

November 2024

Registration Data Report

College of Licensed Practical Nurses of Manitoba

Contents

Executive Summary	1
Introduction	2
Membership	3
CLPNM Members (2015 to 2023)	3
Registration Data - Applicants	4
Internationally Educated Applicants (2011 to 2023)	4
IEAs to CLPNM as a per cent of all IEAs to Manitoba Regulated Professions (2011 to 2023)	5
IEA Top Five Countries of Education (2011 to 2023)	6
IEA Applications by Arrival Status (2011 to 2023)	6
Registration Data - Applicant Outcomes	7
IEA Registrations (2011 to 2023)	7
IEA Registration Rate (2011 to 2023)	8
IEA Registration Rate by Year (2011 to 2023)	8
IEA Timelines to Registration (2016 to 2023)	9
IEA Registration Timelines by Year (2016 to 2023)	10
Appendix 1 - Process Map	11
Appendix 2 - Glossary of Terms	12

Executive Summary

This report presents registration data for the College of Licensed Practical Nurses of Manitoba (CLPNM) from 2011 to 2023. Its purpose is to provide a statistical picture of application, assessment and registration outcomes for internationally educated applicants (IEAs) to CLPNM over the last 13 years

Since FRPO started collecting this data, CLPNM has seen a slight rise in membership to 3,629 in 2023 from 3,335 in 2015.

In the 2011 to 2023 reporting period, 696 IEAs applied to CLPNM. With the exception of a recent spike in applications in 2023, most applications occurred in the early part of the reporting period; the majority (95 per cent) applied from within Canada. Applicants educated in Philippines accounted for 77 per cent (535/696) of IEAs. IEAs to CLPNM make up 6.4 per cent of all IEAs applying to the 31 regulated professions under fairness legislation in Manitoba.

Forty-six per cent of IEAs (317/696) registered within the period. However, the registration rate for the period could be as high as 53 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 2.8 years and the median time to provisional registration was 2.6 years.

Regarding IEA trends in outcomes and timelines, registration rates increased significantly toward the end of the reporting period. Average registration timelines by year fluctuate between 2.5 to 3.3 years without any clear trend to increasing or decreasing timelines.

With the recent of adoption of several policy amendments shorter registration timelines are anticipated moving forward. Assessment and registration timeframes in this profession are also driven by IEAs simultaneously seeking registration in both the LPN and registered nurse (RN) profession, often postponing assessment and bridge training as they resolve their RN applications.

Introduction

The Fair Registration Practices Office's (FRPO) registration data report on the College of Licensed Practical Nurses 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.

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

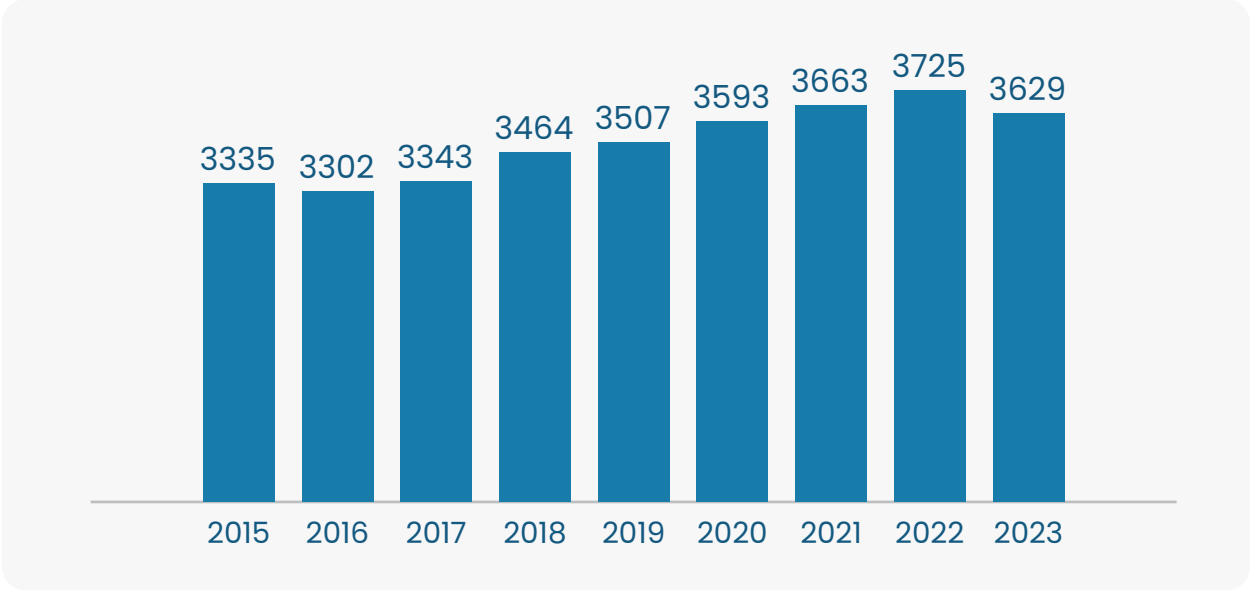
Facts and figures in this report are accompanied by analysis and contextual remarks to help interpret the data and provide a coherent, statistical picture. A flowchart of CLPNM's assessment and registration process for IEAs along with a short glossary of terms used throughout the document are provided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

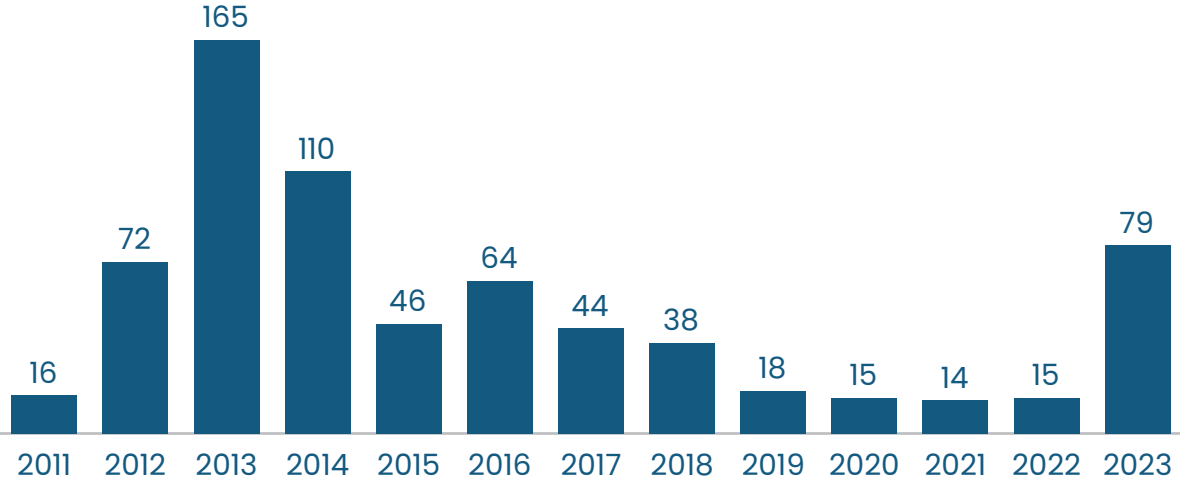
CLPNM Members (2015 to 2023)



From 2015 to 2023, CLPNM saw a steady rise of about three hundred members. Members include both domestic and internationally educated nurses. During this period, there were 249 IEA registrations.

Registration Data - Applicants

Internationally Educated Applicants (2011 to 2023)



 **696**
Total applicants

 **54**
Annual average

Examining the distribution of IEAs by year, the largest numbers occurred in the earlier part of the reporting period, 2012 to 2014. Various factors account for the drop in applications in 2015 and subsequent years:

- CLPNM policy changes in 2014 reduced applications from IEAs who did not meet language proficiency benchmarks for the profession to avoid charging application costs for an IEA not yet ready to be successful in the credential assessment and registration process; this policy has since been revised and IEAs may again choose to demonstrate language proficiency after initial application
- in the middle of the reporting period, there was a decrease of Manitoba Provincial Nominee Program nominations in NOC classifications related to nursing
- the COVID 19 pandemic impacted applications in the latter part of the reporting period
- the 2023 spike in IEA applications is the result of provincial recruitment and funding initiatives

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

10,834



Total IEAs to 31 regulated professions in Manitoba

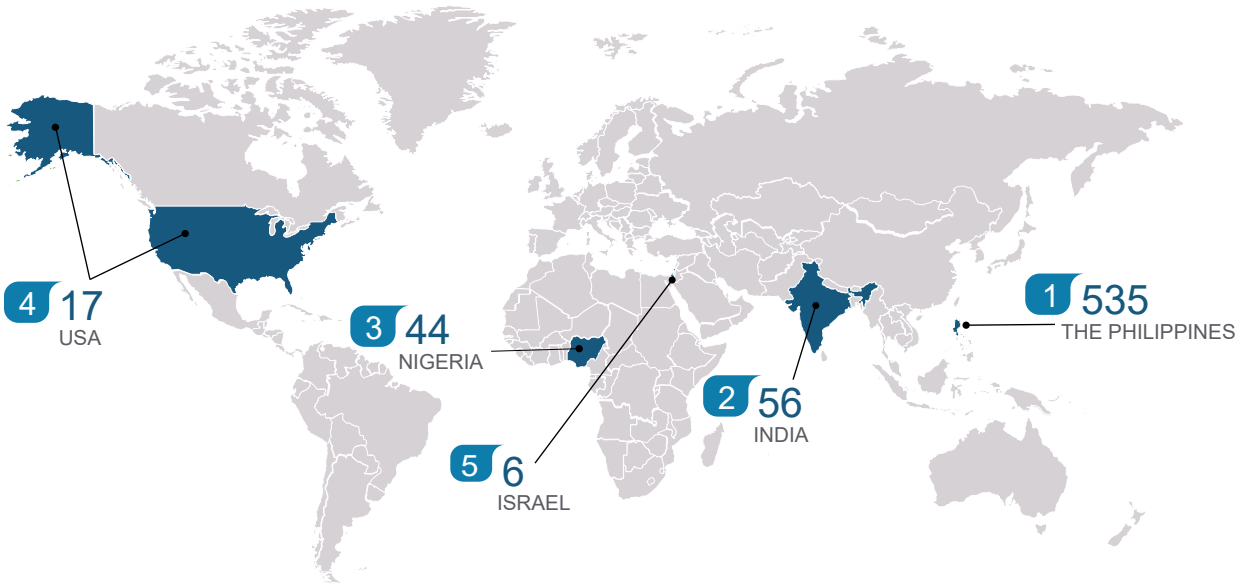
6.4%



Per cent of total IEAs applying to CLPNM

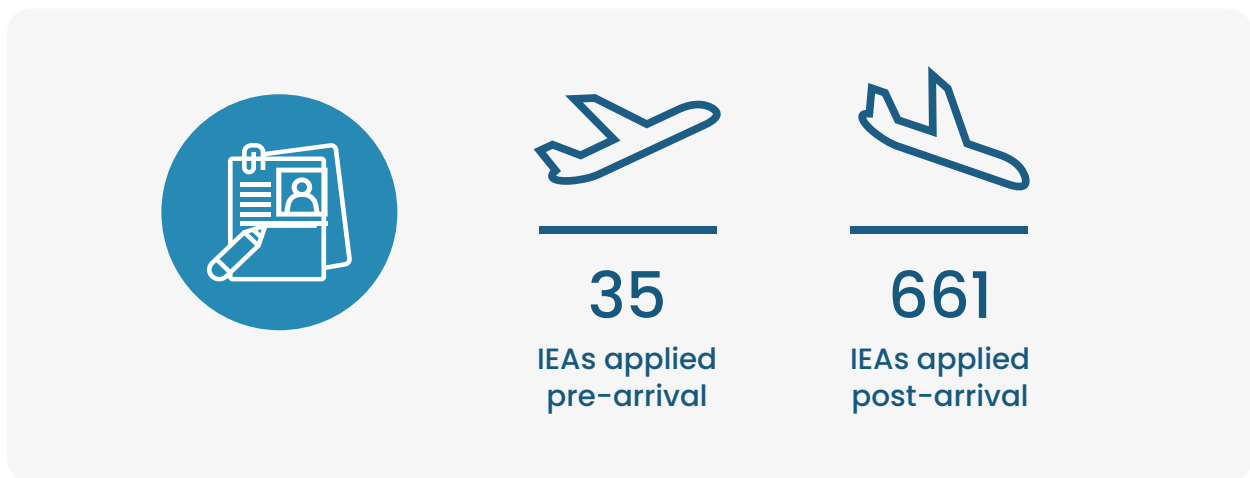
IEAs applying to CLPNM from 2011 to 2023 represent 6.4 per cent of all IEAs to the 31 regulated professions under Manitoba’s fairness legislation.

IEA Top Five Countries of Education (2011 to 2023)



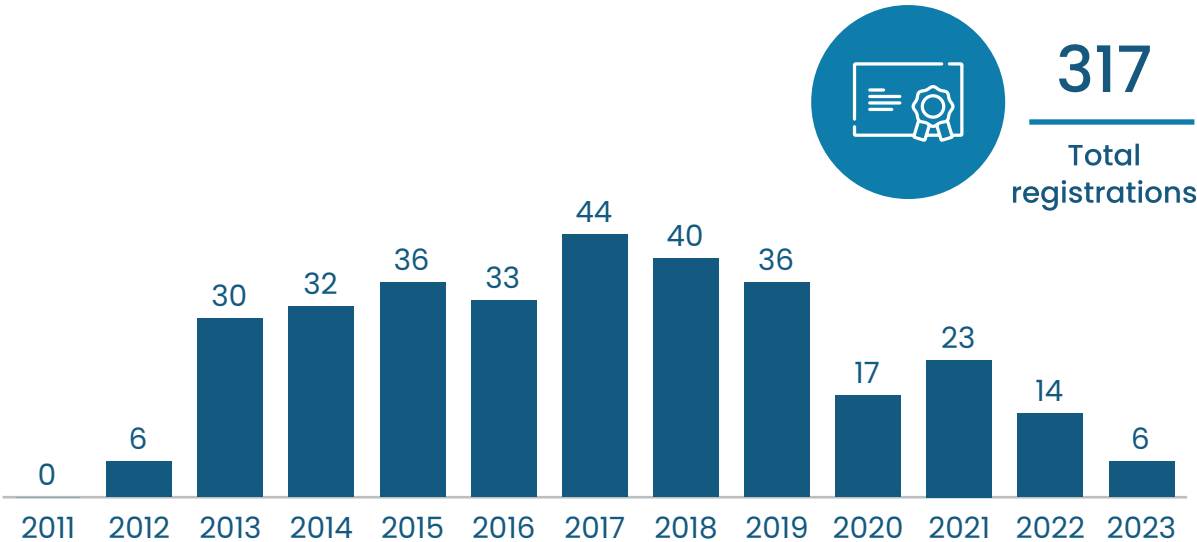
From 2011 to 2023, CLPNM received applications from individuals educated in 27 countries. Most IEAs, 77 per cent (535/696), were educated in Philippines. Ninety-five per cent of all IEAs to CLPNM came from The Philippines, India, Nigeria, USA and Israel.

IEA Applications by Arrival Status (2011 to 2023)



Five per cent of IEAs applied to CLPNM before arriving in Canada, the majority, 95 per cent applied post-arrival.

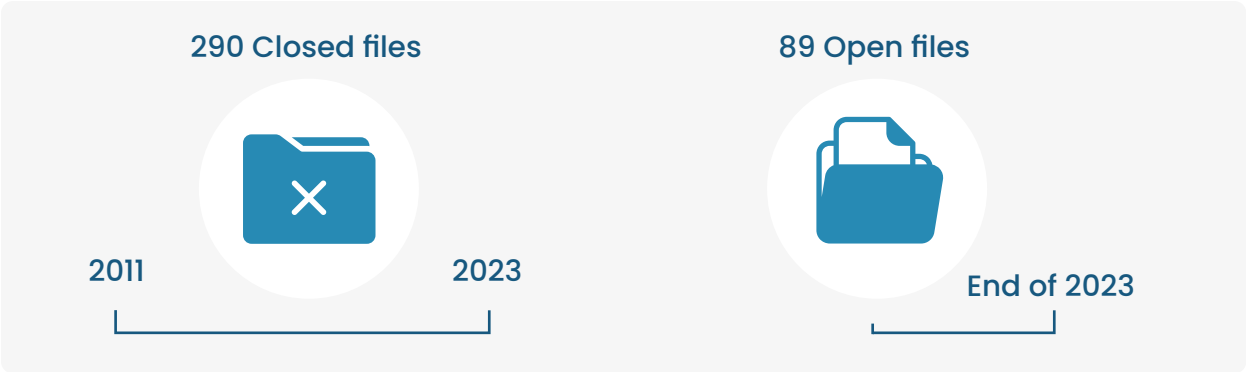
Registration Data - Applicant Outcomes



IEA Registrations (2011 to 2023)

Three hundred and seventeen of the 696 IEAs who applied to CLPNM between 2011 to 2023 were registered throughout the period. Of these registrants, 213 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



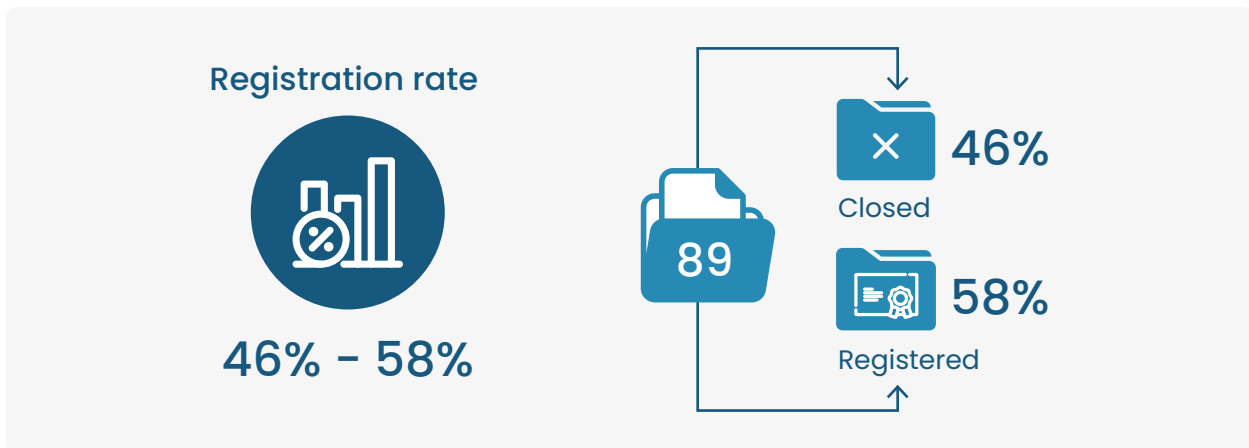
Forty-two per cent of IEAs had files closed for various reasons throughout the reporting period, while at the end of the report period, 13 per cent had open files. Some of the closed files are likely due to assessment delays in the earlier part of the reporting period.

IEA Registration Rate (2011 to 2023)

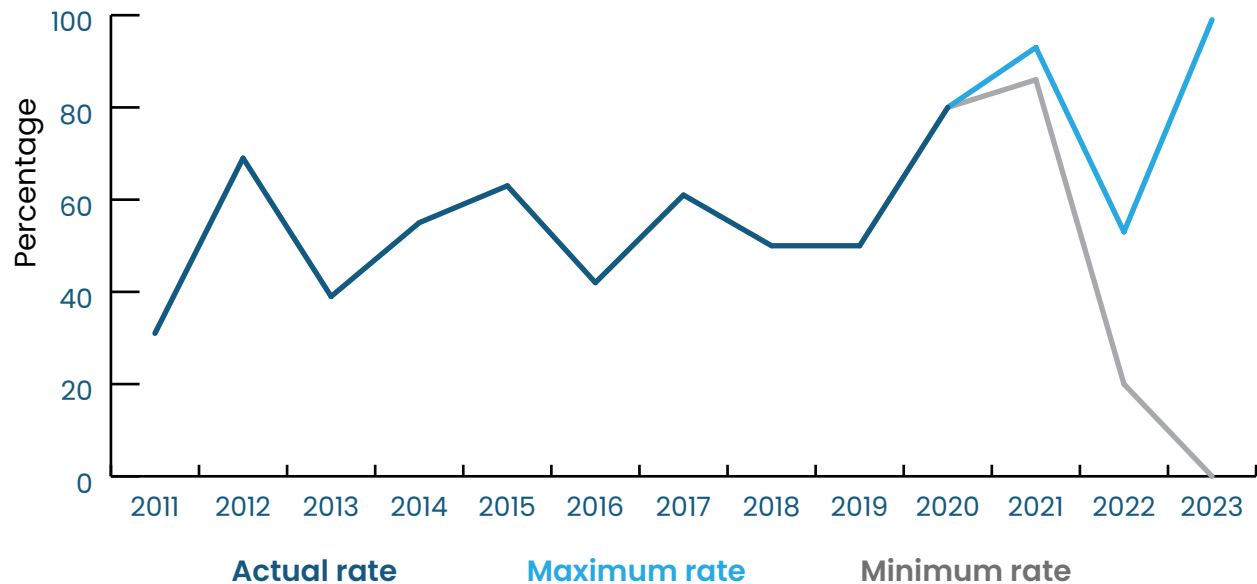
FRPO calculates the IEA registration rate as the percentage of IEAs who apply in a given period and register.

Between 2011 to 2023, 46 per cent (317/696) of IEAs registered and 290 had closed files. At the end of the reporting period, 89 applicants had open files.

The IEA registration rate for applicants who applied in this period will fall between 46 to 58 per cent and is dependent on the outcomes of the 89 applicants with open files.



IEA Registration Rate by Year (2011 to 2023)



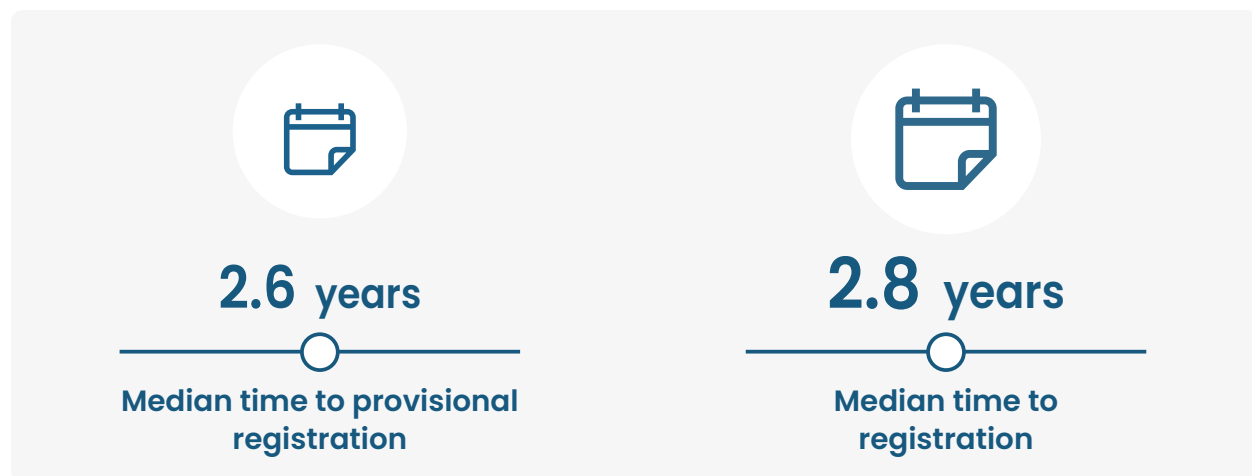
The dark blue line in the graph above shows the percentage of IEAs who applied in a given year and went on to register. For example, 31 per cent of the IEAs who applied in 2011 registered and 69 per cent who applied in 2012 registered.

From 2011 to 2020, CLPNM's IEA registration rate varies from 31 per cent in 2011 to 80 percent in 2020. A precise registration rate can be presented for these years because none of the applicants were in process at the end of 2023.

Some 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 (blue and grey lines) differ as not all registration outcomes are determined. For IEAs applying in 2023, only one of 14 applications was resolved (one closed file); all the others remain open. Consequently, there is a large discrepancy of potential outcomes for this group of applicants.

From 2011 to 2023, registration data indicates a trend to higher registration rates toward the end of the reporting period. The years with the highest registration rates were 2020 and 2021, with more than 80 per cent of IEAs in these years registering sometime before the end of 2023.

IEA Timelines to Registration (2016 to 2023)

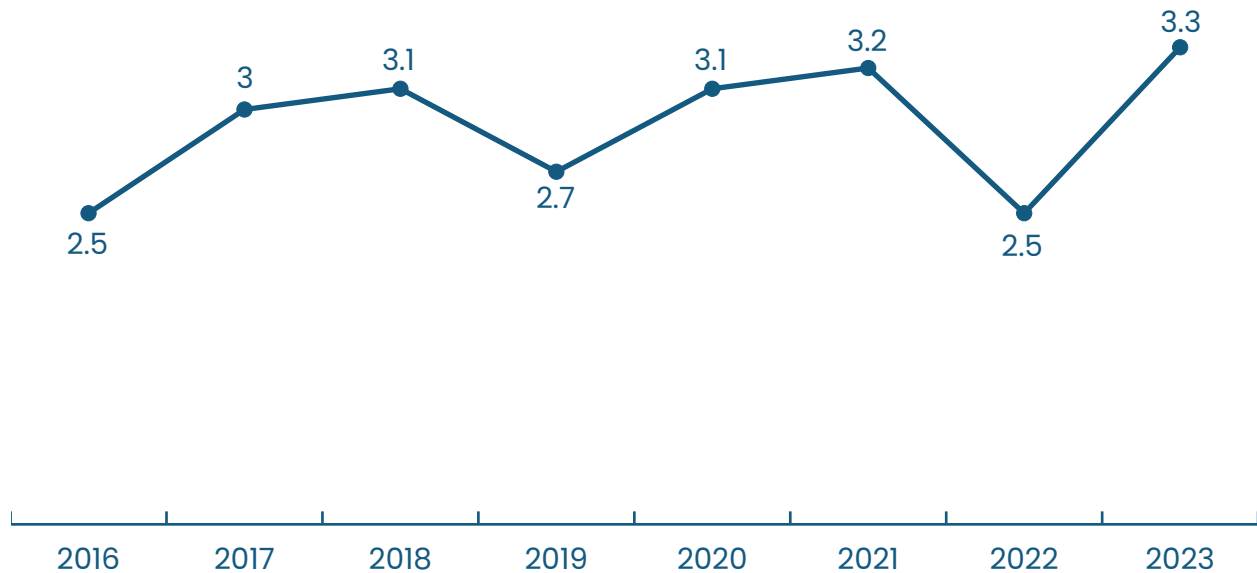


Registration timelines are calculated starting from the initial application date to NNAS (the first step credential assessment), to the date of provisional registration and registration.

CLPNM registration timelines do not directly reflect the time required to complete registration requirements. In recent years, the assessment process has become timelier; CLPNM accepts NNAS' expedited reports, their assessment decisions are prompt and there are currently no delays to schedule CCAs. Through CLPNM's Student Internationally Educated Nurse (SIEN) program, more IEAs have a timely route to work under provisional registration. However, somewhat unique to this profession in Manitoba, many IEAs pursue registration as an RN at the same time as they engage CLPNM. Applicants may delay undertaking a CCA or bridge training with CLPNM while they pursue registration with the College of Registered Nurses of Manitoba.

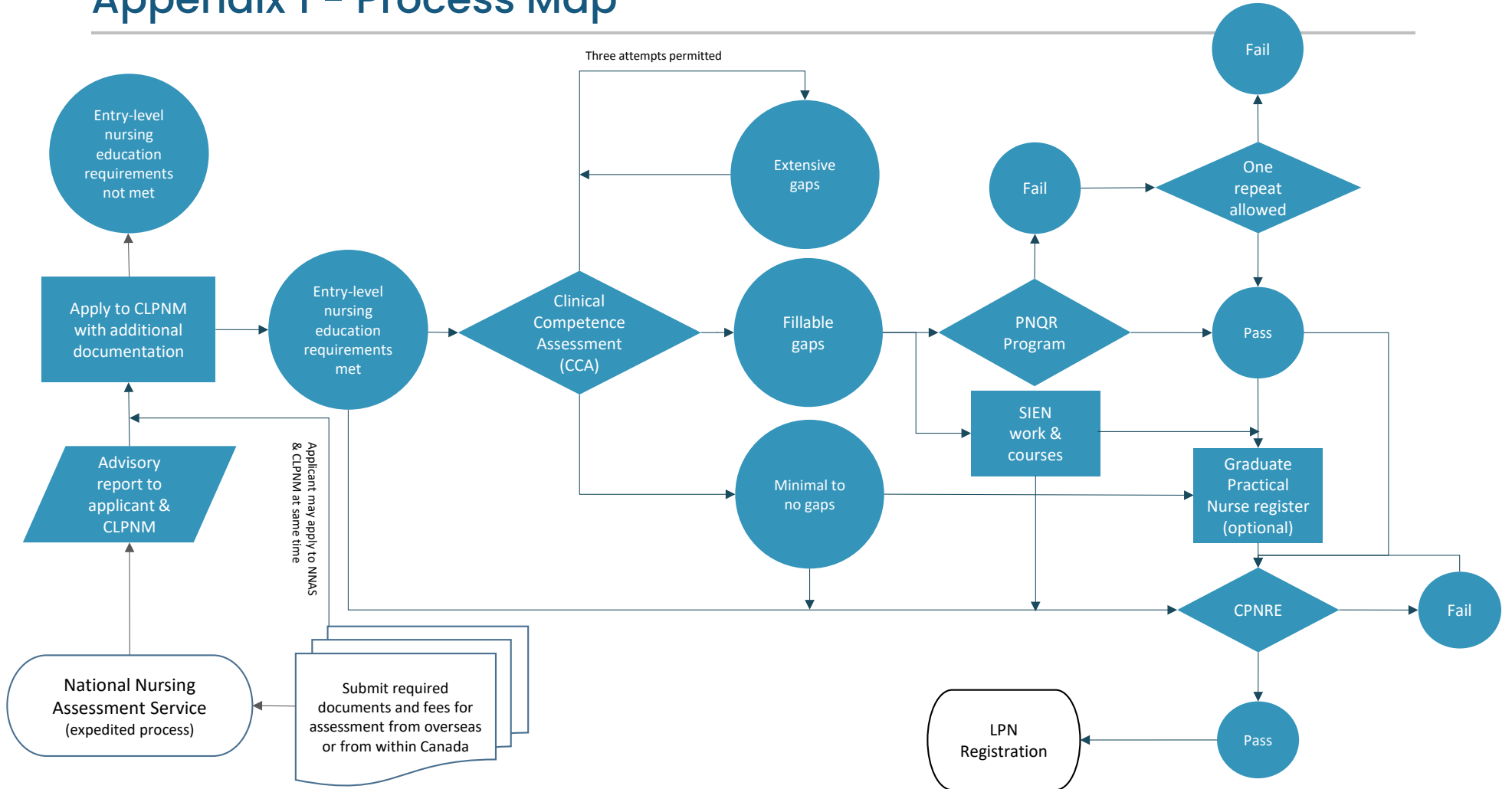
Note: Timelines are presented for IEA registrations occurring from 2016 to 2023. FRPO's dataset captures IEA outcomes only for those who applied in 2011 and later. Only registration timelines that occur well into the reporting period are presented because timelines in the early years potentially exclude 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, CLPNM’s data indicates average registration timelines ranging from 2.5 to 3.3 years without any clear trend to increasing or decreasing timelines. Beginning in 2021, CLPNM adopted several policies to decrease registration timelines. The impact of these measures may show up in future reporting years; most of the IEAs registering in this period applied before these changes were in place. The increase in average timelines at the end of the reporting period may be related to the effects of the COVID-19 pandemic. Some of the applicants who became registered in 2023 would have applied during the peak of the pandemic when many processes, across participating institutions, were affected.

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.