
Total applicants

 **7**
Annual average

Examining the distribution of IEAs by year, the largest numbers occurred in the beginning of the reporting period, 2013 and 2014. Applications then fluctuate from two to eight applications for the rest of the reporting period.

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

10,834



Total IEAs to 31 regulated professions in Manitoba

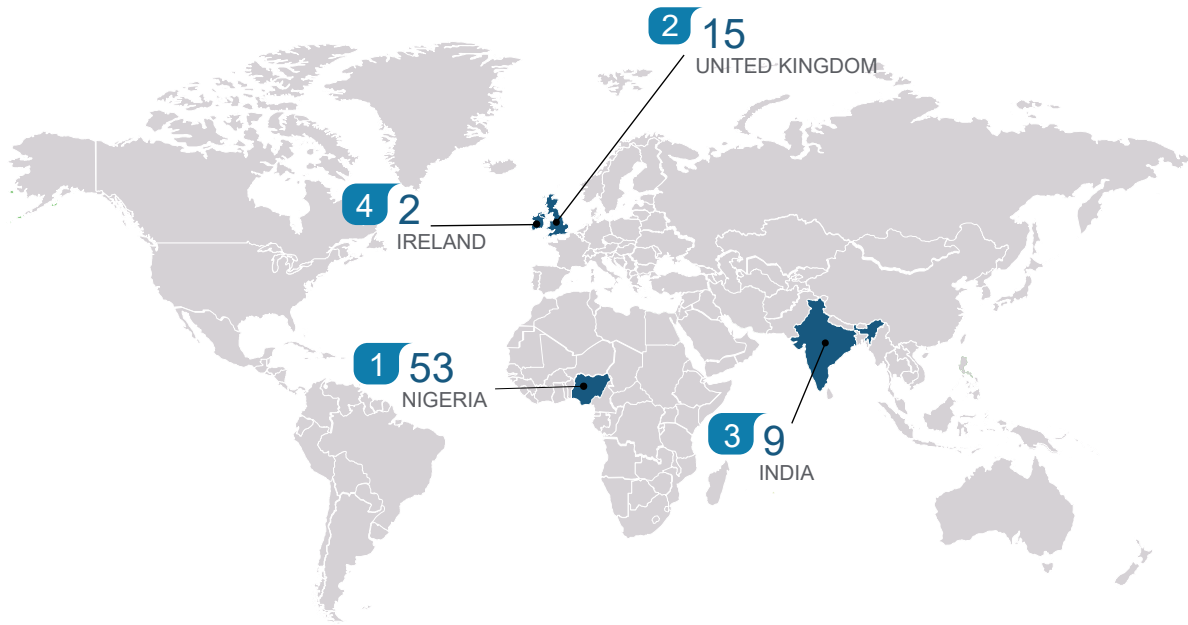
0.8%



Per cent of total IEAs applying to CRPNM

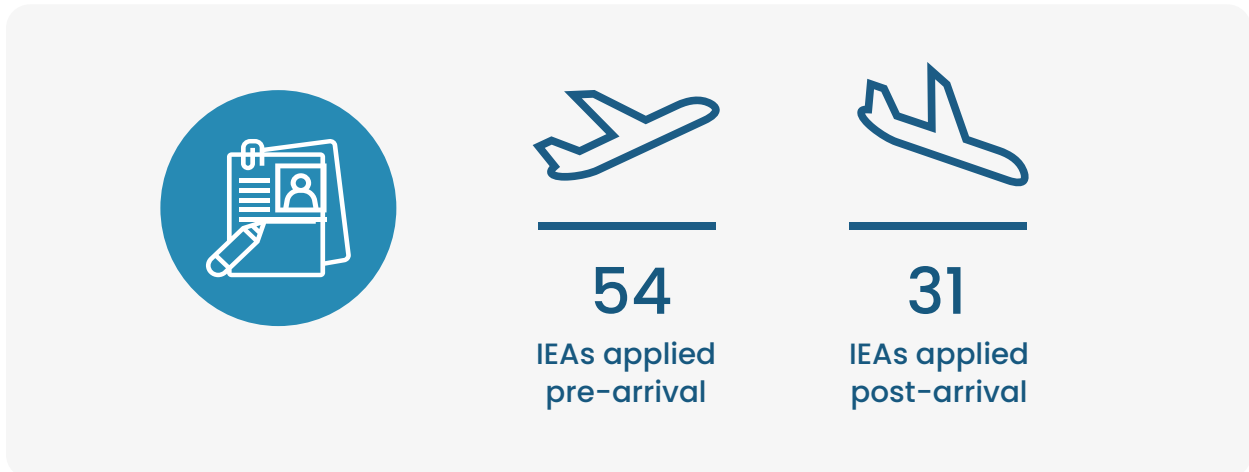
IEAs applying to CRPNM from 2011 to 2023 represent 0.8 per cent of all IEAs to the 31 regulated professions under Manitoba’s fairness legislation.

IEA Top Five Countries of Education (2011 to 2023)



From 2011 to 2023, CRPNM received applications from individuals educated in 10 countries. Most IEAs, 62 per cent (53/85), were educated in Nigeria. Ninety-three per cent of IEAs to CRPNM came from Nigeria, United Kingdom, India and Ireland.

IEA Applications by Arrival Status (2011 to 2023)

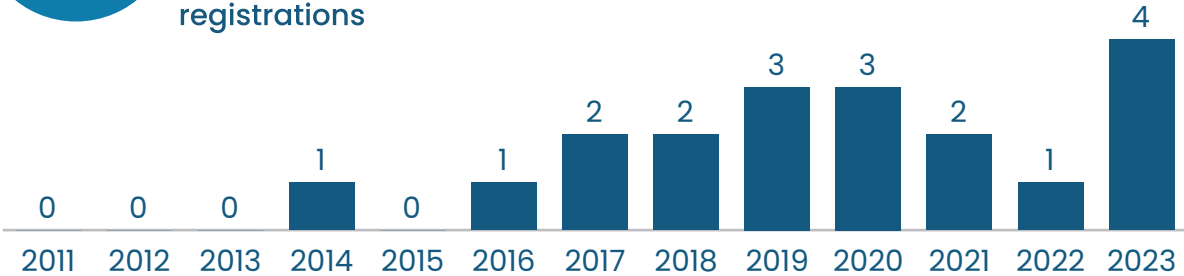


The majority, 63.5 per cent of IEAs applied to CRPNM before arriving in Canada, 36.5 per cent applied post-arrival.

Registration Data - Applicant Outcomes



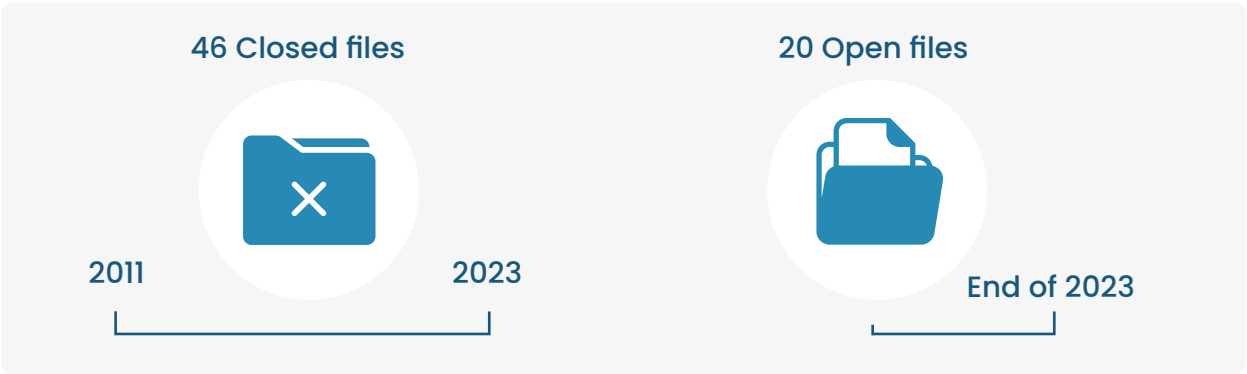
19
Total registrations



IEA Registrations (2011 to 2023)

Nineteen of the 85 IEAs who applied to CRPNM between 2011 to 2023 were registered throughout the period. Of these registrants, 10 provisionally registered before becoming registered. Due to data collection methods, individuals who applied 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



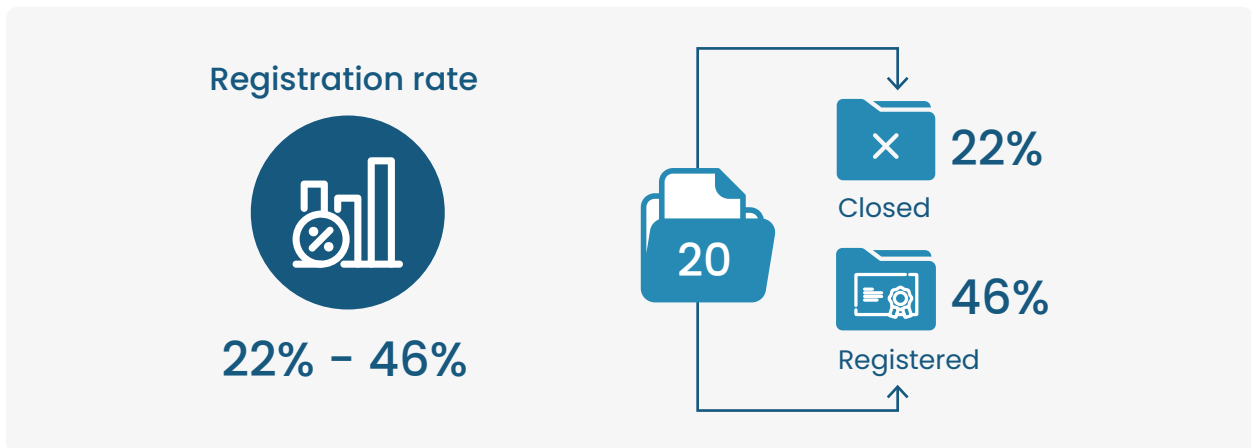
Fifty-four per cent of IEAs had files closed for various reasons throughout the reporting period, while at the end of the report period, 24 per cent still had open files.

IEA Registration Rate (2011 to 2023)

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

Between 2011 to 2023, 22 per cent (19/85) of IEAs to CRPNM were registered and 46 had files closed. At the end of the reporting period, 20 applicants had open files.

The IEA registration rate for applicants who applied in this period will fall between 22 to 46 per cent and is dependent on the outcomes of the 20 applicants with open files.



IEA Registration Rate by Year (2011 to 2023)



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 example, 100 per cent of applicants in 2018 went on to register sometime before the end of 2023. The light blue and grey lines represent maximum

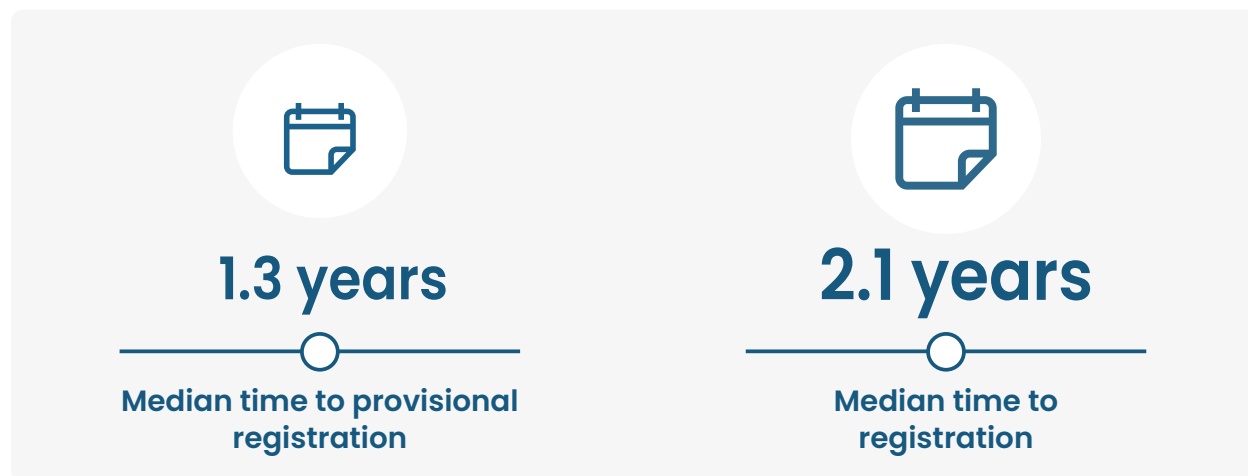
and minimum rates. In these years, some applicants still have open files at the end of the reporting period and depending on the eventual outcome of their applications, a maximum rate (all register) and minimum rate (all close their files) is calculated. For instance, in 2022, there were no registrations and more than half the applications remain open at the end of 2023. This means if all of the open files go on to register, the registration rate will be 57 per cent; if all eventually have their files closed, the registration rate will fall to zero per cent.

Note, CRPNM received no IEA applications in 2015, so there is no registration rate data to present for this year.

CRPNM's data indicates a significant rise in registration rates from 2016 through to 2020. After 2020, the large number of open files creates a broad discrepancy between the possible maximum and minimum registration rate.

FRPO understands in this profession, the relatively low registration rate in the early part of the reporting period was due to a large number of IEAs to CRPNM who initiated application and assessment overseas, but who did not immigrate to Canada to complete the process. FRPO also anticipates higher registration rates are likely to be realized (close to the rate maximums) in more recent years due to improved remedial opportunities in this profession. Further data is required to confirm CRPNM's trend to improving rates beyond 2020.

IEA Timelines to Registration (2016 to 2023)



Registration timelines are calculated starting from date of initial application to CRPNM to the date of registration and provisional registration. In CRPNM's case, complete timeline information is not provided. Before applying to CRPNM, IEAs first need to complete a credential assessment/verification with the NNAS. The time taken to complete this credential assessment is not included in the timeline figures presented above.

FRPO understands NNAS credential assessments timelines have varied throughout the reporting period with a significant improvement in timelines in recent years. NNAS assessments can take an applicant as little as a few weeks to several months.

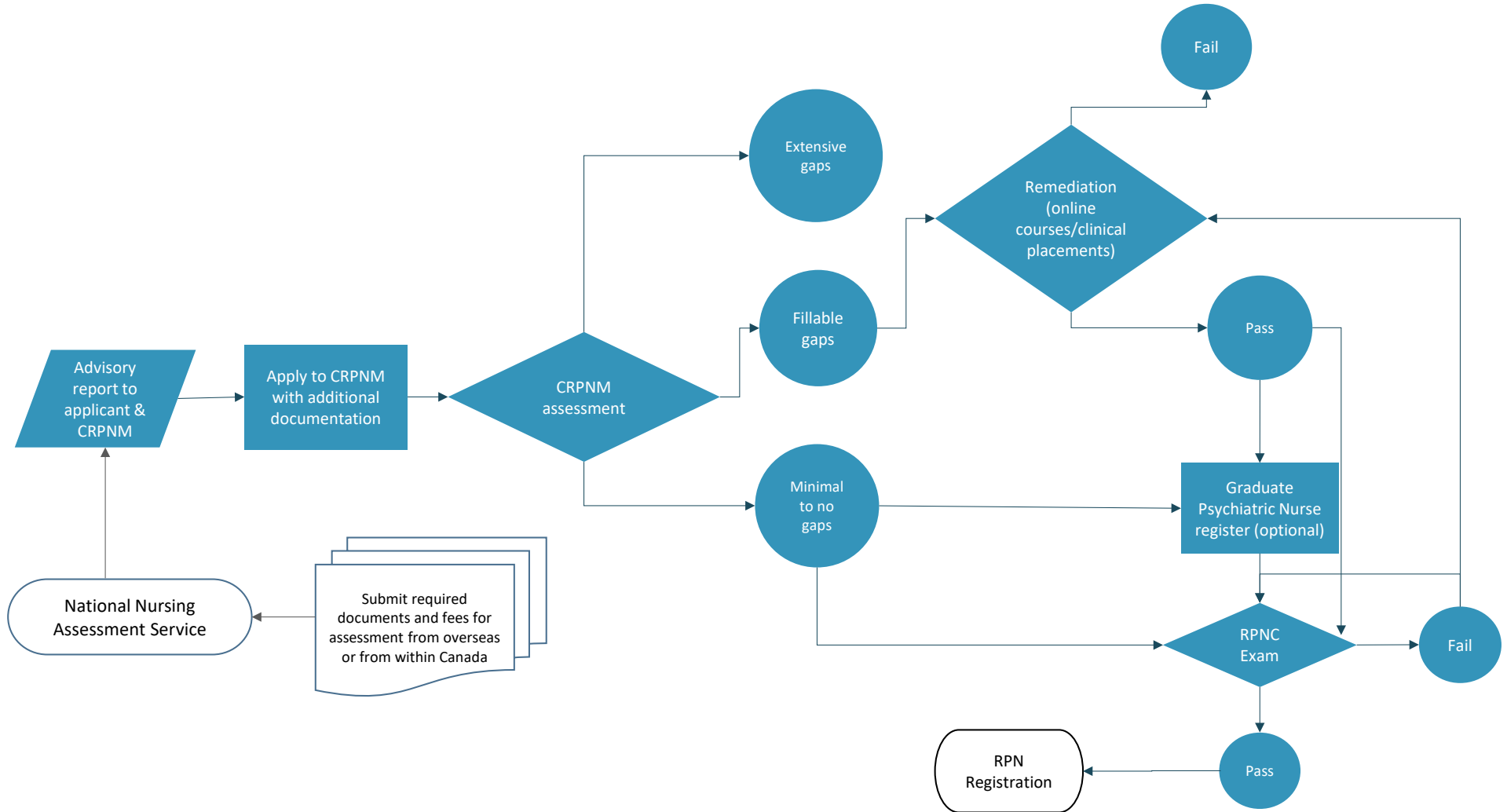
For IEAs registering during the 2016 to 2023 period, median time to registration was 2.1 years.

Median time to provisional registration was 1.3 years.

Note: CRPNM's timeline data is based on 16/18 registrations and 14/14 provisional registrations in the 2016 to 2023 period.

Note: Timelines are presented for IEA registrations occurring from 2016 to 2023. FRPO's dataset captures IEA outcomes only for those who applied in 2011 and later. Only registration timelines occurring well into the reporting period are presented because timelines in the early years potentially exclude the longer registration timelines of IEAs who applied prior to 2011 but registered sometime after 2011. Presenting timeline figures five years into the reporting period helps ensure timelines are accurately represented.

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.