

May 2022

Registration Data Report

Agrologists Manitoba



Fair Registration Practices Office

Manitoba 

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Executive Summary

This report presents registration data for Agrologists Manitoba (AM) from 2011 to 2021. The Fair Registration Practices Office (FRPO) issues this report as part of the office's mandate and oversight responsibility under The Fair Registration Practices in Regulated Professions Act (Act). The report provides a statistical picture of application, assessment and registration outcomes for internationally educated applicants (IEAs) to AM over the last 11 years.

Registration data indicates from 2011 to 2021, 156 internationally educated professionals applied to AM, making up 20 per cent of their total applications. Applicants educated in Nigeria, Philippines, and India accounted for 48 per cent (75/156) of IEA applications. Immigration admissions for Manitoba fluctuated throughout the period in this profession, averaging around 19 each year.

Seventy-two out of 156 IEAs registered with 16 still in process at the end of the reporting period. Although intake for the very successful Internationally Educated Agrologist Post-Baccalaureate Diploma Program (IEAP) was suspended in 2015, the data does not indicate any subsequent trend towards declining registration rates. AM was adaptive and responsive, introducing an alternative approach for applicants to fill gaps through individualised, self-directed competency development plans.

With regard to unsuccessful IEA applications, there were 68 closed files. The majority of closed files were withdrawn, where the applicant was eligible to continue to pursue registration but did not take the next step available to them. Fifty-three per cent of applicant files were closed/withdrawn either because applicants did not maintain contact with AM or their application could not be pursued as they applied from abroad and did not immigrate. Another group of applicants who withdrew from the process were IEAs who were not accepted into IEAP during the 2011-2015 period, for the most part due to program capacity limits. AM closed files and withdrawn applications figures are somewhat inflated over the tenure of the IEAP as the program attracted applications sometimes well in excess of its seat capacity.

The median time to registration in the 2011 to 2021 period for IEAs was 1.9 years and timelines did not fluctuate much from year-to-year despite changes to the registration process.

From 2015 to 2021, AM had 280 domestic applicants (DA). The ratio of registrations to applications for DAs was 72 per cent (202/280). This is higher than the ratio for IEAs, which is 65 per cent (55/84) in this period. DA data collection issues in the early part of the report period preclude providing a ratio for the entire 11-year period.

Regarding IEA trends in applications, outcomes and timelines, the data suggests:

- applications fluctuate somewhat throughout the period with 2015, 2020 and 2021 being low years for applications
- registration rates varied throughout the reporting period with no pronounced or sustained trend to higher or lower rates
- there is a trend towards decreasing timelines to registration towards the end of the period. Time to provisional registration was significantly shorter in the later half of the reporting period

The quality of data supplied by AM for the 2011 to 2021 period is strong; it illustrates the key timelines and outcomes throughout the registration process.

FRPO is grateful to Agrologists Manitoba for working with the office over this 11-year period and for their commitment to continuously improving their data reporting.

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 in reference to any temporary or conditional registration that enables some form of practice or title representation. Manitoba regulators use a variety of terms (‘member-in-training’, ‘graduate nurse’, ‘exam candidate’, ‘intern’, etc.) that signify different types of provisional registration.

Domestic Applicant (DA)

An individual with Canadian education, or current Canadian registration, applying for registration with a Manitoba regulator. With regard to labour mobility applicants, this may include internationally educated applicants.

Internationally Educated Applicant (IEA)

An individual educated outside of Canada applying for registration with a Manitoba regulator. This may include Canadians educated outside of Canada.

National Occupational Classification Number (NOC #)

The federal government’s system of classifying and describing the occupations in the Canadian economy. In this report, NOC numbers are used in the presentation of immigration data. When an individual applies to immigrate to Canada, they self-identify by NOC number. Some professions have a unique NOC assigned to them, while others share a NOC with one or more other professions. Where this is the case, it is outlined in the report.

Provisional Registration

Temporary or conditional registration that enables some form of practice or title representation. 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.

Provisionally Registered Applicant

An applicant who successfully completes the requirements to be granted a temporary or conditional registration.

Registration

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

Registered Applicant

An applicant who successfully completes the licensing or certification process, meeting all requirements necessary to be entered onto a register of members maintained by a regulatory body.

Data Collection Terms

Completed Application

An application for which all documents and fees needed for an initial assessment decision are submitted. The completed application date marks the start of an applicant's registration process. This may occur with the Manitoba regulator or a national third-party responsible for the first stages of the assessment process. Additional requirements and documents may be needed at later stages of the assessment and registration process.

Applicant File (Internationally Educated Applicants)

When an individual applies to a Manitoba regulator, a file is opened and data specific to that individual is collected on key steps in the profession's registration process. Each IEA has one 'applicant file' regardless of the number of times they apply or the number of years their file is in process.

Closed File

An applicant file that is no longer active. When an applicant is no longer pursuing the registration process — they have either withdrawn from the process or have been deemed ineligible to pursue or continue to pursue the process — their file is 'closed'.

This term is **not** used to refer to files of applicants who have been registered.

Resolved File

An applicant file that is no longer active. A file is considered 'resolved' when the applicant has withdrawn from the process, been denied or been registered.

Withdrawal

A reason provided for a closed file. Applicants who stop pursuing registration despite eligibility to continue are considered 'withdrawals'.

Denial

A reason provided for a closed file. Applicants who are deemed ineligible (or who are not approved) to pursue, or to continue to pursue registration, are considered 'denials'.

In Process (Unresolved) File

An applicant file that is active. The file remains open while the applicant is considered to be pursuing the registration process. 'In process' applicants may or may not be provisionally registered.

Initial Assessment

The decision made upon review of documents and other requirements submitted at application. The initial assessment is conducted either by the Manitoba regulator or by a designated third-party assessor. In most cases, this initial assessment determines whether an applicant is eligible (or approved) to pursue the registration process.

Pre-Arrival

Before immigrating to Canada.

Post-Arrival

After immigrating to Canada.

Registration Timelines

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

Registration Rates and Ratios

For professions with IEAs still in process at the end of the reporting period, determining a precise registration rate is not possible. Where this is the case, the IEA registration rate among resolved files (closed and registered) and registration to application ratios are provided as **indicators** of a profession's registration rate. As individual data is not collected, only registration to application ratios can be provided for DEAs.

Registration Rate

Percentage of applicants who apply in a given period and go on to register.

Resolved Registration Rate

Number of registrations
÷
Number of complete resolved files in a given year or period

Registration to Application Ratio

Number of registrations
÷
Number of complete applications in a given year or period

Late period Registration to Application Ratio

Number of registrations, 2016 to 2021, of individuals applying between 2011 to 2021
÷
Number of complete applications made between 2016 and 2020

Introduction

The Fair Registration Practices Office's (FRPO) registration data report on Agrologists Manitoba (AM) 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.

AM supplies registration data to the Fair Registration Practices Office (formerly the Office of the Manitoba Fairness Commissioner) as an obligation under the Act (sec. 15(2)). Each year, AM provides records on the key steps in the assessment and registration process for internationally educated applicants (IEAs), and less detailed, aggregate application and outcome information for domestic applicants (DAs). AM began providing data in 2011.

This report presents 2011 to 2021 assessment and registration data for IEAs on applications, assessment outcomes, timelines and trends, together with aggregate DA data.

Facts and figures in this report are accompanied by analysis and contextual remarks to help make sense of the data and provide a coherent, statistical picture. A process map and step-by-step overview of the assessment and registration process precedes the data presentation.

The report is restricted to developing a fact-based, statistical picture. There is no discussion of fairness issues or matters of compliance to fairness duties under the Act. An evaluation of the quality of data collection is provided and where it is incomplete, opportunities for improvement are identified.

Overview of Assessment and Registration Process

The following section provides a step-by-step overview of AM's assessment and registration process. It is intended to give the reader an understanding of the key requirements and the order of the process to help make sense of the registration data. This information is current as of April 2022. However, complete information is not provided and policies and fees are subject to change. Visit Agrologists Manitoba's [website](#) for detailed information.

Legislation

Agrologists Manitoba is a self-regulatory body operating under the authority of The Agrologists Act (C.C.S.M. c. A50). AM regulates the practice of agrology in Manitoba and registers practitioners. All persons practicing agrology in Manitoba and using the Professional Agrologist, Technical Agrologist or Agrologist-in-Training designations must be registered with AM. Exemptions from registration are permitted under The Agrologists Act in a variety of specified circumstances and for a variety of specified persons.

Qualification Requirements

To qualify for registration as a Professional Agrologist (P.Ag.), applicants must meet one of the following academic standards:

- 120 credit hour agricultural sciences degree that includes 60 agrology credit hours from a recognised Canadian university
- an equivalent 120 credit hour sciences degree(s) approved by the Admission and Registration Committee (ARC) that includes 60 agrology credit hours from a recognised university outside of Canada
- graduate degree(s) in agricultural sciences or equivalent related discipline approved by ARC with 60 agrology credit hours from a recognised university

To qualify for registration as a Technical Agrologist (Tech.Ag.), applicants must meet one of the following academic standards:

- a diploma from an agriculture program or an equivalent diploma program as approved by ARC
- a diploma from an agriculture program recognised by the Canadian Association of Diploma Agriculture Programs
- equivalent to a two-year diploma or applied degree as approved by ARC that includes a minimum of 60 credit hours with 45 agrology credit hours related to the practice of agrology

Steps to Registration

Step 1: Apply to Agrologists Manitoba

Internationally educated agrologists must submit:

- an application form
- a competency development plan (self-directed) — this plan must identify where work may be required to become competent for practice in Manitoba along with proposed steps for achieving competency
- education status verification*
- an application fee of \$125

*Applicants who have completed part or all of their agrology education outside of Canada must obtain a course-by-course credential evaluation. World Education Services (WES) Canada is AM's preferred third-party provider of this information but credential evaluations performed by other services may be accepted.

AM evaluates completed applications and emails feedback to applicants regarding proposed competency development plans.

Step 2: Complete the Approved Competency Development Plan

Applicants may complete their competency development plans in a number of ways. Following are some examples of how they can do this:

- University/College Courses (in-person or online)
 - University of Manitoba
 - University of Saskatchewan
 - Olds College – Agronomy Certificate Program
- Industry Programs
 - Certified Crop Advisory (CCA)
 - Crop Science Consultant (CCSC)
- Industry Seminars
 - Crop Diagnostic School (by Manitoba Agriculture)

Step 3: Apply for Registration as an Agrologist-in-Training (AIT) and Complete AIT Program Requirements

To register as a professional agrologist (P.Ag) or technical agrologist (Tech.Ag.), applicants must complete AM's Agrologist-in-Training Program. This involves:

- obtaining one-year of Canadian work experience in the field of agrology
- completing AM's jurisprudence and ethics seminar and assignment
- attending AM's annual general meeting (generally held in April)
- engaging in a mentorship process with a P.Ag. Applicants can select their own mentor*.
- completing and recording a minimum of 40 credit hours of continuing professional development — this can include seminars, webinars, courses, or other learning opportunities that contribute to competency development in the area of practice
- paying the \$125 initial application fee and the \$345 AIT annual registration and permit to practice fee

*The mentorship process connects AITs to established professionals to foster an understanding of professional practice. AM's support to secure a mentor is available. The mentor, upon completion of the mentorship period, completes a mentor certification form for AM.

Step 4: Apply for Full Status and Title Registration

Once the above requirements are successfully completed, applicants pay the provisional and full status differential registration fee and are granted P.Ag. or Tech. Ag. status.

Alternative Pathway to Qualification (2007 to 2015)

From 2007 to 2015, applicants had the option to complete the Internationally Educated Agrologist Post-Baccalaureate Diploma Program (IEAP) delivered by the Faculty of Agricultural and Food Sciences at the University of Manitoba. IEAP included eight months of regular and special university courses, and four months of work experience. To be considered, applicants had to first apply to AM and be assessed and referred to IEAP. For many years, there were more applicants than seats in the program. The success of graduates of the IEAP program landing attractive jobs, motivated applications to AM, even though the IEAP program had limited capacity.

Applicants were eligible to apply to IEAP if they had:

- a degree in agriculture from another country
- permanent residency or Canadian citizenship
- been assessed at an English Language Benchmark of eight or higher
- a valid driver's license
- been accepted as eligible for registration as Agrologists-in-Training by AM

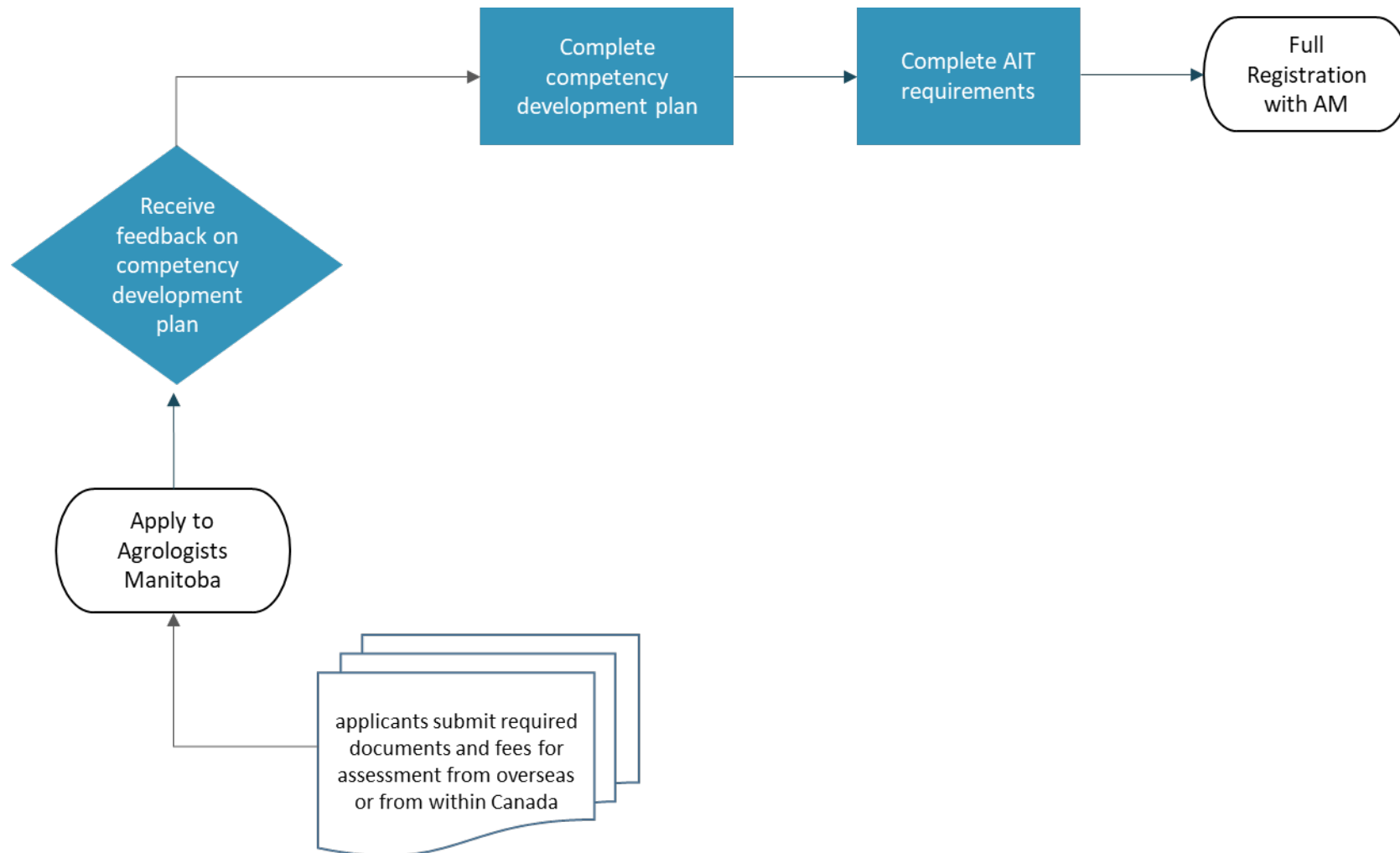
Upon successful completion of the IEAP, applicants were granted Agrologist-in-Training status by AM.

Registration Time and Costs

The majority of internationally educated agrologists must complete a competency development plan. AM reports that an applicant can become an AIT within approximately four to eight weeks depending on their plan for competency development. AIT requirements must be completed within two years of the date of acceptance as an AIT. Applicants who have not completed all the requirements within two years must request an extension from ARC. These are ideal, minimum timelines. The median time to registration for IEAs during the 2011 to 2021 reporting period was just under two years. Timelines to registration are also dependant upon the applicant, and reasons for extended timelines vary as much as each individual's circumstance — initial settlement, family, financial pressures, etc. all impact the process on an individual basis.

The cost for internationally educated agrologists to be assessed and register with AM may vary somewhat depending on the circumstance of the applicant. Basic costs total approximately \$760. There may be additional fees and time involved in supplying the required documentation. Additional costs may also be incurred for the completion of an applicant's competency development plan.

Registration Process Map

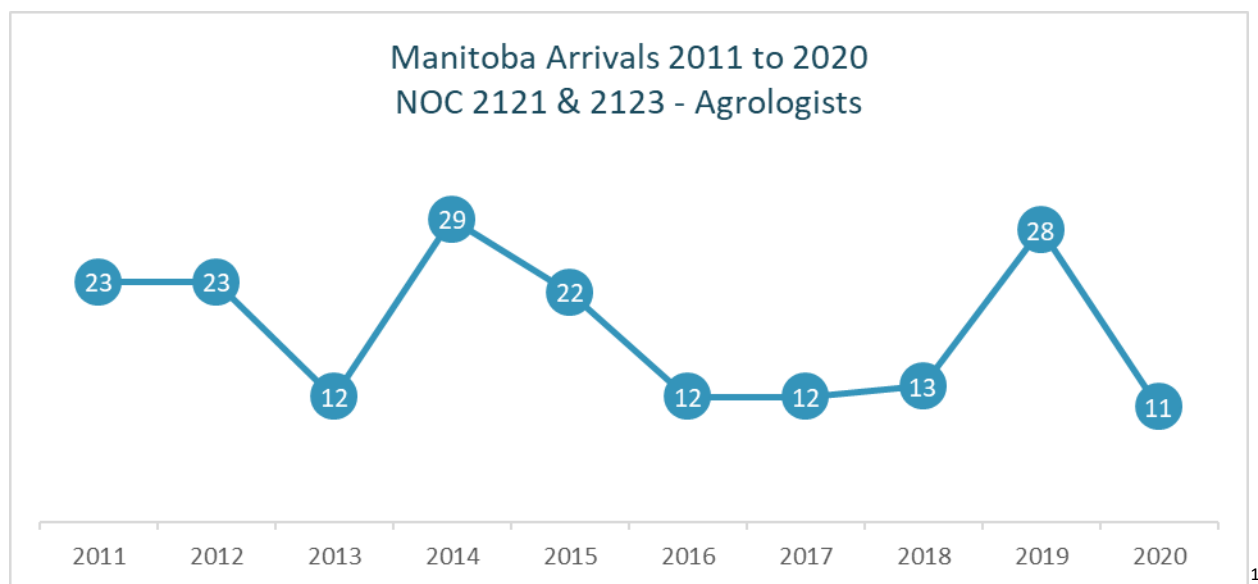


Immigration Statistics

The National Occupational Classification (NOC) is Canada’s national system of classifying and describing the occupations in the Canadian economy. Over 30,000 occupation titles are organised by unit groups, skill levels and skill types. When individuals apply to immigrate to Canada, they are asked to identify their NOC code. This code is used to classify arrivals by their identified occupation.

Immigration statistics can be a helpful indicator of the number of internationally educated professionals arriving in Canadian provinces. However, they are somewhat limited because applicants self-declare their NOC (little verification), only principal applicants are counted (not all immigrants) and NOCs do not always align directly with a profession (some codes apply to several professions and some professions can fall under several different codes).

From 2011 to 2020, 185 Manitoba arrivals self-declared using NOC 2121 and 2123. FRPO has selected these NOCs in consultation with AM to identify agrologists as there is no single NOC to represent this profession. Arrivals fluctuated throughout the period.



¹ Source: Created December 2021 by the Manitoba government using IRCC Q4 2020 immigration data.

Registration Data

Context – Reading the Numbers

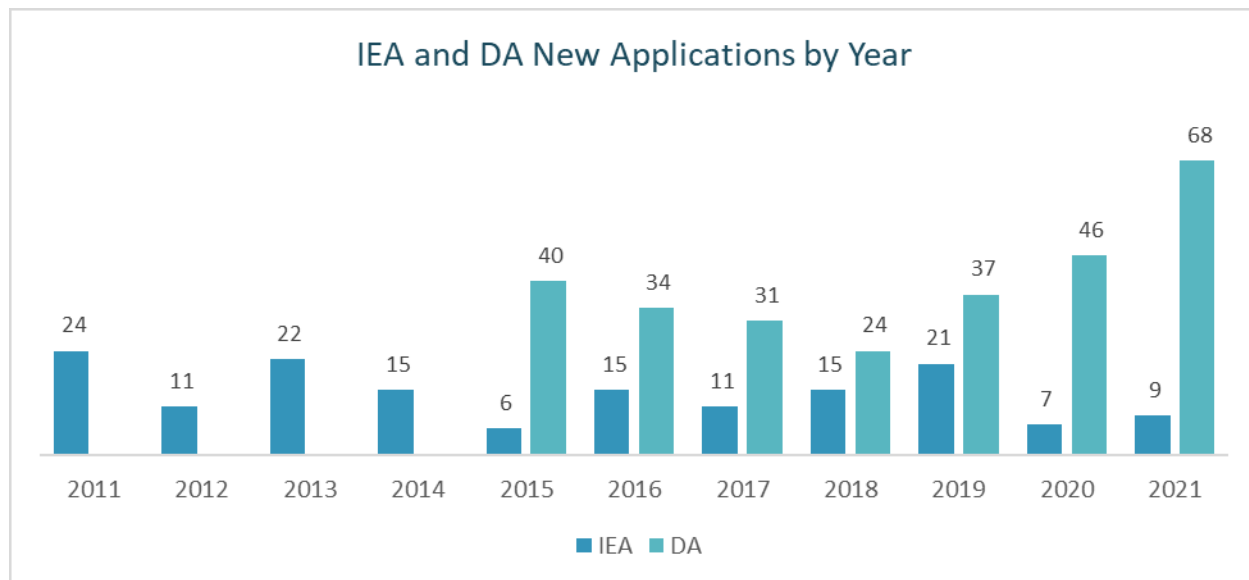
The profession of agrology is remarkably broad, with practitioners of diverse expertise in a wide range of careers: from highly technical research and development work to marketing and public extension roles. In addition, the scope of practice for agrology professionals has expanded to include management and protection of associated resources and the environment. This said, there are many areas in which an individual can work that are related to professional agrology but do not require registration as a Professional Agrologist. This may impact the number of applicants received by AM as well as the number of applicants seeing the registration process through to completion.

The practice of agrology in Manitoba is distinguished both with respect to the province's geography, climate, and type of agricultural crops and livestock. It is also distinguished in terms of the character of Canadian professional agrology practice and as a result, the majority of IEAs applying to AM need some remedial education before registration and all are required to complete a period of Canadian work experience and to receive mentorship supports. During the 2011 to 2014 report period, most applicants met requirements through completion of the one-year IEAP program. After the suspension of this program, applicants were required to independently address their remedial needs and obtain Canadian work experience.

AM's registration outcomes and timelines need to be understood in this context. Time to registration in the early part of the report period largely reflects the path of applying to and completing the IEAP program. The middle to late part of the period reflects the need to apply and address gaps identified either by AM or through the more recently introduced self-directed competency development plan proposed by applicants. Throughout the entire period, applicants would also have had to secure a mentor, complete a Canadian experience requirement and fulfill the other requirements of the AIT program. A median time to registration of just under two years is to be expected under these circumstances.

Applications 2011 to 2021

IEA and DA applications by year



AM received 156 applications from IEAs from 2011 to 2021. From **2015** to 2021, 280 applicants to AM were domestic applicants and 84 were internationally educated. From 2015 to 2021, IEAs represented 23 per cent (84/364) of AM’s applications.

From 2011 to 2021, IEA applications to AM fluctuated with roughly the same numbers applying in the first and second halves of the period. 2015 saw a decline in IEA applications, possibly because of the suspension of IEAP.

Note: DEA data is only presented from 2015-2021 due to data collection issues in the early part of the reporting period. IEA data collection began in 2011.

IEAs by registration category

| IEAs by Registration Category 2011-2021 | | |
|---|-------------------------|----------------------|
| | Professional Agrologist | Technical Agrologist |
| Number of Applicants | 70 | 2 |
| Per cent | 97% | 3% |

The majority of IEAs in the 2011 to 2021 period were educated at the level of P.Ags, meaning they had university level education that met AM’s academic standards. Just three per cent of applicants had diploma/college level education.

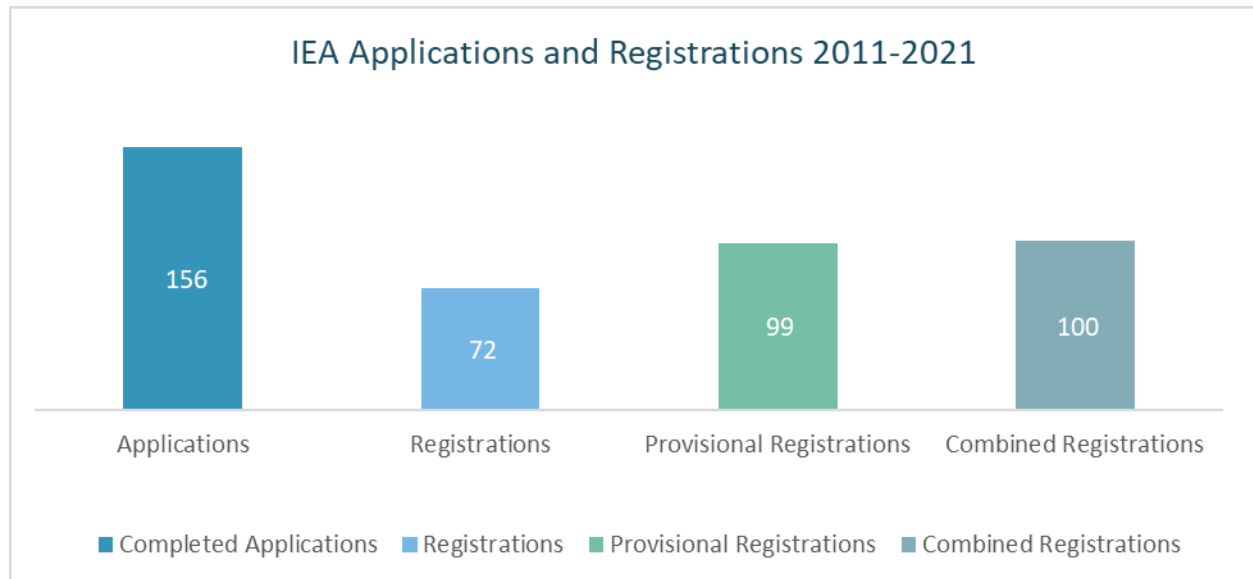
IEA applications ranked by country of education

| Top Five Country of Education by Number of Applications 2011-2021 | | |
|---|----------------------|----------------------|
| Rank | Country of Education | Number of Applicants |
| 1 | Nigeria | 34 |
| 2 | Philippines | 21 |
| 3 | India | 20 |
| 4 | Sri Lanka | 9 |
| 5 | Colombia | 8 |

With 22 per cent (34/156) of all IEAs from 2011 to 2021 having been educated in Nigeria, Nigeria was the top country of education among this group. Applicants from Philippines and India together represent 26 per cent (42/156) of IEAs to AM.

Registration Outcomes 2011 to 2021

IEA applications to registrations



Of the 156 IEAs who applied to the AM from 2011 to 2021, all applicants had completed applications among whom 72 (46 per cent) achieved registration within the period. More registrations will likely occur after 2021 with the applicants still in process at the end of the reporting period.

Combined registration refers to the number of applicants who applied in the reporting period and received either registration or provisional registration by the end of the reporting period, December 2021. In this case, AM's combined registration figure is slightly greater than the number of registrations and provisional registrations. This is largely due to the number of provisional registrations that were either still in process at the end of the reporting period or had their files closed without achieving registration before the end of the reporting period.

Application status as of December 2020 of IEAs 2011 to 2021

| IEA Status as of December 2021 | | | | | | |
|--------------------------------|-----------------------|---------------|---------------------------|--------------|---------|----------------------------------|
| Number of Applicants | Complete Applications | Registrations | Provisional Registrations | Closed Files | | In Process (not yet provisional) |
| | | | | Withdrawals | Denials | |
| 156 | 156 | 72 | 13 | 63 | 5 | 3 |

At the end of the reporting period, December 2021, outcomes for the 156 IEA applications indicates 72 registrations and 13 provisional registrations. Other registrations and provisional registrations from the applicants 'in process' may occur in the future. As applicants with provisional registration also continue to work towards registration, a total of 16 IEAs (10 per cent) were still in process at the end of 2021.

The vast majority of closed files are 'withdrawals', or those assessed as eligible to proceed at some point in the process. 'Denials' refer to applicants assessed at some point in the process as not eligible to proceed.

IEA registration outcomes by year

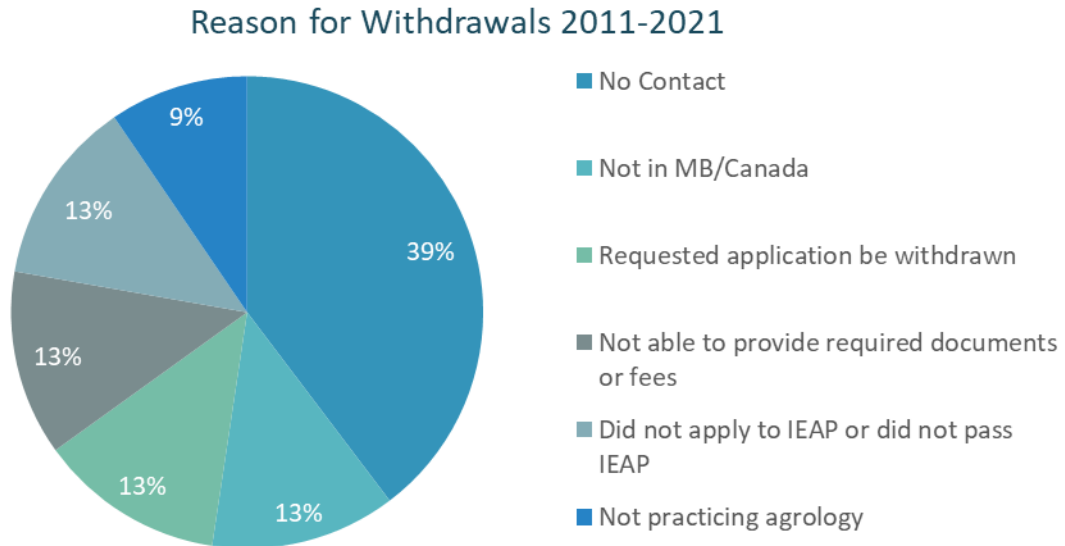
Breaking down the above IEA application outcomes by year indicates when these outcomes are distributed in the 2011 to 2021 period.

Note: This table lists the number of applicants in a year together with various registration and closed file outcomes in a year. The applicants and the various outcomes in a year are often not comprised of the same individuals; registration, for instance, usually takes a couple of years.

| IEA Outcomes by Year 2011-2021 | | | | | |
|--------------------------------|------------|---------------|---------------------------|--------------|----------|
| Year | Applicants | Registrations | Provisional Registrations | Closed Files | |
| | | | | Withdrawals | Denials |
| 2011 | 24 | - | 4 | 0 | 1 |
| 2012 | 11 | 6 | 6 | 11 | 3 |
| 2013 | 22 | 4 | 14 | 2 | 0 |
| 2014 | 15 | 7 | 14 | 4 | 0 |
| 2015 | 6 | 8 | 9 | 8 | 1 |
| 2016 | 15 | 10 | 6 | 5 | 0 |
| 2017 | 11 | 5 | 14 | 4 | 0 |
| 2018 | 15 | 5 | 5 | 7 | 0 |
| 2019 | 21 | 11 | 10 | 2 | 0 |
| 2020 | 7 | 5 | 10 | 3 | 0 |
| 2021 | 9 | 11 | 7 | 17 | 0 |
| Total | 156 | 72 | 99 | 63 | 5 |

Reasons for IEA withdrawals, 2011 to 2021

Just three per cent (5/68) of applicants to AM were deemed ineligible to proceed with the registration process. Most applicants who did not proceed, 93 per cent (63/68), were eligible to do so but withdrew from the process for various reasons. Those reasons are captured in the data presented below.



IEA registration ratios and rates

Registration rate refers to the percentage of applicants with complete applications who apply in a given period and go on to register.

To calculate registration rate, all applications for the period must be resolved (registered or closed). A precise registration rate cannot be determined if there are applicants still in process at the end of the reporting period. This determination may be possible in future reporting years, when all of these files are resolved.

In this report, three **indicators** are used to provide a tentative sense of the registration rate (see below). Reasons are provided as to which indicator likely best approximates the registration rate for AM.

Registration to Application Ratio

PROS: allows a comparison of IEAs to DAs. DA data is aggregate and only tracks applications and registrations by year.

CONS: likely undercounts IEA registrations. IEAs who applied before 2011, but who registered in the reporting period (2011 to 2021), are not counted because data collection begins with IEAs applying in 2011 or later.

PROS: DA registrations are not under-counted.

PROS: for both IEAs and DAs, the registration to application ratio becomes a more accurate indicator of the registration rate the longer the reporting period grows relative to the average registration timeline.

Late Period Registration to Application Ratio (2016 to 2021)

PROS: lessens the undercounting of IEA registrations. Few IEAs who applied before 2011 will register later than 2016.

PROS: allows a more equitable comparison to DA registration to application ratio for the period.

CONS: limited because the period may be short relative to registration timelines and more sensitive to variations in application numbers.

Resolved Registration Rate

PROS: a strong indicator in circumstances where a high percentage of files are resolved (registered or closed).

PROS: knowing the number of unresolved files (files still in process) allows us to determine the range within which the registration rate falls for the period.

CONS: with only aggregate data for DAs, a resolved registration rate cannot be determined and so no comparison can be made with the IEA resolved rate.

REGISTRATION RATE INDICATORS: CALCULATIONS

Registration to Application Ratio

of registrations

÷

of complete applications in a given year or period

Late Period Registration to Application Ratio 2016-2021

of registrations, 2016-2021, of individuals applying between 2011-2021

÷

of complete applications made between 2016 and 2020

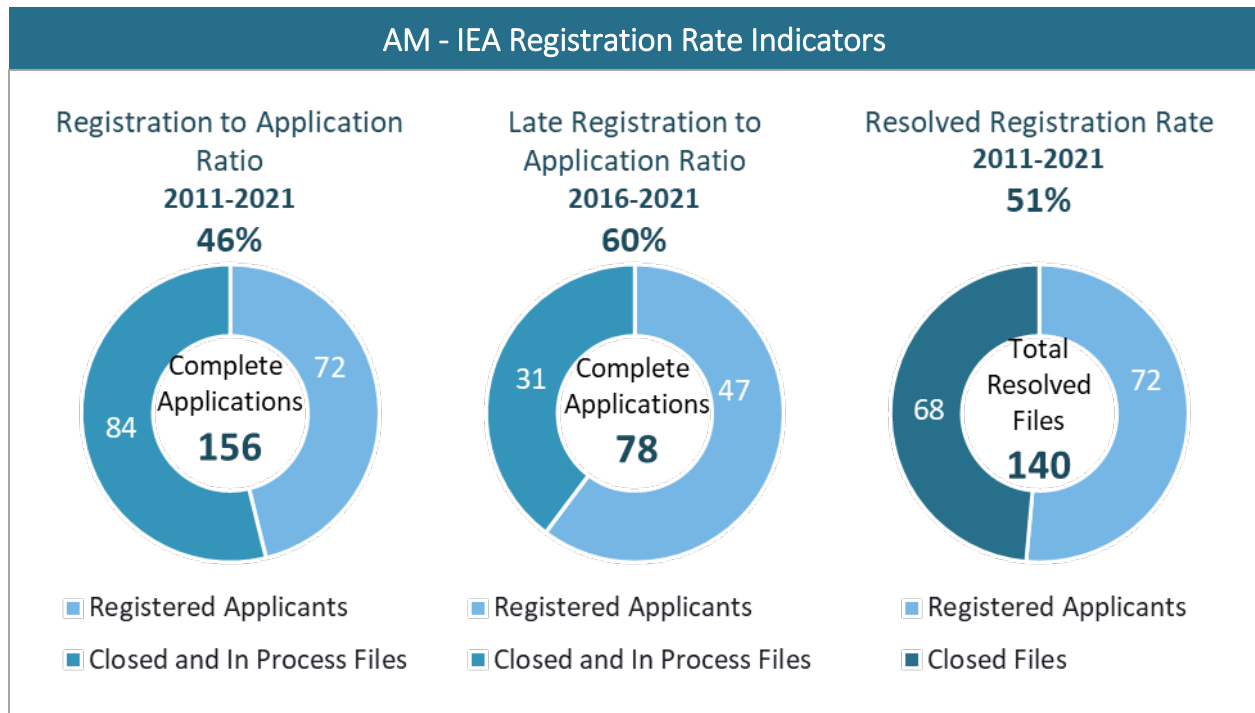
Resolved Registration Rate

of registrations

÷

of complete application resolved files in a given year or period

AM's registration rates and ratios



As explained above, AM's **46 per cent** registration to application ratio figure for the 2011 to 2021 period may undervalue the IEA registration rate.

In this context, looking at the later half of the reporting period, 2016 to 2021 may be more accurate as few, if any uncouncted registrations will occur with applicants applying before 2011. In this context, AM's registration ratio in the later half of the reporting period rises to **60 per cent**. There may be few uncouncted registrations in this period, however the dropping application numbers toward the end of the reporting period, inflates this figure

AM's resolved registration rate of **51 per cent** likely represents the most reasonable indicator of the true registration rate. This is because a large majority of files are resolved, 90 per cent. Only 10 per cent of files are unresolved (16/156). Unresolved files are applicants either in process or provisional registrations at the end of the reporting period, December 2021. Possible outcomes for the 16 unresolved files, suggests the true registration rate for the period must range between **46 per cent** (72/156) — if all 16 are closed files — and **56 per cent** (88/156) — if all 16 are registered.

IEA applications and registration rate by country of education

| Top Five Countries of Education by Registration to Application Ratio 2011-2021 (5 or more applicants) | | | | |
|--|----------------------|------------------------|-------------------------|-----------------------------------|
| Rank | Country of Education | Number of Applications | Number of Registrations | Registration to Application Ratio |
| 1 | China | 5 | 4 | 80% |
| 2 | Germany | 5 | 3 | 60% |
| 3 | Sri Lanka | 9 | 5 | 56% |
| 4 | Colombia | 8 | 4 | 50% |
| 5 | Philippines | 21 | 9 | 43% |

The vast majority of applicants are from Nigeria, Philippines, and India (75/156), representing 48 per cent of all IEAs. However, applicants with the highest (and above average) registration to application ratios (50 to 80 per cent), from countries where there were five or more applicants, were from China, Germany, Sri Lanka and Columbia. The number of applicants from these top four countries is small, and so these figures may not tell us much.

IEA pre-arrival statistics, registrations and timelines with post-arrival comparison

| IEA Pre-/Post-Arrival Comparison | | | | |
|----------------------------------|-----------------------|---------------|-----------------------------------|-------------------------------------|
| Application Initiated: | Complete Applications | Registrations | Registration to Application Ratio | Median Time to Registration (years) |
| Pre-Arrival | 14 | 3 | 21% | 1.7 |
| Post-Arrival | 142 | 69 | 49% | 2.0 |

In many professions, applicants applying pre-arrival are more successful than those who apply post-arrival. This may be due to better preparation and access to documents abroad. However, for IEAs applying to AM, this does not appear to be the case, rather the reverse; although numbers are smaller, registration to application ratio is lower for pre-arrival applications. The data does provide some indication that not all overseas applicants complete the immigration process. This could help explain their lower ratio.

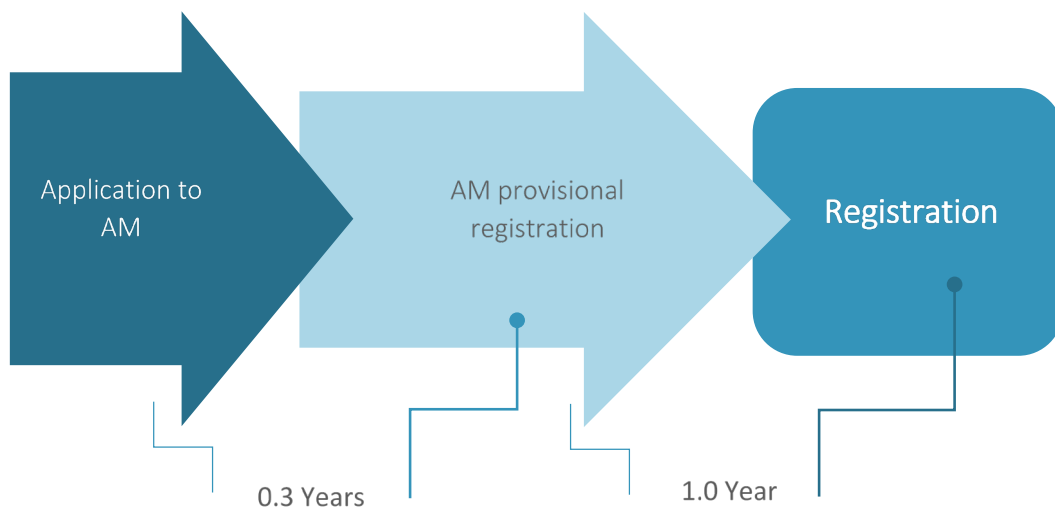
Registration Timelines 2011 to 2021

IEA average, median time to provisional registration and registration

| Average time to registration 2011-2021 | | Median time to registration 2011-2021 | |
|--|--------------|---------------------------------------|--------------|
| Provisional | Registration | Provisional | Registration |
| 0.6 years | 1.9 years | 0.3 years | 1.9 years |

These registration timelines are calculated using data from all 72 registered IEAs for whom we have complete timeline information. These provisional registration timelines are calculated using data from all 99 applicants for whom we have complete provisional timeline information.

IEA Median Time between Key Steps from Initial Application to Registration, 2011-2021

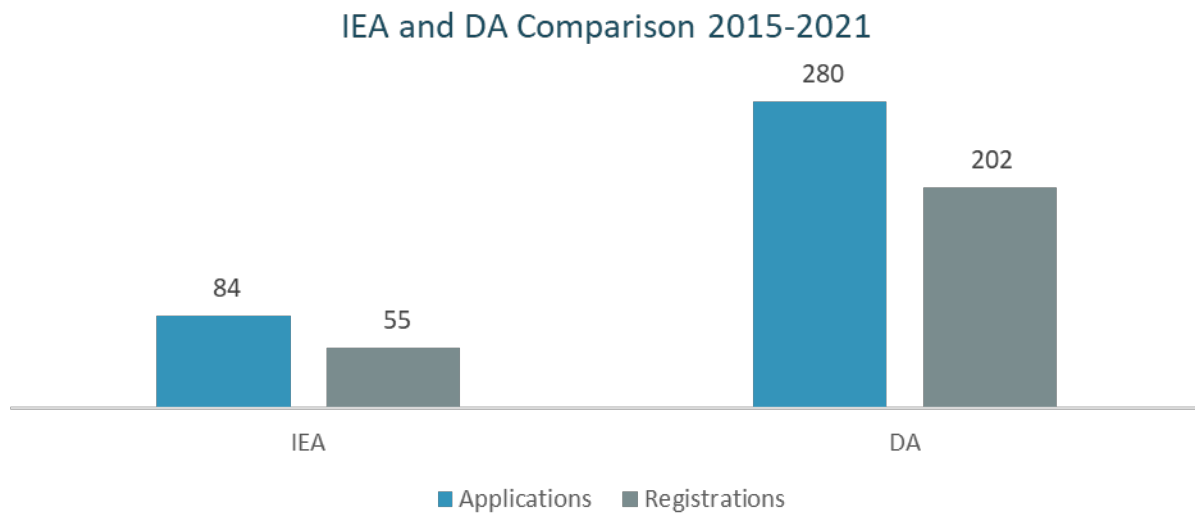


There are 96 applicants with complete timeline information used to calculate the first step and 68 applicants for the second step.

The majority of the time spent in this registration process (one year) is after applicants become AITs.

IEA to DA Registration Rate Comparison 2015 to 2021

FRPO collects application and outcome aggregate data on domestic applicants (DAs) in order to compare outcomes of IEAs to DAs. Data collection for DAs began in 2012. Due to potential errors in early data DA collection, comparison below is for the **2015 to 2021** period. IEA data is for completed applications.



IEAs represent 23 per cent of AM’s total applications (84/364) and 21 per cent (55/257) all registrations in this seven-year period.

Breaking down the above IEA and DA registration and applications by year indicates when these outcomes are distributed in the 2015 to 2021 period.

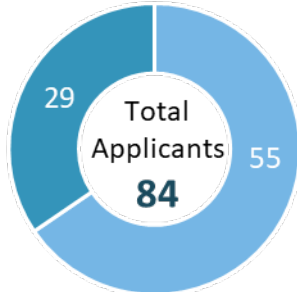
Note: This table lists the number of IEAs and DAs in a year together with registration outcomes in a year. The applicants and the various outcomes in a year are often not comprised of the same individuals; particularly for IEAs, registration usually takes a couple of years.

| IEA and DA Comparison by Year | | | | |
|--------------------------------------|----------------------------------|--------------------------|------------------------|-------------------------|
| | IEA Complete Applications | IEA Registrations | DA Applications | DA Registrations |
| 2015 | 6 | 8 | 40 | 19 |
| 2016 | 15 | 10 | 34 | 22 |
| 2017 | 11 | 5 | 31 | 22 |
| 2018 | 15 | 5 | 24 | 28 |
| 2019 | 21 | 11 | 37 | 29 |
| 2020 | 7 | 5 | 46 | 37 |
| 2021 | 9 | 11 | 68 | 45 |
| Total | 84 | 55 | 280 | 202 |

IEA to DA Registration to Application Ratio Comparisons

IEA Registration to Application Ratio 2015-2021

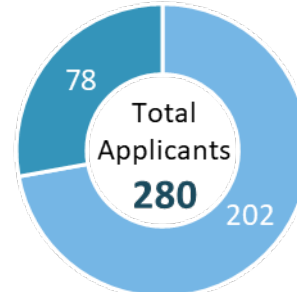
65%



- Registered Applicants
- Closed and In Process Files

DA Registration to Application Ratio 2015-2021

72%



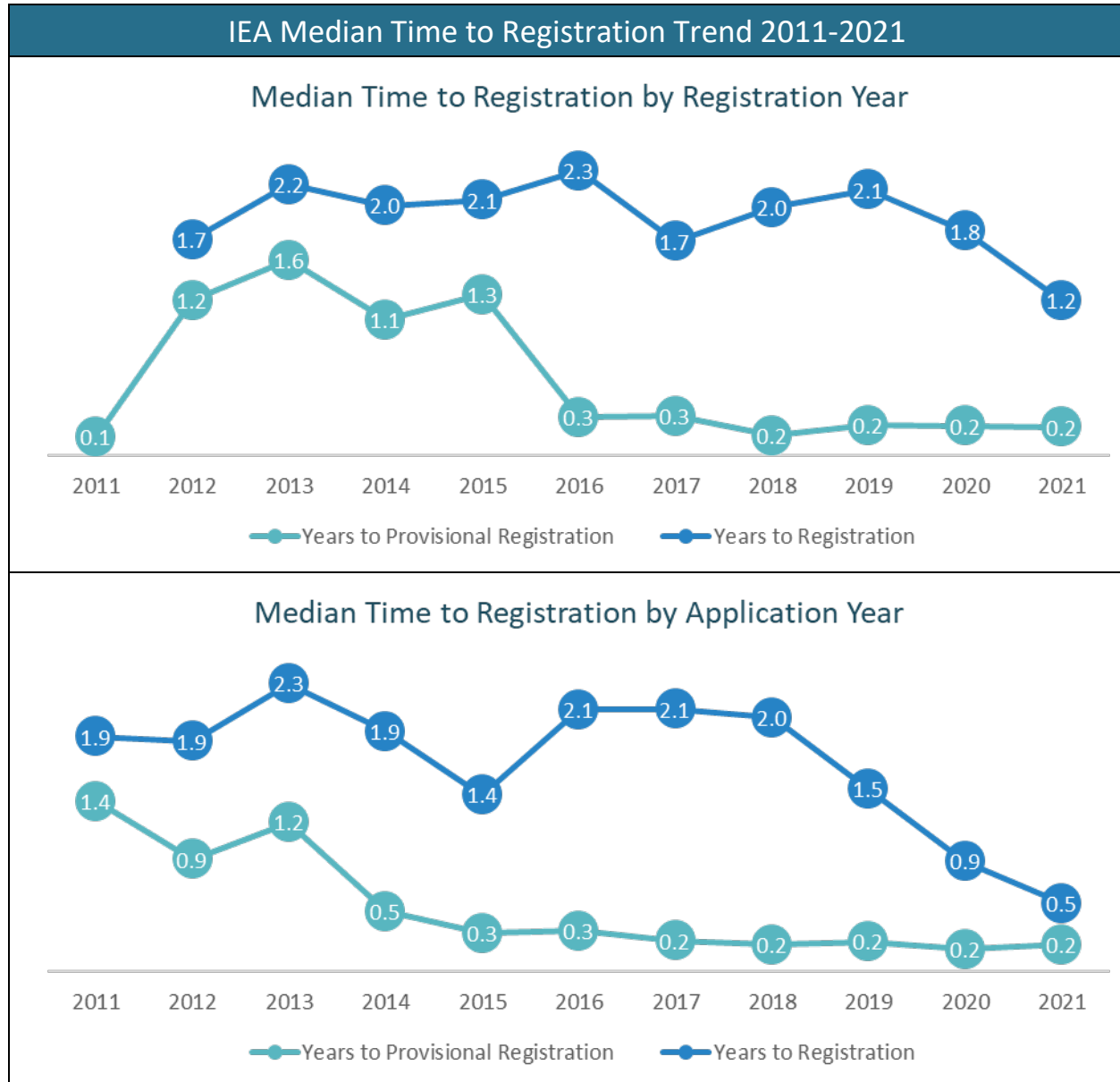
- Registered Applicants
- Closed and In Process Files

In this comparison, DAs were 1.1 times more likely to become registered than IEAs.

AM's registration data indicates IEAs have lower registration rates than DAs from 2015 to 2021.

Trends

In this section, registration data is examined for evidence of changes in registration rates and timelines over the 11-year reporting period. In some cases, the impacts of changes to assessment and registration practice can be identified.

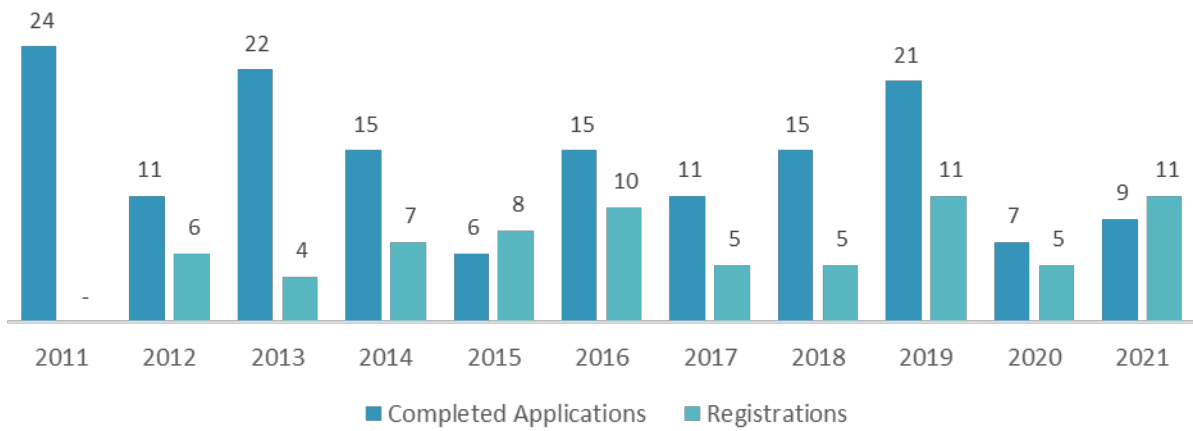


The graphs above present the median timeline to registration across an 11-year period from 2011 to 2021. The first graph indicates the median time to registration for the **registrations** that occurred in a reporting year; the second graph, the time to registration for the **applicants** who applied in that year and went on to register. For instance, in 2017, the first graph indicates that the registrations that occurred in that year took a median of 1.7 years. The second graph shows that for the applicants who applied in 2017 and went on to registration, the median time was 2.1 years.

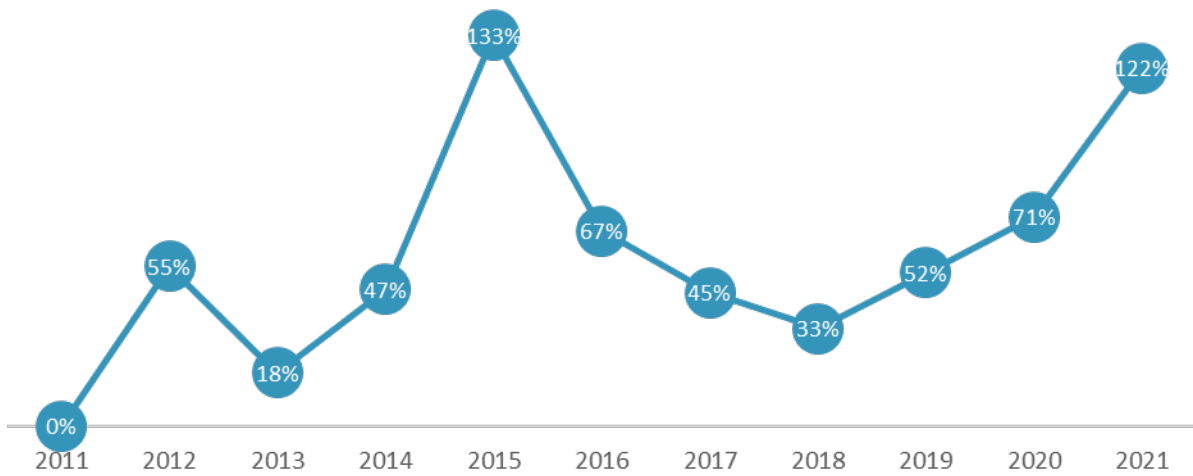
There appears to be a decreasing timeline trend to registration towards the end of the period. Starting with applicants in 2015, timelines to provisional registration became very short (0.3 years) and remained consistently short and stable until the end of the reporting period.

IEA Application and Registration Rate Trend

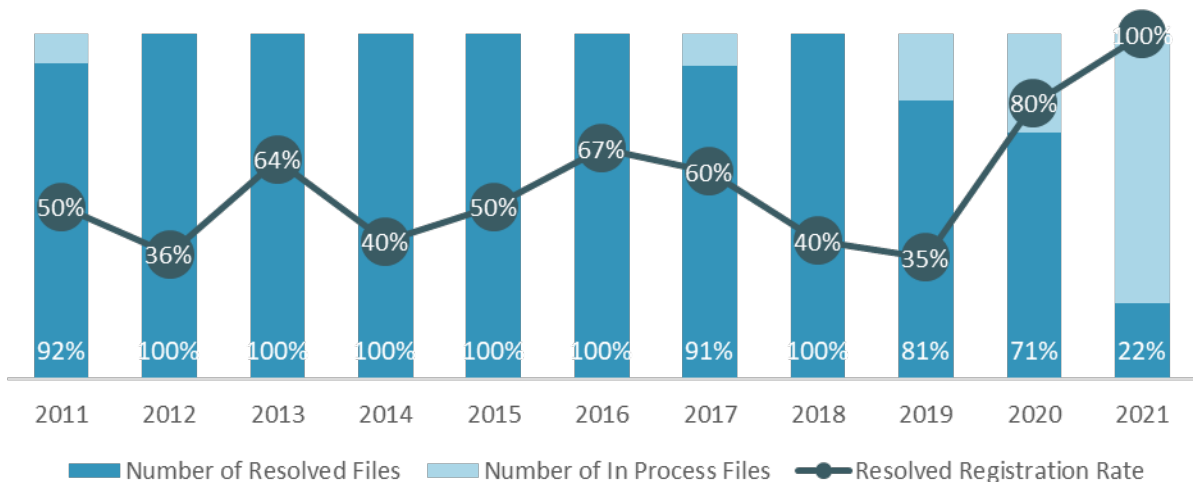
IEA Completed Applications and Registrations by Year



Registration to Application Ratio by Year 2011-2021



Resolved Registration Rate by Year as of 2021



AM's registration rate trend charts show fluctuating registration rates throughout the reporting period with no easily discernible trend to improving or declining rates.

Examining the **registration to application ratio** by year, there is fluctuation in registration to application ratio throughout the period with very high ratios in two particular years of the reporting period. As this calculation method undercounts registrations early in the reporting period, lower figures, particularly in the first few years, can be ignored.

The **resolved registration rate** graph provides a good indication of the registration rate pattern across the reporting period. With the exception of 2021 and 2020, all or nearly all of the files are resolved. From 2011 to 2019 there is significant fluctuation in rates, ranging from 35 to 67 per cent. No pronounced and sustained trend to improving or declining registration rates is seen in this period.

Data Collection Moving Forward

The quality of data provided by AM for the 2011 to 2021 period is strong. IEA outcomes and timelines are presented throughout the registration process and IEA registration pathways are clear.

At this time, there is no need to introduce new elements or values to AM's data template. Moving forward, future data reporting will provide a larger reporting window and support more insightful analysis with a more definitive identification of trends and outcomes.

In collaboration with FRPO, AM has a history of working to improve data collection. This has involved implementing and revamping data collection tools and documents, providing annual data submissions and validating data submissions. The office looks forward to continuing our collaboration and to reviewing this report with AM.