

April 2022

# Registration Data Report

College of Midwives of Manitoba



Fair Registration Practices Office

**Manitoba** 

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## Executive Summary

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This report presents registration data of the College of Midwives of Manitoba (CMM) 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. The report provides a statistical picture of application, assessment and registration outcomes for internationally educated applicants (IEAs) to CMM over the last decade.

From 2011 to 2020, 115 IEAs applied to CMM, all initiating applications after arrival in Canada. From 2012 to 2020, CMM's registration data indicates the majority of applicants are internationally educated, accounting for 66 per cent of applications. Philippines was the most common country of education. From 2011 to 2020, 17 of 99 IEAs with complete applications were registered in this period. The median time to registration was about 20 months. Median time to provisional registration was one year. Factoring potential future registrations from those still in process, the IEA registration rate for the 2011 to 2020 period will range between 17 and 30 per cent. Registration to application ratio for domestic applicants (DA) was 72 per cent. A higher registration rate for DAs is not unexpected, as most in this group graduate approved programs, often write the national exam before application and do not require bridge training.

Over the course of the 10-year reporting period, CMM employed several different gap training processes; the Multi-Jurisdictional Midwifery Bridging Program, the Manitoba Assessment and Gap Training Program and the current process that requires IEAs complete a bridge training program in Ontario or British Columbia. CMM's cooperation with Ryerson University's International Midwifery Pre-Registration Program located in Ontario allows Manitoba IEAs to complete some of the program locally, including the practicum component.

Regarding IEA trends in applications, outcomes and timelines, the large majority of IEA applications, 94/115 occurred from 2014 to 2016. This corresponds with the use of the Manitoba Assessment and Gap Training Program. Throughout the period, no clear trend can be seen in the data regarding changes in timelines and registration outcomes.

Relatively low registration rates and extended timelines are not unexpected in a profession with a distinct model and scope of practice specific to Canada that requires bridge training for all IEAs. A 20-month time to registration shows the need for IEAs to be assessed, enter and complete bridge training with practicum requirements and pass a national exam. A 17 to 30 per cent IEA registration rate reflects this process; what accounts for failed applications is, to a large extent, tied to who qualifies for bridging and then, among those qualified, who is willing and able to enroll and complete bridging.

The quality of registration data collected for the 2011 to 2020 period is for the most part, strong. IEA data provides the key timelines and outcomes throughout CMM's process. There are some data limitations as assessment outcomes for IEAs unsuccessful with first-step, out-of-province gap training programs are not captured.

FRPO is grateful to CMM for their work with the office over this 10-year period and their commitment to continuously improving 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 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 resolved files in a given year or period

#### Registration to Application Ratio

Number of registrations  
÷  
Number of applications 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 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 Midwives of Manitoba (CMM) is issued as a matter of FRPO's responsibility under section 14(2b) of The Fair Registration Practices in Regulated Professions Act (Act) to conduct research and analysis regarding the registration of internationally educated applicants.

CMM supplies registration data to the FRPO (formerly the Office of the Manitoba Fairness Commissioner) as an obligation under the Act (sec. 15(2)). Each year, CMM provides records on the key steps in the assessment and registration process for internationally educated applicants (IEAs), and less detailed, aggregate application and outcome information for domestic applicants (DAs). CMM 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 and that raise privacy concerns are redacted and indicated by the '■' symbol. A glossary of terms, as well as a step-by-step overview and process map of CMM's registration process are provided.

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

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The following section provides a step-by-step overview of the College of Midwives of Manitoba's (CMM) 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 January 2022. However, complete information is not provided and policies and fees are subject to change. Visit the [College of Midwives of Manitoba](#) for detailed information.

## Legislation

The College of Midwives of Manitoba regulates the practice of midwifery in Manitoba under the authority of The Midwifery Act (C.C.S.M. c. M125), the Midwifery Regulations, Man. Reg. 68/2000 and the CMM By-Law No. 1. Since 2000, all midwives practicing and using the Midwife designation in Manitoba must be registered with CMM.

## Qualification Requirements

Principal qualifications required for registration as a midwife include:

- Graduation from an approved midwifery education program — the College recognises several Canadian midwifery programs across the country
- Passing the Canadian Midwifery Registration Examination (CMRE) administered by the Canadian Midwifery Regulators Council and CMM's Jurisprudence Exam
- Possessing a minimum amount of clinical experience

**Internationally educated midwives must:**

- Graduate from an approved assessment and gap training program. CMM currently recognises Ryerson University's International Midwifery Pre-Registration Program located in Ontario and the Internationally Educated Midwives Bridging Program at the University of British Columbia, in Vancouver

## Steps to Registration

### Step 1: Optional Self-Assessment

To determine readiness for the registration process internationally educated midwives (IEMs) are directed to review the following self-assessment information and tools:

- Understand midwifery in Manitoba
- Assess your readiness for the registration process



## Step 2: Approved Gap Training Program (Outside of Manitoba)

IEMs must complete a recognised gap training program. There is currently no assessment process offered in Manitoba. All IEMs must apply directly to the International Midwifery Pre-registration Program (IMPP) at Ryerson University in Toronto (**IMPP**) or the Internationally Educated Midwives Bridging Program at the University of British Columbia (**IEMBP**), both of which are recognised by CMM. Note: currently, as of March 2022, the IMPP program is under review, applications are not being accepted and the future of the program is uncertain.

IMPP includes three phases; self-study modules, a classroom intensive over a period of seven weeks, followed by a 16-week clinical practicum (clerkship). Candidates must attend the classroom intensive in-person in Toronto, Ontario. The clinical practicum (clerkship) may take place in Ontario or Manitoba. Total fees for all three phases of this gap training program are approximately \$5,000 to \$7,000. This program typically takes seven to nine months to complete.

IEMBP includes a weekly three-hour, case-based online tutorial lasting 12 weeks, seven weeks of in-class lectures, simulations and discussions, followed by a 13-week clinical placement (clerkship). Total fees for all three phases of this gap training program are approximately \$10,500. This program typically takes eight to nine months to complete.

## Step 3: National Exam

Upon successful completion of a recognised bridging program, IEMs must apply to the Canadian Midwifery Regulators Council (CMRC) and successfully write the CMRE. This exam is designed to assess Canadian-educated and IEAs for midwifery registration to ensure they meet entry-level competency standards set out in the Canadian Competencies for Midwives.

This exam tests for knowledge of Canadian midwifery competencies in a multiple-choice format. The exam is online and offered twice annually. The exam fee is \$750. Candidates are eligible to take the exam multiple times. After three sittings, candidates must provide evidence of additional relevant education to the CMRC prior to registering again for the exam.

## Step 5: CMM Application and Registration

The next step is to apply for registration with CMM. This involves providing a number of required documents, completing an application form and paying the registration application fee of \$200. Once an application is reviewed, applicants are required to pass the CMM jurisprudence exam. This is an open-book exam on specifics related to midwifery practice and regulation in Manitoba. There is no cost to take this exam.

Applicants must either provide evidence of an employment offer or liability insurance. A \$2,295 pro-rated registration fee is required at time of registration and annually thereafter of all CMM members.

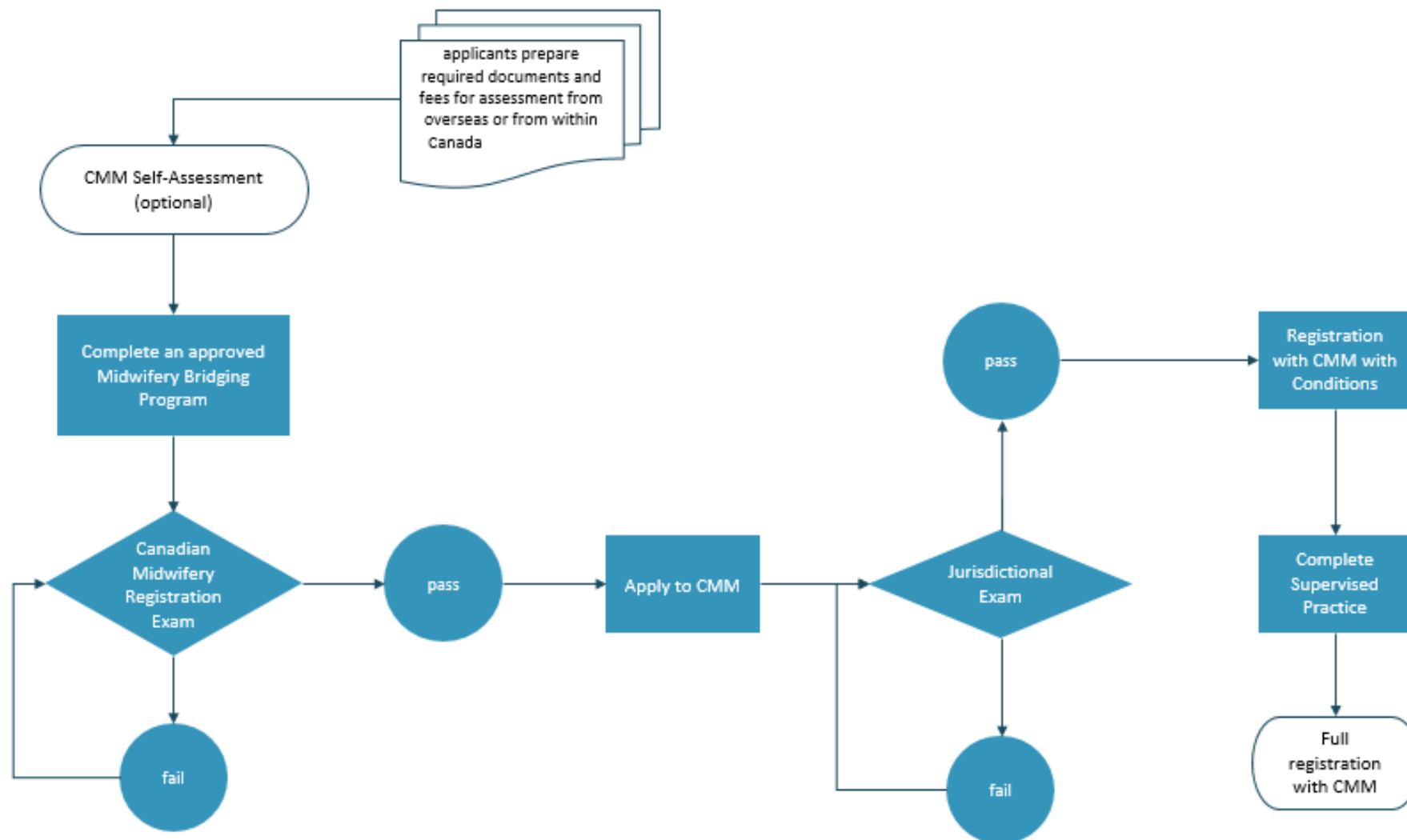
Applicants without Canadian midwifery experience are required by CMM to register with conditions until they complete a period of supervised practice under another registered midwife. CMM meets with all applicants to whom this is applicable to discuss the details of this supervised practice requirement.

## Registration Time and Costs

All internationally educated midwives must complete an assessment and gap training/bridging process. CMM reports that the steps in their registration process can be completed in approximately 12 to 18 months. For the 2011 to 2020 period, the median time to registration was 20 months. 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 midwives to be assessed and register with CMM may vary somewhat depending on the circumstance of the applicant. Basic costs total approximately \$10,000 to \$16,000. There may also be costs associated with providing documentation and language proficiency testing, and travel/accommodations for out-of-province bridging.

# Registration Process Map



## Immigration Statistics

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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).

There were nine Manitoba arrivals in the 2011 to 2020 period who self-declared using the NOC 3124. This NOC is used to identify a group of Allied Primary Health Practitioners, which includes midwives. In this case, the numbers are not particularly informative. The numbers are small, the NOC includes numerous professions and many midwives who immigrate may identify as nurses.

<b>Manitoba Arrivals 2011 to 2020</b>	
<b>NOC 3124 – Allied Health Practitioners – Midwives, etc.</b>	
Number of Manitoba Arrivals self-declared as Allied Primary Health Practitioners	9

# Registration Data

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## Context – Reading the Numbers

Canadian midwifery practice differs significantly from practice abroad. The Canadian model of practice involves a scope of practice and specialised training not found in other jurisdictions. Consequently, all internationally educated midwives applying to CMM require some measure of gap or bridge training. Depending on how different education and practice may be, some internationally educated midwives will not qualify for bridge training in Canada.

Historically, the absence or limited access to a midwifery education program in Manitoba accounts for the large number of internationally educated midwives in the province. Approximately 40 per cent of CMM members are internationally educated, of which over half of this group of internationally educated members are Canadians trained abroad.

From 2010 to early 2013, internationally educated midwives needed to complete the Multi-Jurisdictional Midwifery Bridging Program (MMBP). The MMBP served as the assessment and gap training program for several provinces including Saskatchewan, Alberta, British Columbia, Nova Scotia, Northwest Territories and Manitoba. Due to a lack of funding support, MMBP ceased operation in 2013.

Working with the provincial government, CMM established the Manitoba Assessment and Gap Training program (MAGT) for internationally educated midwives. MAGT operated from 2014 to 2016. From 2017 to the present, IEAs must complete bridge training out-of-province, in Ontario or British Columbia. Although currently under review, the bridging program at Ryerson University in Ontario had allowed, up until 2021, Manitoba IEAs the ability to complete some components of the program locally.

## Applications 2011 to 2020

### IEA and DA applications

IEA New Applications 2011-2020	DA New Applications 2012-2020
115	34

From 2011 to 2020, 34 applicants to CMM were domestically educated and 115 were internationally educated. IEA applications to the college remained low throughout the reporting period with the exception of a significant spike in applications from 2014 to 2016. During this period, CMM received 94 IEA applications. This spike in applications is tied to the more accessible, government funded, Manitoba Assessment and Gap Training Program in place during this period; at this time an effort was made to reach out to internationally educated midwives in the province.

Domestic Applicant (DA) data was not collected from Manitoba regulators until 2012.

### IEA incomplete applications

IEA Applications 2011-2020			
Number of Applications	Complete Applications	Incomplete Applications	
		With Assessment Decision	Without Assessment Decision
		File Closed	File Closed or In Process
115	99	6	10

From 2011 to 2020, 86 per cent (99/115) of IEA applications were complete; 14 per cent (16/115) applications were incomplete. Complete applications refer to those files where the individual supplies all the documents and/or fee required for an initial assessment decision.

From 2011 to 2020, six incomplete applications received an initial assessment decision. For some incomplete applications, ineligible assessment decisions may have been issued, sparing the applicant the need to complete the submission of official documents.

Some in-process applications may still be completed at some time in the future.

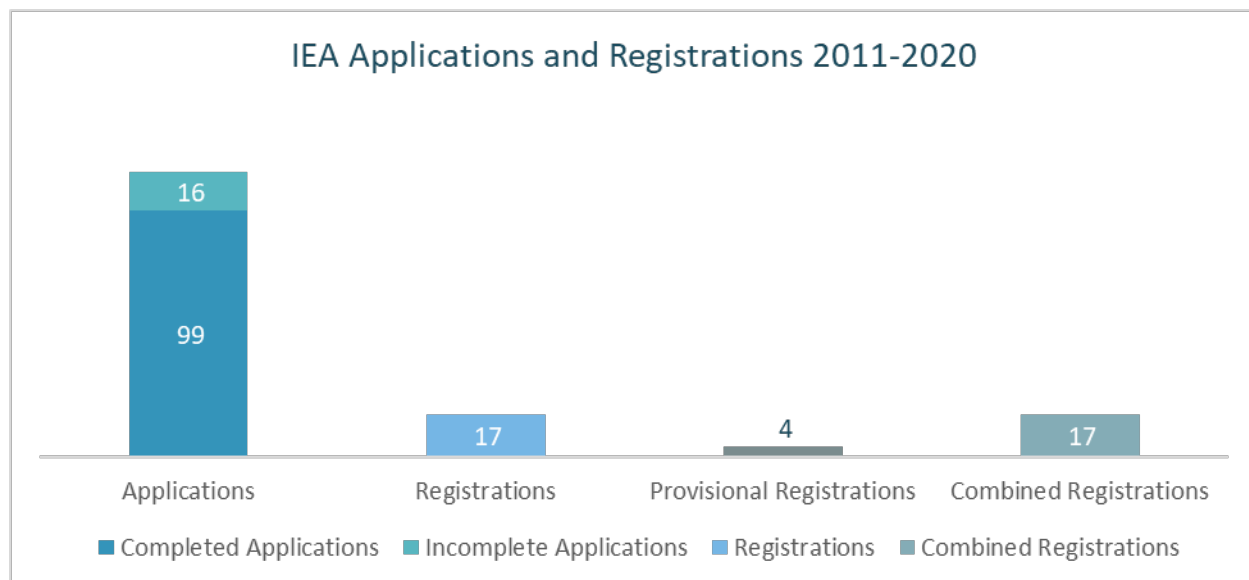
### IEA applications ranked by country of education

Top Five Country of Education by Number of Applications 2011-2020		
Rank	Country of Education	Number of Applicants
1	Philippines	31
2	Nigeria	26
3	Iran	16
4	India	11
5	United States	8

Philippines was the most common country of education, representing 27 per cent (31/115) of IEAs.

## Registration Outcomes 2011 to 2020

### IEA applications to registrations/provisional registrations



Of the 115 internationally educated applicants who applied to CMM from 2011 to 2020, 17 IEAs (15 per cent) achieved registration.

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 2020. In CMM's case, all applicants who provisionally registered went on to full registration.

### 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	
115	17	0	19	66	13

At the end of the reporting period, December 2020, outcomes for the 115 IEA applications indicate 17 IEA registrations and no provisional registrations. There were four provisional registrations earlier in the period that changed status by the end of the period.

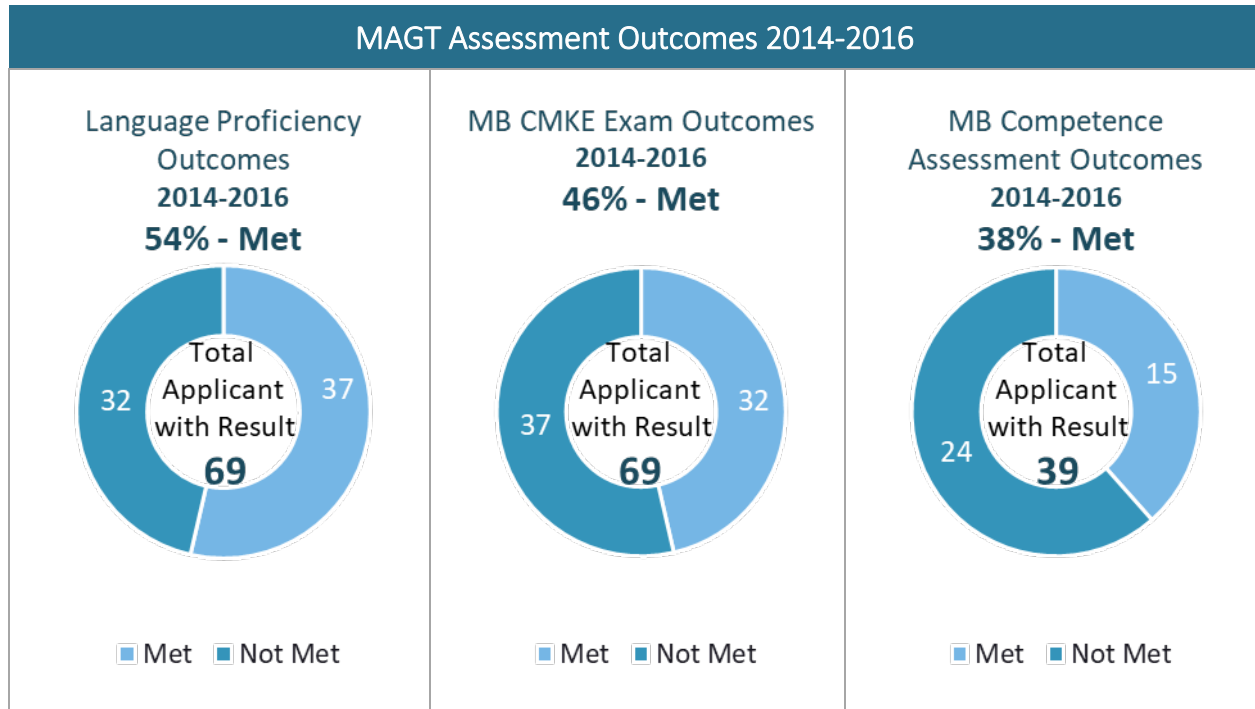
## Assessment Outcomes 2011 to 2020

CMM's use of third party assessment and gap training programs in both the early and latter part of the reporting period, where applicants are assessed by a third party, gap training program, does not allow for a statistical picture for Manitoba IEAs who may have applied to these programs, but were not accepted or who were accepted but did not complete the program.

CMM registration data does indicate that for those applicants successfully completing a gap training program, 100 per cent were successful at completing CMM's late stage registration requirements:

- Character Requirements 11/11
- Jurisprudence test 17/17
- Canadian Midwifery Registration Examination 17/17
- Provision registration under supervision 4/4

More detailed assessment data was collected for CMM's Manitoba Assessment and Gap Training program (MAGT) that was in place from 2014 to 2016.



During the MAGT program, 62 IEAs were determined to be unsuitable for registration. These applicants were assessed as ineligible for the gap training program. Not meeting the English language proficiency requirement, poor performance on CMM's competence assessment and not passing CMM's General Midwifery Knowledge Exam (GMKE) were the common issues for this group. This relatively high failure rate for the MAGT program may in part be a product of the broad outreach to internationally educated midwives in the province at the time, some of whom may have been out-of-practice.



## 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 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 CMM.

### 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 (2016-2020)

**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

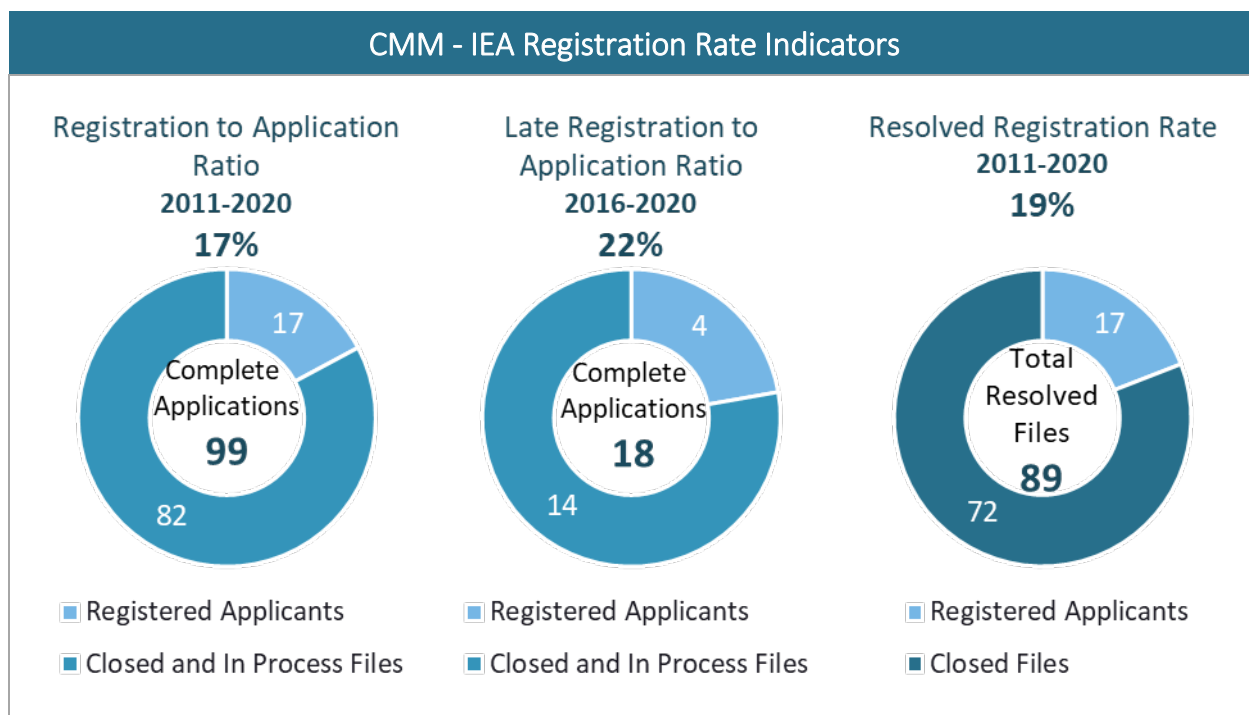
### Resolved Registration Rate

# of registrations

÷

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

## CMM's IEA registration rates



CMM's registration to application ratios as well as the resolved registration rate suggest similar values.

CMM's resolved registration rate is the most relevant indicator as the majority of completed applications are resolved (86 per cent or 89/99). Depending on the outcome of the unresolved, complete applications, this means the registration rate must range between **17 per cent** (17/99) — all 10 unresolved applications are closed — and **30 per cent** (30/99) — all 10 unresolved files go on to register.

## IEA country of education and registration outcomes

Top Five Country of Education by Registration to Application Ratio 2011-2020 (5 or more applicants)		
Rank	Country of Education	Application to Registration Ratio
1	United States	75%
2	Ghana	20%
3	Iran	13%
4	Nigeria	8%
5	Philippines	6%

Midwives trained in the United States had a markedly higher registration ratio compared to other countries with more than five applications. For applicants trained in the United States the registration to application ratio was 75 per cent. The next highest registration to application ratio was Ghana at 20 per cent.

## IEA arrival statistics

IEA Applications 2011-2020	
Number of Applicants	Number of Applicants Applied Post-Arrival
115	115

All 115 internationally educated applicants in the 2011 to 2020 period applied to CMM post-arrival to Canada.

## IEA to DA Registration Rate Comparison 2012 to 2020

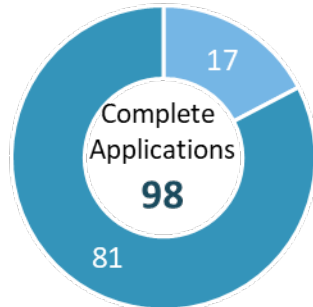
FRPO collects application and outcome aggregate data on domestic applicants (DAs) to compare outcomes of DAs to IEAs. Data collection for DAs began in 2012. Comparisons below to IEAs is for the 2012 to 2020 period.



From 2012 to 2020, CMM IEAs represented 66 per cent (98/148) of applications. The majority of IEA applications occurred with CMM'S MAGT program from 2014 to 2016.

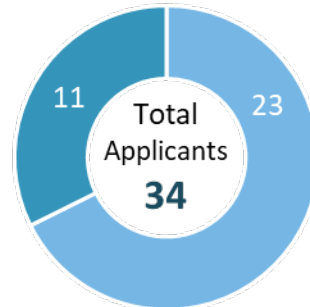
## IEA to DA Registration to Application Ratio Comparisons

IEA Registration to Application Ratio  
2012-2020  
**17%**



■ Registered Applicants  
■ Closed and In Process Files

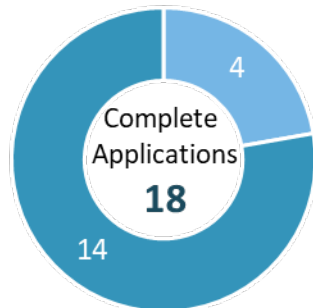
DA Registration to Application Ratio  
2012-2020  
**68%**



■ Registered Applicants  
■ Closed and In Process Files

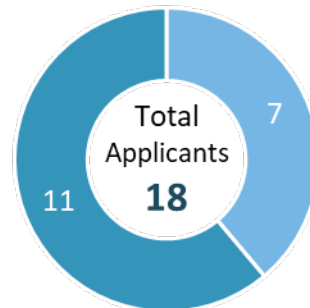
In this comparison, DAs were 4 times more likely to become registered than IEAs.

IEA Late Registration to Application Ratio  
2016-2020  
**22%**



■ Registered Applicants  
■ Closed and In Process Files

DA Late Registration to Application Ratio  
2016-2020  
**39%**



■ Registered Applicants  
■ Closed and In Process Files

In this comparison, DAs were 1.8 times more likely to become registered than IEAs.

CMM's registration data indicates DAs have higher registration ratios than IEAs. This is not unexpected as most DAs are trained in Canadian academic programs that meet CMM's standards and outcome competencies and often have written and passed the national exam upon application. This group does not need to complete bridge training or undergo significant assessment.

IEA registration to application ratios for 2012 to 2020 may undercount IEA registration from individuals applying before 2011. CMM's IEA resolved registration rate range of 17 to 29 per cent is likely more relevant when considering how DAs compared.

DA registration to application ratios drop significantly in the latter half of the reporting period. A large group of DAs applied in 2019 and may not have completed the registration process by the end of 2020.

## Registration Timelines 2011 to 2020

IEA average, median time to provisional registration and registration

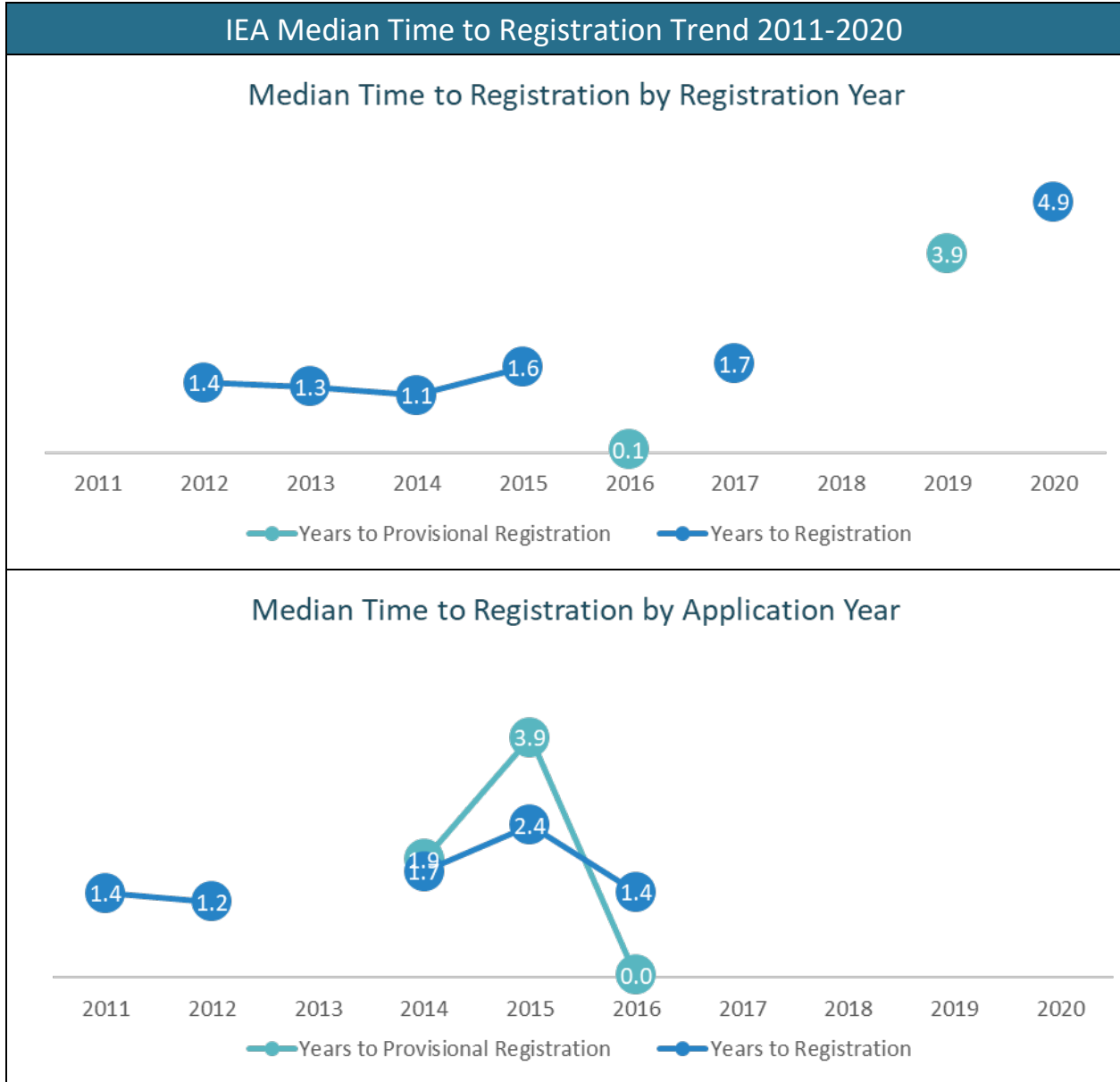
Provisional Registration Timeline 2011-2020		Registration Timeline 2011-2020	
Average	Median	Average	Median
1.5 years	1 years	1.7 year	1.6 years

For IEAs, the median time to registration was 1.6 years.

Registration timelines are calculated using data from 14/17 applicants for whom complete timeline information has been collected. Provisional registration timelines have been calculated using data from 4/4 applicants for whom complete timeline information has been collected.

## Trends

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

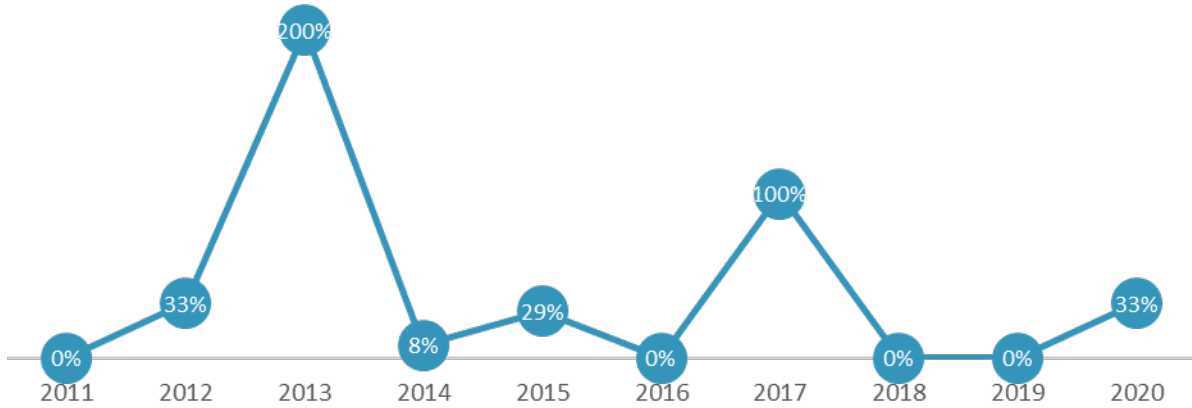


Registration timelines appear shorter in the earlier part of the reporting period. Low applicant numbers with several years without registrations to report, make it difficult to identify any trend. Three different assessment and gap training processes were in place throughout this period.

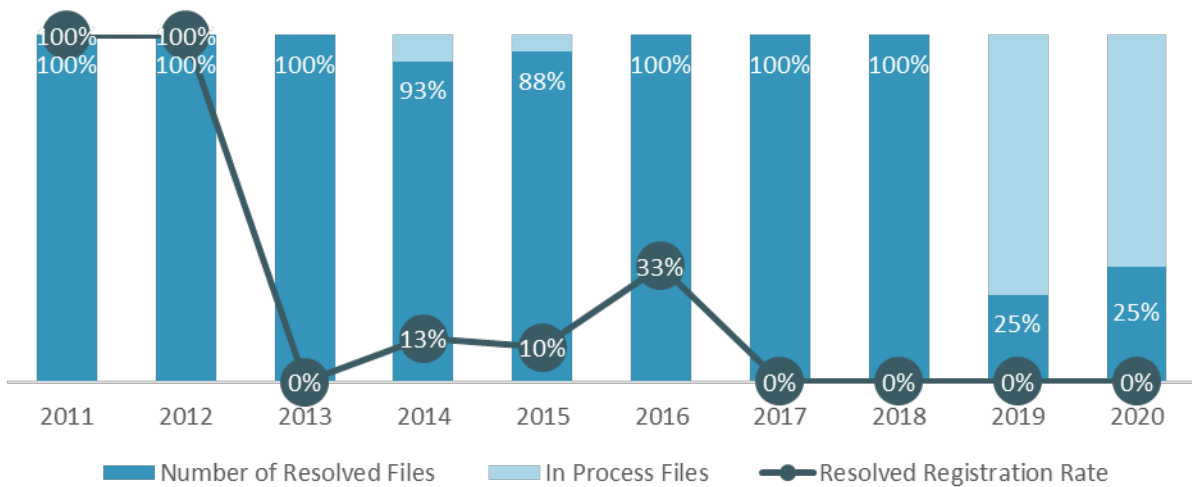
In these graphs, lines are not drawn between years without registrations or provisional registrations.

## IEA Application and Registration Rate Trend

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



### Resolved Registration Rate by Year as of 2020



No trend can easily be seen in these numbers; applicant counts are low and differing application/assessment policies for each bridge training program may impact the number of applications.

IEA registrations peaked in the middle of the reporting period in 2014 and 2015 with 10 registrations. This corresponds with CMM’s Manitoba Assessment and Gap Training Program (MAGT). Registration rates were 100% for a small number of applicants applying in 2011 and 2012. This group likely completed the Multi-Jurisdictional Midwifery Bridging Program.



## Data Collection Moving Forward

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The quality of 2011 to 2020 data provided by CMM for the 2011 to 2020 period is for the most part strong. IEA outcomes and timelines are presented throughout CMM's assessment and registration process and IEA registration pathways are clear.

Currently assessment outcome data for third party gap training programs is limited. Timeline and outcomes for those who successfully complete these programs is clear, but little data is collected for those who apply but are not accepted or those who do not successfully complete these programs. Collecting this data may be problematic and the FRPO hopes to review this matter with CMM.

Moving forward, future data reporting may provide a larger reporting window and support more insightful analysis with a more definitive identification of trends and outcomes.

In collaboration with FRPO, CMM 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. Most recently, this includes work reviewing this report; this report would not have been possible without CMM's commitment and collaboration.