

November 2024

Registration Data Report

College of Audiologists and Speech-Language Pathologists of Manitoba

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Executive Summary

This report presents registration data for the College of Audiologists and Speech-Language Pathologists of Manitoba (CASLPM) from 2011 to 2023. Its purpose is to provide a statistical picture of application, assessment and registration outcomes for internationally educated applicants (IEAs) to CASLPM over the last 13 years

CASLPM has seen a slight rise in membership to 487 in 2023 from 468 in 2015, with a peak in 2022 of 496 members.

In the 2011 to 2023 reporting period, 132 IEAs applied to CASLPM. With the exception of higher numbers in 2012 and 2013, applications remained fairly consistent throughout the reporting period; the majority (80 per cent) applied from within Canada. Applicants educated in the United States accounted for 86 per cent (113/132) of IEAs; many of these applicants are Canadians going out of country for their education. IEAs to CASLPM make up 1.2 per cent of all IEAs applying to the 31 regulated professions under fairness legislation in Manitoba.

Eighty-seven per cent of IEAs (115/132) registered within the period. However, the registration rate for the period could be as high as 90 per cent. This is because there were IEAs with open files at the end of 2023; a final registration rate for the period can only be calculated once these files are resolved.

Timelines are presented for registrations occurring in the 2016 to 2023 period only. Upon completed application, the median time to registration for IEAs was 1.4 years and the median time to provisional registration was 91 days.

Regarding IEA trends in outcomes and timelines, registration rates remain consistently high throughout the reporting period, and average registration timelines show a trend towards improvement in the middle of the period with a slight increase in timelines occurring at the end of the period.

Introduction

The Fair Registration Practices Office's (FRPO) registration data report on the College of Audiologists and Speech–Language Pathologists of Manitoba 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.

CASLPM supplies registration data to FRPO as an obligation under the act (sec. 15(2)). Each year, CASLPM provides records on the key steps in the assessment and registration process for IEAs.

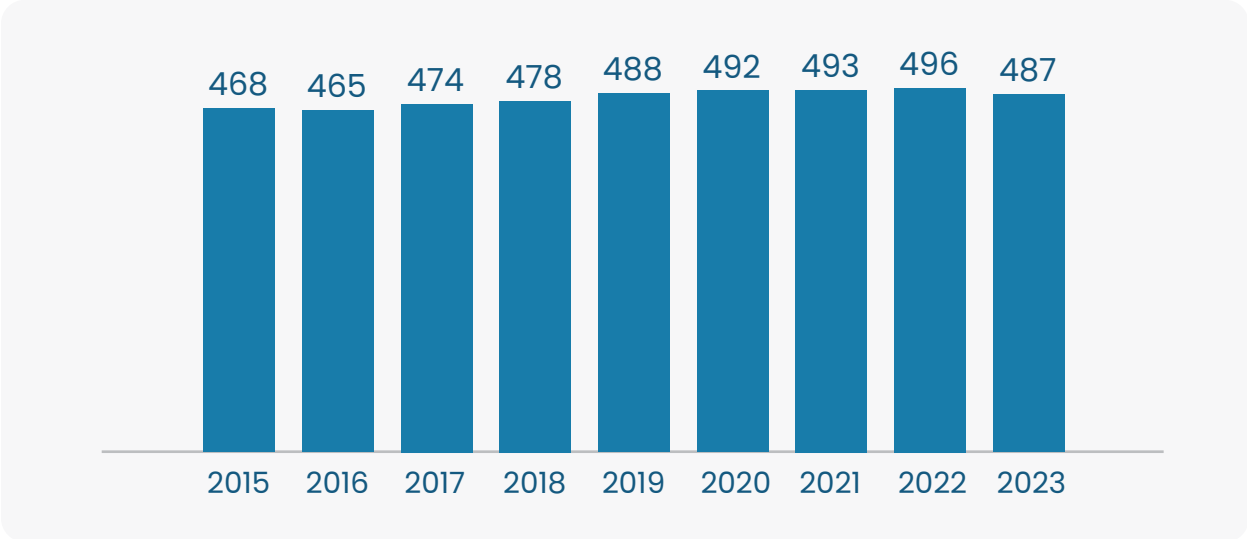
Facts and figures in this report are accompanied by analysis and contextual remarks to help interpret the data and provide a coherent, statistical picture. A flowchart of CASLPM's assessment and registration process for IEAs along with a short glossary of terms used throughout the document are provided as appendices to this report.

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.

A cautious reading of the data is needed. Registration outcome and timeline statistics reflect not only the profession's registration requirements but also individual circumstance. Often people take an extended period to register or abandon the process for reasons unrelated to registration requirements. This can have a significant impact on registration outcome and timeline data.

Membership

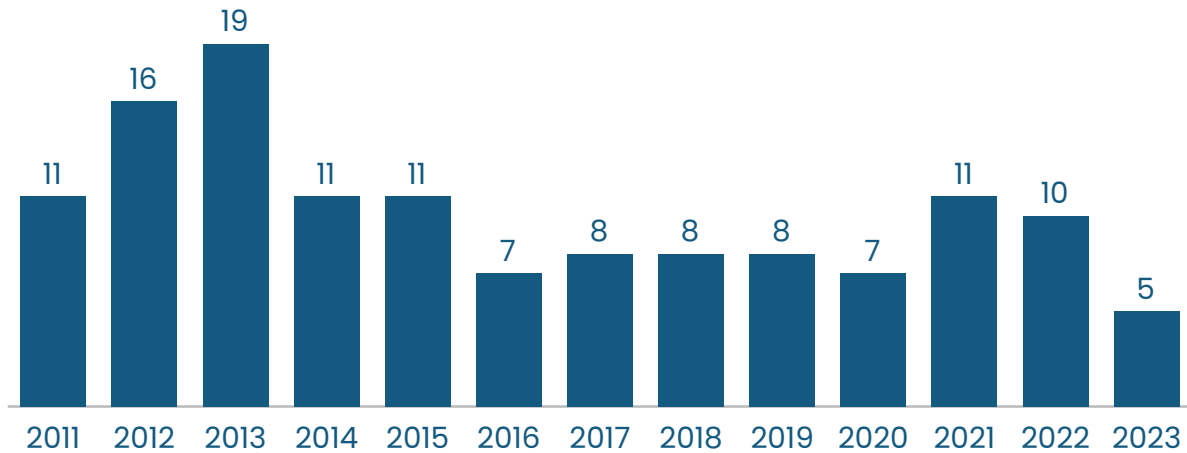
CASLPM Members (2015 to 2023)



From 2015 to 2022, CASLPM saw a steady rise of about 28 members; a small drop in membership occurred in 2023. Members include both domestic and internationally educated audiologists and speech-language pathologists. During this period, there were 79 IEA registrations.

Registration Data - Applicants

Internationally Educated Applicants (2011 to 2023)



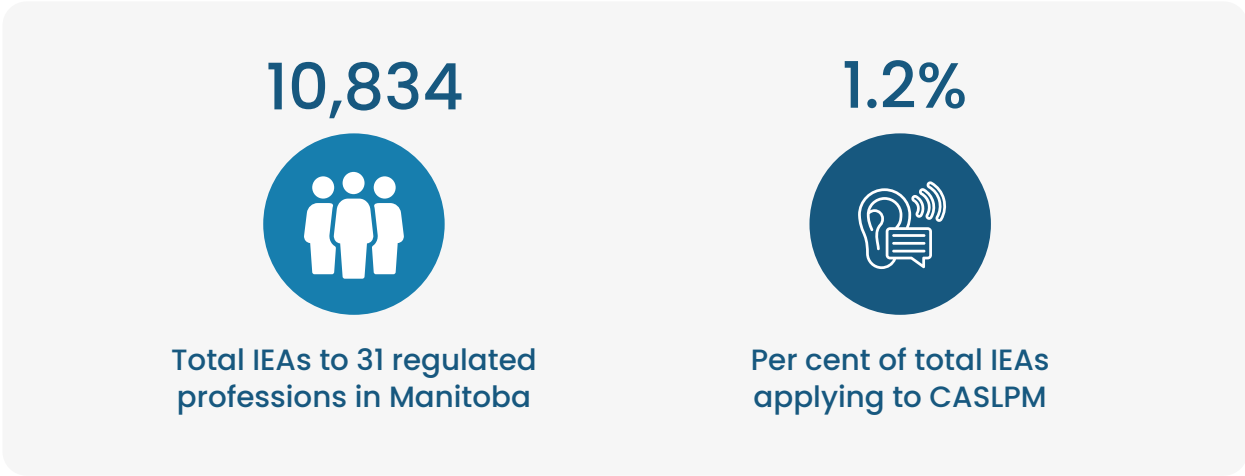
132
Total applicants



10
Annual average

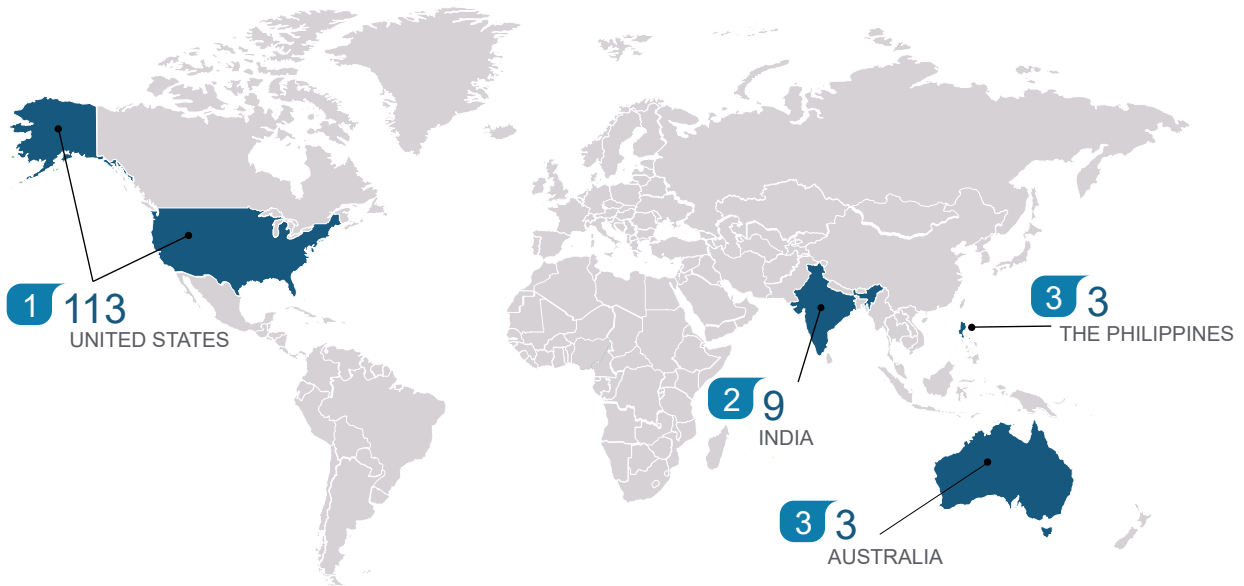
Examining the distribution of IEAs by year, the largest numbers occurred in the earlier part of the reporting period, 2012 to 2013. Applications are fairly consistent otherwise. Manitoba does not have education programs in audiology or speech-language pathology. Canadians wishing to enter this profession must complete their studies in another province or outside of Canada. Many Manitoban's choose to study in the United States and make up the majority of the IEAs applying to CASLPM.

IEAs to CASLPM as a per cent of all IEAs to Manitoba Regulated Professions (2011 to 2023)



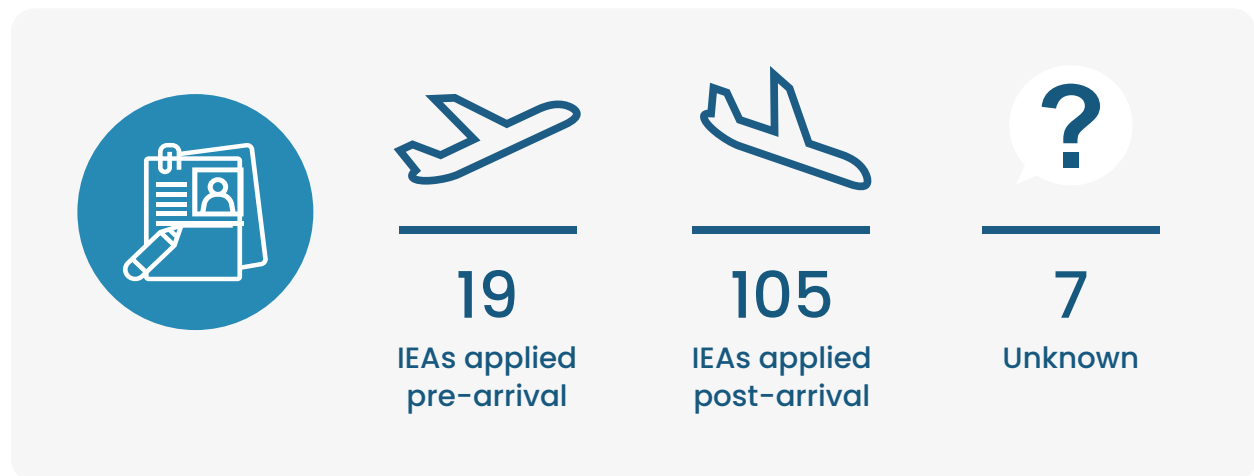
IEAs applying to CASLPM from 2011 to 2023 represent 1.2 per cent of all IEAs to the 31 regulated professions under Manitoba’s fairness legislation.

IEA Top Five Countries of Education (2011 to 2023)



From 2011 to 2023, CASLPM received applications from individuals educated in eight countries. Most IEAs, 86 per cent (113/132), were educated in the United States. Ninety-seven per cent of all IEAs to CASLPM came from the United States, India, The Philippines and Australia.

IEA Applications by Arrival Status (2011 to 2023)

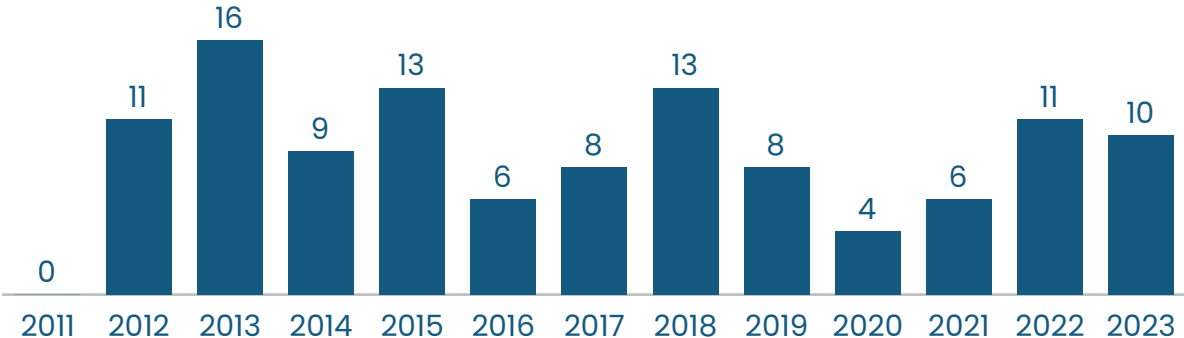


Fourteen per cent of IEAs applied to CASLPM before arriving in Canada, the majority, 80 per cent, applied post-arrival. For five per cent, application by arrival status was reported as unknown.

Registration Data - Applicant Outcomes



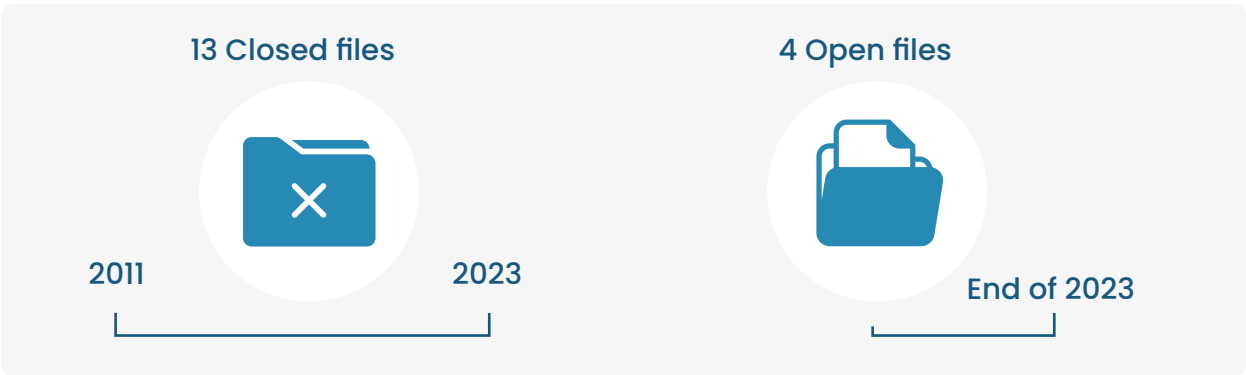
115
Total registrations



IEA Registrations (2011 to 2023)

One hundred and fifteen of the 132 IEAs who applied to CASLPM between 2011 to 2023 were registered throughout the period. Of these registrants, 108 provisionally registered before becoming registered. Due to data collection methods, individuals who applied before 2011, but registered during this period, are not counted. As a result, IEA registrations are under-counted in the first few years of the reporting period.

IEA File Status - Closed and Open Files



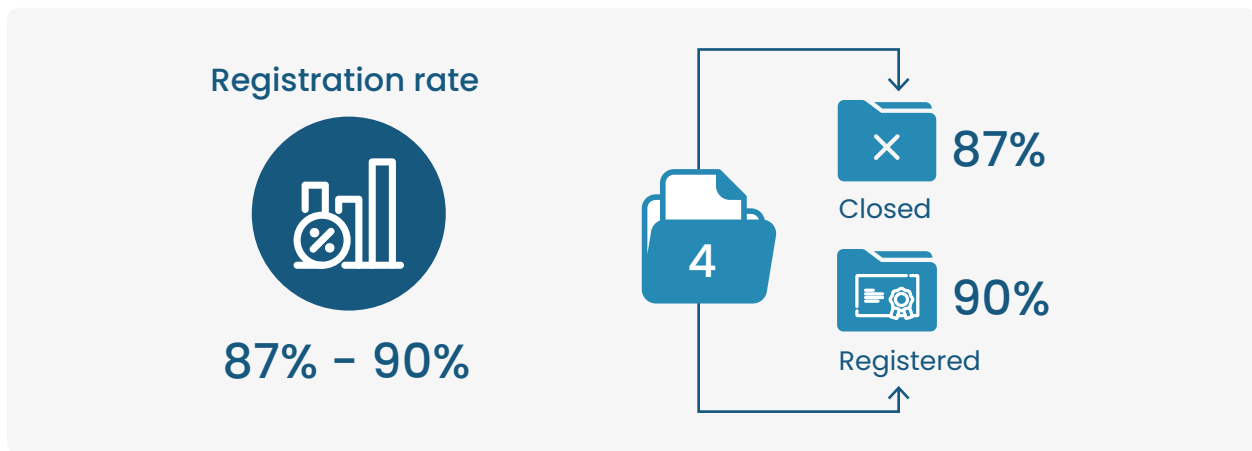
Ten per cent of IEAs had files closed for various reasons throughout the reporting period, while at the end of the report period, three per cent still had open files.

IEA Registration Rate (2011 to 2023)

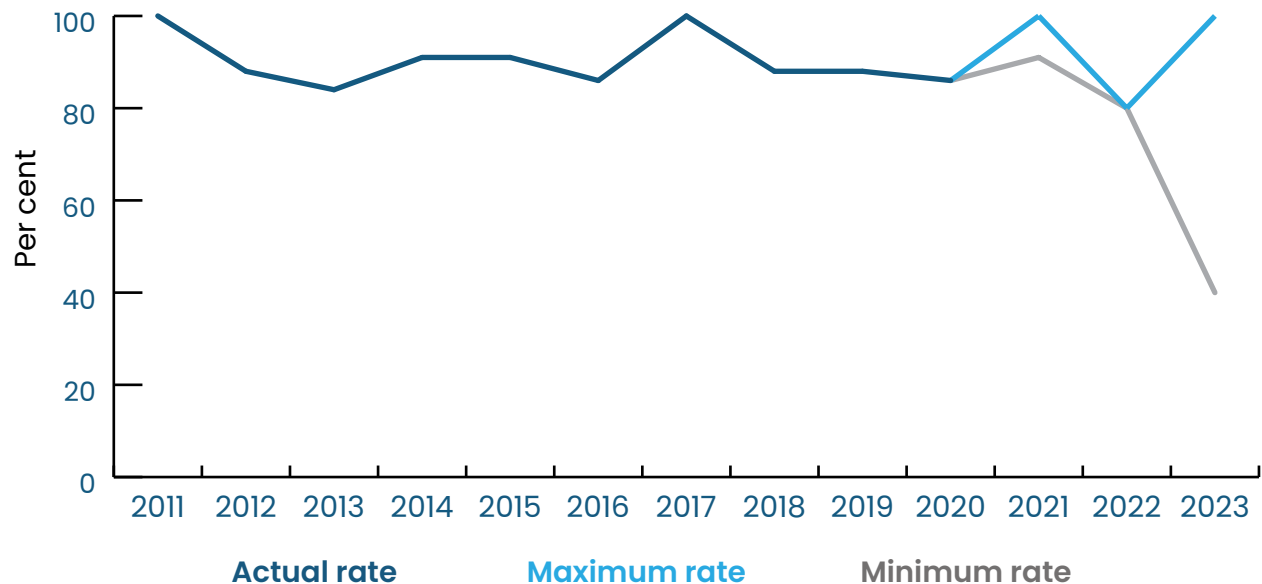
FRPO calculates the IEA registration rate as the percentage of IEAs who apply in a given period and register.

Between 2011 to 2023, 87 per cent (115/132) of IEAs registered and 13 had files closed. At the end of the reporting period, four applicants had open files.

The IEA registration rate for applicants who applied in this period will fall between 87 to 90 per cent and is dependent on the outcomes of the four applicants with open files.



IEA Registration Rate by Year (2011 to 2023)



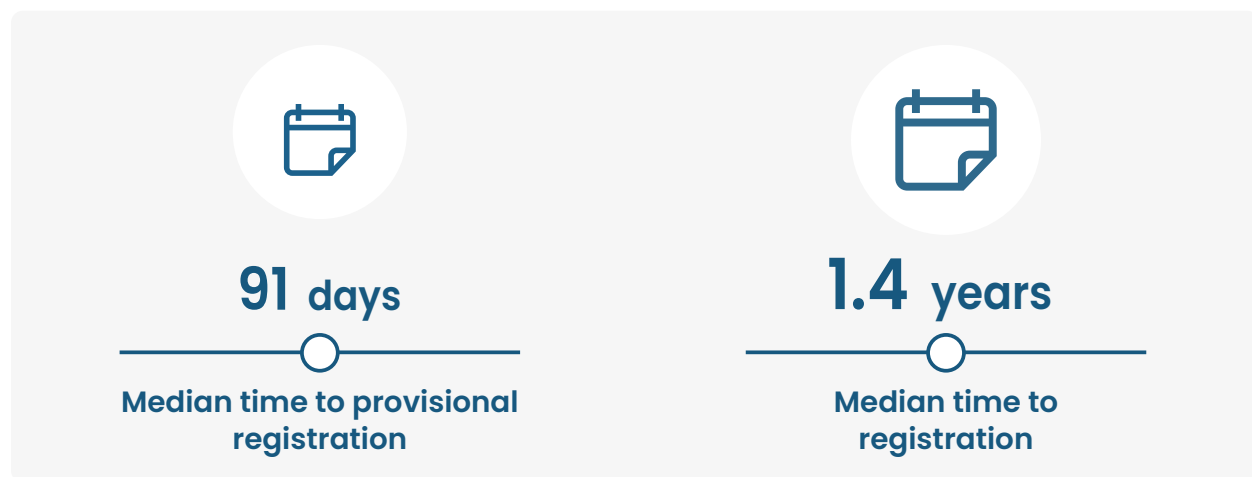
The dark blue line in the graph above shows the percentage of IEAs who applied in a given year and went on to register. For example, 100 per cent of the IEAs who applied in 2011 registered and 88 per cent who applied in 2012 registered.

From 2011 to 2020, CASLPM's IEA registration rate is consistently high, ranging from 84 to 100 per cent. A precise registration rate can be presented for these years because none of the IEAs who applied during these years were in process at the end of 2023.

A few applicants in the later reporting years, 2021 to 2023, still have open files, without final registration outcomes. In these years, registration rate minimums and maximums (light blue and grey lines) differ, as not all registration outcomes are determined. For IEAs applying in 2023, two of five applications were resolved (both registrations); the others remain open.

CASLPM's most successful registration rate years were 2011 and 2017, with 100 per cent of IEAs in these years registering sometime before the end of 2023. High registration rates in this profession can largely be attributed to the fact that most applicants (86 per cent) are educated in comparable professional programs in the United States.

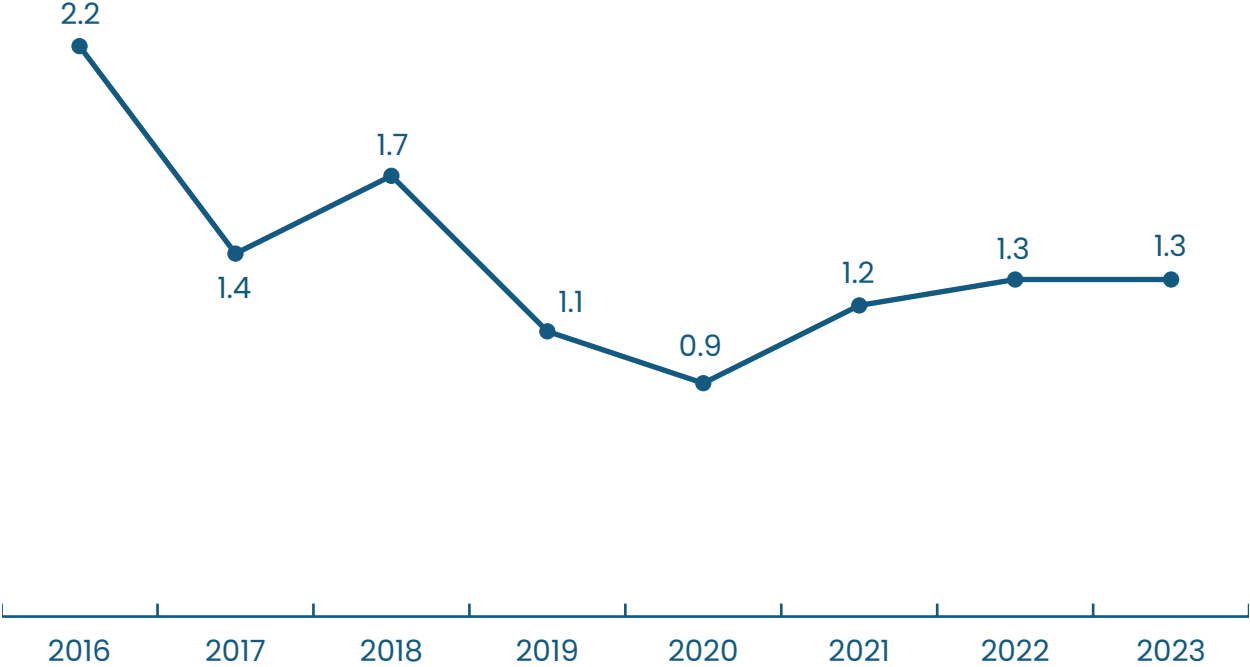
IEA Timelines to Registration (2016 to 2023)



Registration timelines are calculated starting from initial application to CASLPM to the date of provisional registration and registration.

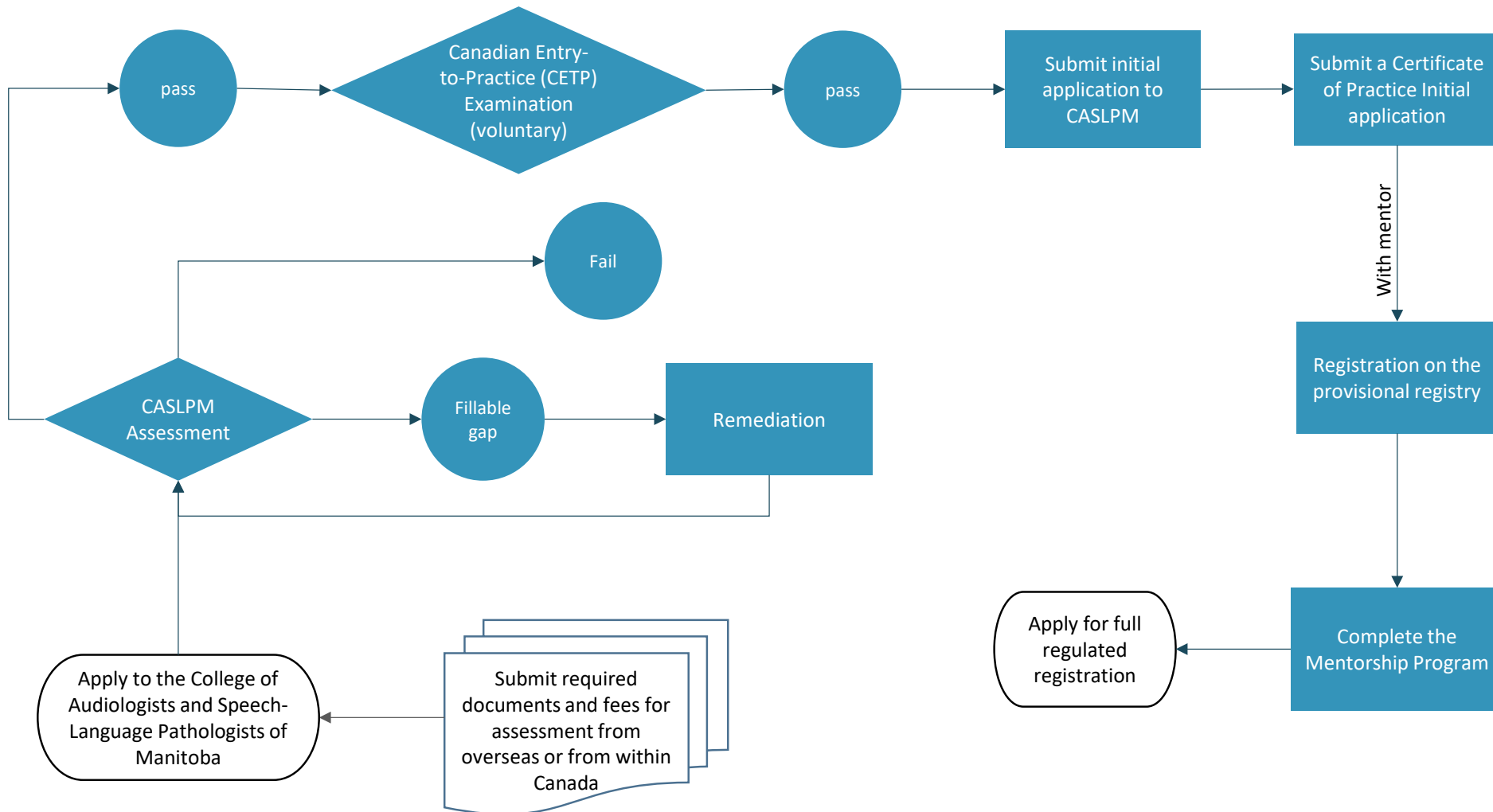
Note: Timelines are presented for IEA registrations occurring from 2016 to 2023. FRPO's dataset captures IEA outcomes only for those who applied in 2011 and later. Only registration timelines that occur well into the reporting period are presented because timelines in the early years potentially exclude the longer registration timelines of IEAs who applied prior to 2011 but registered sometime after 2011. Presenting timeline figures five years into the reporting period helps ensure timelines are accurately represented.

IEA Average Registration Timelines by Year (2016 to 2023)



From 2016 to 2023, CASLPM's data indicates a trend to shorter average registration timelines with the shortest timeline of under one year occurring in 2020 and a slight rise in timelines occurring afterwards until the end of the period.

Appendix 1 – Process Map



Appendix 2 – 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 for any temporary or conditional registration that allows some form of practice or title use. Manitoba regulators use a variety of terms (member-in-training, graduate nurse, exam candidate, intern, etc.) that signify different types of provisional registration.

Internationally Educated Applicant (IEA)

An individual educated outside of Canada applying for registration with a Manitoba regulator. Canadians educated outside of Canada are also considered IEAs. Domestic labour mobility applicants who were educated outside of Canada are not counted in this dataset because they have already achieved licensure in Canada.

IEAs are counted once in FRPO's dataset regardless of the number of applications they submit; data from their most current application is used in this report. These individuals have either submitted a complete initial application, or sufficient required documents to allow the regulator to provide an assessment decision.

Provisional Registration

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

Registration

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

Registration Rate

Per cent of applicants who apply in a given period and register.

Registration Timelines

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