

2017 Registration Review Report

Law Society of Manitoba

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Executive Summary

The 2017 Registration Review Report for the Law Society of Manitoba (LSM) examines their state of progress with regard to the fair consideration of individuals educated outside of Canada. The Fairness Commissioner identifies progress opportunities and LSM responds with an action plan.

LSM's licensure process for internationally educated lawyers (IELs) has several progressive features. Professional work experience is factored in the assessment of academic qualification and to support exemptions for the bar admissions process. LSM's bar admissions process provides professional orientation, training, and exposure to Canadian practice. To date, the process sees very high success rates for IEL applicants.

Subsequent to the Office of the Manitoba Fairness Commissioner's (OMFC) 2012 registration review, LSM improved its registration material for IELs. LSM also arranged and participated in a meeting with the OMFC and Federation of Law Societies of Canada's National Committee on Accreditation (NCA) to review challenges IELs may have with academic certification.

The Fairness Commissioner remains concerned about the impact NCA's certification process has on mid-career IELs and the challenges posed by a licensure process that can take several years to complete. A growing concern in Manitoba is the increasingly tight competition for articling positions. IELs are particularly disadvantaged, as they may not be well connected with the legal community.

The Fairness Commissioner identifies a need for LSM to work to ensure IELs have fair access to articling spots in Manitoba and to explore expanded data collection from the NCA for a fuller picture of Manitoba IELs outcomes and timelines.

In response to the progress opportunities identified by the Fairness Commissioner, LSM commits:

- To work with NCA seeking further information about IELs pursuing certification in Manitoba
- To assist IELs securing articling spots in Manitoba by allowing applicants to receive 'Law Student Registration' and establishing dedicated networking groups to support better connection with the legal community in Manitoba

The Fairness Commissioner sees LSM's Action Plan as a positive, significant response to the progress opportunities.

Introduction

The Fairness Commissioner conducts registration reviews following her mandate under *The Fair Registration Practices in Regulated Professions Act* (Act) to review the assessment and registration practice of regulatory bodies subject to the Act.

The purpose of a registration review is to enable the Fairness Commissioner to determine a regulator's compliance to the Act and to make recommendations for improvement. Compliance to the legislation refers both to the fairness of assessment and registration practice, with particular attention to the fair consideration of internationally educated applicants, as well as the co-operation of the regulator with the Fairness Commissioner.

The Act stipulates that registration reviews are to be undertaken at times specified by the Fairness Commissioner. It also stipulates that the content of a registration review is to include an analysis of the relevance and necessity of registration requirements, the timeliness of decision-making, the reasonableness of fees and the registration of internationally educated individuals. This may involve the review of any third parties employed in the assessment and registration process.

This 2017 registration review focuses on a few critical issues the Fairness Commissioner has identified as key for Manitoba regulators to make progress; the need for timely registration, the recognition of professional work experience and supervised practice opportunities.

In this report, the Law Society of Manitoba's (LSM) assessment and registration practice is evaluated in terms of its overall state of fair practice and for purpose of identifying progress opportunities. This includes an analysis of LSM's activities to improve practice to date and practices regarding the critical areas of timely registration, the recognition of professional work experience and supervised practice opportunities.

This report is a public document and will be posted on the OMFC's website and submitted to the Minister of Education and Training and the Minister of Justice.

Context of the Profession in Manitoba

Lawyers provide clients legal advice, plead cases or conduct prosecutions in courts of law. They represent clients before tribunals and administrative boards, and draw up legal documents such as contracts and wills. Lawyers work in a variety of settings, including government and the private sector.

Currently in Manitoba, there is a demand for lawyers. With the aim of increasing the number of rural practitioners in under-serviced areas, LSM established a “Forgivable Loans Program”. The Forgivable Loans Program is an initiative of the Law Society of Manitoba, the University of Manitoba’s Faculty of Law and the Manitoba Bar Association. The Law Society will award a forgivable loan to selected students that can be forgiven over time provided the recipient practises in an underserviced community after been called to the Bar.

In the legal profession, internationally educated lawyers bring a wealth of culture, experience and linguistic diversity to serve Manitoba’s increasingly diverse population. The Federation of Law Societies of Canada’s National Committee on Accreditation (NCA) reports that approximately half of its applicants are Canadians that have gone to law school abroad and returned to be licensed in Canada.

Overview of Assessment and Registration Process

The Law Society of Manitoba (LSM) regulates the practice of law in Manitoba under the authority of *The Legal Profession Act* (C.C.S.M. c. L107) and Regulations 105/90. In accordance with the legislation, only registered members and Canadian lawyers eligible under the National Mobility Agreement can practice law in Manitoba and represent themselves as a lawyer, barrister, solicitor or attorney-at-law.

Qualifications

There are two substantive qualifications required for licensure. Individuals must possess a bachelor of law degree or juris doctor degree from a faculty of common law at a Canadian law school approved by the Federation of Law Societies of Canada, or for internationally educated applicants, a Certificate of Qualification issued by the Federation of Law Societies of Canada's National Committee on Accreditation (NCA). Secondly, individuals must successfully complete LSM's bar admission process, which includes the Canadian Centre for Professional Legal Education Program in Manitoba (CPLED) and a 52-week articling period with an LSM-approved principal.

Assessment and Review Process

For internationally educated applicants, the first step in the process involves securing a NCA Certificate of Qualification that verifies academic training as equivalent to that of a Canadian graduate. Graduates of approved Canadian law programs, on the other hand, initiate the registration process by applying to LSM for entrance into the bar admission process.

National Committee on Accreditation Certification

To obtain certification, internationally educated applicants begin by applying to NCA for an assessment of their academic credentials. This involves completing an application form, submitting a \$450 application fee and providing the following documents:

- an original set of final academic transcripts for non-legal, undergraduate post-secondary or university studies
- a current detailed Curriculum Vitae
- an official copy of academic transcripts related to the applicant's legal education directly submitted by the post-secondary institution
- if applicable, directly submitted documentation of membership in good standing issued by the applicant's previous local regulatory authority(ies)

- if applicable, directly submitted documentation issued by the local regulatory authority which governs the applicant's admission to the practice of law in that jurisdiction, for any courses or examinations required by such authority
- if required, evidence of English or French language proficiency by way of directly submitted documentation from NCA prescribed language testing agencies (IELTS or TESTCan)

NCA's assessment of academic equivalency takes into account a variety of factors, including the applicant's professional work experience. Applicants are informed in writing of their NCA assessment results within eight weeks of completed application.

Applicants assessed with gaps must pass NCA exams in specified subject areas, or in lieu of exams, complete NCA-approved academic coursework, or be directed to complete a full Canadian common law degree. Currently, the majority of internationally educated applicants are required to pass exams or complete law school coursework.

NCA exams are three hour, open book, written tests, and cost \$340 per exam. They are usually offered four times a year, with exam sites available across the country. Exam sittings can also be arranged abroad.

Legal courses, suitable in lieu of NCA exams, are available at most of Canada's law faculties, including the Faculty of Law at the University of Manitoba. Costs will vary by institution and full time enrolment is not necessary. Applicants must seek approval from the NCA for any courses they wish to take at a law school to ensure that the course(s) selected meet the NCA's requirements.

Bar Admissions Process

Upon NCA certification, IELs must then successfully complete the Law Society of Manitoba's bar admissions process. This process has two components, the Canadian Centre for Professional Legal Education Program in Manitoba (CPLED) and 52 weeks of articles.

The CPLED Program combines face-to-face, small group instruction, and online learning experiences aimed at developing skills required by competent general practice lawyers. Three modules are face-to-face and take place in a classroom setting and the rest are delivered online.

LSM applicants typically take the CPLED Program while they article. The CPLED Program must be completed within two years of the start date of either articling or the CPLED Program.

Applicants are responsible to secure an appropriate articling opportunity with an LSM-approved principal. To become a principal, a lawyer, registered and in good standing, must submit an application to the Law Society of Manitoba.

Applicants must complete the “Application for Admission to the Manitoba CPLED Program and as an Articling Student” form, pay a \$105 application fee, and pay a \$2,520 CPLED Tuition Fee (payable by three-part instalment). The following documents are needed:

- NCA Certificate of Qualification
- Certificate of Standing provided directly from any jurisdiction outside of Manitoba in which the applicant is or has been entitled to practise law
- Character reference
- CPLED Professional Integrity Agreement
- Original official transcripts submitted directly from all post-secondary institutions showing all degrees granted and final marks received
- Certified Criminal Records Check from the RCMP Canadian Criminal Records Information Service, or documentation showing that it has been requested

The Law Society typically informs applicants of their eligibility to enter the CPLED Program and articles within three weeks of completed application.

To graduate the CPLED Program and complete articles, participants must demonstrate competency and acquire experience in the following skill areas:

- problem solving
- legal research
- writing
- drafting
- interviewing and advising
- advocacy and dispute resolution
- practice management, ethics and professionalism

CPLED participants must successfully complete all assignments, competency evaluations and examinations. Remedial opportunities are available for the various assessments and students may be required to re-do entire modules of the program.

With respect to articling, the principal together with the articling student must prepare an education plan that outlines areas of practice and the nature of activity by skill area anticipated for the articling period. The principal and articling student conduct a midterm review of the plan to ensure the plan remains on track. The initial education plan as well as the final assessment of the plan are submitted to LSM.

At the end of the articling term, applicants must file the following with the LSM:

- Certificate of completion of articles signed by the student's principal
- Application for call to the bar and admission as a solicitor
- Final assessment of education plan
- Application to commence active practice, if the student intends to practice immediately upon Call to the Bar
- A \$575 Call to the Bar fee

Although a Call to the Bar may take place at any time of the year, articling students traditionally are called in a formal ceremony held each year in mid-June.

Exemptions

For internationally educated lawyers with practising experience, LSM has a process in place to allow qualified individuals the possibility of waiving any or all parts of the CPLED Program and the articling requirement. Those seeking an exemption are required to submit an LSM application for exemption form, with a written request setting out the specific exemptions sought and a detailed description of relevant practising experience that supports exemption. LSM requires:

- A \$367.50 application fee
- A completed Summary of Practice Experience in a Foreign Jurisdiction Form
- Letters of reference from practising lawyers that address relevant experience
- Certificates of Standing from all jurisdictions in which the lawyer has or has had practising status

Applicants exempted from the CPLED Program or articles may be required to practice under conditions or restrictions, such as practising under the supervision of a licensed LSM member for a period of time, and pass qualification exams.

Appeal Process

Both NCA and LSM provide appeal and pre-appeal opportunities for assessment decisions. Applicants appeal academic certification decisions to NCA's Appeal Panel. Contested LSM decisions, including CPLED Program assessment decisions are heard by the Appeals Sub-Committee of Admissions and Education Committee of the Law Society of Manitoba. Committees independent of original decision makers hear both NCA and LSM appeals.

Time and Cost

The time and cost to licensure varies depending on the circumstances of the applicant.

For a documents-ready, highly qualified applicant, someone who receives a NCA Certificate of Qualification upon application and an exemption from the CPLED Program, the process could take as little as six months, with direct costs totalling approximately \$1,300.

The majority of internationally trained applicants are required to complete NCA exams or complete approved academic coursework. Of these individuals, most will require two to four years to receive NCA certification. Four to eight exams are commonly assigned for a direct cost as high as \$2,720 (\$340 per exam). Undertaking university coursework is a significantly more expensive option.

The CPLED Program fee is \$2,520. To date, the vast majority of candidates have completed the program within the scheduled two-year period. Usually candidates are gainfully employed throughout their articling activity.

Direct Costs

NCA application	\$450
NCA Examination fees per exam	\$340
NCA Assessment Administrative fee	\$55
NCA Assessment Appeal	\$280
NCA Exam Cancellation fee per exam	\$55
NCA Exam Appeal fee per exam	\$215
Application fee for admission as an articling student and into the CPLED Program	\$105
CPLED tuition	\$2,520
Call to the Bar - CPLED graduates	\$575

State of Progress

The Law Society of Manitoba (LSM) is committed to the fair assessment and recognition of internationally educated lawyers (IELs).

IELs complete a two-step assessment and training process for licensure: individuals must first be certified academically qualified by the Federation of Law Societies of Canada's National Committee on Accreditation (NCA), and then complete LSM's bar admissions process. The bar admissions process involves completing the Canadian Centre for Professional Legal Education Program in Manitoba (CPLLED) together with 52 weeks of articling with an LSM-approved principal.

For many IELs, licensure can take several years as NCA's certification process can involve an extensive return to study, typically one to three years, followed by LSM's bar admissions process that can take one to two years to complete.

IELs with academic training equivalent to a graduate of a Canadian common law program and relevant professional experience qualifying them for some measure of exemption for LSM's bar admissions program, may have a significantly shorter timeline to registration.

The licensure process is progressive in that professional work experience is recognized both in NCA's assessment of academic qualification and in LSM's determination of the extent of the bar admissions program required. Another key strength of the process is the professional orientation, training and exposure to Manitoba legal practice provided by LSM's bar admissions process. Moreover, both LSM and NCA provide a high degree of procedural fairness with good information, transparent assessment criteria, written reasons for assessment results and appeal opportunities.

A growing concern in Manitoba and in other provinces across the country is the increasingly tight competition for articling positions. In Manitoba, a greater number of graduates from the Faculty of Law at the University of Manitoba together with increased numbers of graduates coming from other provinces, particularly Ontario is resulting in a scarcity of spots. In this environment, IELs may be particularly disadvantaged as they tend not to be well connected with the legal community and do not have access to the supports to find an articling spot offered by the University of Manitoba's Faculty of Law to their students. This is a significant concern, as few IELs qualify for licensure without articling.

2012 Registration Review and Recent Progress

LSM underwent an OMFC registration review in 2012. At this time, LSM was commended for a variety of best practices. Most notable was the high IEL success rates in LSM's bar admissions process and LSM's move in 2011 introducing an exemption assessment. This assessment allows IELs with relevant professional experience to be exempted from some or all elements of the CPLLED Program and articling requirements.

In response to recommendations made by the Fairness Commissioner, LSM improved its registration information for IELs, including the introduction of helpful 'Document Checklist' and 'Steps to Registration' documents.

The Fairness Commissioner's principal concern raised in the 2012 review revolved around the time and challenges IELs face receiving NCA certification. LSM committed to review the matter, and in the spring of 2016, arranged and participated in a meeting with the OMFC and NCA. NCA reported:

- Since a major operational review in 2009, NCA has seen a steady increase in applications with a greater percentage of certifications issued
- NCA estimates an 18 month average for IELs to complete its certification process
- NCA also estimates 50 per cent of NCA applicants are Canadians trained abroad, and the majority, roughly 75 per cent of NCA certifications are issued to this group
- Challenges IELs face often have to do with culture, English or French language skills and lack of training in communication and client relationship skills
- In response to concerns raised in the profession over communication issues with IELs, NCA introduced an English/French language proficiency requirement in 2015
- A national education standard, the 'National Requirement', as well as a 'National Competency Profile' have been adopted by law societies across the country. NCA revised its assessment practice to align with the education standard
- An NCA program review is underway focusing on how the practical legal skills and competencies of the 'National Competency Profile' may be integrated into NCA's assessment
- NCA's review of its fee structure has resulted in two recent fee reductions

Both LSM and NCA see the need to ensure academic qualification by way of exams or university coursework as relevant and warranted by the distinct character of Canadian law and the Canadian legal system.

Without questioning the importance and need of substantive legal knowledge of Canadian law, the Fairness Commissioner remains concerned about the impact that NCA's certification process has on mid-career IELs. Many well-skilled IELs may not be in a position to commit to an extensive return to study and cannot easily pursue certification.

Substantive Progress Opportunities

Currently in Manitoba's legal profession, there is a need to ensure a sufficient number of articling opportunities are available to support the licensure of practitioners in the public interest. In particular, qualified IELs need articling opportunities to avoid a licensure roadblock and lack access to professional networks. Although ultimately the responsibility of the applicant, LSM's role monitoring the situation and working with its membership, legal firms and the university, may be needed to ensure fair access to articling opportunities.

LSM has worked co-operatively with the OMFC to supply registration data on Manitoba's IELs. IELs first approach and apply for an NCA assessment and certification before applying to LSM. This means some may not apply to LSM if NCA certification is unlikely. With no application to LSM, these individuals will not show up in LSM's registration data. Further exploration of the data collected from NCA may be needed to see if we can obtain a fuller picture of what is happening for all Manitoba IELs seeking licensure.

Continued work improving data collection will be helpful to ensure we have a complete, fact-based understanding of timelines and outcomes. This data may also be helpful to support any future considerations to improve the process.

Fair Practice Analysis

The Fairness Commissioner has identified the need for timely and effective registration, the recognition of qualifications acquired through professional work experience and the need for supervised practice opportunities as key substantive issues critical to realize progress among Manitoba regulators.

Following the Manitoba Fairness Standard, the Fairness Commissioner has the following commendations, comments and concerns about LSM's state of progress concerning these key fairness issues:

Timely Registration

The assessment and registration process is structured efficiently (Manitoba Fairness Standard, 7.1).

LSM's licensure process is structured efficiently. Practices that promote efficiency include:

- Flexible application opening and assessment policies are in place that support applicants securing principals and articling spots as they are completing the NCA certification process.
- Flexible timing policies for LSM bar admissions process allow people to begin articling or the CPLED program at different times so long as they are completed within two years.
- The CPLED program is committed to training, not screening, and provides remedial opportunities to help ensure high success rates. CPLED's Program Handbook provides clear details of the program, including helpful 'to-do-lists', schedules and tips to support candidates navigating the program.
- NCA allows candidates the ability to demonstrate competence through exams or university coursework. Subject to seat availability, law faculties in Canada, including the Faculty of Law at the University of Manitoba, allow NCA candidates to take select law courses.

The assessment and registration process is periodically reviewed to ensure timeliness for internationally educated applicants (Manitoba Fairness Standard, 7.2).

LSM has a history of periodic review for its licensure process. An exemption process for IELs was introduced for its bar admissions process in 2011. IELs with relevant professional experience are not required to complete the full program. LSM's Code of Professional Conduct was updated in 2011. More recently, LSM reviewed certification challenges IELs face with NCA certification. LSM arranged and participated in a meeting discussing the issue with the NCA and OMFC in 2016.

LSM also benefits from the review activity of NCA and the Federation of Law Societies of Canada. NCA conducted a major operational review in 2009 that resulted in significant changes and improvements to its assessment practice. The Federation of Law Societies of Canada adopted an education standard and competency profile. As a result, NCA revised its assessment criteria and is currently undergoing a program review.

Communication with applicants is timely and systematic (Manitoba Fairness Standard, 7.3).

LSM's assessment timelines are prompt and applicants receive status updates with regard to the completeness of their application and when documents are received.

The registration process is such that qualified internationally educated applicants have an opportunity to practice in some capacity within a year of application (Manitoba Fairness Standard, 7.4).

IELs qualified for NCA certification without completing exams or university coursework may apply and enter into LSM's bar admissions process well within a year. Articling allows IELs work experience and qualifies as 'practice in some capacity' under this fairness standard. Full registration within a year may also be possible if the individual qualifies for exemption for LSM's bar admissions process.

Most IELs, however, will require more than a year before they will be eligible for entry into practice in some capacity, either in articling or as fully registered. In the 2011 to 2015 period, LSM registration data indicate the average time to full registration was just over three years.

For well-qualified IELs and for recent law graduates well positioned to complete NCA exams, the licensure process can be timely. However, for mid-career IELs and those that may not easily complete exams without an extensive return to study or who may need to return to university, NCA certification will likely be a much longer road.

Recent challenges posed by a lack of articling opportunities in the province may also introduce further delays for IELs.

Recognition of Professional Work Experience

Professional work experience is considered to determine qualification (Manitoba Fairness Standard, 5.10).

A real strength of LSM's licensing process for IELs, professional work experience is recognized and factored both in the assessment of academic qualification by NCA and in LSM's determination of its bar admission requirements.

Regulator has objective standards and criteria to assess knowledge and competencies acquired through work experience (Manitoba Fairness Standard, 5.11).

The LSM employs the standards and criteria outlined in its competency profile identified in the CPLED Handbook when considering an applicants professional work experience. A competency profile has been adopted by LSM and the profession nationally.

If Canadian work experience is a mandatory requirement, it is clearly justified (Manitoba Fairness Standard, 5.12).

Canadian work experience by way of LSM's 52 week articling requirement in its bar admissions process is required for many IELS. However, IELs with relevant professional experience can be exempted, in whole or in part, from the articling requirement. Those granted exemption might still have to practice under supervision or with practice restrictions for some period, determined on a case-by-case basis. This is progressive practice.

Supervised Practice Opportunities

Supervised practice opportunities are available for the purpose of assessment and gap training (Manitoba Fairness Standard, 5.13).

Supervised practice is available in the form of LSM's bar admissions process, where 52 weeks of articling under an LSM approved principal is required. LSM allows those granted exemptions to articling, a restricted or conditional license. Exemption applicants must pass LSM's Qualification and Professional Responsibility Exam and practice under the supervision of a member of the Law Society approved to act as a supervisor. These are progressive practices.

Additional Fairness Concerns

Applicants are provided clear, complete, accurate and easy to find information about: qualification requirements (Manitoba Fairness Standard, 1.4).

In January 2015, NCA introduced an English/French language proficiency requirement. LSM's registration information for IELs needs updating to reflect the new requirement, including LSM's 'Document Checklist' and 'Steps to Registration' documents.

English and French language proficiency policies are fair: Where test scores expire during an applicant's registration process, a variety of relevant evidence of continued language proficiency is considered as an alternative to re-testing (Manitoba Fairness Standard, 6.3).

NCA's language competence policy requires applicants needing to supply language test results do so with test results dated within two years of application.

To be fair, applicants with language test results that meet NCA's language competency requirements, but fall outside the two-year expiration window, should only be required to be retested if the circumstances suggest it is warranted; if for instance, the applicant has not been working or studying in an English or French environment subsequent to taking the language test.

Progress Opportunity

The Fairness Commissioner sees the following opportunity for progress regarding the Law Society of Manitoba's assessment and registration practice:

1. Continuing work with the OMFC to improve data collection will help provide a strong, fact-based understanding of timelines and outcomes for IEL applicants in Manitoba. This includes the need to explore data collection from NCA to ensure we have a good understanding of IEL's from Manitoba who engage the national process.

Working to ensure IELs have fair access to articling spots in Manitoba will be important to maintain IEL licensure opportunities.

Fairness Commissioner's Recommendation

To ensure compliance to *The Fair Registration Practices in Regulated Professions Act*, the Fairness Commissioner recommends that the Law Society of Manitoba take action regarding the above progress opportunity.

Law Society of Manitoba – Action Plan

In response to the Fairness Commissioner’s recommendation, the Law Society of Manitoba (LSM) proposed the following Action Plan as of November 10, 2017.

Progress Opportunity	Action(s)	Completion Date
<p>Continuing work with the OMFC to improve data collection will help provide a strong, fact-based understanding of timelines and outcomes for IEL applicants in Manitoba. This includes the need to explore data collection from NCA to ensure we have a good understanding of IEL’s from Manitoba who engage the national process.</p> <p>Working to ensure IELs have fair access to articling spots in Manitoba will be important to maintain IEL licensure opportunities.</p>	<p>The Law Society of Manitoba will seek to obtain contact and other registration information from the National Committee on Accreditation (NCA) for those internationally educated individuals currently pursuing accreditation and who reside in Manitoba.</p> <p>The Law Society will attempt to make contact with those individuals and provide them with information about registering as a law student with the Law Society. Law students registered with the Law Society may practise law under the supervision of a practising lawyer.</p> <p>The Law Society of Manitoba will contact some Manitoba lawyers who went through the NCA accreditation process to explore the possibility of establishing a support/networking group for internationally educated individuals.</p> <p>The aim is to assist internationally educated individuals in establishing contact with the legal community in Manitoba and in gaining practising experience with the goal of increasing articling opportunities for those internationally educated individuals.</p>	<p>The action plan will be commenced within the first six months of 2018.</p>

Action Plan Follow-Up

A follow-up meeting with LSM and the OMFC will occur in January 2019 to discuss implementation activity of the Action Plan.

Statement of Compliance

The Law Society of Manitoba's (LSM) Action Plan is a positive, substantial response to the progress opportunity identified in this report.

These actions will support fair practice and align with the intent of *The Fair Registration Practices in Regulated Professions Act* to improve licensure processes for internationally educated lawyers in Manitoba.

The Law Society's proposals to support fair access to articling opportunities for internationally educated lawyers are resourceful and show leadership. I am very encouraged by Law Society's continued commitment to fair practice and in particular, their plans to address the current reality of limited articling opportunities.

I look forward to our future engagement.



Ximena Munoz
Manitoba Fairness Commissioner

Appendix I: 2011-2015 Registration Data

The Law Society of Manitoba (LSM) reports annually to OMFC on the registration of internationally educated lawyers in Manitoba.

LSM received 621 total applications between 2011 and 2015. Among these applications, 19 per cent were internationally educated applicants (IEAs). Many IEAs are Canadians trained abroad who come back to practice in Manitoba.

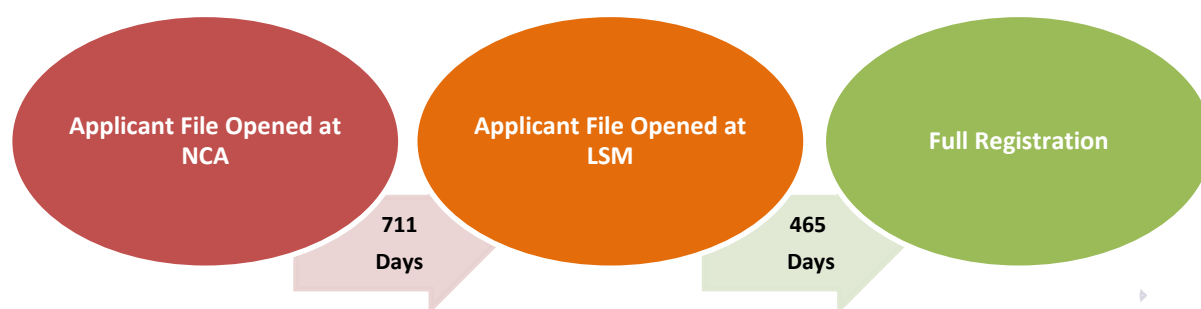
The top country of education was India representing 24 per cent of IEAs. This was followed by the United Kingdom, the United States, Nigeria and Australia.

LSM's Assessment and Registration Process



With regard to licensure outcomes, 42 per cent of IEAs obtained full registration by the end of 2015. Of the remaining applicants, 28 per cent were in process; 29 per cent had withdrawn or been refused.

With regard to licensure timelines, the average time to full registration upon application to LSM was 465 calendar days or just over 15 months. The average time to complete the first step NCA certification process was 711 days or just under two years.



This analysis of 2011-2015, LSM applicant registration data was provided by the Manitoba Bureau of Statistics.

For additional context, immigrant landings for Lawyers to Manitoba for 2011-2015 indicate:

Year	Landings
2011	11
2012	9
2013	14
2014	10
2015	8
Totals	52

The NOC code associated with these landings is 4111 and 4112 for Judges, Lawyers and Quebec Notaries.

Source: Immigration, Refugees and Citizenship Canada. Prepared by Manitoba Education and Training.

Appendix II: 2017 Registration Review Process

The OMFC's review process has several key steps: meeting to discuss the focus and process of the review, agreeing to a review schedule, documenting, evaluating and preparing a progress report, and achieving an action plan to move things forward. The process is designed to support regulators to further evolve registration practice and realize progressive change.

Activity	Description	Date
Registration Review Workshop	<ul style="list-style-type: none"> • Group meeting between OMFC and regulators • Latest data and research presented • Fairness Standard, review focus and process presented • Review schedule provided 	June 10, 2016
Progress Report	<ul style="list-style-type: none"> • Report on LSM fair practice progress • Includes analysis of timely registration, recognition of professional work experience and supervised practice opportunities • Progress opportunity identified • Recommendation from Fairness Commissioner to address the progress opportunity 	September 21, 2017
Progress Meeting	<ul style="list-style-type: none"> • LSM And Fairness Commissioner discuss report and possible actions LSM is considering addressing the progress opportunity 	October 17, 2017
LSM Action Plan	<ul style="list-style-type: none"> • LSM's Action Plan submitted to OMFC 	November 7, 2017
2017 Registration Review Report	<ul style="list-style-type: none"> • Report submitted to LSM • Report contains the review findings, LSM's Action Plan, and the Fairness Commissioner's Compliance Statement 	November 21, 2017
Registration Review Closeout Meeting	<ul style="list-style-type: none"> • LSM and Fairness Commissioner discuss Registration Review Report, potential OMFC support for actions and how LSM's action plan will inform the relationship moving forward • Registration Review Report submitted to Minister of Education and Training, the Minister of Justice and uploaded on OMFC website 	December 12, 2017
Action Plan Follow-Up	<ul style="list-style-type: none"> • Meeting between LSM and OMFC to discuss status of action plan implementation 	January, 2019

Review participants:

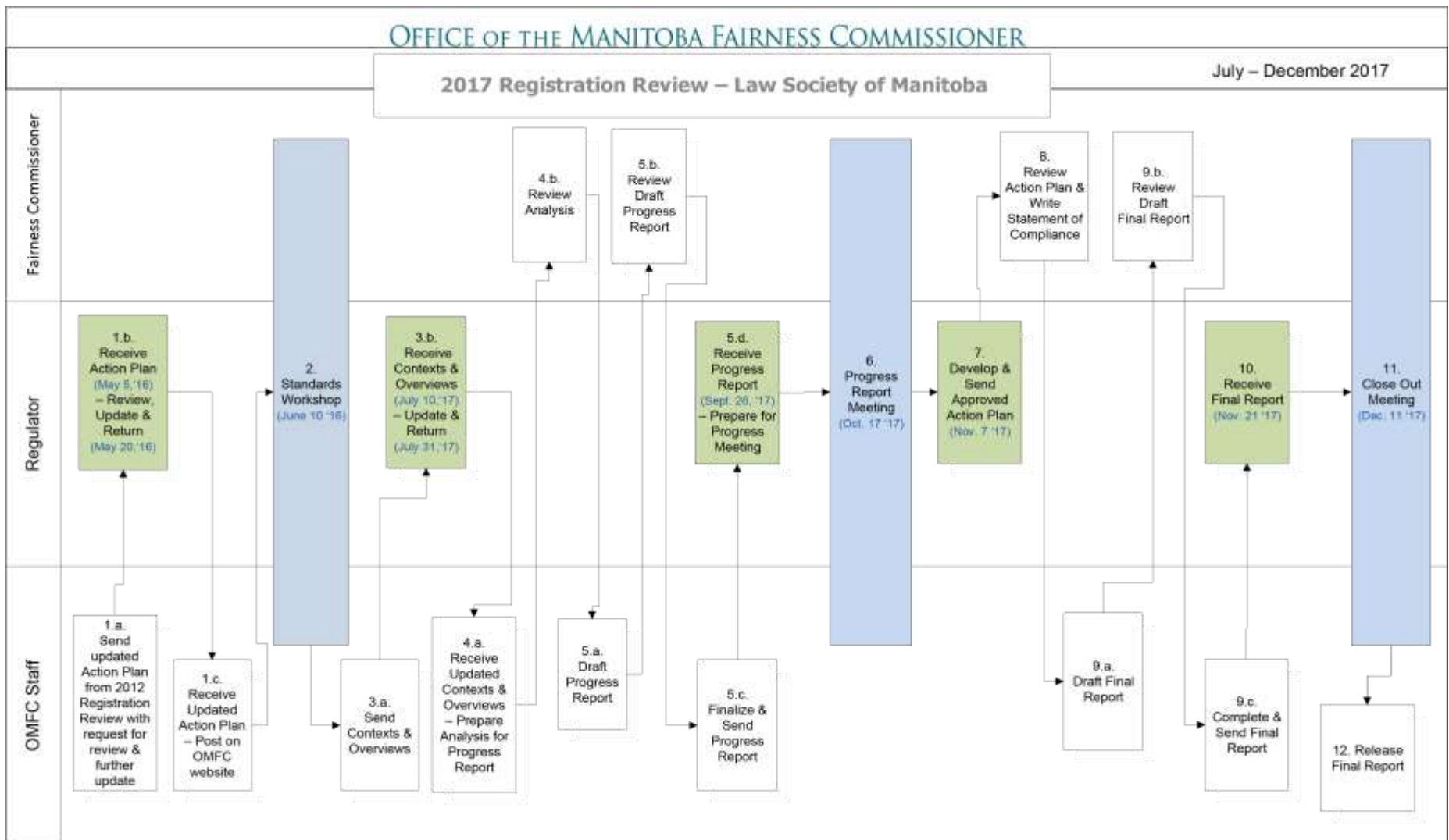
Richard Porcher, Director of Admissions and Membership, Law Society of Manitoba

Dean Scaletta, Chair of Admissions Committee, Law Society of Manitoba

OFFICE OF THE MANITOBA FAIRNESS COMMISSIONER

2017 Registration Review – Law Society of Manitoba

July – December 2017





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