

April 2022

Registration Data Report

Manitoba Veterinary Medical Association



Fair Registration Practices Office

Manitoba 

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Executive Summary

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

Registration data indicates from 2011 to 2021, 69 IEAs applied to MVMA, making up 18 per cent of their total applications. Applicants educated in India, Philippines, and the United States accounted for 51 per cent (35/69) of IEA applications. Immigration admissions for Manitoba fluctuated throughout the period in this profession, averaging just four each year.

Fifty-three out of 69 IEAs registered with 10 still in process at the end of the reporting period. The median time to registration for all IEAs was three years; however, median timelines vary markedly for those from accredited programs (0.8 years) versus those from non-accredited programs (4.8 years).

From 2012 to 2021, MVMA had 321 domestic applicants (DA). The ratio of registrations to applications for DAs was 91 per cent (293/321).

With regard to unsuccessful IEA applications, there were six closed files. All closed files were withdrawn, where the applicant was eligible to continue to pursue registration but did not take the next step available to them. In other words, no one was denied an opportunity to proceed to registration by MVMA. This does not mean, however, that applicants who withdrew were sufficiently qualified for registration.

Regarding IEA trends in applications, outcomes and timelines, applications fluctuate throughout the period. With the exception of two years, there appears to be a trend towards decreasing timelines to registration but no discernible trend toward increased or decreased timelines to provisional registration. Registration ratio data is only presented for applicants who were successful with the first stage of registration process, conducted by the Canadian Veterinary Medical Association (CVMA). As a result, no registration rate for the process as a whole, nor any trend in registration rates for the whole, are presented. For those who complete the requirements for CVMA and go on to apply to MVMA, registration ratios are high, where registration data suggests the true registration rate for this group as a whole must range between 77 and 91 per cent.

The quality of data supplied by MVMA for the 2011 to 2021 period is strong, however, a recent change in data reporting methodology does not allow for the presentation of a complete picture with regard to provisional registrations. MVMA's IEA data illustrates the key timelines and outcomes throughout the process but the data itself is limited because the complete through rate at the first step national body is not collected. MVMA has a history of working collaboratively with FRPO on data reporting — we hope to review this matter moving forward.

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

Glossary of Terms

This glossary defines key terms used throughout the report to help ensure understanding of the findings presented. For consistency, certain terms are used across professions even though regulators may use other operational terms. For example, ‘provisional registration’ is used in reference to any temporary or conditional registration that enables some form of practice or title representation. Manitoba regulators use a variety of terms (‘member-in-training’, ‘graduate nurse’, ‘exam candidate’, ‘intern’, etc.) that signify different types of provisional registration.

Domestic Applicant (DA)

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

Internationally Educated Applicant (IEA)

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

National Occupational Classification Number (NOC #)

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

Provisional Registration

Temporary or conditional registration that enables some form of practice or title representation. In some professions, this is granted to applicants who substantially meet a regulator’s registration requirements, allowing them to complete a period of approved supervised practice. Not all Manitoba regulators offer provisional registration and terms used vary.

Provisionally Registered Applicant

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

Registration

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

Registered Applicant

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

Data Collection Terms

Completed Application

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

Applicant File (Internationally Educated Applicants)

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

Closed File

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

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

Resolved File

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

Withdrawal

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

Denial

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

In Process (Unresolved) File

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

Initial Assessment

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

Pre-Arrival

Before immigrating to Canada.

Post-Arrival

After immigrating to Canada.

Registration Timelines

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

Registration Rates and Ratios

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

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 application 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

The Fair Registration Practices Office's (FRPO) registration data report on the Manitoba Veterinary Medical Association (MVMA) 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).

MVMA 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, MVMA 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). MVMA began providing data in 2011.

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

Facts and figures in this report are accompanied by analysis and contextual remarks to help interpret the data and provide a coherent, statistical picture. Values less than five where privacy may be a concern are redacted in this report and indicated by the '■' symbol. A glossary of terms, as well as a step-by-step overview and process map of MVMA'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

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

Legislation

The Manitoba Veterinary Medical Association (MVMA) regulates the practice of veterinary medicine in Manitoba under the authority of The Veterinary Medical Act (C.C.S.M. c. V30). Only persons licensed with the MVMA can practice veterinary medicine in Manitoba or use the title Veterinarian, or any variation thereof.

Qualification Requirements

The Veterinary Medical Act outlines the requirements for registration.

The principal qualifications required for registration as a veterinarian include completion of an approved degree in veterinary medicine and a certificate of qualification from the Canadian Veterinary Medical Association (CVMA) demonstrating successful completion of required examinations.

Graduates of programs accredited by the American Veterinary Medical Association-Canadian Veterinary Medical Association (AVMA-CVMA) are eligible to apply to the MVMA for licensure upon receipt of a Certificate of Qualification from CVMA. To achieve this Certificate of Qualification, graduates of accredited programs must apply to the National Examining Board of the CVMA providing evidence of graduation from a qualifying degree program in veterinary medicine and successful completion of the North American Veterinary Licensing Examination (NAVLE).

Graduates of non-accredited programs must first apply to the National Examining Board of the CVMA and successfully complete the Basic and Clinical Sciences Exam (BCSE) and the NAVLE. They can then register for the Preliminary Surgical Assessment (PSA). Once registered, they have the option to apply to the MVMA for a restricted license to practice under supervision for a period of up to two years. To apply to MVMA for full licensure, they must obtain a Certificate of Qualification from the CVMA. This requires successful completion of the above exams plus the Clinical Proficiency Exam (CPE).

Steps to Registration

Assessment and registration is a two-step process: the first step is to be assessed and certified by the National Examining Board (NEB) of the CVMA and to obtain a Certificate of Qualification; the second is to apply to and register with the MVMA.

Step 1: Application to the Canadian Veterinary Medical Association – All applicants

The application to the CVMA includes the following:

- completed NEB application form
- \$525 fee. This fee covers the initial two-year period the file is open with CVMA. An annual fee of \$262.50 is payable after this period and is included in the MVMA registration fee
- original or notarised copy of the applicant's veterinary degree
- proof of linguistic proficiency in English or French. For applicants whose first language is neither English nor French (some exceptions apply), an original copy of the test result no more than two years old is required
- two recent identical passport size (70mm x 50mm) photographs of the applicant, signed by the applicant only if not able to upload a digital photograph using the online registration form
- original or notarized copy of the official transcript of the academic record from the school of graduation
- letter of recommendation from a licensing organisation within the veterinary profession in the country of origin or, if not yet licensed, from an individual in the veterinary profession in addition to the letter in the point below
- letter of recommendation from someone in the veterinary profession or a responsible citizen
- official, government-issued identification such as a notarised copy of birth certificate or passport
- Surgical Experience Documentation. For candidates who registered with the NEB after January 1, 2015 only, this document is needed at the latest once they are ready to register for the Clinical Proficiency Examination
- NAVLE results — Graduates of AVMA-CVMA accredited schools, who have already passed the NAVLE can transfer the results to CVMA using a dedicated system for this purpose

*If documents are not in English or French, notarised translations are required.

Pathway for Graduates of Non-accredited Programs

Step 2: Basic and Clinical Sciences Examination

Graduates of non-accredited veterinary medicine degree programs must first write and pass the Basic and Clinical Sciences Exam (BCSE). This is a computer-based, 220 minute, multiple-choice exam that is designed to assess basic and clinical veterinary sciences knowledge of an entry-to-practice veterinarian.

To register to sit this exam, applicants must submit to the NEB an application form along with the required \$488.25 fee. Applicants are then sent an Authorization to Test (ATT) letter inviting them to book a testing date. Since the beginning of April 2012, the BCSE is offered at internationally located Prometric Testing Centers, including one in Winnipeg, on a continuous basis. Candidates are permitted to take the BCSE three times within a 12-month period.

A diagnostic report that provides information to help identify strengths and weaknesses of a candidate's performance in particular subject areas of the exam is provided to those who do not pass.

Step 3: North American Veterinary Licensing Examination

Applicants must complete the North American Veterinary Licensing Exam (NAVLE), the Preliminary Surgical Assessment (PSA) and the Clinical Proficiency Exam (CPE) however; once they have completed the PSA they can choose the order in which to complete the NAVLE and the CPE. In Manitoba, once an applicant has passed the NAVLE and is registered to sit the PSA, he/she can work under supervision on a restricted license. Many internationally educated veterinarians choose to complete the NAVLE first and to work in the field on a restricted license while preparing for the PSA and the CPE.

The NAVLE is a multiple-choice format exam consisting of 360 questions. This exam is designed to measure general knowledge of the various scientific disciplines required in veterinary medicine. This exam requires one full day to complete and is offered in Winnipeg by Prometric Testing Centre each April and November-December. The fee is \$1,186.50. There is an additional overseas testing fee of \$530 for applicants wishing to sit this exam prior to arrival.

A candidate may not sit for the NAVLE more than five times during a five-year period starting from the first attempt. Each of the final two attempts must be at least one year after the previous attempt. Candidates are required to wait for a period of one year following an unsuccessful fifth attempt and are strongly encouraged to undertake remedial training before applying for a further cycle of five attempts.

A diagnostic report with information to help identify strengths and weaknesses of a candidate's performance in particular subject areas of the exam is also provided to those who do not pass.

In preparation to sit this exam, candidates can complete a web-based self-assessment through the International Council for Veterinary Assessment. The assessment consists of 200 multiple-choice items, presented in four sections of 50 items each. It is available in English and French at a cost of \$50 US. Free sample assessments are also available.

Step 4: Apply to the Manitoba Veterinary Medical Association for a Restricted License (optional)

Upon successful completion of the BCSE and the NAVLE applicants who are registered for the PSA can apply to MVMA for a restricted license to practice.

A restricted license allows an applicant to practice under supervision of a licensed veterinarian for a period of up to two years. Candidates are required to make their own arrangements for supervision. An extension to this two-year period can be granted at the discretion of the MVMA Council.

Application for a restricted license involves the following:

- a completed application form
- certified copy of degree of veterinary medicine
- NAVLE test results
- proof of registration for the PSA
- a head and shoulders identification photo
- evidence of practice liability insurance in an amount deemed reasonable by the scope of their practice
- a letter of standing from the regulating authority(ies) where the applicant was previously licensed

Step 5: Preliminary Surgical Assessment (PSA)

The PSA was introduced in January 2017 as a mandatory pre-requisite to the CPA. This is a qualifying exam that assesses candidates' ability to prepare themselves and a cadaver for a surgical procedure and to actually perform that procedure. The fee is \$1,050.

This exam is approximately 1.5 hours long and has 11 sections. Examiners spend 30 minutes after the exam with each candidate going over skill areas in need of improvement. Exam results and feedback on the tested skills are sent to candidates from the NEB office. To receive a pass standing, candidates must pass nine of the 11 sections of the exam. There is no limit to the number of times a candidate can take the PSA. This exam is offered approximately 10 times per year at several testing centres in Canada (currently Saskatchewan, Prince Edward Island, Quebec and Alberta).

Step 6: Clinical Proficiency Exam

This is a practical examination of the candidate's medical and surgical skills. It is designed to assess the candidate's ability to handle actual medical, surgical and diagnostic problems in a clinical or hospital setting. The CPE involves the examination and treatment of live animals and the performance of routine laboratory procedures.

The CPE consists of seven sections. Each section requires between 45 minutes to four hours to complete, with the entire exam administered over a period of three to five days, depending on the exam administration site.

The CPE is offered in February, April/May, November and December in Guelph, Saskatoon, Charlottetown and Quebec. A limited number of candidates are tested during each session of the CPE. Candidates may be offered an alternative to their preferred test site and choose to complete the exam there or they may decide to wait for a later date to test at their site of choice. Registrations for this exam are received on a continuous basis. The fee is \$8,190.

Where candidates have failed three or fewer sections on this exam, it is possible to achieve partial credit and to redo only those sections where a pass standing was not achieved. Candidates are permitted two attempts to retake failed sections. If they are not successful, they must repeat the entire exam. The fee to retake each section is \$1,995. Applicants wishing to receive feedback for sections on which they were not successful can request a Summary Feedback Report for a fee of \$105 per section.

Candidates must successfully complete all four examinations within a seven-year period commencing when they get approved to begin the exam sequence. Candidates who do not complete the exam sequence within the seven-year period must repeat and submit scores of an English language proficiency exam and of the BCSE prior to again becoming eligible for the NAVLE, the PSA and the CPE.

All exams are available in English and French. Test results are typically received by candidates within 20 business days of test dates.

Step 7: Apply to MVMA for registration

If the candidate is on a restricted license, application involves providing a copy of the NEB Certificate of Qualification.

If the candidate is not on a restricted license, application involves the submission of a copy of the NEB Certificate of Qualification along with the documents outlined above in Step 5.

All new members must participate in the MVMA's Annual Seminar and Exam (fee \$131.25) offered each year in February. The purpose of the Seminar/Examination is to familiarise new members with the relevant Acts, By-Laws, Code of Ethics, regional conditions and provincial departments particular to Manitoba and to acquaint new members with MVMA's functions and responsibilities. New members must also attend MVMA's next scheduled Annual General Meeting.

Pathway for Graduates of Accredited Programs

Step 2: North American Veterinary Licensing Examination (NAVLE) – if not yet completed

Many graduates of accredited degree programs will have passed the NAVLE prior to applying to the CVMA. Those who have achieved a pass result can transfer their results directly to the CVMA as part of their application for the NEB Certificate of Qualification.

Graduates of accredited programs who do not pass the NAVLE within two attempts are required to pass the PSA and the CPE to obtain their NEB Certificate of Qualification.

Step 3: Apply to the Manitoba Veterinary Medical Association for Full Licensure

Application for licensure involves the following:

- application for licensure form
- a photocopy of the university degree
- a head and shoulders identification photo
- a photocopy of the National Body Certificate of Qualification from the NEB, or, if the applicant did not pass the NAVLE within two attempts and is applying for a temporary license, NAVLE results and proof of registration for the CPE
- a photocopy of membership cards held in other jurisdictions and a letter from the registrar of the appropriate membership or licensing authority in the former jurisdiction, verifying the applicant's standing in the former jurisdiction
- a photocopy of the applicant's CVMA membership card
- evidence of practice liability insurance in an amount deemed reasonable by the scope of their practice
- a letter of standing from the regulating authority(ies) where the applicant was previously licensed

Upon completed application, the MVMA provides applicants with a written decision within two weeks.

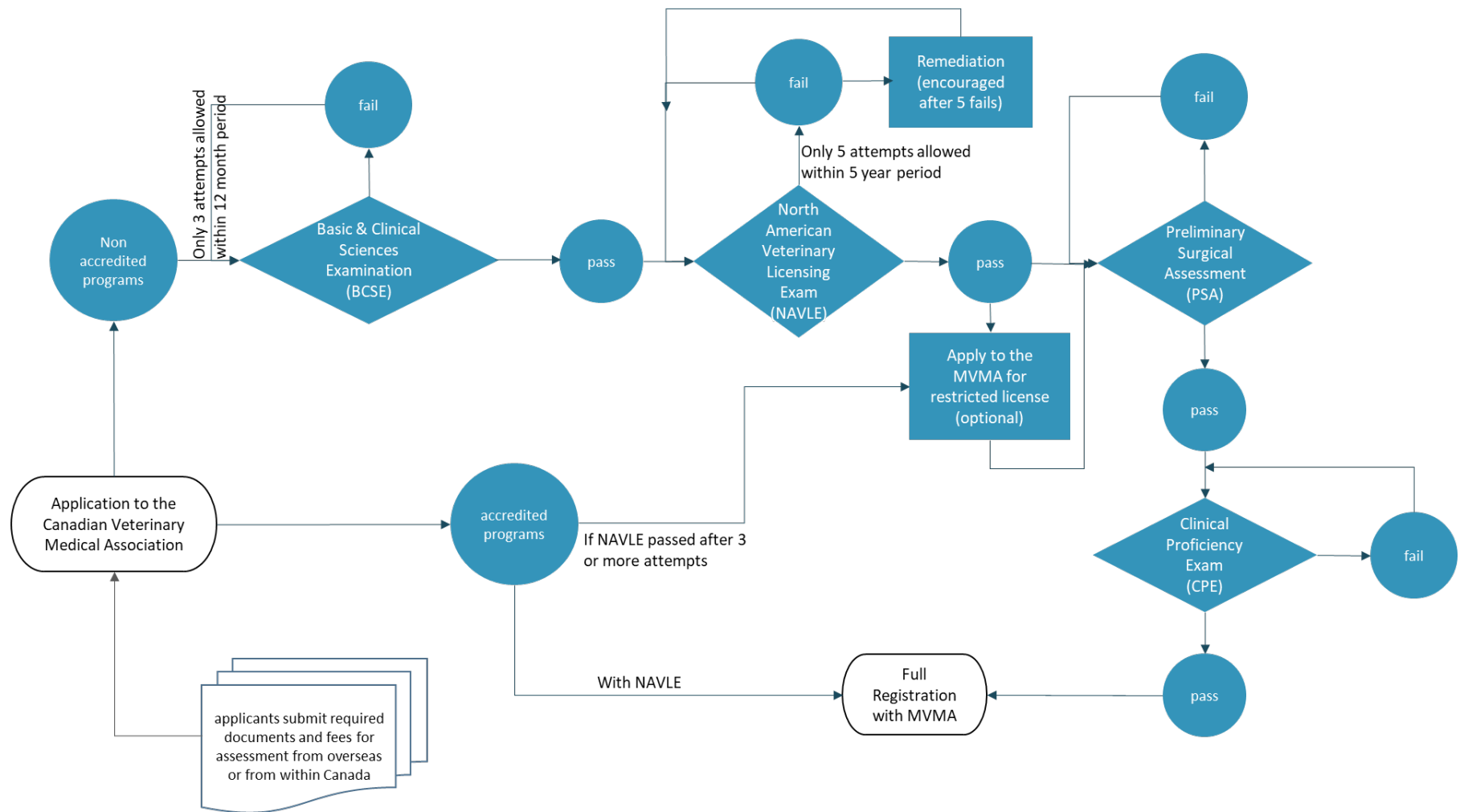
Membership fees: General Member \$1,429.05 and Public Member 1,314.24 (includes CVMA fee)

Registration Time and Costs

The steps in their registration process can be completed within as little as 12 months. This is an ideal, minimum timeline with full academic eligibility and exams passed on first sittings. The median time to registration for IEAs from accredited programs was one year and for IEAs from non-accredited programs it was 5.1 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 veterinarians to be assessed and register with the Manitoba Veterinary Medical Association may vary somewhat depending on the circumstance of the applicant. Basic costs total approximately \$12,880 for applicants from non-accredited programs and \$3,250 for applicants from accredited programs. There may be additional fees and time involved in supplying the required documentation, travel for out-of-province exams, 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 organised by unit groups, skill levels and skill types. When individuals apply to immigrate to Canada, they are asked to identify their NOC code. This code is used to classify arrivals by their identified occupation.

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

From 2011 to 2020, 29 individuals arrived in Manitoba who self-declared with NOC 3114, used to identify veterinarians. Arrivals are fairly consistent throughout the period with the exception of 2019. Due to small cell redactions, immigration levels year-over-year are not presented.

Registration Data

Context – Reading the Numbers

In Canada, veterinarians are required to have a minimum of six years of university level training; two years of pre-veterinary study followed by four years of courses in veterinary medicine. Canadian veterinarians have a high level of expertise, animal and public safety issues are pressing in this field and the majority of veterinarians work independently in private practice. Veterinary standards vary throughout the world. A high level of scrutiny is required when applicants come from unaccredited programs that have not been assessed against Canadian standards. In this context, long registration timelines for certain groups may not be surprising.

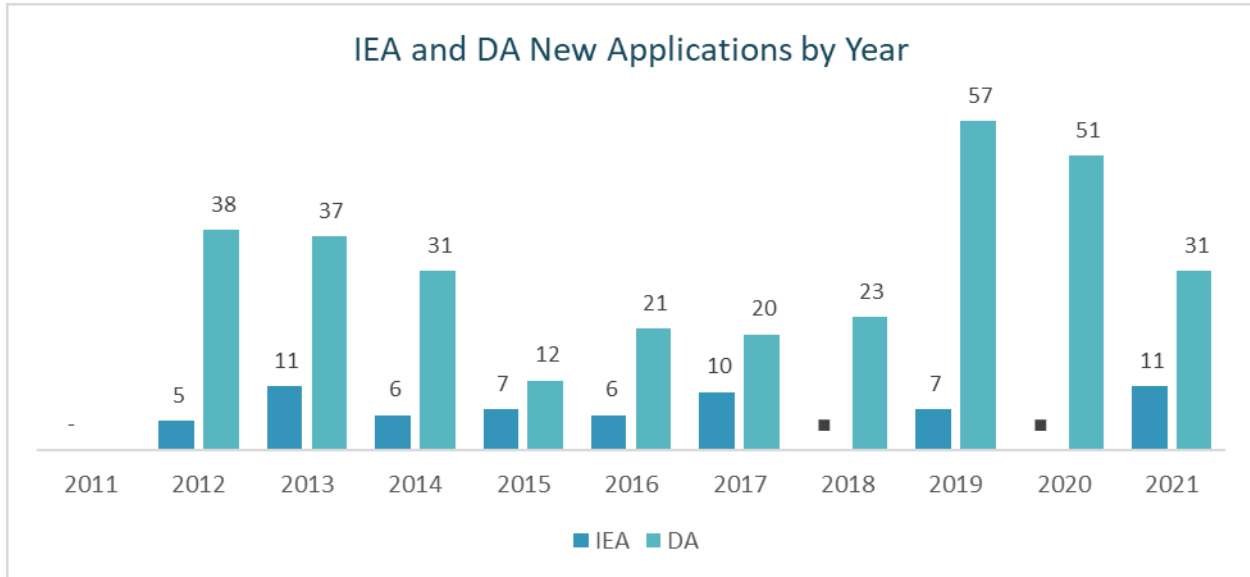
The Canadian Veterinary Medical Association (CVMA) works with the American Veterinary Medical Association (AVMA) to accredit schools of veterinary medicine. Outside of Canada and the US there are 11 countries with programs accredited by the CVMA-MVMA. These programs are located in Australia, UK, France, Ireland, Mexico, The Netherlands, New Zealand, Scotland, St. Kitts and Grenada, and Korea. Applicants from accredited programs have a straight forward path to licensure. Most will have completed the NAVLE upon graduation and can become registered without having to meet further exam requirements. Only those with two failed attempts on the NAVLE must complete additional exams. Success rates of this group are expected to be high.

The majority of applicants to MVMA over the 2011 to 2021 are graduates from non-accredited programs who must complete four exams to be eligible for registration, two of which are conducted out-of-province. This route to licensure can take considerably longer, not only because of the additional exam requirements, but because applicants often choose to engage in supervised practice opportunities. Working under supervision for a period of up to two years supports success on clinical exams required as the final steps before registration. In the earlier part of the reporting period, IEAs struggled to secure supervised practice opportunities. With an increased demand for veterinarians, this has shifted and IEAs have experienced increased success in securing these opportunities.

In January 2017, the PSA was introduced into the registration process. Initially, IEAs from non-accredited programs, and those from accredited programs with two failed attempts on the NAVLE, had to complete this assessment before they could apply to MVMA for restricted provisional registration. In February 2018, MVMA introduced a by-law amendment that would allow IEAs to apply for restricted provisional registration and begin to practice under supervision before completing the PSA. This change may have had an impact on outcomes and timelines but is not easily discernible from the data. The introduction of this additional exam is likely to extend timelines to registration for those for whom it is required.

Applications 2011 to 2021

IEA and DA applications by year



From 2012 to 2021, 321 applicants to MVMA were domestic applicants and 69 were internationally educated. IEAs represented 18 per cent (69/390) of MVMA's total applications.

During this period, IEA applications to MVMA fluctuated, with small peaks in 2013 and 2021. Of IEA applications in this 11-year period, 32 per cent (22/69) applied during these two peak years. DA applications also fluctuated, with increases that are more dramatic in 2019 and 2020.

Note: DA data was not collected from MVMA until 2012. IEA data collection began in 2011; however, there were no applicants that year. IEAs who applied to CVMA and were unsuccessful with their application, or with initial exam requirements, are not counted.

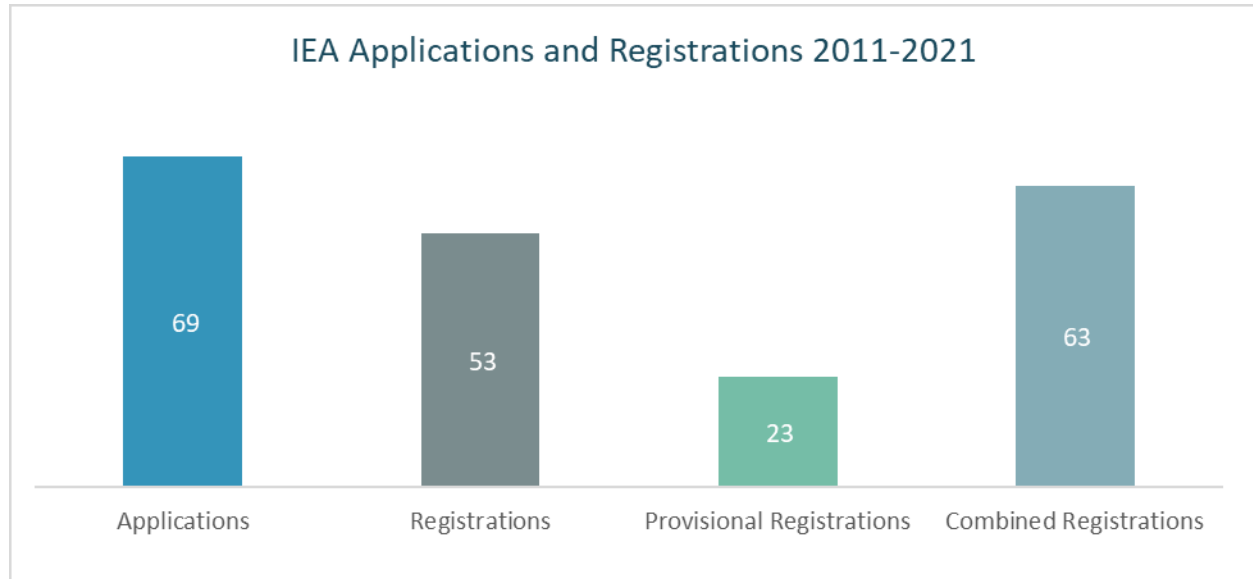
IEA applications ranked by country of education

Top Five Country of Education by Number of Applications 2011-2021		
Rank	Country of Education	Number of Applicants
1	India	15
2	United States	11
3	Philippines	9
4	Iran	■
5	Sri Lanka	■

India was the top country of education among MVMA's IEA applications with 22 per cent (15/69) having applied from 2011 to 2021. MVMA received applications from individuals educated in a total of 21 different countries.

Registration Outcomes 2011 to 2021

IEA applications to registrations



Of the 69 IEAs who applied to the MVMA from 2011 to 2021, 53 (77 per cent) achieved registration within the period. More registrations will likely occur after 2021 with the applicants still in process at the end of the reporting period.

Combined registration refers to the number of applicants who applied in the reporting period and received either registration or provisional registration by the end of the reporting period, December 2021. In this case, 10* applicants who were provisionally registered went on to register in the reporting period. Three applicants with provisional registration had closed files and 10 applicants remained provisionally registered at the end of the period. This explains why the combined registrations are higher than registrations.

*Note that due to recent changes to data reporting methodology, there were likely significantly more IEAs who registered provisionally during the period, but are not captured here.

Application status as of December 2021 of IEAs 2011 to 2021

IEA Status as of December 2021			
Applications	Registrations	Provisional Registrations	Closed Files
			Withdrawals
69	53	10	6

At the end of the reporting period, December 2021, outcomes for the 69 IEA applications indicates 53 registrations and 10 provisional registrations. More registrations from those provisionally registered at the end of the period are likely to occur in the future.

A provisional registration may be granted to eligible applicants after the first two exams in the registration process are complete (BCSE and NAVLE). This allows applicants to work under supervision while they prepare for their final exams.

All of the closed files are 'withdrawals', or those who stopped pursuing registration at some point in the process despite eligibility to proceed. The reason for these withdrawals is not evident in the data.

IEA application outcomes by year

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

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

Withdrawals remained consistent in both the first and last half of the reporting period.

IEA Outcomes by Year 2011-2021					
Year	Applications	Registrations	Provisional Registrations*	Closed Files	
				Withdrawals	Denials
2011	-	-	-	-	-
2012	5	3	3	■	-
2013	11	2	1	■	-
2014	6	12	3	■	-
2015	7	6	1	■	-
2016	6	-	-	-	-
2017	10	9	1	-	-
2018	■	6	2	-	-
2019	7	4	3	-	-
2020	■	5	2	■	-
2021	11	6	7	-	-
Total	69	53	23	6	0

*Note this is likely not a true reflection of the actual number of IEAs who provisionally registered during the period; this is due to recent changes to data reporting methodology.

Assessment Outcomes 2011 to 2021

This section examines assessment outcomes of IEAs, post application to CVMA, who went on to apply to MVMA.

Preliminary Surgical Assessment Outcomes as of December 2021	
Exam Result	Met (Pass)
Number of Applicants with a Result	14
Per cent	100%

The Preliminary Surgical Assessment was introduced in January 2017. As such, not all applicants in the 2011 to 2021 reporting period would have been required to complete this assessment.

One hundred per cent of those who did the assessment were successful.

Clinical Proficiency Exam Outcomes as of December 2021			
Exam Result	Met	Partial	Not Met
Per cent	89%	4%	7%

This examination is the final step in the registration process. It is only required of applicants from non-accredited programs except where applicants from accredited programs have failed the NAVLE twice. In this report period, there were a small number of applicants from accredited programs who were required to complete this exam. As applicants can take this examination more than once, the number of 'met' results for this group may increase in future report periods.

IEA registration ratios and rates

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

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

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

Registration to Application Ratio

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

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

PROS: DA registrations are not under-counted.

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

Late Period Registration to Application Ratio (2016 to 2021)

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

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

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

Resolved Registration Rate

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

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

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

REGISTRATION RATE INDICATORS: CALCULATIONS

Registration to Application Ratio

of registrations

÷

of complete applications in a given year or period

Late Period Registration to Application Ratio 2016-2021

of registrations, 2016-2020, of individuals applying between 2011-2021

÷

of complete applications made between 2016 and 2021

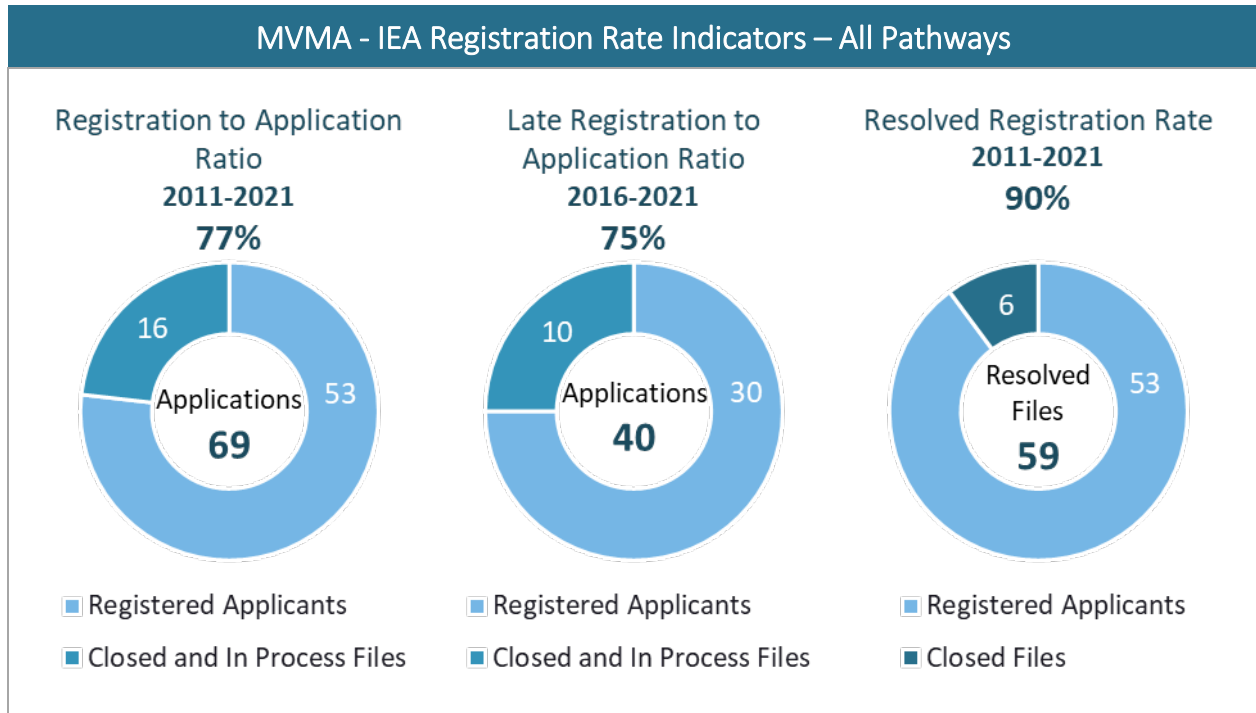
Resolved Registration Rate

of registrations

÷

of complete application resolved files in a given year or period

MVMA’s registration rates and ratios



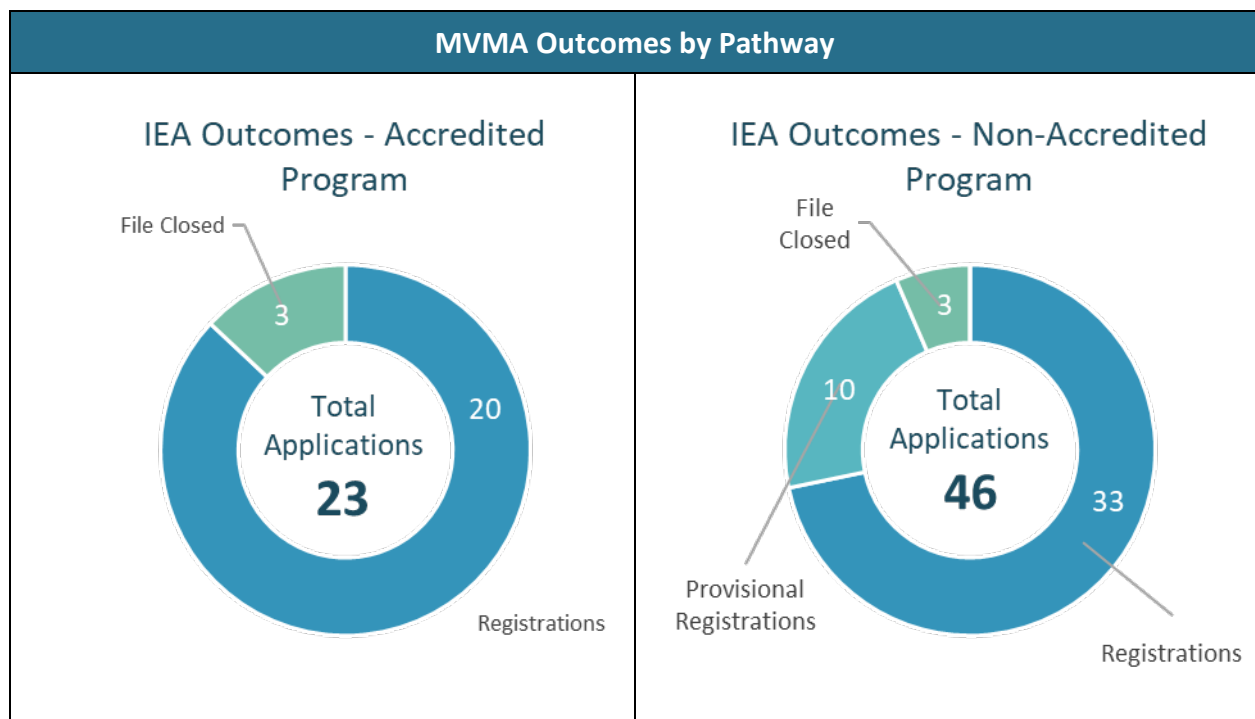
In the first two donuts we see similar registration to application ratios. These ratios are likely a little low. This is because of the high number of resolved files we see in the resolved registration rate.

MVMA’s resolved registration rate of **90 per cent** represents a reasonable indicator of the true registration rate because the majority of files, 86 per cent are resolved. There are 10 unresolved files, 14 per cent (10/69). Unresolved files are applicants either in process or provisionally registered at the end of the reporting period, December 2021. Possible outcomes for the 10 unresolved files suggests the true registration rate for the period must range between **77 per cent** (53/69) — if all 10 are closed files — and **91 per cent** (63/69) — if all 10 are registered.

IEA applications and registration ratio by country of education

Top Three Countries of Education by Registration to Application Ratio 2011-2021 (5 or more applicants)				
Rank	Country of Education	Applications	Registrations	Registration to Application Ratio
1	India	16	14	88%
2	Philippines	9	7	78%
3	United States	11	8	73%

The majority of applicants are from India and Philippines (27/69), representing 39 per cent of all IEAs. Applicants from India and Philippines had similar registration to application ratios at 88 and 78 per cent. Applicants from United States experienced lower ratios. The number of applicants from other countries is considerably smaller, and so these figures may not tell us as much.



Applicants from accredited programs made up 33 per cent of IEAs to MVMA; applicants from non-accredited programs were 67 per cent. Applicants from accredited programs had better outcomes in the period than IEAs from non-accredited programs. This group's registration to application ratio was 87 per cent, whereas those from non-accredited programs experienced a ratio of 72 per cent. Since there are a number of applicants from non-accredited programs still in process, these figures may still increase. Ninety-three per cent of applicants from non-accredited programs will have registered if all applicants still in process are successful.

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

IEA Pre-/Post-Arrival Comparison				
Application Initiated:	Applications	Registrations	Registration to Application Ratio	Median Time to Registration (years)
Pre-Arrival	20	19	95%	3.1
Post-Arrival	18	13	72%	2.7

In many professions, applicants applying pre-arrival are more successful than those who apply post-arrival. This appears to be the case for MVMA as well. This may be due to better preparation and access to documents abroad. Note that this information was not available for all applicants (38/69).

Registration Timelines 2011 to 2021

IEA average, median time to provisional registration and registration all applicants

Average time to registration 2011-2021		Median time to registration 2011-2021	
Provisional	Registration	Provisional	Registration
3.5 years	4.2 years	3.1 years	3.0 years

Registration timelines are calculated from the date of completed application with CVMA to the date of registration with MVMA using data from 52/53 registered IEAs for whom we have complete timeline information. Provisional registration timelines are calculated using data from all 22 applicants for whom we have complete provisional timeline information.

From 2011 to 2021, the median time to registration for all applicants was 3.1 years.

IEA median time to provisional registration and registration by pathway

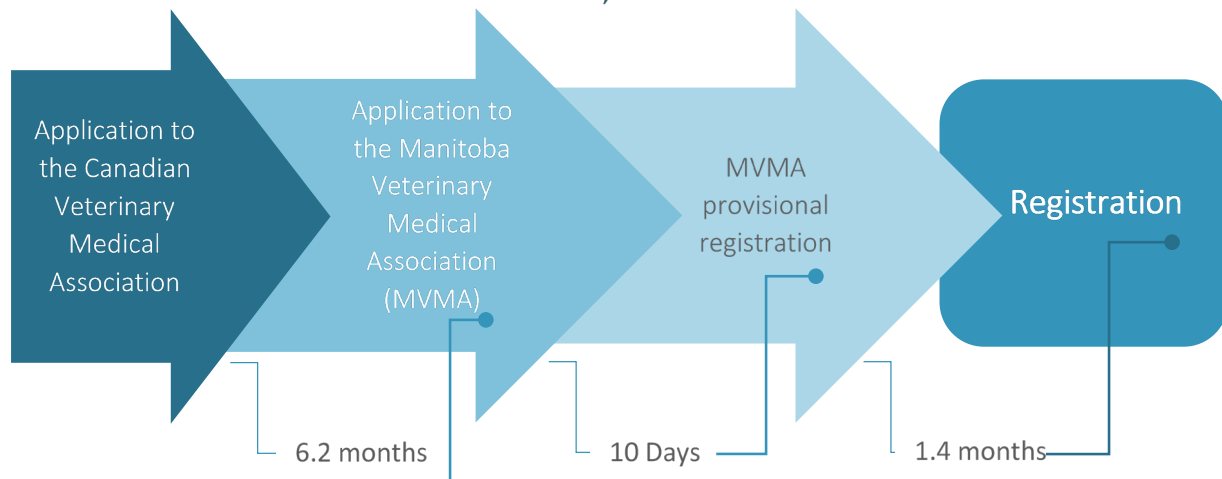
Accredited Program		Non-Accredited Program	
Provisional	Registration	Provisional	Registration
1.1 years	0.8 year	3.3 years	4.8 years

Registration timelines are calculated using data from all 20 registered IEAs from accredited programs for whom we have complete timeline information. Provisional registration timelines are calculated using data from the three applicants from accredited programs for whom we have complete provisional timeline information.

Registration timelines are calculated using data from 32/33 registered IEAs from non-accredited programs for whom we have complete timeline information. Provisional registration timelines are calculated using data from all 20 applicants from non-accredited program for whom we have complete provisional timeline information.

The above charts indicate there is a marked difference in time to registration for applicants from accredited programs versus those from non-accredited programs, with those from non-accredited programs experiencing a median time to registration that is four years longer than applicants from accredited programs. Besides the requirement for additional exams, many applicants from non-accredited programs appear to have engaged in supervised practice during their registration process. Applicants can be registered provisionally and work under supervision of a licensed veterinarian for up to two years and this may account, in part, for the extended timelines of this group.

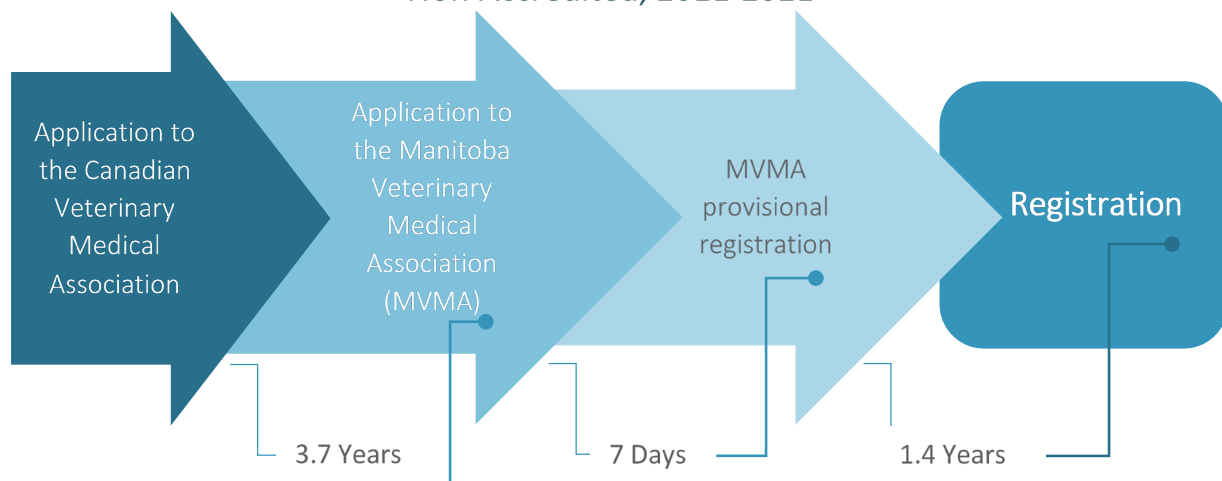
IEA Median Time between Key Steps from Initial Application to Registration, Accredited, 2011-2021



There are 21 applicants with complete timeline information used to calculate the first step, four for the second step, and two applicants for the third step.

For applicants from accredited programs, time spent in the early stage between application to the national body, CVMA, and application to MVMA was longer than the time spent from application to MVMA to registration.

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

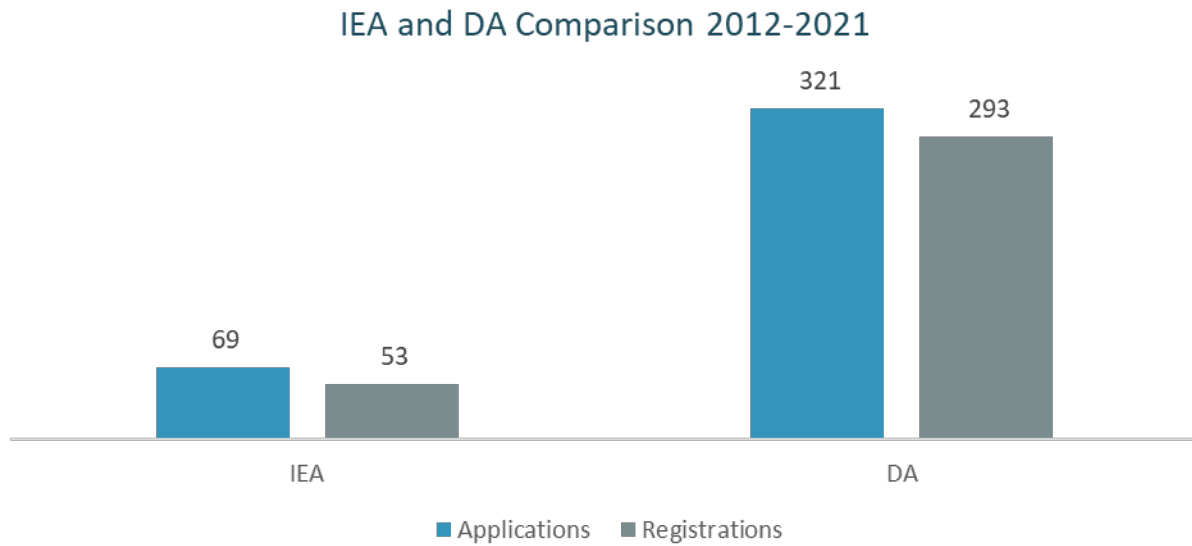


There are 46 applicants with complete timeline information used to calculate the first step, 19 for the second step, and five applicants for the third step.

For this pathway, the majority of the time spent in this registration process (3.7 years) is in the early stage between application to the national body (CVMA) and to MVMA. It took about 16 months longer for applicants from non-accredited programs to register than those from accredited programs once they had applied to MVMA, where as the early stage of this group’s registration process was significantly longer (3.7 years versus 6.2 months).

IEA to DA Registration Rate Comparison 2012 to 2021

FRPO collects application and outcome aggregate data on domestic applicants (DAs) 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 data on those applying to MVMA only. Data collection for DAs began in 2012. Comparison below to IEAs is for the 2012 to 2021 period.



IEAs represent 18 per cent of MVMA’s total applications (69/390) and 15 per cent (53/346) of all registrations in this 10-year period.

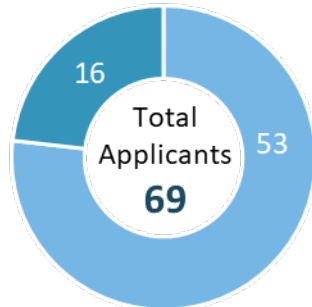
Breaking down the above IEA and DA registrations and applications by year indicates when these outcomes are distributed in the 2011 to 2021 period.

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

IEA and DA Comparison by Year				
	IEA Applications	IEA Registrations	DA Applications	DA Registrations
2011	-	-	Unreported	Unreported
2012	5	3	38	38
2013	11	2	37	37
2014	6	12	31	16
2015	7	6	12	10
2016	6	-	21	19
2017	10	9	20	21
2018	■	6	23	23
2019	7	4	57	57
2020	■	5	51	51
2021	11	6	31	21
Total	69	53	321	293

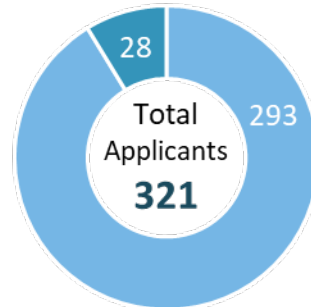
IEA to DA Registration to Application Ratio Comparisons

**IEA Registration to Application Ratio
2012-2021
77%**



- Registered Applicants
- Closed and In Process Files

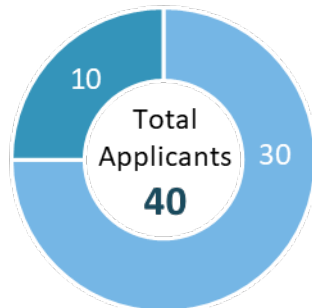
**DA Registration to Application Ratio
2012-2021
91%**



- Registered Applicants
- Closed and In Process Files

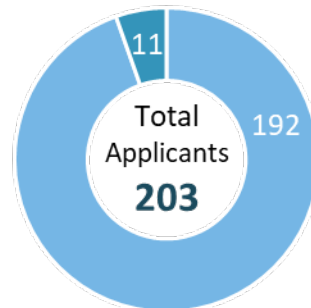
In this comparison, DAs were 1.2 times more likely to become registered than IEAs.

**IEA Late Registration to Application Ratio
2016-2021
75%**



- Registered Applicants
- Closed and In Process Files

**DA Late Registration to Application Ratio
2016-2021
95%**



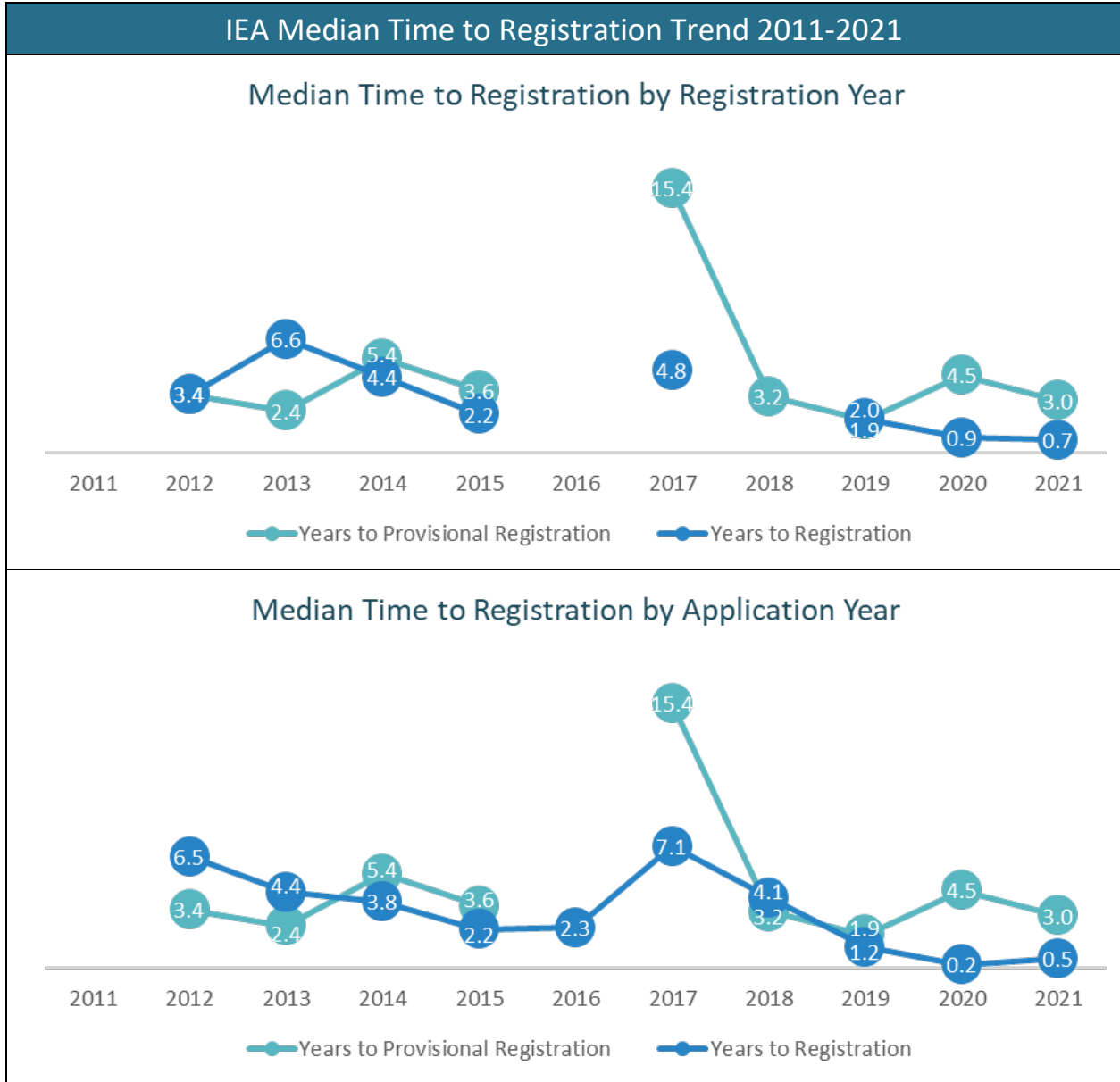
- Registered Applicants
- Closed and In Process Files

In this comparison, DAs were 1.3 times more likely to become registered than IEAs.

MVMA’s registration data indicates DAs have higher registration rates than IEAs. IEA registration to application ratios in both these comparisons are lower than DAs. MVMA’s IEA registration to application ratio figure of 77 per cent for the period is likely more accurate but is likely still too low. DA registration to application ratios in this period are very high — close to 100 per cent.

Trends

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

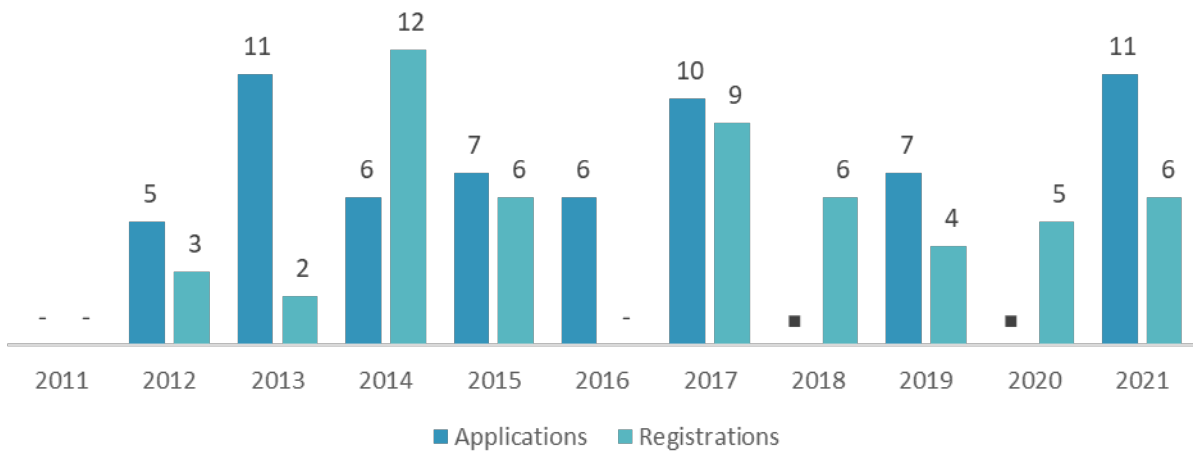


The graphs above present the median timeline to registration across an 11-year period from 2011 to 2021. The first graph indicates the median time to registration for the **registrations** that occurred in a reporting year; the second graph, the time to registration for the **applicants** who applied in that year and went on to register. For instance, in 2017, the first graph indicates that the registrations that occurred in that year took a median of 4.8 years. The second graph shows that for the applicants who applied in 2017 and went on to registration, the median time was 7.1 years.

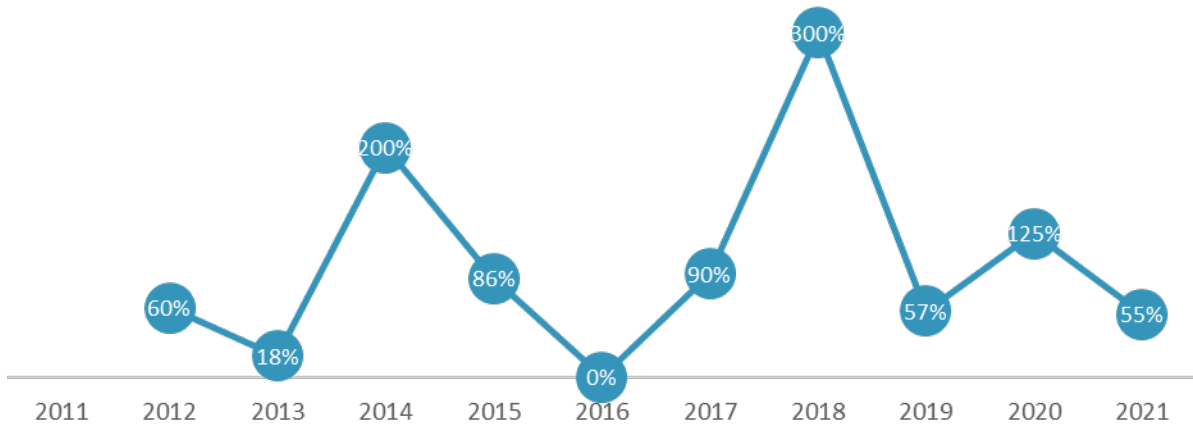
There appears to be a decreasing timeline trend to registration over the period, with exceptions however, in 2017 and 2018. There is no easily discernible trend towards increasing or decreasing timelines to provisional registration in this period. IEA reporting begins with 2011 applications. This means IEAs who registered in the reporting period, but who applied to MVMA before 2011 are not counted and could explain why there are no registrations in 2011. The longer the reporting period, the more extended IEA timelines may show up in the data.

IEA Application and Registration Rate Trend

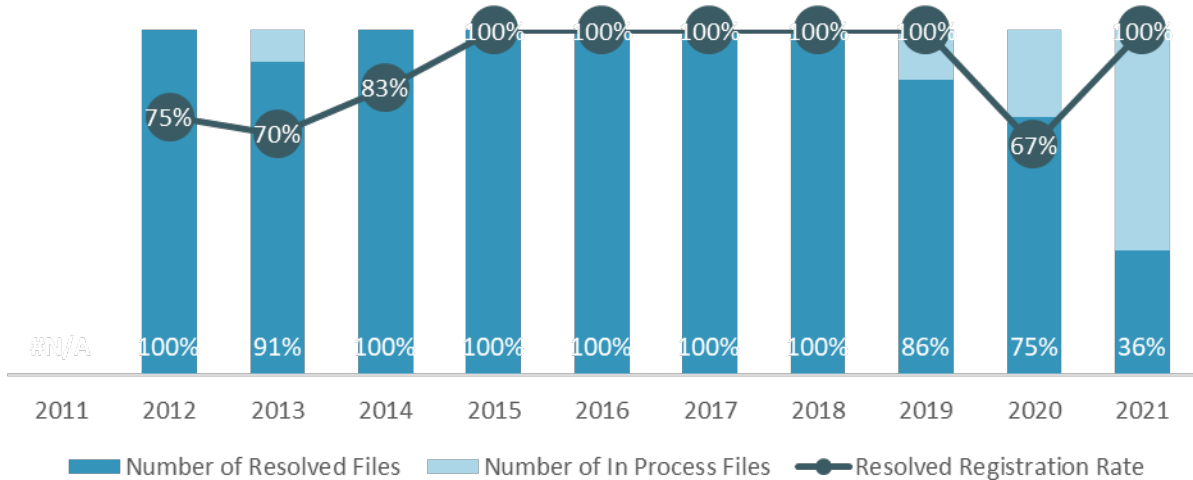
IEA Applications and Registrations by Year



Registration to Application Ratio by Year 2011-2021



Resolved Registration Rate by Year as of 2021



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

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

In the **resolved registration rate** graph, (the number of registrations to closed and registered files by year); rates are fairly steady ranging from 83 to 100 per cent for most of the reporting period in years where all applications are fully resolved.

It is important to note these registration ratios and rate trend figures are incomplete. The above 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 stage are not counted in the data.

Data Collection Moving Forward

The quality of data supplied by MVMA for the 2011 to 2021 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 the 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 CVMA would improve understanding of IEA overall success in the profession. Further discussions about what can be shared by CVMA, without the addition of too much burden, would be appreciated.

MVMA's IEA data template provides the key timelines and outcomes throughout the process for those applicants successful with the initial stages of the registration process. At this point, there is no need to introduce new elements to capture missing events or dates in the assessment and registration pathway.

In collaboration with FRPO, MVMA 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 and to reviewing this report with MVMA.