

March 2022

# Registration Data Report

College of Medical Laboratory Technologists  
of Manitoba



Fair Registration Practices Office

**Manitoba** 

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## Executive Summary

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This report presents registration data for the College of Medical Laboratory Technologists of Manitoba (CMLTM) from 2011 to 2020. 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. Its purpose is to provide a statistical picture of application, assessment and registration outcomes for internationally educated applicants (IEAs) to CMLTM over the last decade.

From 2011 to 2020, CMLTM's registration data indicates 104 IEAs applied. Philippines was the most common country of education, accounting for 63 per cent (65/104) of IEA applications. Seventy-seven per cent of IEAs (80/104) registered in this period. The IEA registration rate for the period lies between 77 and 82 per cent. IEA median time to registration was about 2.3 years.

From 2012 to 2020, CMLTM had 653 domestic applicants (DAs). The ratio of registrations to applications for DAs suggests a registration rate of 74 per cent.

With regard to unsuccessful IEA applications, there were 17 closed files. Just under a third of closed files (10/17) were withdrawn, where the applicant was eligible to continue to pursue registration but did not take the next step available to them. Very few applicants were not approved to proceed to registration in this profession once they completed national level requirements — 77 to 82 per cent of IEAs in the reporting period will register in Manitoba as medical laboratory technologists.

Regarding IEA trends in applications, outcomes and timelines, IEA applications remained fairly consistent throughout the period. 2012 and 2015 had the lowest numbers (five) and 2014 had the highest number (16). Registration timelines are longer in the latter reporting years while registration rates are strong throughout. Registration ratio data is only presented for applicants who were successful with the first stage of registration process, conducted by Canadian Society for Medical Laboratory Science (CSMLS). As a result, no registration rate for the process as a whole, nor any trend in registration rates for the whole, are presented.

The quality of registration data supplied by CMLTM for the 2011 to 2020 period is strong. CMLTM's IEA data illustrates the key timelines and outcomes throughout the process. The data itself, however, is limited because the complete through rate at the first-step national body is not collected. CMLTM has a history of working collaboratively with the Fair Registration Practices Office on data reporting — we hope to review this matter moving forward.

FRPO is grateful to the College of Medical Laboratory Technologists for working with the office over this 10-year period and for their commitment to continuously improving their data reporting.

## Glossary of Terms

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This glossary defines key terms used throughout the report to help ensure understanding of the findings presented. For consistency, certain terms are used across professions even though regulators may use other operational terms. For example, ‘provisional registration’ is used 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 to continue to pursue registration.

### In Process (Unresolved) File

An applicant file that is active. The file remains open while the applicant continues to pursue registration. '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 DAs.

#### Registration Rate

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

#### Registration to Application Ratio

Number of registrations

÷

Number of complete applications in a given year or period

#### Resolved Registration Rate

Number of registrations

÷

Number of complete resolved files in a given year or period

#### Late period Registration to Application Ratio

Number of registrations, 2016 to 2020, of individuals applying between 2011 to 2020

÷

Number of complete applications made between 2016 and 2020

## Introduction

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The Fair Registration Practices Office's (FRPO) registration data report on the College of Medical Laboratory Technologists of Manitoba (CMLTM) 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 (IEAs).

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

This report presents 2011 to 2020 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 interpret the data and provide a coherent, statistical picture. Values less than five have been redacted where there may be privacy concerns and indicated by the '■' symbol. A glossary of terms, as well as a step-by-step overview and process map of CMLTM's registration process are provided.

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. 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

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The following section provides a step-by-step overview of CMLTM'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 March 2022. However, complete information is not provided and policies and fees are subject to change. Readers are directed to the [College of Medical Laboratory Technologists of Manitoba](#) for detailed information.

### Legislation

CMLTM currently operates under the authority of The Medical Laboratory Technologists Act of 2002 (C.C.S.M. c. M100) and the Medical Laboratory Technologists Regulation. In Manitoba, all medical laboratory technologists practicing and using the Medical Laboratory Technologist designation, or any abbreviation or variation thereof, must be registered with CMLTM.

### Qualification Requirements

The Medical Laboratory Technologists Act and the Medical Laboratory Technologists Regulation outline the requirements for registration.

The principal qualification for registration as a medical laboratory technologist (MLT) in Manitoba is graduation from a medical laboratory technologist diploma/degree program accredited by Accreditation Canada or graduation from a medical laboratory education program outside of Canada that is considered to be substantially equivalent (comparable).

Applicants must also successfully write the MLT entry-to-practice exam administered by the Canadian Society for Medical Laboratory Science (CSMLS).

### Steps to Registration

#### Step 1: Complete a self-assessment

IEAs must complete the CSMLS Personal Competency Rating Booklet and the CSMLS Online Self-Assessment (OSA) diagnostic report.

Accessible through CSMLS's website, online self-assessment and the personal competency rating are designed to help internationally educated health professionals understand the requirements for medical laboratory science professions in Canada and to decide whether to pursue Canadian certification. These tools also provide feedback to help candidates identify areas in which they may need more education, based on the CSMLS Competency Profile, which is the national standard in Canada.

#### Step 2: Complete a prior learning assessment

IEAs must submit an application to CSMLS for a prior learning assessment (PLA). CSMLS's PLA is used to assess the applicant's education, training and work experience to determine equivalence to the Canadian standard as defined by the CSMLS Competency Profile. The fee for the PLA is \$1,540.



### Step 3: Complete an assigned learning plan (if required)

If applicants meet the majority of requirements but have identified gaps, a learning plan is assigned and must be completed before they are eligible to write the entry-to-practice examination. Learning plans outline required courses and educational institutions offering those courses. Completing a supervised clinical placement is another means of addressing learning plan requirements. Applicants are also given the option to complete a bridging program to address their educational gaps. Two bridging programs are currently available in Canada; one in Ontario and one in Manitoba.

Once the learning plan is completed and the applicant has met the language proficiency requirement, CSMLS will issue an Eligibility Statement for the entry-to-practice exam. This statement is valid for twelve months after the applicant's initial eligible examination date (included in their PLA report). To write the exam in Manitoba, applicants must also be approved by CMLTM (see below for details).

### Step 4: Apply to the CMLTM for a conditional certificate to practice (optional)

Once applicants are successful in the PLA process or have completed required remedial training and are approved to write the CSMLS entry-to-practice exam, they can apply for a conditional certificate to practice with CMLTM. Conditional registration allows individuals to work under direct on-site supervision until they pass the entry-to-practice exam. The cost for conditional registration is \$593.72. This includes an application fee for a conditional certificate to practice of \$100 and an annual registration fee of \$493.32.

A conditional certificate to practice is valid for 9 months or two attempts at the entry-to-practice exam, whichever comes first.

### Step 5: Write the entry-to-practice exam

Exam candidates must first be approved by CMLTM. They must submit a final PLA report and acceptable proof of English language proficiency. Applicants approved by CMLTM are eligible to write both the medical laboratory technology (MLT) and the medical laboratory assistant (MLA) entry-to-practice exams.

The entry-to-practice exam is multiple-choice format. CSMLS offers a general MLT exam (\$870) and two speciality exams in clinical genetics (\$1,035) and diagnostic cytology (\$1,035). The exams are offered three times per year on fixed dates in February, June, and October.

After two consecutive failed attempts, candidates must complete a learning plan before the third and final attempt of the exam. CSMLS conducts a review of the examination results to identify areas of weakness and provides options to address the gap areas. Evidence of meeting the gaps must be provided to CSMLS prior to establishing exam eligibility for the final attempt. Candidates exceeding three exam attempts are no longer eligible to challenge the exam and must complete a full-time medical laboratory technology or assistant program to become eligible again to take a CSMLS entry-to-practice exam.

## Step 6 – Apply to CMLTM for an active certificate to practice

Upon successful completion of the entry-to-practice examination, candidates are certified by CMLTM as medical laboratory technologists provided CMLTM’s Jurisprudence and Social Media Awareness learning modules have also been completed.

The first time application fee is \$100 and the annual registration fee is \$493.32.

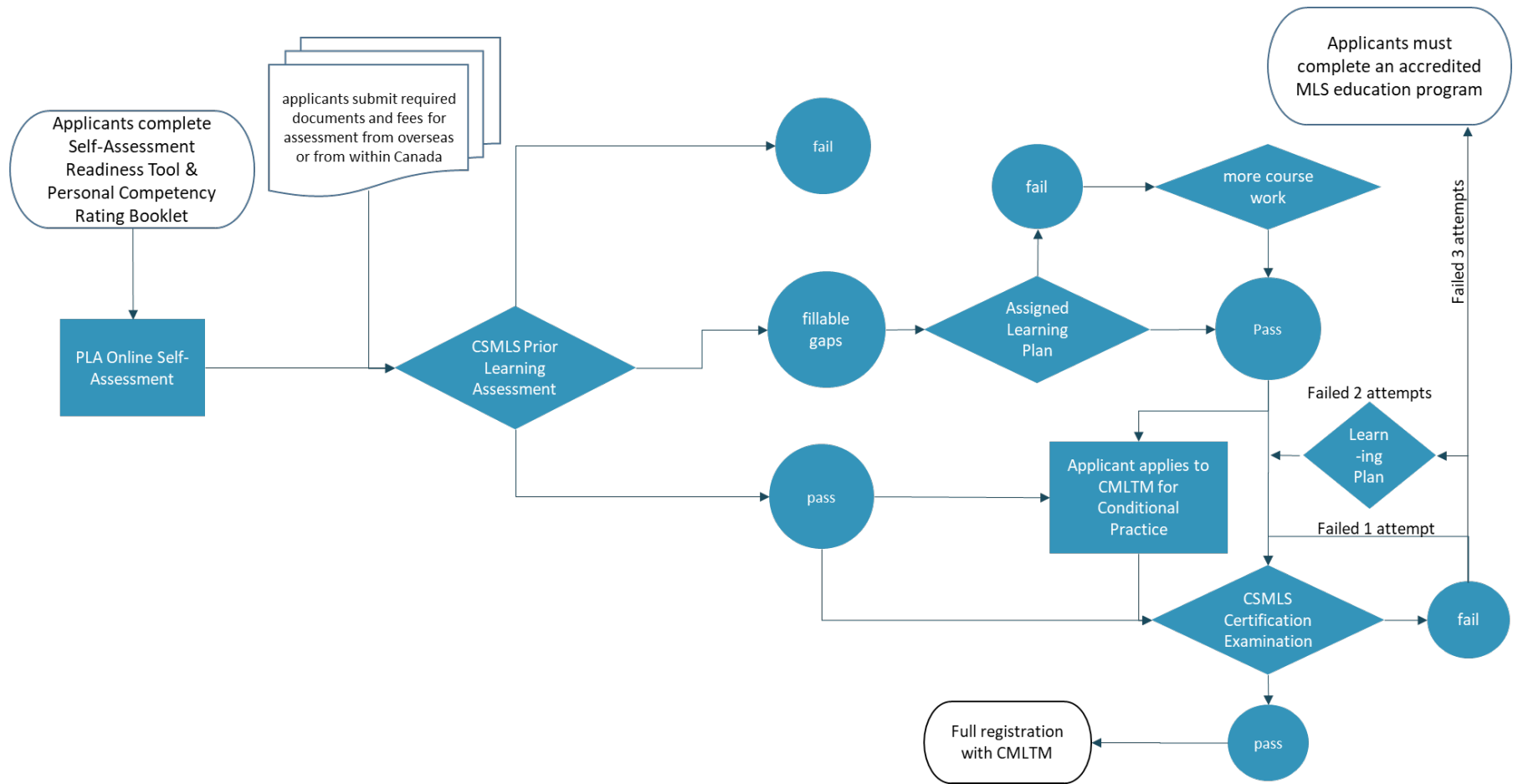
If applicants hold a valid conditional certificate to practice, they need only submit their exam results and CMLTM will upgrade them to an active certificate to practice without additional charge or paperwork.

## Registration Time and Costs

All internationally educated medical laboratory technologists must complete an assessment and national exam as well as gap training/bridging, if required. CMLTM reports that the steps in their registration process can be completed within approximately 12 months. This is an ideal, minimum timeline without waitlists for bridging and exams passed on first sittings. From 2011 to 2020, the median time to registration for IEAs was 2.3 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 medical laboratory technologists to be assessed and register with the CMLTM may vary somewhat depending on the circumstance of the applicant. Basic costs total approximately \$3,600 to \$5,400. There may also be costs associated with providing documentation and language proficiency testing, travel for bridging, etc..

# Registration Process Map

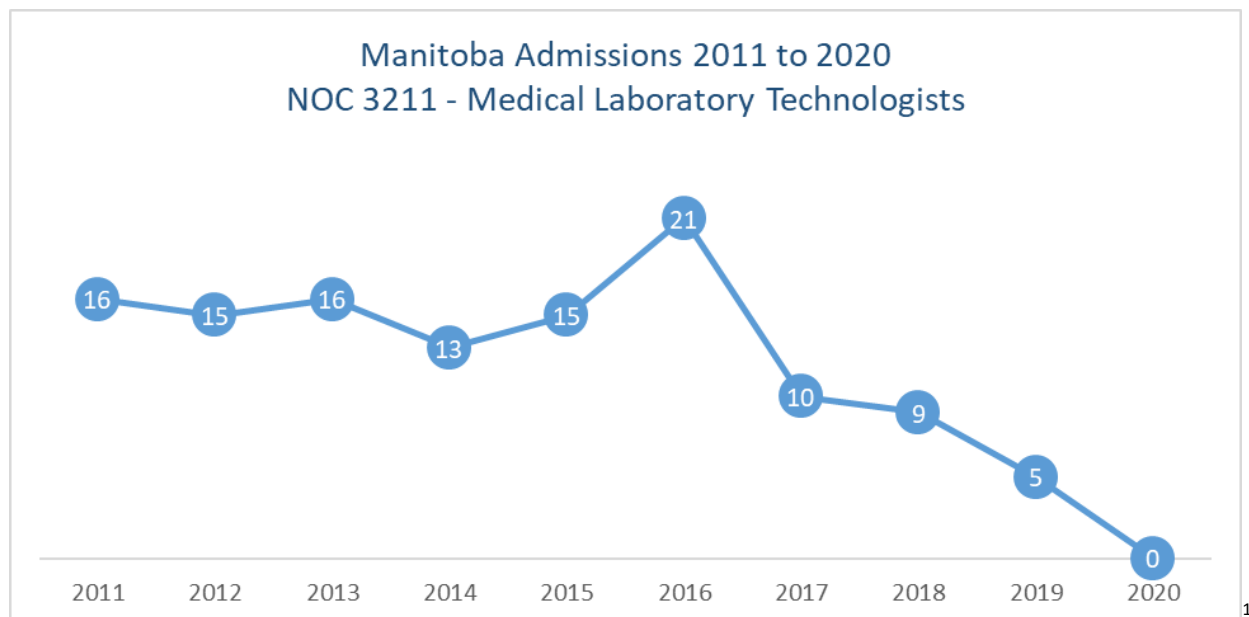


## Immigration Statistics

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 organized 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 2011-2020, 120 individuals arrived in Manitoba who self-declared with NOC 3211, used to identify medical laboratory technologists. Arrivals are fairly consistent from 2011 to 2015, with a peak in 2016 followed by an annual decline until 2020.



<sup>1</sup> Source: Created March 2022 by the Government of Manitoba using IRCC Q4 2020 immigration data.

## Registration Data

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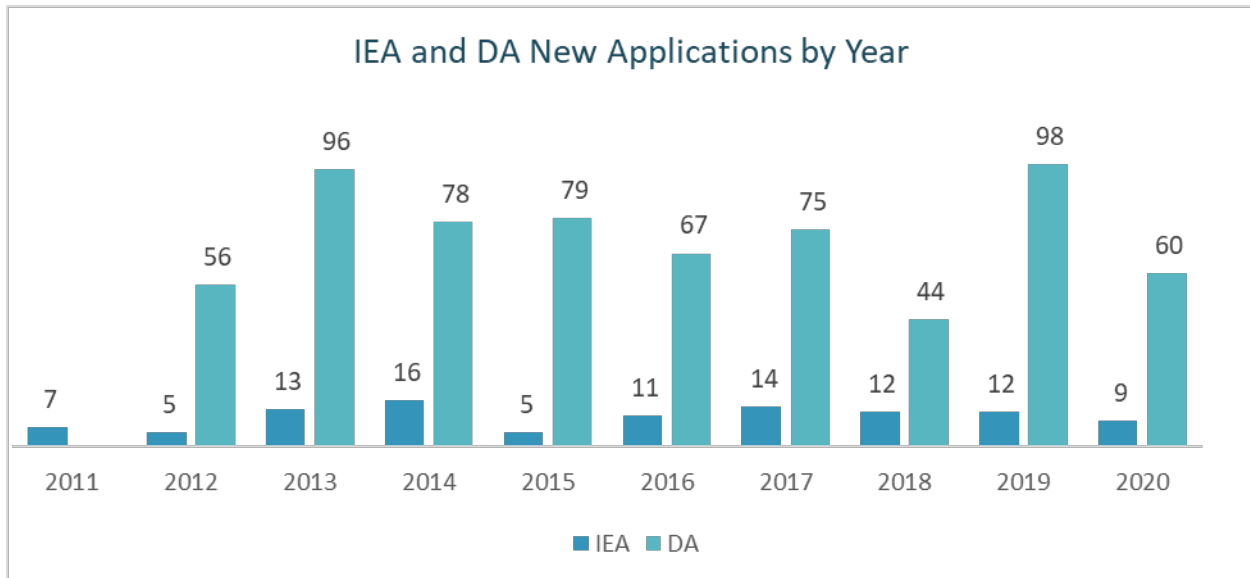
### Context – Reading the Numbers

Canadian medical laboratory technology practice often differs from practice abroad. The Canadian model of practice involves a scope of practice and specialized training not always found in other jurisdictions. Most internationally educated medical laboratory technologists applying to CMLTM require some measure of gap or bridge training. Depending on how different education and practice is, some IEAs will not qualify to complete a learning plan/bridging in Canada.

CMLTM's registration outcomes and timelines need to be understood in context. A 29-month time to registration reflects the need to be assessed, complete assigned learning and pass a national exam. Manitoba is fortunate to host one of the country's two bridging programs and many Manitoba applicants access this program because it supports success and increases access to supervised practice in the workplace, often resulting in long-term employment. This program is offered once each year and so depending when applicants qualify, the wait for this program may extend their registration timelines. A prerequisite to this program is successful completion of the Communication and Professional Practice for MLT's course, offered by Red River College and selection is through a competitive process for up to eight per cohort. At the time of writing this report, this program is on hold. Additionally, FRPO understands that IEAs graduating from the bridging program in September of each year often wait until January of the following year to apply for registration. The purpose of this is both to save on registration fees and to coordinate registrations with job postings that typically come out in January of each year.

## Applications 2011 to 2020

### IEA and DA applications by year



From 2011 to 2020, 653 applicants to CMLTM were domestically educated and 104 were internationally educated. During this period, IEA applications to the college have remained relatively steady with the exception of two low years, 2012 and 2015 and slightly more applications occurring in the last half of the period than in the first half. IEAs represented 14 per cent (104/757) of CMLTM’s applications. DA applications fluctuated somewhat with peaks in 2013 and 2019 and a low year in 2018.

All internationally educated applicants in the 2011 to 2020 period applied to the CMLTM post-arrival to Canada.

Note: DA data was not collected from Manitoba regulators until 2012. IEA data collection began in 2011. Not counted are IEAs who applied to CSMLS, and were assessed with too many gaps to proceed or who were not able to fulfill assigned gap training requirements.

### IEA incomplete applications

IEA Applications 2011-2020	
Number of Applications	Complete Applications
<b>104</b>	<b>104</b>

A completed application is one for which all the necessary documents and fee to conduct the initial assessment are provided. Further steps and documents may be required later in the process, but a completed application will trigger an initial assessment decision by CMLTM.

From 2011 to 2020, 100 per cent of IEA applications to CMLTM were complete.

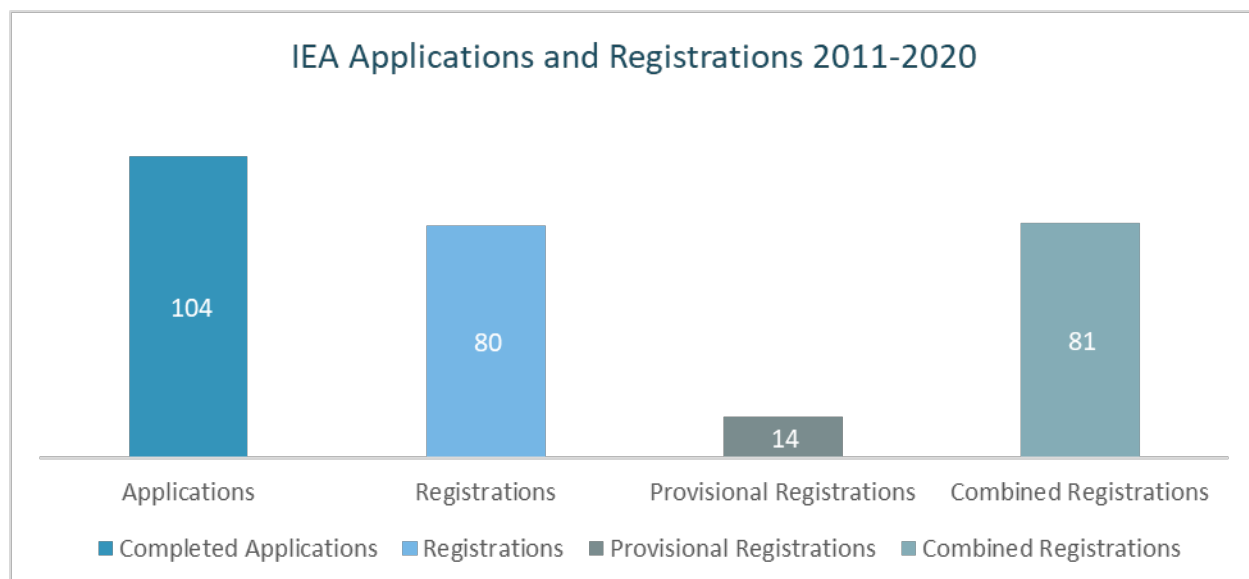
## IEA applications ranked by country of education

Top Three Country of Education by Number of Applications 2011-2020		
Rank	Country of Education	Number of Applicants
1	Philippines	65
2	Nigeria	9
3	India	8

Philippines was the top country of education among CMLTM's IEA applications. Sixty-three per cent (65/104) applied from 2011 to 2020.

## Registration Outcomes 2011 to 2020

### IEA applications to registrations/provisional registrations



Of the 104 internationally educated applicants who applied to the CMLTM from 2011 to 2020, 80 IEAs (77 per cent) achieved registration. Fourteen of the 80 were provisionally registered (provisional registration is not mandatory). The combined registration number 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 2020. It is significant that 81/104 applicants achieved some form of registration in this period.

### Application status as of December 2020 of IEAs 2011 to 2020

IEA Status as of December 2020					
Number of Applicants	Registrations	Provisional Registrations	Closed Files		In Process (not yet provisional)
			Withdrawals	Denials	
104	80	1	10	7	6

At the end of the reporting period, December 2020, outcomes for the 104 applications indicate 80 IEA registrations and one provisional registration. There were 14 provisional registrations throughout the period, with 13 provisional registrations occurring in earlier reporting years that changed status before the end of the period. More registrations and provisional registrations from the group of six, 'in process' IEAs are likely to occur in the future. As applicants with provisional registration also continue to work towards registration, seven IEAs (nine per cent) were in process at the end of 2020.

The majority of closed files are 'withdrawals'; these are applicants who at some point in the process have been assessed as being eligible to proceed, but for whatever reason, do not pursue registration. 'Denials' refer to applicants assessed as not eligible to proceed at some point in the process. In this case, denials are mostly individuals who are unsuccessful on the licensing examination.



## IEA registration outcomes by year

Breaking down the above IEA application outcomes by year indicates where these outcomes are distributed in the 2011 to 2020 period.

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 generally not comprised of the same individuals; registration usually takes a few years.

IEA Outcomes by Year, 2011-2020					
Year	Number of Applicants	Registrations	Provisional Registrations	Withdrawals	Denials
2011	7	0	0	0	0
2012	5	11	3	0	0
2013	13	11	0	■	0
2014	16	11	5	0	■
2015	5	4	1	0	0
2016	11	9	2	0	■
2017	14	11	0	■	■
2018	12	12	1	■	0
2019	12	8	2	■	0
2020	9	3	0	■	0
<b>Total</b>	<b>104</b>	<b>80</b>	<b>14</b>	<b>10</b>	<b>7</b>

## Assessment Outcomes 2011 to 2020

This section examines assessment outcomes of IEA, post application to CSMLS, who went on to apply to CMLTM.

IEA Language Proficiency Requirement Outcomes		
Applicants without a Language Test Result	Met-Tested	Met-Not-Tested
45	51	8

All applicants reported as having a language proficiency result met CMLTM's requirement. Although there are no results for a number of applicants, the data does not indicate applicants had any issues meeting standard, as applicants who were denied registration were not denied on the grounds of language.

Registration Outcomes for IEAs with Provisional Registration 2011-2020			
Number of Applicants Provisionally Registered	Registrations	Provisional Registrations (still in process)	Closed Files
14	7	1	6
Per Cent	50%	7%	43%

Fifty per cent of IEAs receiving provisional registration went on to register. Seven percent remained provisionally registered at the end of the reporting period. Sixty-six IEA who registered did so without first becoming provisionally registered. As provisional registration in this profession is optional, this is not unexpected. Forty-three per cent (six) had closed files.

IEA National Exam Outcomes 2011-2020			
	Met	Not Met	Pending
Number of Applicants	30	9	11
Per cent	60%	18%	22%

In this case, a 'not met' outcome on the exam represents the number of applicants for whom files were closed (nine). These applicants either attempted the exam and failed three times, or failed one or two times and withdrew from the process before a third and final attempt. A 'pending' status reflects the number of applicants still in process who have not yet attempted the examination or who are awaiting exam results.

## IEA registration outcomes ranked by country of education and registration ratio

Top Three Country of Education by Number of Applications 2011-2020				
Rank	Country of Education	Number of Applicants	Number of Registrations	Registrations to Applications Ratio
1	Philippines	65	54	83%
2	Nigeria	9	5	56%
3	India	■	■	38%

Applicants from Philippines' registration to application ratio is above the overall IEA average at 83 per cent. Applicants from Nigeria and India make up the second largest pool of applicants and experience lower than average registration rates, 56 per cent and 38 per cent respectively. Although applicants from 14 different countries experienced 100 per cent registration rates throughout the period, the number of applicants from these countries is considerably smaller, and so these figures are not be statistically significant.

## 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 with applications still in process at the end of the reporting period. This determination may be possible in future reporting years, when all the 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 CMLTM.

### 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 2020), 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 2020)

**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 2016-2020

# of registrations, 2016-2020, of individuals applying between 2011-2020

÷

# of complete applications made between 2016 and 2020

### Resolved Registration Rate

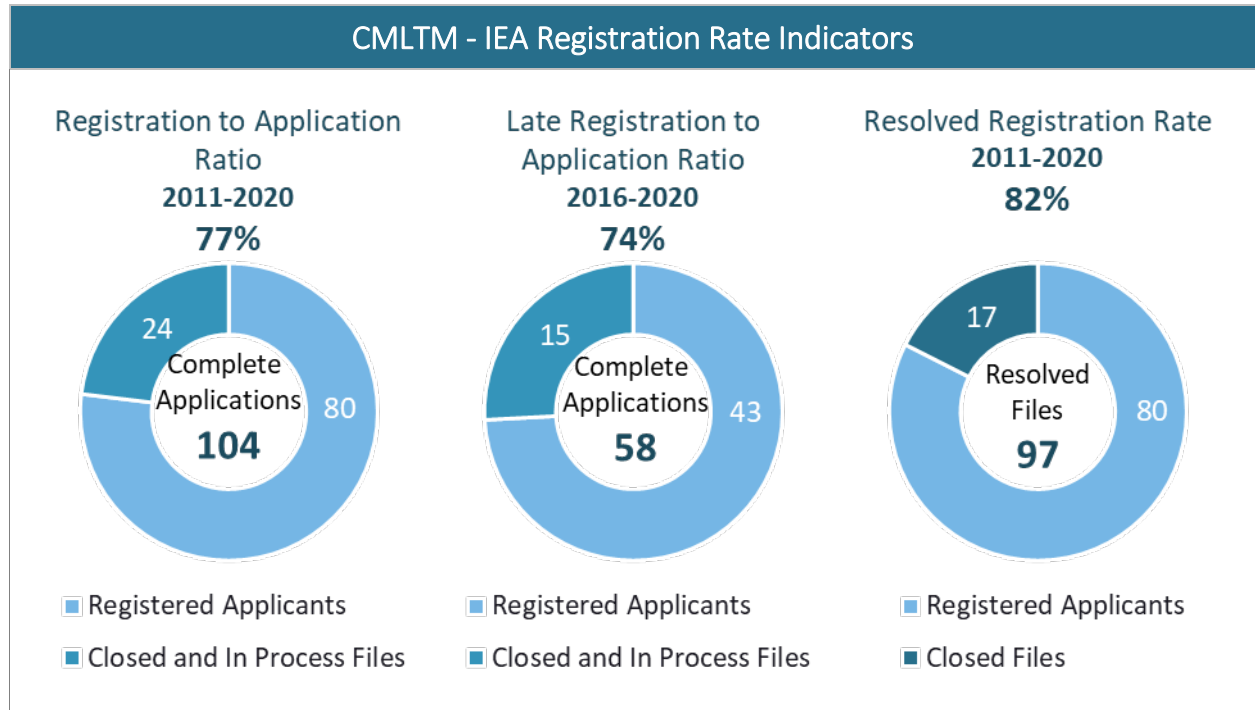
# of registrations

÷

# of complete application, resolved files in a given year or period

## CMLTM's registration ratios

Below registration rate indicators are presented for CMLTM's assessment and registration process. Note: These figures likely overvalue the IEA registration rate; IEAs unsuccessful at some of the first-step, national body assessments are not captured in the data.



Any screen with the first-step, national body notwithstanding, CMLTM's **77 per cent** registration to application ratio figure for the 2011-2020 period may undervalue the IEA registration rate.

CMLTM late period registration to application ratio of **74 per cent** is a weak indicator of the true registration rate. It undervalues the registration rate even more than the registration to application ratio for the entire period. More applications occurring in the later part of the reporting period, in a process with registration timelines of several years, skews this figure down.

CMLTM'S resolved registration rate of **82 per cent** is a strong indicator of the true registration rate. Only a small percentage of applications are unresolved, or seven per cent. Unresolved files are applicants either 'in process' (not yet provisional) or 'provisional registrations' at the end of the reporting period, December 2020.

Possible outcomes for the seven unresolved files, suggests CMLTM's true registration rate must range between **77 per cent** (80/104) — if all seven are closed files — and **84 per cent** (87/104) — if all seven are registered.

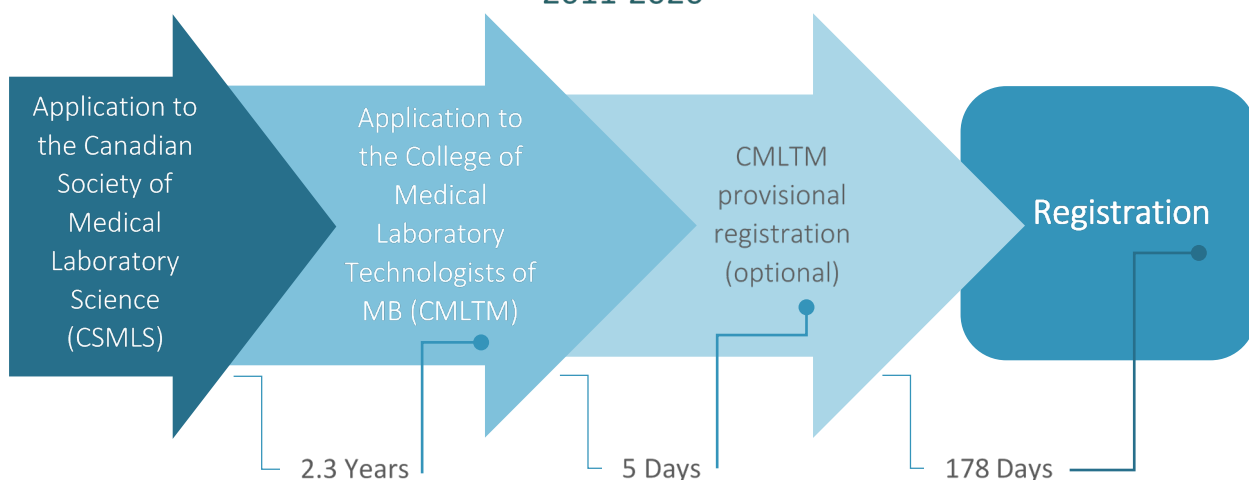
## Registration Timelines 2011 to 2020

IEA average, median time to provisional registration and registration

Average time to registration 2011-2020		Median time to registration 2011-2020	
Provisional	Registration	Provisional	Registration
3.0 years	2.9 years	2.4 years	2.3 years

Timelines are measured only for those files for which there is complete timeline information; from the date an applicant has complete documentation to initiate an assessment with CSMLS, until the date of registration or provisional registration. CMLTM provided complete timeline information in all files for both provisionally registered and registered applicants.

### IEA Median Time between Key Steps from Initial Application to Registration, 2011-2020

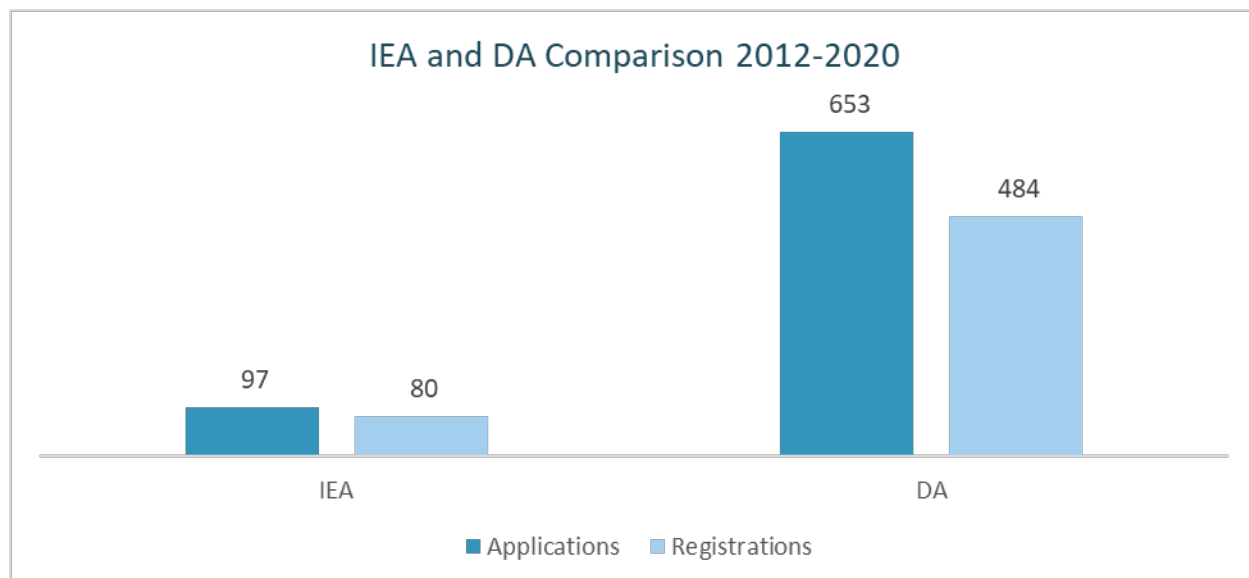


There are 105 applicants with complete timeline used to calculate the first step, 10 for the second step, and seven applicants for the third step.

The majority of the time spent in this registration process (2.3 years) is in the early stage between application to the national body, CSMLS, and application to CMLTM. This often includes required bridging. Applicants are quick to receive provisional registration upon application to CMLTM and are then typically registered within about six months.

## IEA to DA Registration Outcome Comparison 2012 to 2020

FRPO collects application and outcome aggregate data on DAs in order to compare outcomes of DAs to IEAs. As FRPO does not have data on the first-step, national body through rates, comparison is restricted to the data collected on those applying to CMLTM only; registrants, IEA and DA alike, have completed an entry-to-practice exam with CSMLS. Data collection for DAs began in 2012. Comparison below to IEAs is for the 2012 to 2020 period.

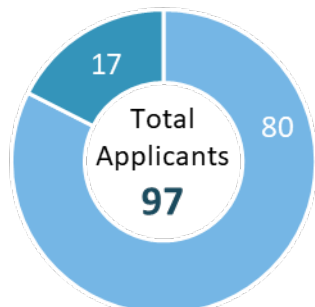


IEAs represent 13 per cent of CMLTM's total applications (97/750) and 14 per cent (80/564) of all registrations in this period.

IEA and DA Outcome Comparison by Year				
	IEA Applications	IEA Registrations	DA Applications	DA Registrations
2011	7	0		
2012	5	11	56	51
2013	13	11	96	52
2014	16	11	78	37
2015	5	4	79	42
2016	11	9	67	57
2017	14	11	75	63
2018	12	12	44	41
2019	12	8	98	86
2020	9	3	60	55
<b>Total</b>	<b>104</b>	<b>80</b>	<b>653</b>	<b>484</b>

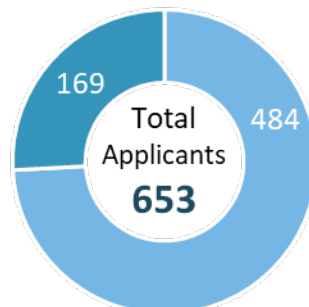
## IEA to DA Registration Rate Comparisons

**IEA Registration to Application Ratio  
2012-2020  
82%**



- Registered Applicants
- Closed and In Process Files

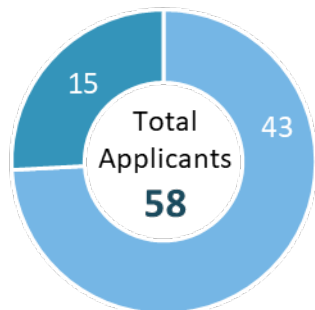
**DA Registration to Application Ratio  
2012-2020  
74%**



- Registered Applicants
- Closed and In Process Files

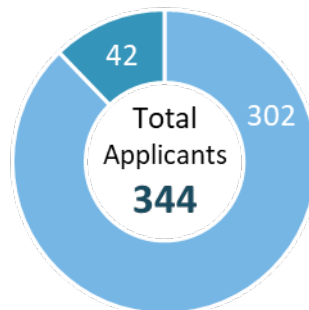
In this comparison, IEAs were 1.1 times more likely to register than DAs.

**IEA Late Registration to Application Ratio  
2016-2020  
74%**



- Registered Applicants
- Closed and In Process Files

**DA Late Registration to Application Ratio  
2016-2020  
88%**



- Registered Applicants
- Closed and In Process Files

In this comparison, DAs were 1.2 times more likely to register than IEAs.

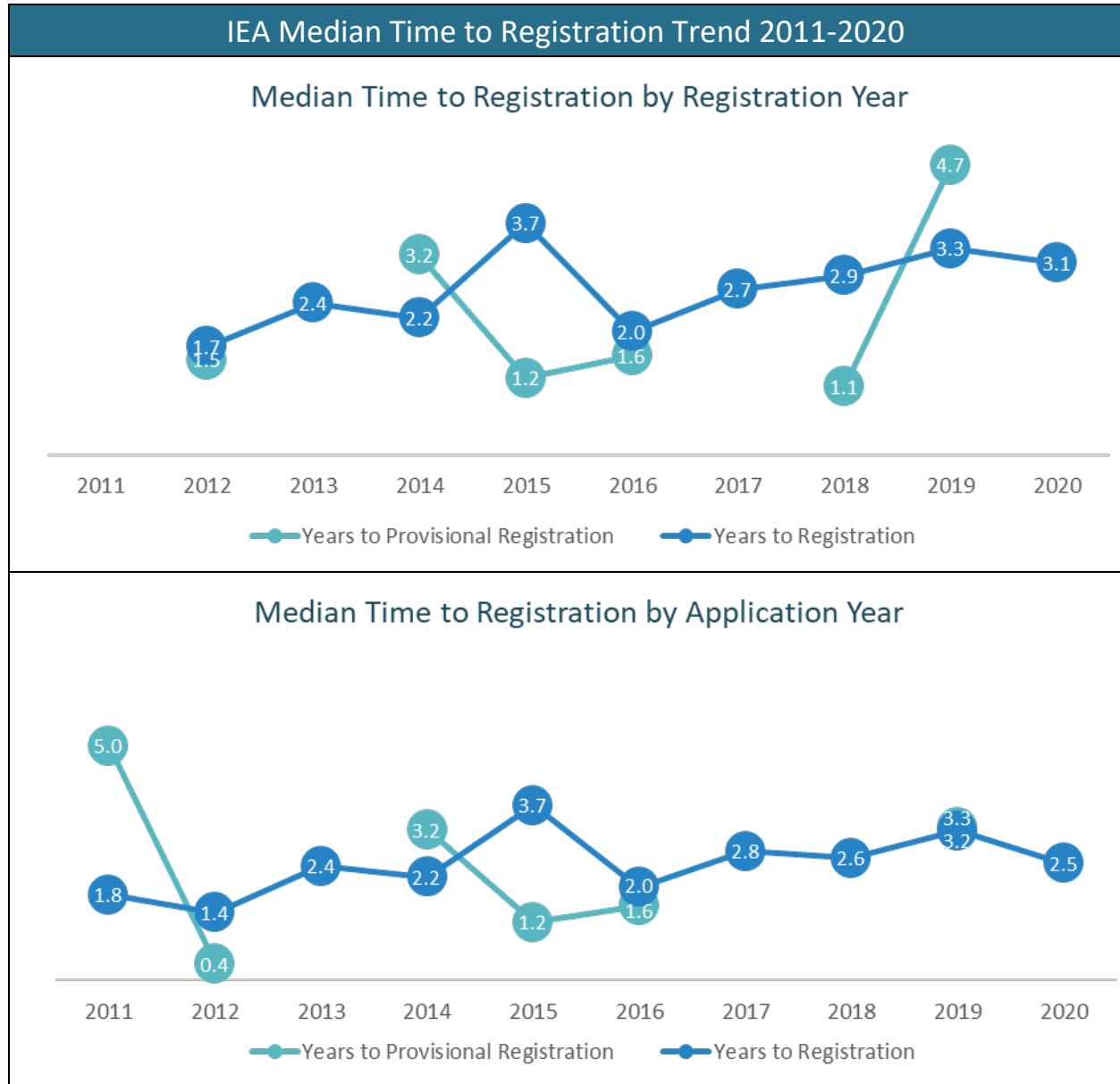
DA data provided by CMLTM for the years 2013 to 2015 reflects significantly lower registration ratios than other years in the reporting period. If there are errors in these report years, they may be artificially skewing the DA registration to application ratio down for the 2011 to 2020 period. The late period DA registration to application ratio, being 14 per cent higher, suggests this may be the case and that rates are actually higher than presented above.

CMLTM's true IEA registration rate is somewhere between 77 and 84 per cent.

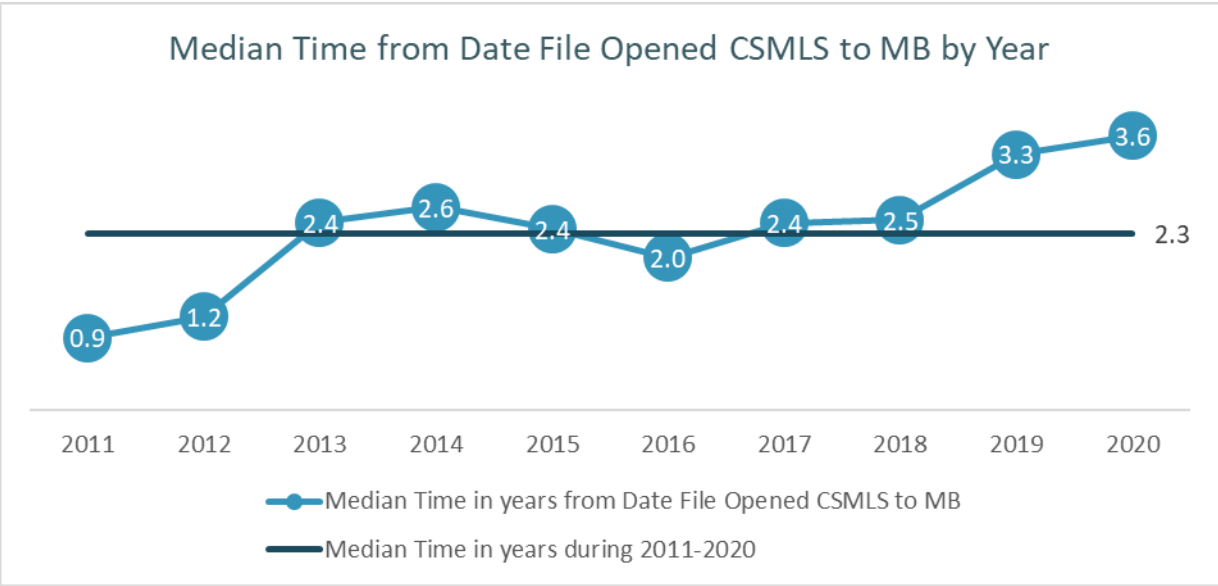


## Trends

In this section, registration data is examined for evidence of changes in registration rates and timelines over the 10-year reporting. In some cases, the impacts of changes to assessment and registration practice can be identified.



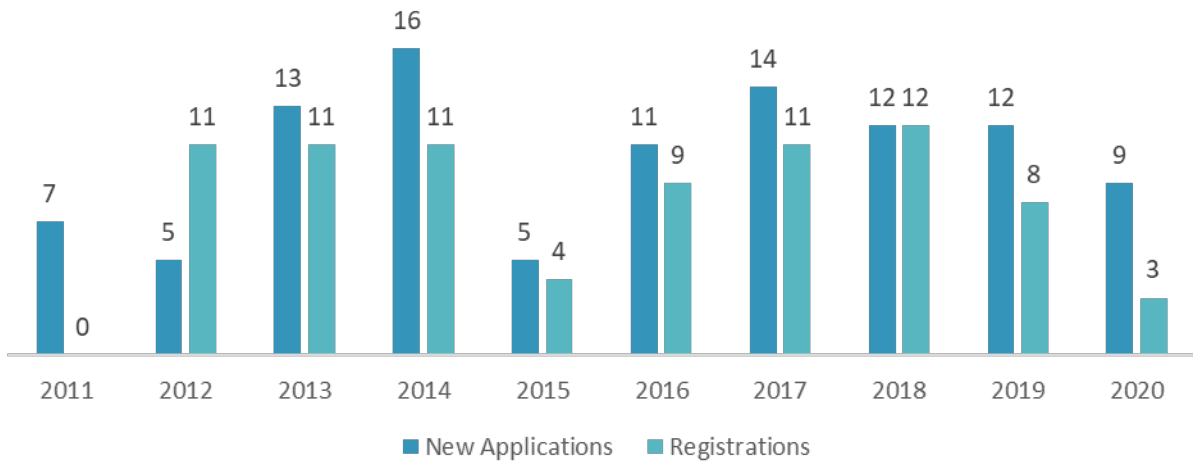
The two graphs above present the median timelines to registration (blue line) and provisional registrations (teal line). The first graph indicates the median time to registration for the *registrations* that occurred in a reporting year; the second graph, the time to registration for the *applicants* who applied in that year and went on to register. For instance, in 2012, 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 2014 and went on to registration, the median time was 1.4 years. With regard to registrations, both of these median timeline graphs show a slight rise in timelines in the latter half of the period. With provisional registration, a pattern is difficult to identify.



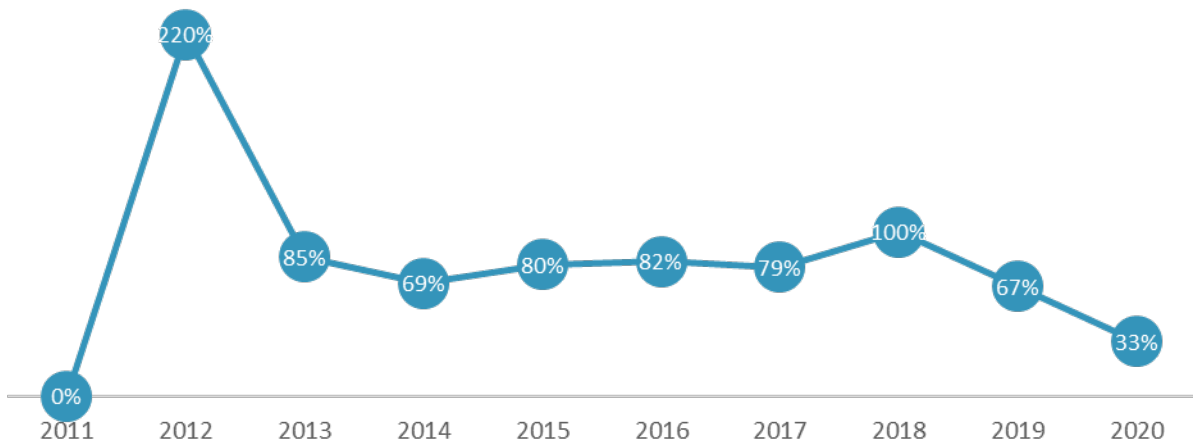
The rise in timelines in this chart is likely accounted for by what is happening at the first-step national body as the majority of applicant time is spent fulfilling requirements for this stage of the registration process.

## IEA Registration Ratio and Rate Trends

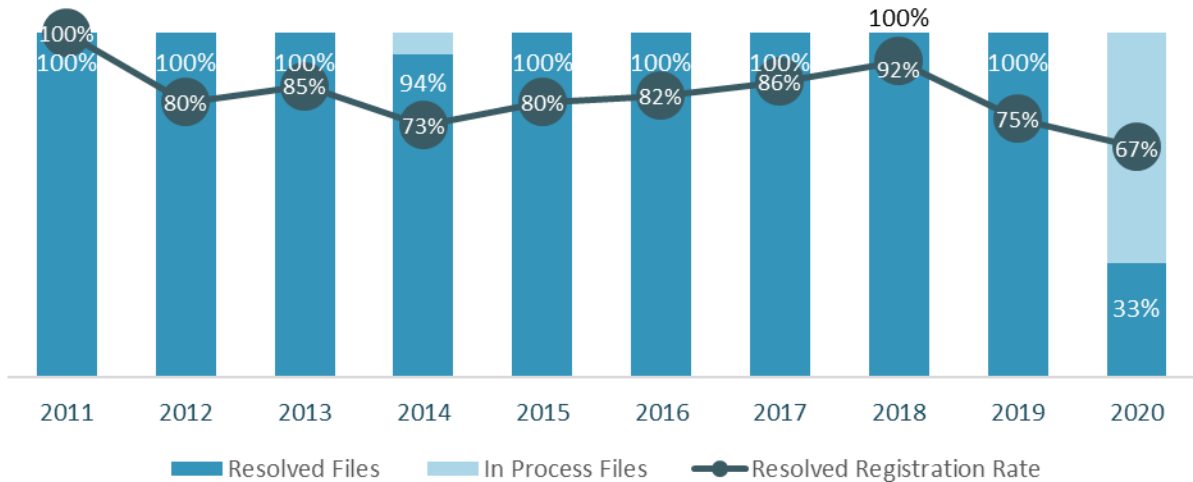
### IEA Applications and Registrations by Year



### Registration to Application Ratio by Year 2011-2020



### Resolved Registration Rate by Year as of 2020



CMLTM's registration rate trend charts show high registration rates throughout the reporting period with no big trend to rising or lowering rates

Examining the **registration to application ratio** by year, there is an initial rise and spike followed by relatively steady rates, falling off in the last two reporting years. Significant swings in application numbers and registration numbers by year account for changing rates, where there is likely an undercounting of registrations in the 2011 reporting year.

In the **resolved registration rate** graph (the number of registrations to closed and registered files by year), rates are fairly steady, ranging from 75 to 100 per cent for years where all applications are fully resolved. The lower, 67 per cent figure in 2020 can be ignored as only 3/9 applications were resolved with two registrations and one file closure.

In the above table and graph there are no registrations in 2011. Our data collection method likely accounts for this. IEAs who applied to Manitoba regulators prior to 2011 are not included in the data set; this means some IEAs who registered in 2011, and even in years subsequent, are not counted.

Note: These registration ratios and rate trend figures are considered incomplete. These charts speak only to applicants who were successful with the first steps of the profession's national application and assessment process. Applicants unsuccessful with the first-step, national process are not counted in the data.

## Data Collection Moving Forward

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The quality of data supplied by CMLTM for the 2011 to 2020 period is strong. The data itself, however, is limited because the complete through rate at the first-step national body is not available. This compromises FRPO's ability to see what is happening to applicants and to move beyond an anecdotal understanding of applicant success.

Information on success rates of all IEAs on the initial assessment conducted by CSMLS would improve understanding of IEA overall success in the profession. Further discussions about what can be shared by CSMLS, without the addition of too much burden, would be appreciated.

CMLTM's IEA data template provides key timelines and outcomes throughout the process. Data collection could be refined further by including a pathway element to distinguish between IEAs who complete their learning plan independently and those who complete Manitoba's bridging program. This would allow for a more detailed analysis of timelines and outcomes for these two groups and may be something to consider moving forward. Outside of this, there is no need to introduce new elements to capture missing events or dates in the assessment and registration pathway.

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