

April 2022

# Registration Data Report

Law Society of Manitoba



Fair Registration Practices Office

**Manitoba** 

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## Executive Summary

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This report presents registration data of The Law Society of Manitoba (LSM) from 2011 to 2020. The Fair Registration Practices Office (FRPO) issues this report as part of its mandate and oversight responsibility under The Fair Registration Practices in Regulated Professions Act. The purpose of this report is to provide a statistical picture of application, assessment and registration outcomes for internationally educated applicants (IEAs) to LSM over the last decade.

LSM's registration data indicates from 2011 to 2020, there were 261 IEAs. Of this IEA group, 157 registered within this period. The median time to registration was 3.2 years; median time to provisional registration was 2.4 years. Depending on the resolution of the applicants still in process, the registration rate for the period will range between 60 and 72 per cent.

India, United States and the United Kingdom were the most common countries of education among IEAs, accounting for 61 per cent of IEA applications.

From 2012 to 2020, LSM had a total of 849 domestic applicants (DA). In this period, IEAs represented 25 per cent (247/997) of LSM applicants. The application to registration ratio for DAs was 92 per cent compared to 64 per cent for IEAs.

Of the 71 IEAs who failed to successfully register with LSM, most (56/71) had files closed after opening a file with LSM but before achieving the provisional registration. Most in this group abandoned or withdrew their applications with only a small percentage not approved to proceed. Reasons for withdrawals vary, but some in this group of 56 may have struggled to secure an articling spot necessary for provisional registration.

Regarding IEA trends in applications, outcomes and timelines, IEA applications rose slightly throughout the period with a decline in 2020. No trend toward increasing or decreasing registration timelines is found in the data. A slight decrease in registration rates occurs throughout the reporting period.

LSM's registration outcomes and timelines need to be understood in context. For internationally educated applicants, knowledge of Canadian law and legal practice in Manitoba is required. The longest part of the process involves the first-step, National Committee on Accreditation (NCA) certification; median time to complete exams and academic coursework was just over two years. Given the academic and practical training required for IEAs, lower registration rates relative to domestic applicants and extended registration timelines are not unexpected.

The quality of registration data collected for the 2011 to 2020 period is strong. LSM's IEA data illustrates key timelines and outcomes throughout the process. The statistical picture is limited so far as applicants not pursuing registration with LSM after applying to the first-step, NCA are not captured in the data set.

FRPO is grateful to LSM for their work with the office 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 (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 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 Law Society of Manitoba (LSM) is issued as a matter of FRPO's responsibility under section 14(2b) of The Fair Registration Practices in Regulated Professions Amendment Act (Act) to conduct research and analysis regarding the registration of internationally educated applicants (IEAs).

LSM supplies registration data to the Fair Registration Practices Office as an obligation under the Act (sec. 15(2)). Each year, LSM 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). LSM, and the other regulated professions under Manitoba's fairness legislation, have been providing IEA data since 2011; DA data has been supplied since 2012.

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 throughout this report and indicated by the '■' symbol. 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

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The following section provides a step-by-step overview of The Law Society of Manitoba's (LSM) 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. Visit the [Law Society of Manitoba](#) for detailed information.

### Legislation

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

### Qualification Requirements

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

### Steps to Registration

#### Step 1: National Committee on Accreditation Certification

IEAs first apply to NCA for an assessment of their credentials and to secure a NCA Certificate of Qualification verifying their academic training is equivalent to that of a Canadian common law graduate.

Applicants complete an application form, with a \$450 application fee and provide, or arrange for the third-party submission of, a variety of documents: academic transcripts, curriculum vitae, and if applicable, previous regulatory history documentation and English or French language test results.

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

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

NCA exams are 3.5 hour, open book, written tests, and cost \$400 per exam. They are usually offered four times a year, with exam sites available across the country. Exam sittings can also be arranged abroad.

Legal courses, suitable in lieu of NCA exams, are available at most of Canada's law faculties, including the



Faculty of Law at the University of Manitoba. Costs will vary by institution and full time enrolment is not necessary. Applicants must seek approval from the NCA for any courses they wish to take at a law school to ensure that the course(s) selected meet NCA requirements.

## Step Two: Bar Admissions Process

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

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

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

LSM encourages applicants to secure an articling spot as they are completing their NCA exam/coursework requirements. Prior to 2021, an articling spot together with NCA certification was required for entry into PREP. Currently, only NCA certification is required and applicants may enter the PREP program without yet securing an articling position. PREP is offered online and focuses on developing skills required to practice law in Manitoba.

Applicants apply directly to CPLED (responsible for the administration of PREP). The tuition fee is \$6100 and the LSM provides a subsidy of \$2600 for students who article in Manitoba.

Applicants who secure an articling position are eligible to apply to the LSM for admission as an articling student. The following documents are needed:

- Application for admission as an articling student with application fee of \$105
- A notarized copy of photo identification, such as a driver's license or passport
- Original transcripts showing all degrees granted
- Certificate of Qualification from the NCA
- A national finger-print based Criminal Record Check sent directly from the RCMP Real Time Identification Service.
- Certificate of Standing provided directly from any jurisdiction outside of Manitoba in which the applicant is or has been entitled to practise law
- Certificate of character
- Confirmation of articles
- Articling agreement

- Education plan

At the end of the articling term and upon completing PREP, applicants apply to LSM for the Call to the Bar. Applicants provide LSM:

- certificate of completion of articles signed by the student's principal
- application for Call to the Bar and admission as a solicitor
- final assessment of education plan
- application to commence active practice, if the student intends to practice immediately upon being called to the Bar
- a \$600 Call to the Bar fee

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

## Exemptions

For internationally educated lawyers with professional experience, LSM has a process in place to allow qualified individuals the possibility of waiving part of its articling requirement. Those seeking an exemption are required to submit an LSM application for exemption form, with a written request setting out the specific exemption(s) sought and a detailed description of relevant practising experience that supports exemption. LSM requires:

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

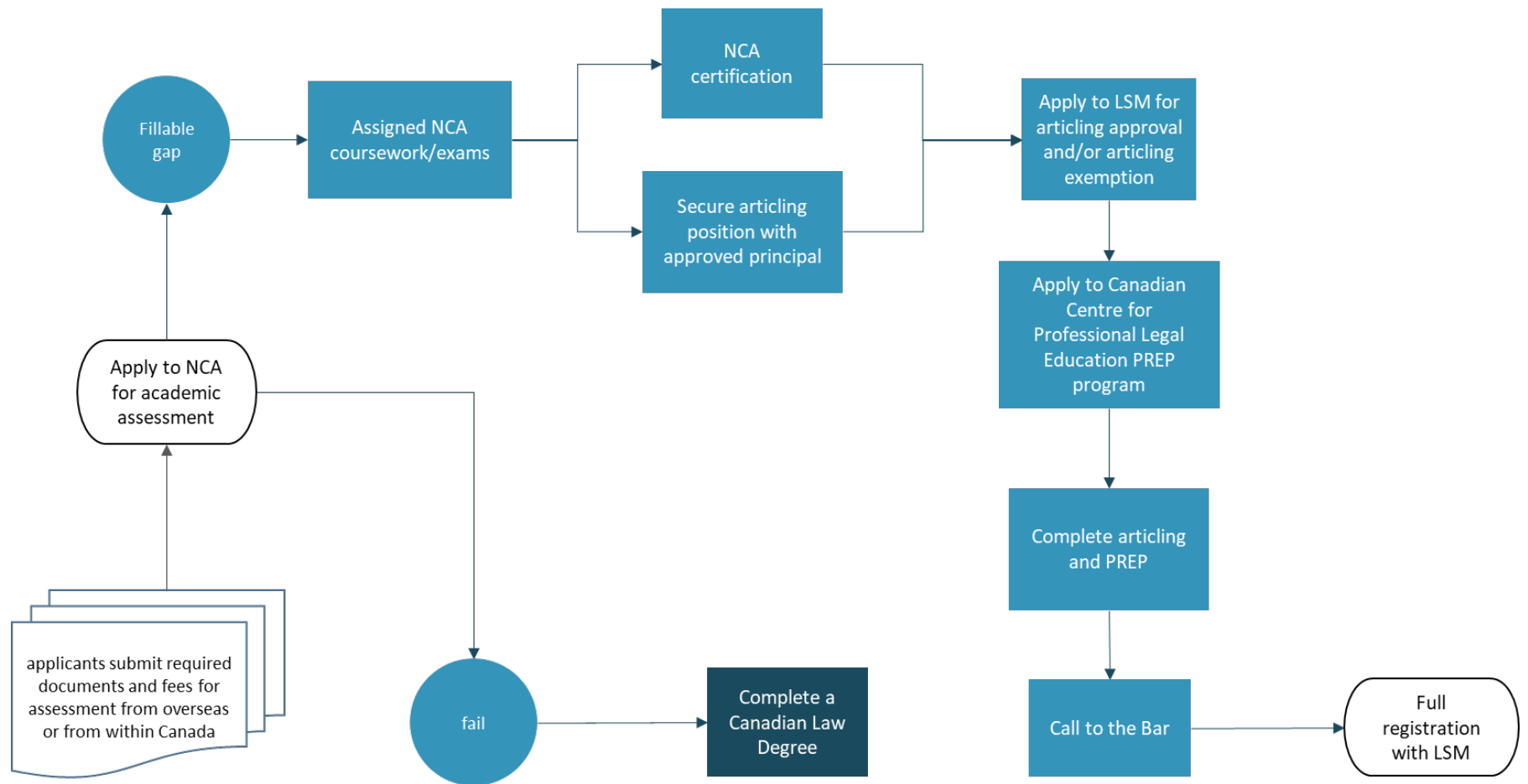
Applicants exempted from articles may be required to practice under conditions or restrictions, such as practising under the supervision of a licensed LSM member for a period of time.

## Registration Time and Costs

The time and cost to licensure varies depending on the qualifications and circumstance of the applicant. From 2011 to 2020, the median time to registration for IEAs was 3.2 years. For a highly qualified applicant, someone assigned few NCA exams and some measure of exemption from articling, the process can take less than a year.

Cost varies, depending on the degree of academic remediation required and whether university coursework is undertaken. Basic costs total approximately \$6,000. The majority of IEAs are required to complete NCA exams; four to eight exams are commonly assigned for a direct cost as high as \$3,200 (\$400 per exam). Undertaking university coursework is a significantly more expensive option.

# Registration Process Map

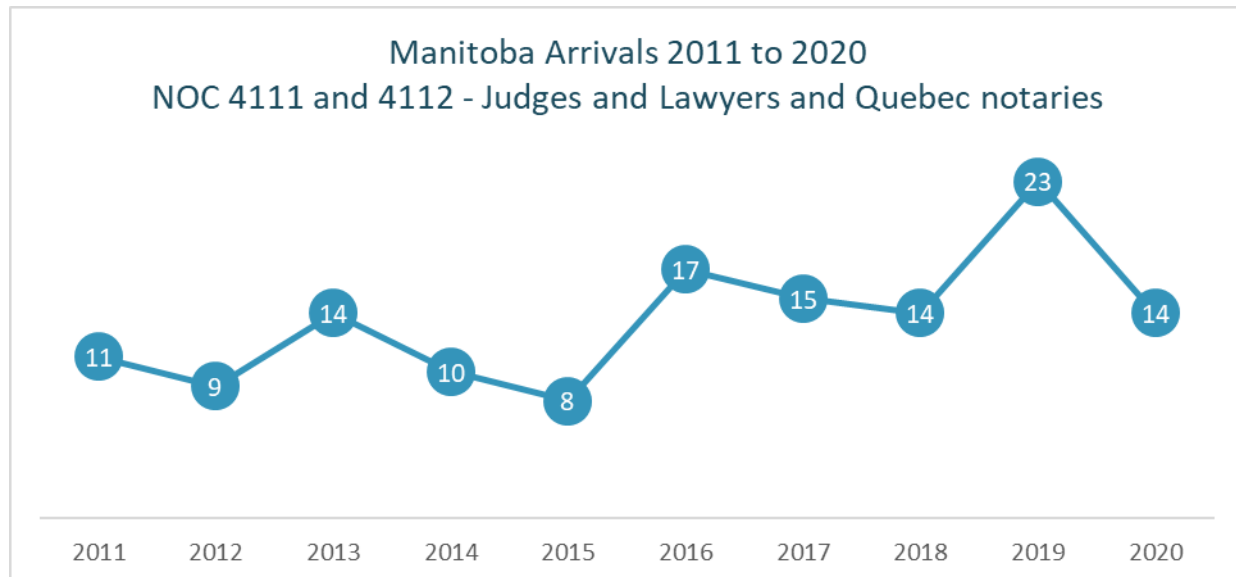


## Immigration Statistics

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).

There were 135 Manitoba arrivals in the 2011 to 2020 period who self-declared using the National Occupation Classification (NOC) 4111 and 4112. These NOCs are used to identify judges, lawyers, and Quebec notaries. Over the reporting period, the numbers remained relatively low, with a slight rise in arrivals toward the end of the period.



## Registration Data

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### Context – Reading the Numbers

The legal profession varies significantly from one country to the next; in law (*lex loci*), education, training, and court systems. Lawyers in different countries hold different titles or roles. As a result, internationally educated lawyers need to study Canadian law and often complete practical legal training before they can practise in Manitoba.

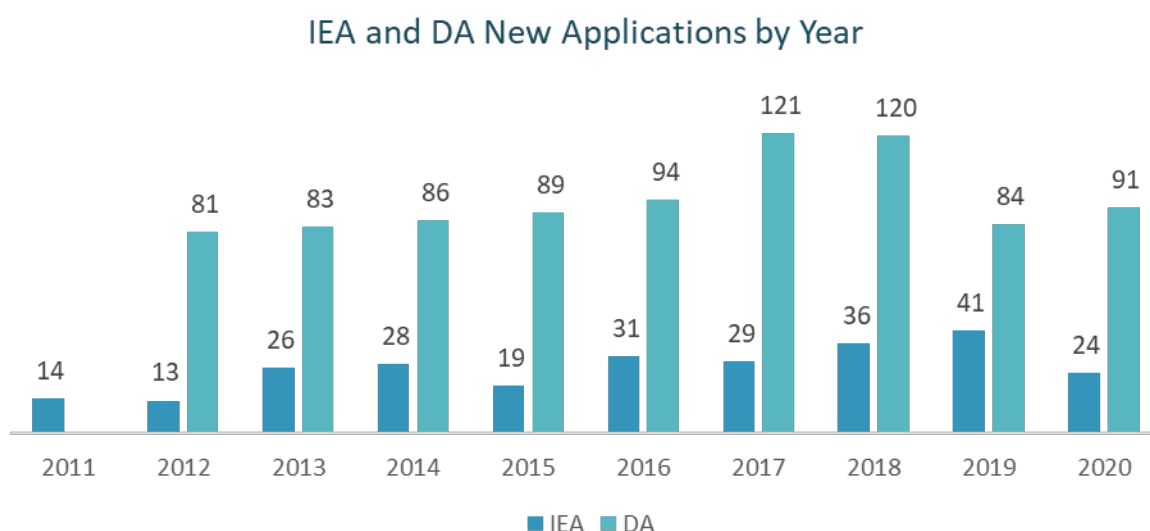
NCA reports roughly half of its applicants are Canadians who have gone to law school abroad and returned to be licensed in Canada.

A concern in Manitoba and in other provinces across the country is the scarcity of articling positions. Applicants unable to secure articling spots with an LSM approved principal may not be able to proceed with registration. Internationally educated applicants in particular may be disadvantaged as they tend not to be as well connected with the legal community in Manitoba as domestically educated applicants.

In this context, extended IEA registration timelines are not unexpected and registration rates may also be detrimentally impacted by limited articling opportunities.

## Applications 2011 to 2020

### IEA and DA applications by year



From 2011 to 2020, 261 applicants to LSM were internationally educated. From 2012 to 2020, LSM received a total of 849 domestic applicants (DA). In the 2012 to 2020 period, LSM received 247 IEA applications, representing 25 per cent of applications.

IEAs initiate application with the National Committee on Accreditation (NCA), responsible to assess and certify academic qualification for internationally educated lawyers in Canada. Application data has been collected regarding IEAs who have been assessed as eligible for certification by NCA and then apply to LSM; applicants NCA deems not eligible to proceed or who do not apply to LSM after been assessed by NCA are not captured in the data.

Note: IEA data collection began in 2011 and DA data collection began a year later in 2012.

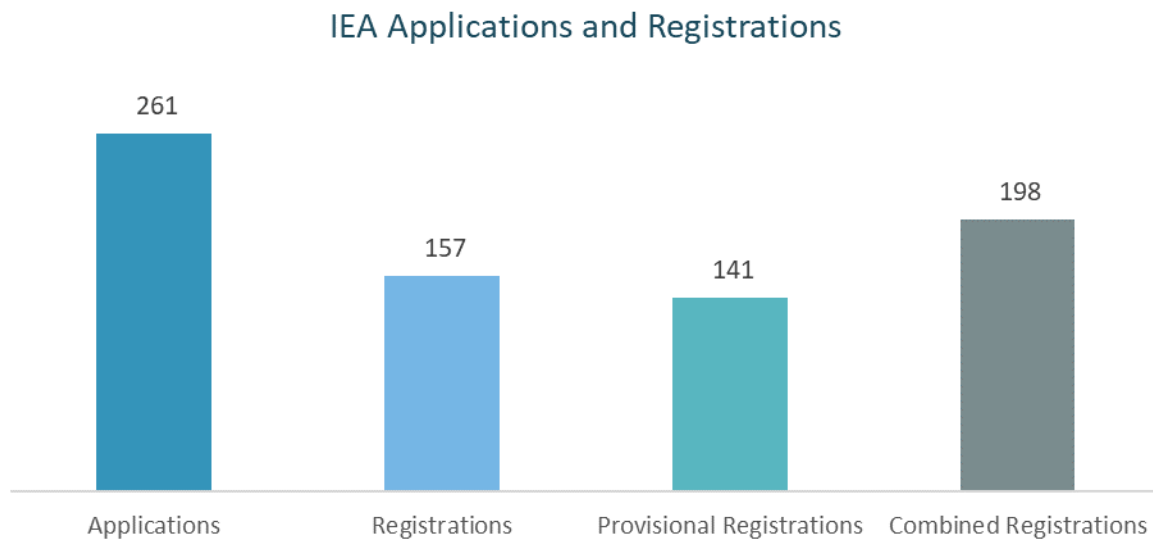
### IEA applications by country of education

Rank	Country of Education	Number of Applicants
1	India	58
2	United States	52
3	United Kingdom	48
4	Nigeria	28
5	Pakistan	26

From 2011 to 2020, LSM received applications from applicants educated in 20 countries. The top five countries of education accounted for 81 per cent (216/261) of IEA applications.

## Registration Outcomes 2011 to 2020

### IEA applications and registrations



Of the 261 IEAs who applied to Law Society of Manitoba from 2011 to 2020, 157 (60 per cent) achieved registration. One hundred and forty-one applicants were provisionally registered.

The combined registration rate 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 this case, as some IEAs registered without needing provisional registration and some were provisionally registered, but then did not complete registration, the combined registrations exceeded both registrations as well as provisional registrations. This means 76 per cent (198/261) of IEAs applying to LSM from 2011 to 2020 either registered or achieved provisional registration by December 2020.

## Application status as of December 2020 of IEAs 2016 to 2020

IEA Status as of December 2020						
Number of Applicants	Registrations	Provisional Registrations	Closed Files			In Process
			Withdrawals	Denials	Others	
261	157	26	43	11	17	7

At the end of the reporting period, December 2020, outcomes for the 261 IEA applications indicates 157 registrations and 26 provisional registrations.

The majority of closed files, 61 per cent (43/71), are ‘withdrawals’, or applicants assessed at some point in the process as eligible to proceed, but for whatever reason, do not pursue the process. ‘Denials’ refers to applicants assessed as not eligible to proceed at some point in the process. ‘Others’ refer to applicant files for whom the data set does not easily allow a determination regarding the basis for closing the file.

More registrations and provisional registrations from the group of seven ‘in process’ applications may occur in the future.



## IEA application outcomes by year

Breaking down the above IEA applications and registrations by year, indicates where these outcomes are distributed in the 2011 to 2020 period.

IEA Outcomes by Year 2011-2020						
Year	Applicants	Registrations	Provisional Registrations	Closed Files		
				Withdrawals	Denials	Others
2011	14	0	0	0	0	0
2012	13	11	0	■	■	0
2013	26	15	0	■	0	0
2014	28	8	6	5	■	0
2015	19	16	17	10	■	0
2016	31	22	30	■	0	0
2017	29	24	19	7	■	7
2018	36	13	24	■	■	6
2019	41	21	25	■	■	■
2020	24	27	20	6	■	■
<b>Total</b>	<b>261</b>	<b>157</b>	<b>141</b>	<b>43</b>	<b>11</b>	<b>17</b>

## 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 LSM.

### 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

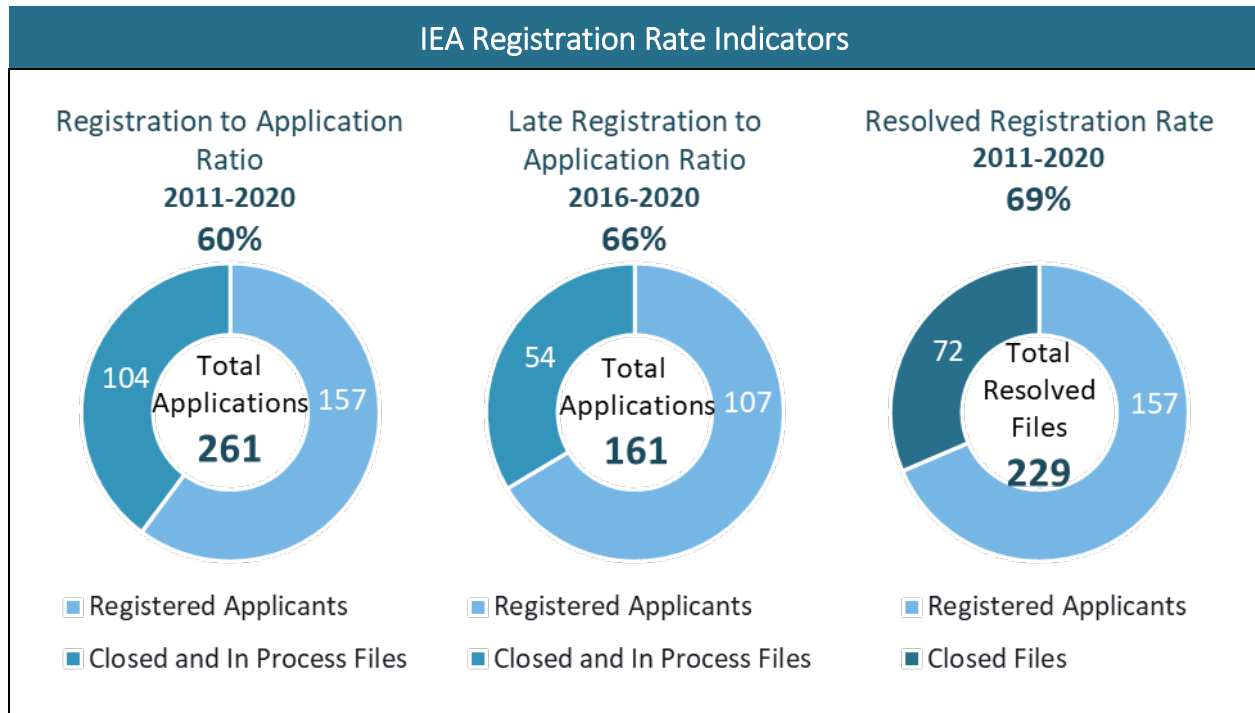
# of registrations

÷

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

## LSM's registration rates

Registration rate indicators for LSM's assessment and registration process:



### Registration Rate Indicators

LSM's registration ratio and rate indicators suggest roughly similar rates, 60 to 69 per cent. With the high number of resolved files, LSM's resolved registration rate of **69 per cent** is likely the most reasonable indicator of the true registration rate. In this case, 88 per cent of files are resolved (229/261) and 12 per cent (32/261) are unresolved. 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 32 unresolved files suggests LSM's true registration rate must range between **60 per cent** (157/261) – if all 32 are closed files – and **72 per cent** (189/261) – if all 32 are registered.

## IEA registration outcomes ranked by country of education

IEA Country of Education Rank by Applicant Number 2011-2020				
Rank	Country of Education	Number of Applicants	Number of Registrations	Registration to Application Ratio
1	India	58	25	43%
2	United States	52	40	77%
3	United Kingdom	48	31	65%
4	Nigeria	28	18	64%
5	Pakistan	26	12	46%

IEA Country of Education Rank by Registration Rate 2011-2020				
Rank	Country of Education	Number of Applicants	Number of Registrations	Registration to Application Ratio
1	Australia	12	10	83%
2	United States	52	40	77%
3	United Kingdom	48	31	65%
4	Nigeria	28	18	64%
5	Philippines	14	9	64%

India, United States and the United Kingdom were the most common countries of education, accounting for 61 per cent of IEA applications. Applicants trained in Australia and the United States had higher than average registration to application ratios. India represented the most common country of education for IEAs and had a below average registration to application ratio.

## IEA pre-arrival statistics

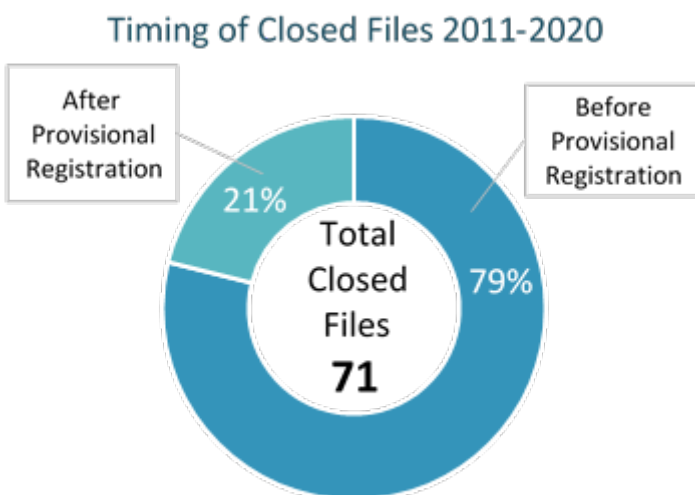
IEA Pre-/Post-Arrival Comparison				
Arrival Status	Number of Applications	Number of Registrations	Registration to Application Ratio	Median Time to Registration (years)
Pre-Arrival	16	9	56%	2.2
Post-Arrival	192	119	62%	3.3

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. In LSM's case, however, pre-arrival application are slightly less successful but have shorter registration timelines.

Fifty-three applicants were recorded either with an unknown arrival status or an unrecorded value.

## Assessment Outcomes 2011 to 2020

LSM's assessment outcomes give a picture of where in the registration process applicants are screened and for those who do register, the pathway undertaken.



Of the 261 IEA applications from 2011 to 2020, 71 are closed files. Seventy-nine per cent of this group (56/71) had files closed after opening a file with LSM but before achieving the provisional registration required for articling. Most in this group abandoned or withdrew their applications with a small percentage denied or rejected. Reasons for withdrawals vary, but some in this group of 56 may have struggled to secure an articling spot.

Twenty one per cent of closed file applications (15/71) were closed after applicants had achieved provisional registration with an articling spot. This group achieved NCA certification but did not successfully complete LSM's Bar Admissions Program (articles and PREP).

IEAs moving from Provisional to Full Registration			
Number of Applicants with Provisional Registration	Registered Full	Registered Provisional as of Dec 2020	File Closed
141	101	25	15
Per cent	72 %	18 %	11 %

Of the 141 IEAs who achieved provisional registration from 2011 to 2020, the majority, 72 per cent (101/141) went on to register. Eighteen per cent (25/141) remain in process under provisional registration at the end of the reporting period. Eleven per cent (15/141) of IEAs achieving provisional registration did not move on to register and had closed files.

IEAs with Articling Outcome as of December 2020		
Number of Applicants with Articling Result	Met	Not Met
167	154	13
Per cent	92 %	8 %

Only a small minority of applicants had closed files as a result of entering, but failing to successfully complete articles.

IEAs with PREP Outcome as of December 2020		
Number of Applicants with PREP Result	Met	Not Met
91	84	7
Per cent	92 %	8 %

Only a small minority of applicants had closed files as a result of entering, but failing to successfully complete the PREP training program.

Professional Work Experience Exemptions 2011-2020			
Number of IEAs Applying for Exemption	Exemptions	No Exemptions	Pending Decision (as of December 2020)
47	31	15	1

LSM has a policy to assess professional experience of IEAs. Some requirements for articling may be waived based on the strength or relevance of the applicant's international professional experience. From 2011 to 2020, LSM waived or shortened articling requirements for 31 internationally educated lawyers.

## 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
3.2 years	3.8 years	2.4 years	3.2 years

Median and average time to registration reflect the time taken from opening a file with the first step, NCA to either LSM's date of provisional registration or full registration. The median timelines may be more relevant than the average timelines as they are not impacted by outliers, those with unusually extended timelines, in the data set.

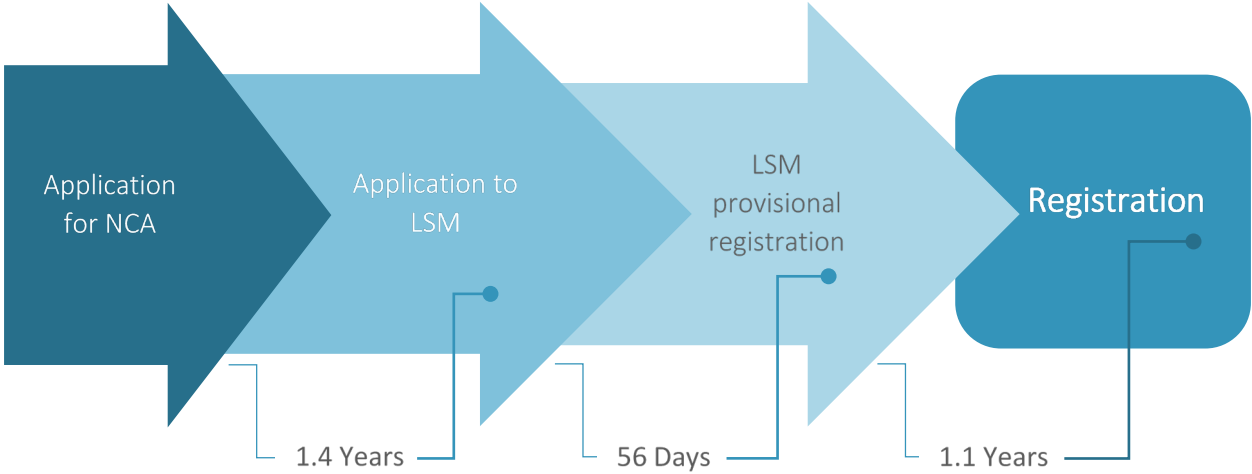
Registration timelines are calculated using data from 154/157 applicants for whom complete timeline information has been collected. Provisional registration timelines are calculated using data from 141/141 applicants for whom complete timeline information has been collected.

NCA Application to Certification Timeline 2011-2020	
Average	Median
2.4 years	2.1 years

NCA certification is an early step, qualification requirement and needs to be completed before applicants can enter the PREP training program. It involves completing exams and possible academic coursework. The median time to complete NCA certification was 2.1 years.

Examining the median time between steps in the assessment and registration process, IEAs took 1.4 years from opening a file with NCA to opening a file with LSM. For those IEAs who achieved provisional registration, the median timeline was just under two months from opening a file with LSM. Median time to complete LSM bar admissions program (PREP and articling) upon provisional registration was just over one year.

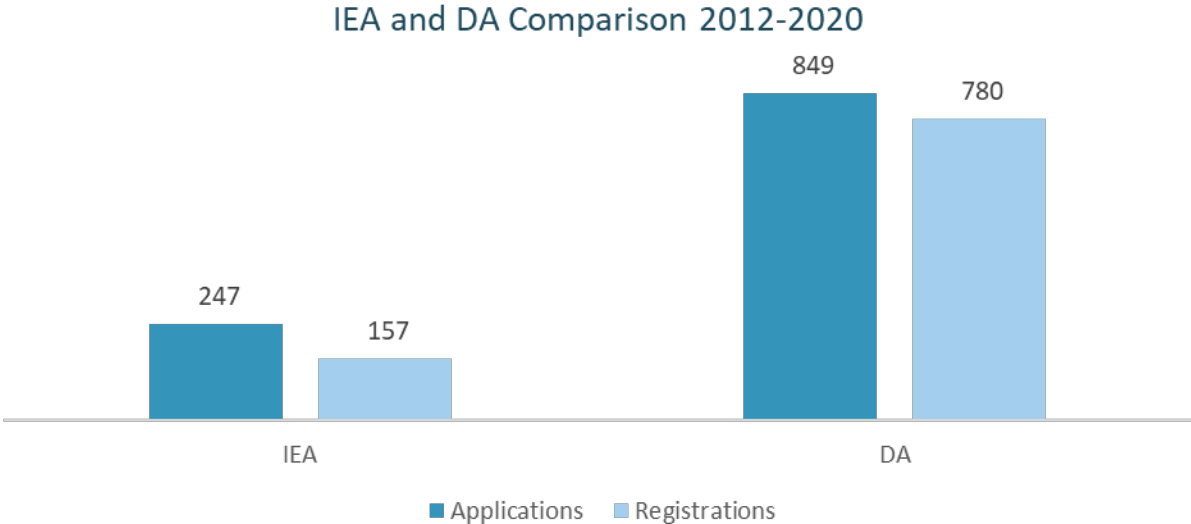
### Median Time between Key Steps from Application to Registration



### IEA to DA Registration Outcome Comparison 2012 to 2020

FRPO collects application and outcome aggregate data on domestic applicants (DAs) to compare outcomes with IEAs. Timeline data is not collected for DAs and so these comparisons are made for registration outcomes only.

Data collection for DAs began in 2012. Comparisons to IEAs is for the 2012 to 2020 period.

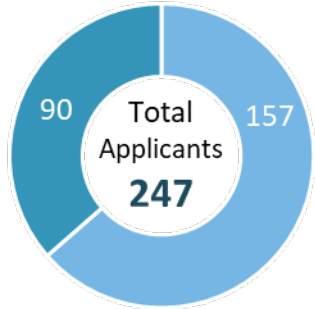


IEAs represent 25 per cent of LSM’s total applications (247/997) and 17 per cent (157/937) of all registrations in the 2012 to 2020 period.



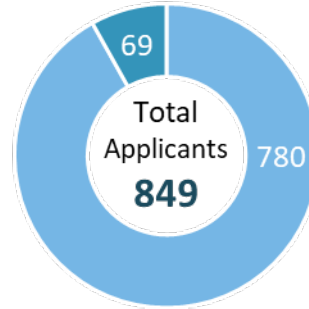
## IEA to DA Registration to Application Ratio Comparisons

**IEA Registration to Application Ratio  
2012-2020  
64%**



- Registered Applicants
- Closed and In Process Files

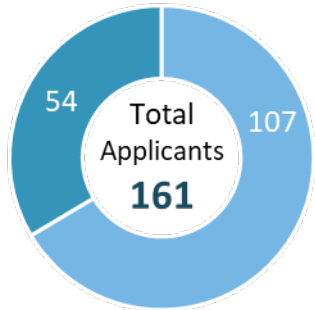
**DA Registration to Application Ratio  
2012-2020  
92%**



- Registered Applicants
- Closed and In Process Files

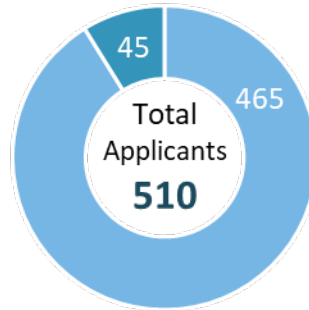
In this comparison, DAs were 1.4 times more likely to register than IEAs.

**IEA Late Registration to Application Ratio  
2016-2020  
66%**



- Registered Applicants
- Closed and In Process Files

**DA Late Registration to Application Ratio  
2016-2020  
91%**



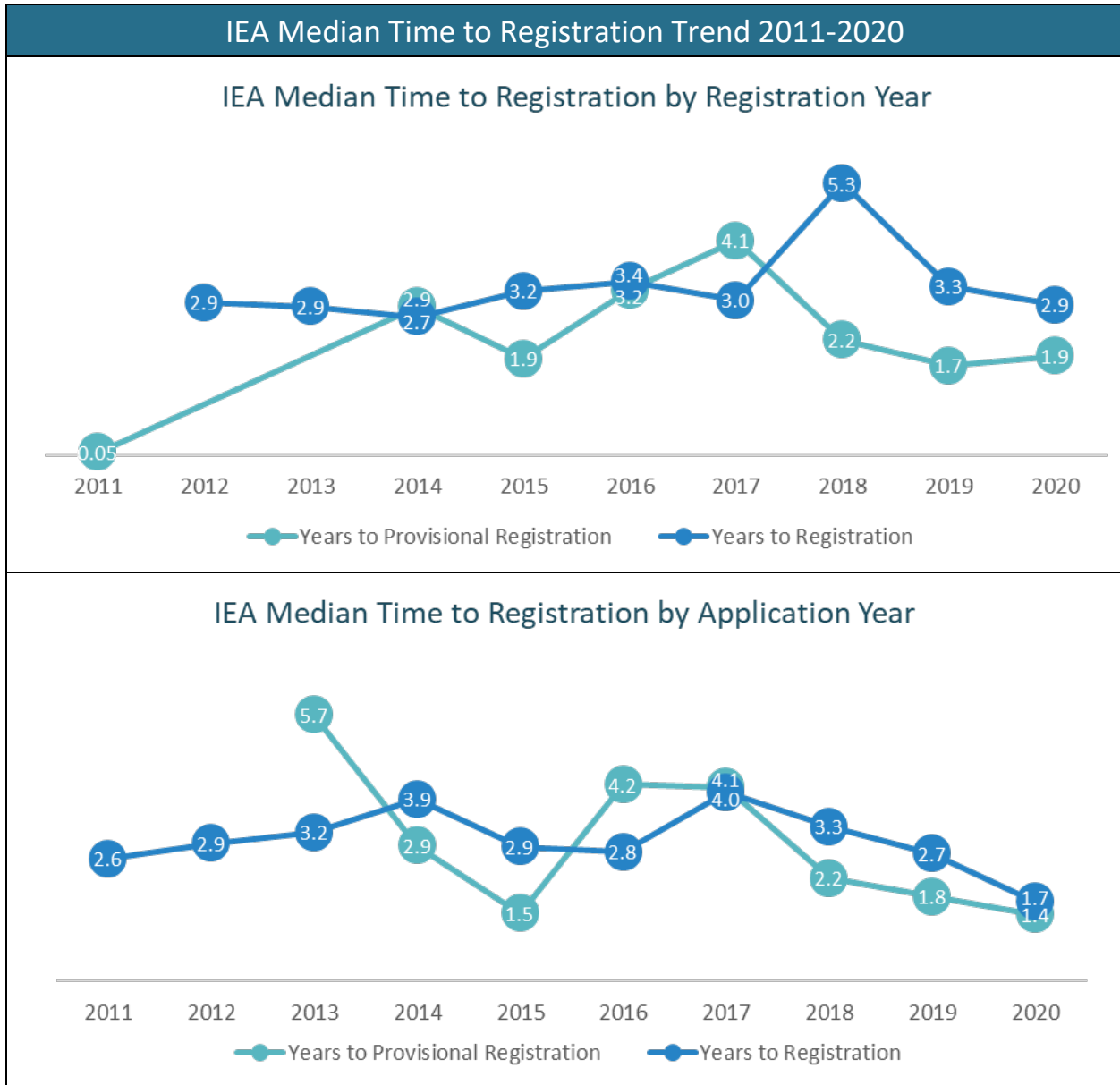
- Registered Applicants
- Closed and In Process Files

In this comparison, DAs were 1.4 times more likely to register than IEAs.

Registration to application ratios suggest DAs are more likely to register than IEAs.

## 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.



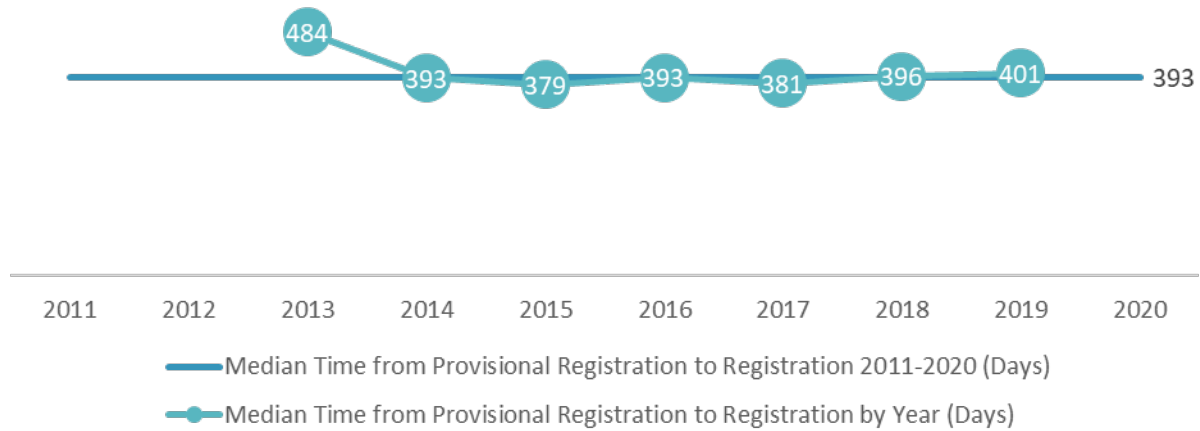
The two graphs above present the median timelines to registration (blue line) and provisional registrations (teal line). Time is measured starting with the applicant's first-step, NCA application.

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 2014, the first graph indicates that the registrations that occurred in that year took a median of 2.7 years. The second graph shows that for the applicants who applied in 2014 and went on to registration, the median time was 3.9 years.

Median time to registration appears relatively consistent for the 2011 to 2020 period. Shorter timelines by application year in the last few reporting years may skew down as a result of not capturing the longer timelines of those who apply in the later reporting years, but will go on to register after 2020.

Median time to provisional registration shows more variation throughout the period. By application year, those applying in 2013, 2016 and 2017 saw the longest timelines, 4.1 to 5.7 years.

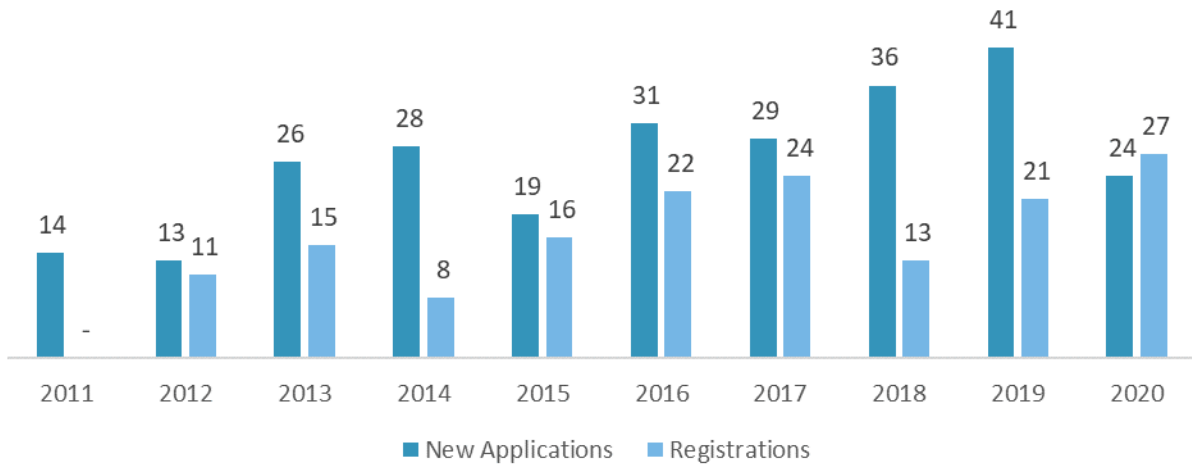
### Median Time from Provisional Registration to Registration



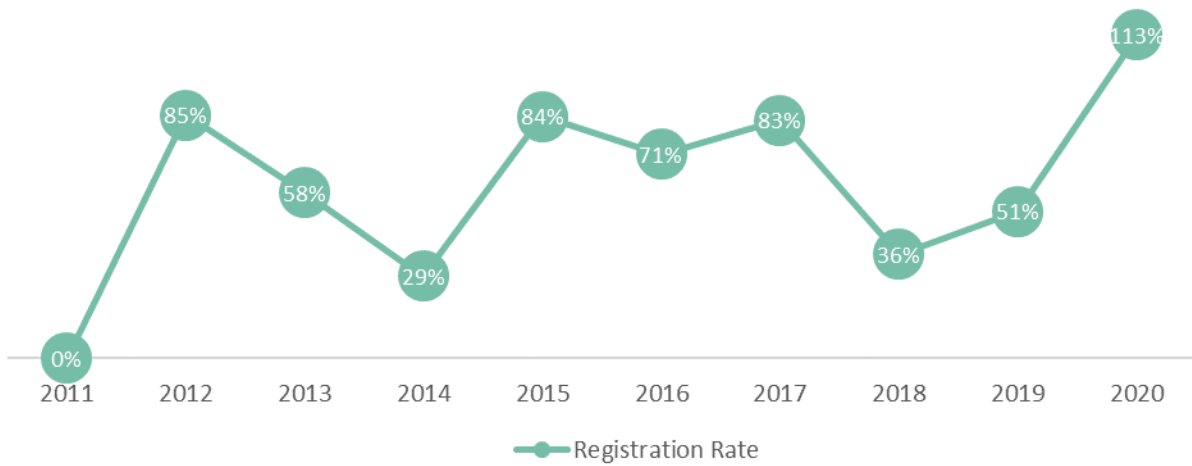
The median timeline from provisional registration to registration with LSM represents the time taken by IEAs to complete LSM’s Bar Admissions Program (articling and PREP). Median timelines are consistent across the 2011 to 2020 reporting period.

## IEA Registration Ratio and Rate Trends

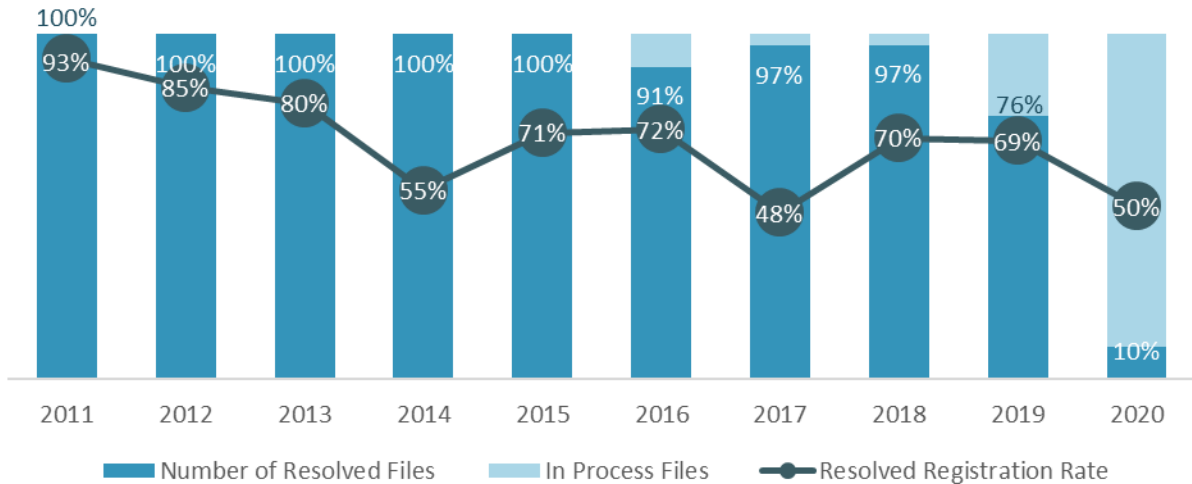
### IEA Applications and Registrations by Year



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



### Resolved Registration Rate by Year as of 2020



IEA registration to application ratios throughout the reporting period vary markedly (0 to 113 per cent). With the exception of 2020, there is a steady rise in both applications and registrations throughout the reporting period. Registrations may be undercounted in the early reporting years.

Examining IEA resolved registration rates throughout the reporting period, there is a slight, downward trend relative to the early reporting years (2011 to 2013). The relatively large percentage of unresolved files in 2019 and 2020 (light shaded portion of bars) mean the resolved registration rate figures for these two years are tentative.

Note: These registration ratios and rate trend figures are incomplete. These charts capture applicants who were deemed eligible to proceed with the first step of the profession's national assessment process and went on to apply to LSM. Applicants unsuccessful with the first-step, national process or who chose not to proceed to apply with LSM are not counted in the data.

## Data Collection Moving Forward

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

The statistical picture is partially incomplete, however, regarding the first-step, NCA assessment process. Currently, data is collected only for applicants deemed eligible to proceed with certification, with NCA exams and coursework, and who then go on to open a file with LSM. Those applicants assessed by NCA, but who do not proceed to open a file with LSM — Manitoba IEAs assessed as required to complete a Canadian law degree or those not willing or able to pursue NCA certification requirements — are not captured in the data set. FRPO does not have a sense of how common these sorts of outcomes are. If available, perhaps national NCA assessment outcome data could shed some light on this question.

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

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