

December 2024

Registration Data Report

College of Pharmacists of Manitoba

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Executive Summary

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

Since FRPO started collecting this data in 2015, CPhM has seen a rise in membership to 1,740 in 2023 from 1,651 in 2015.

FRPO's registration data tracks IEAs who apply to CPhM after they have successfully completed the Pharmacy Examining Board of Canada's (PEBC) assessment. IEAs who are unsuccessful with this national assessment will not apply in Manitoba and are not tracked. As a result, only a partial picture of IEA applications and outcomes is presented in this report. The true number of applications from Manitoba IEAs is undercounted and registration rates will appear artificially high.

In the 2011 to 2023 reporting period, 783 IEAs applied to CPhM. Application numbers fluctuated somewhat throughout the reporting period with a spike in 2022. Applications made pre- and post-arrival were split relatively evenly with 47 per cent applying before arrival to Canada and 53 per cent applying from within Canada. Applicants educated in India accounted for 37 per cent (241/783) of IEAs and IEAs educated in Egypt made up 31 per cent (241/783). IEAs to CPhM represent 7.2 per cent of all IEAs applying to the 31 regulated professions under fairness legislation in Manitoba.

Ninety per cent of IEAs to CPhM (704/783) registered within the period. However, the registration rate for the period could be as high as 94 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 2012 to 2023 period. Upon completed application, the median time to registration for IEAs was 4.3 years.

Regarding IEA trends in outcomes and timelines, registration rates improve toward the end of the reporting period, however, average registration timelines trend upwards with an increase to 5.3 years at the end of the period from 3.5 years at the beginning of the period.

Introduction

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

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

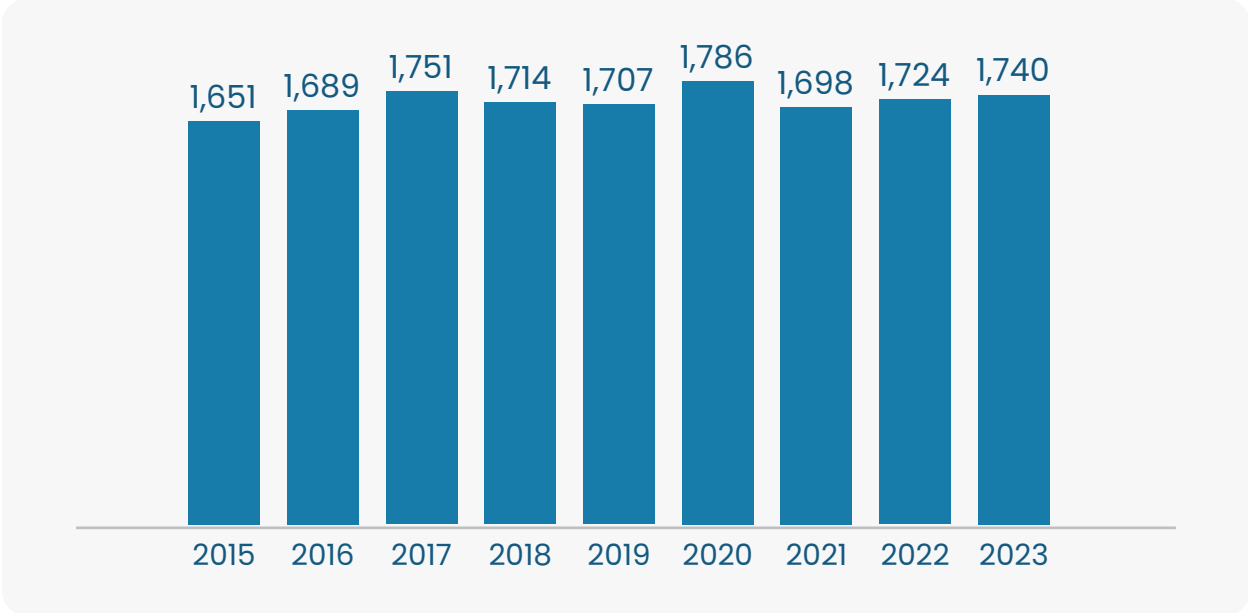
Facts and figures in this report are accompanied by analysis and contextual remarks to help interpret the data and provide a coherent, statistical picture. A flowchart of CPhM's assessment and registration process for IEAs along with a short glossary of terms used throughout the document are provided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

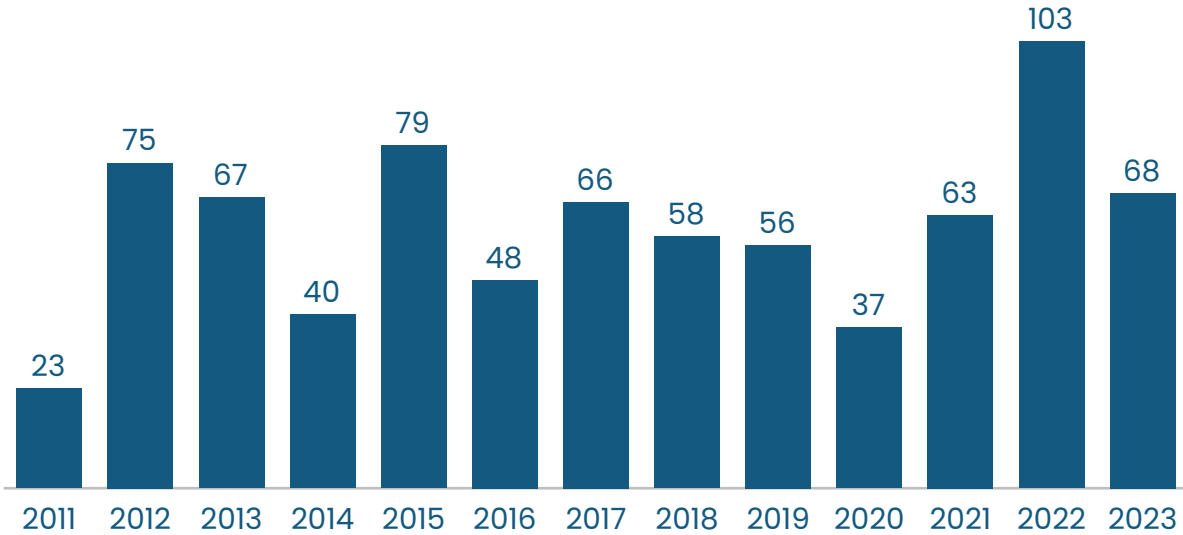
CPhM Members (2015 to 2023)



From 2015 to 2023, CPhM’s membership remained relatively steady with a small increase of about 90 members by the end of this period. Members include both domestic and internationally educated pharmacists. During this period, there were 542 IEA registrations.

Registration Data - Applicants

Internationally Educated Applicants (2011 to 2023)



 **783**
Total applicants

 **60**
Annual average

Note: These figures do not include Manitoba IEAs who applied to the profession’s first-step national assessment body but were unsuccessful. In CPhM’s case, FRPO understands that some applicants may not be successful with the PEBC assessment process.

Examining the distribution of IEAs by year, applications fluctuate throughout the period with the highest numbers reported in 2015 and 2022.

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

10,834



Total IEAs to 31 regulated professions in Manitoba

7.2%



Per cent of total IEAs applying to CPhM

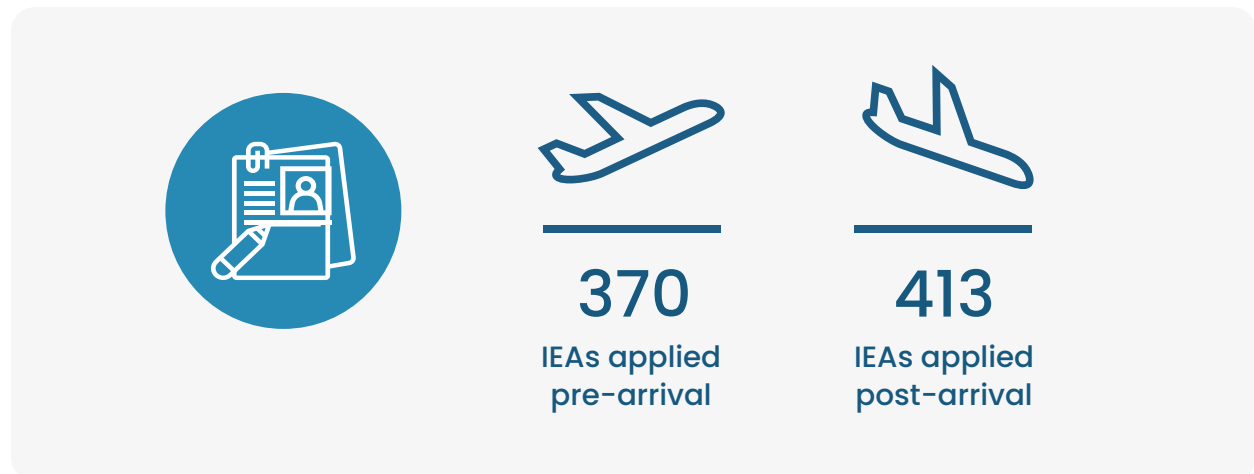
IEAs applying to CPhM from 2011 to 2023 represent 7.2 per cent of all IEAs to the 31 regulated professions under Manitoba's fairness legislation.

IEA Top Five Countries of Education (2011 to 2023)



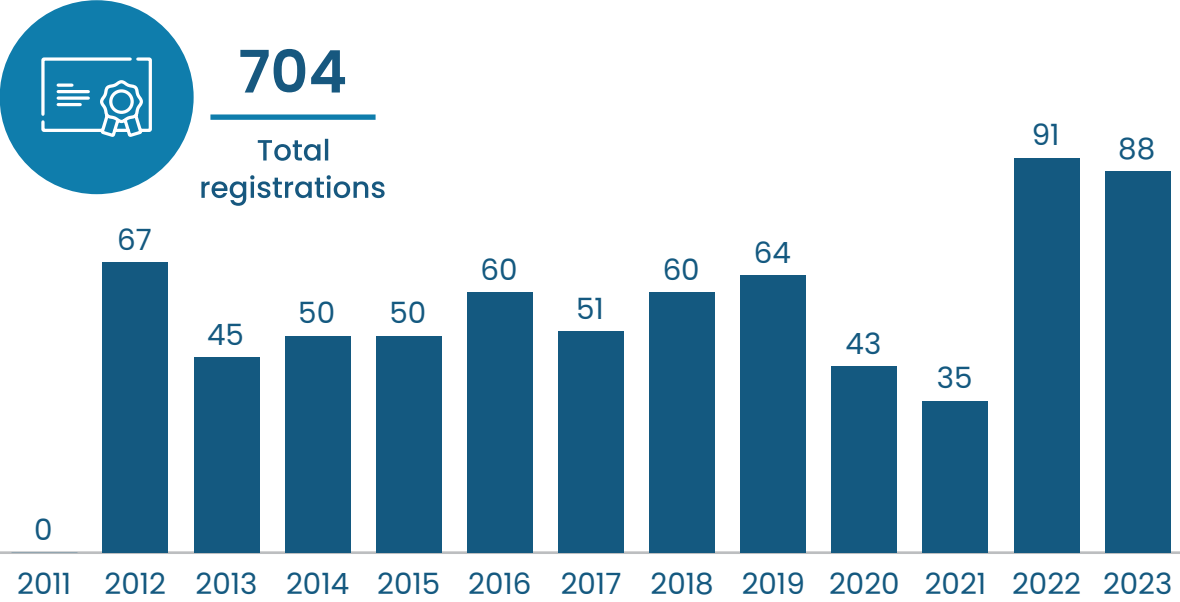
From 2011 to 2023, CPhM received applications from individuals educated in 36 countries. IEAs educated in India ranked number one, representing 37 per cent (288/783) of all IEAs, while Egypt ranked a close second with 31 per cent (241/783). Eighty per cent of all IEAs to CPhM came from India, Egypt, Nigeria, United Kingdom and The Philippines.

IEA Applications by Arrival Status (2011 to 2023)



Forty-seven per cent of IEAs applied to CPhM before arriving in Canada and 53 per cent applied post-arrival.

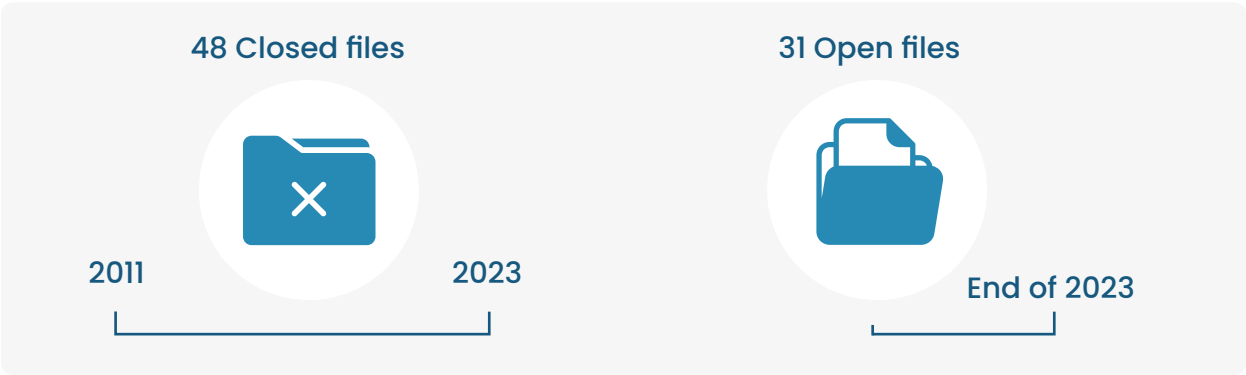
Registration Data - Applicant Outcomes



IEA Registrations (2011 to 2023)

Of the 783 IEAs who applied to CPhM between 2011 to 2023, 704 IEAs were registered throughout the period. Due to data collection methods, individuals who applied to CPhM 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



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

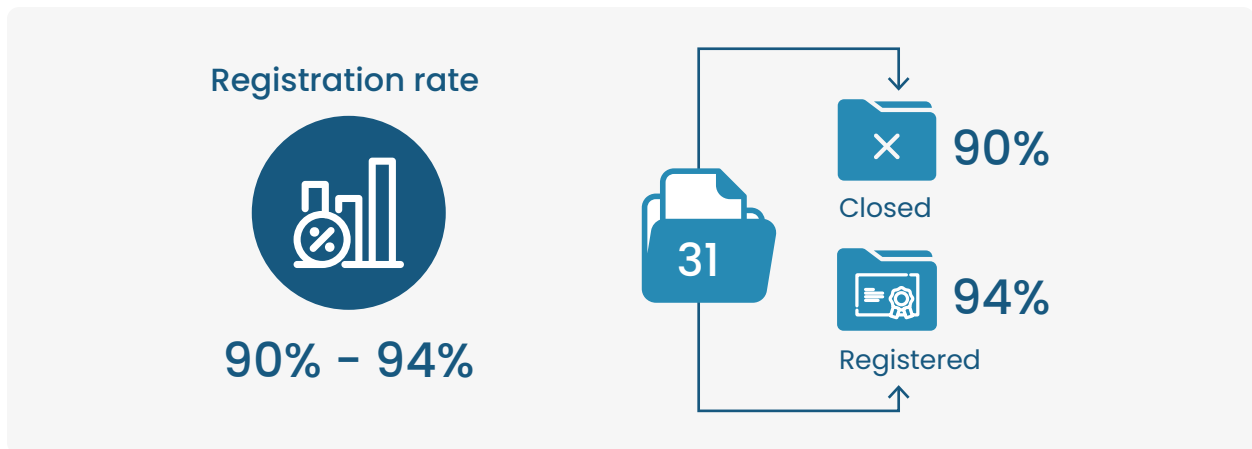
IEA Registration Rate (2011 to 2023)

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

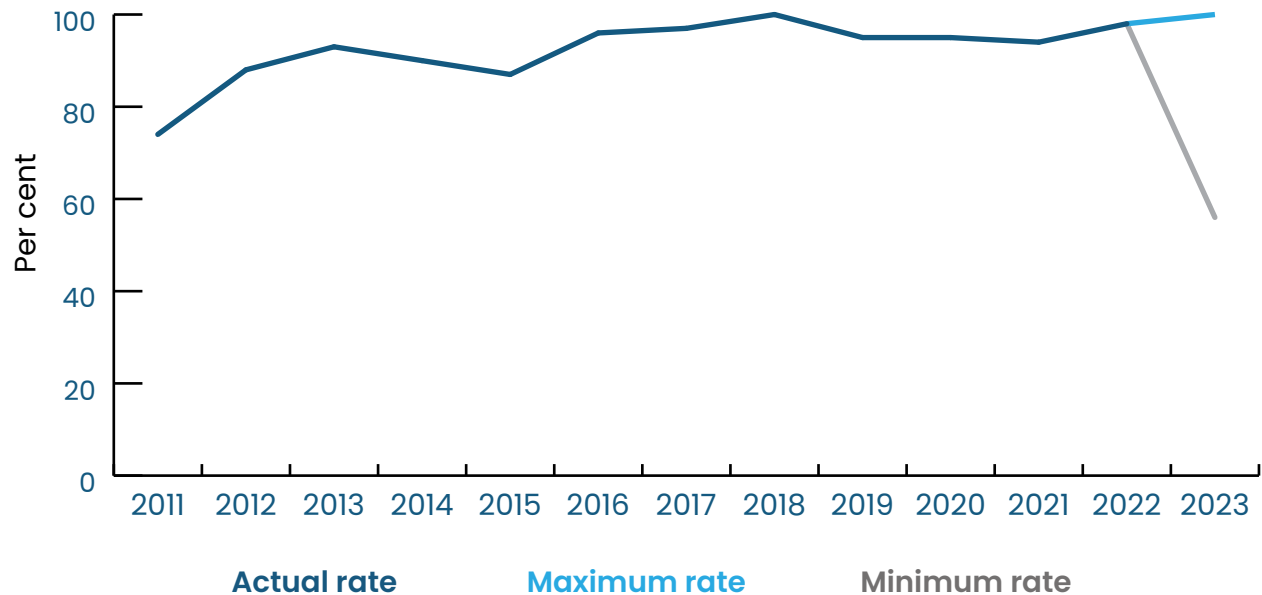
The registration rate range presented below only reflects the success of IEAs who apply to CPhM. This data does not include IEAs unsuccessful with the first-step PEBC assessment process. In CPhM's case, FRPO understands that some applicants may not be successful with PEBC's assessment process. This means the registration rate for the entire process is likely lower than presented.

Between 2011 to 2023, 90 per cent (704/783) of IEAs registered and 48 had files closed. At the end of the reporting period, 31 applicants had open files.

The IEA registration rate for applicants who applied in this period will fall between 90 to 94 per cent and is dependent on the outcomes of the 31 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, 74 per cent of the IEAs who applied in 2011 registered and 88 per cent who applied in 2012 registered.

From 2011 to 2022, CPhM's IEA registration rate varies from 74 per cent in 2011 to 98 percent in 2022. A precise registration rate can be presented for these years because none of the applicants were in process at the end of 2022.

Some applicants in 2023 still have open files without final registration outcomes. In this year, registration rate minimums and maximums (blue and grey lines) differ as not all registration outcomes are determined. For IEAs applying in 2023, 38 applications were resolved (all 38 registered); all the others remain open. Consequently, there is a discrepancy of potential outcomes for this group of applicants.

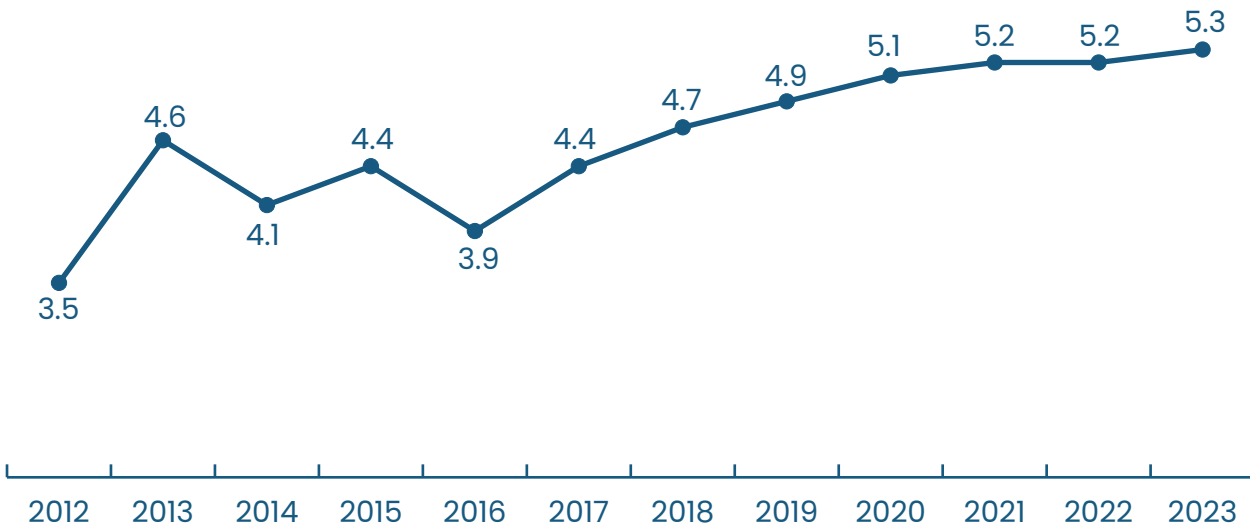
From 2011 to 2023, registration data indicates a trend to higher registration rates toward the end of the reporting period. The most successful registration rate years were 2017, 2018 and 2022, with at least 97 per cent of IEAs who applied to CPhM in these years registering sometime before the end of 2023.

IEA Timelines to Registration (2012 to 2023)



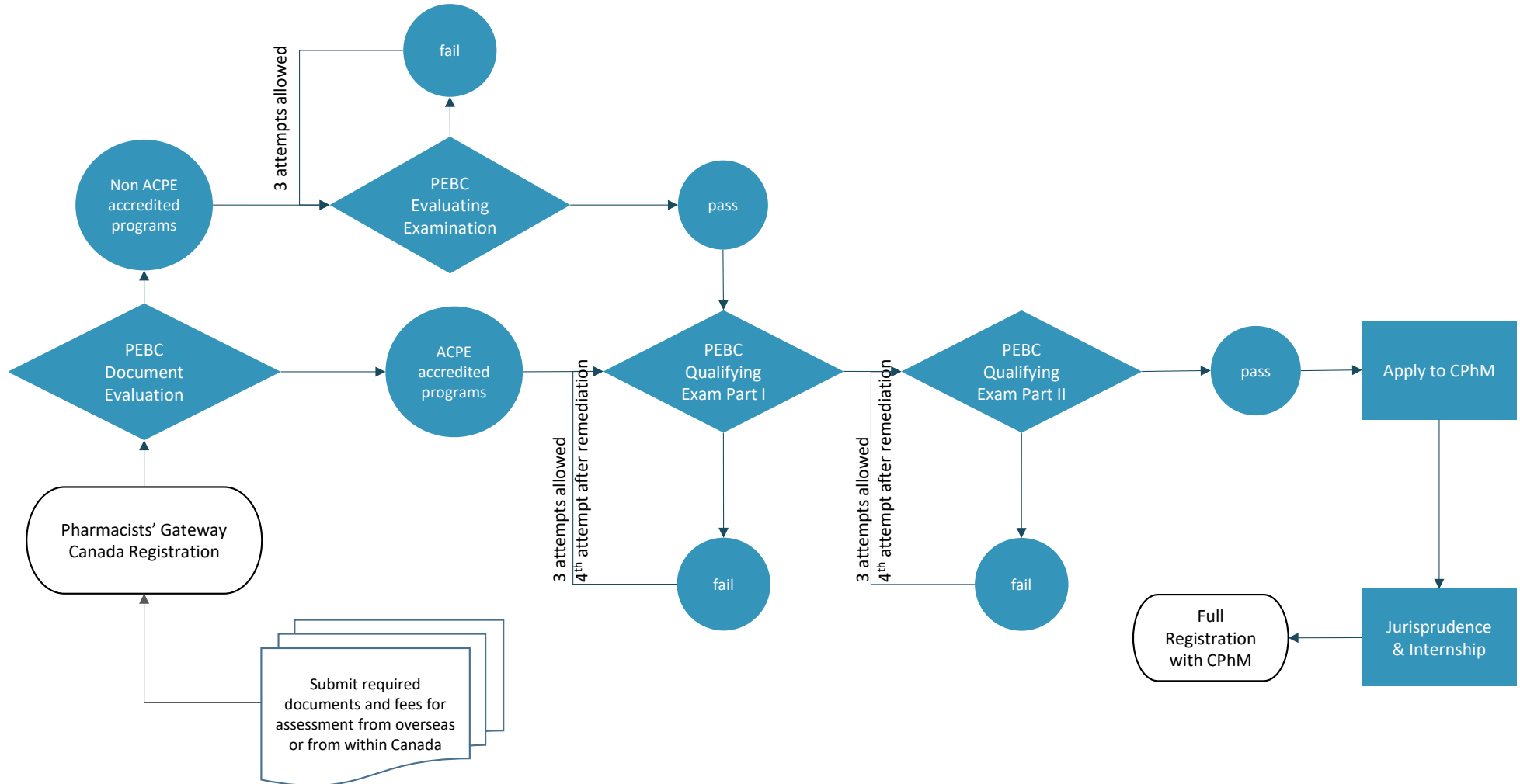
Registration timelines are calculated starting from the initial application date to PEBC (the first step assessment), to the date of registration with CPhM.

IEA Average Registration Timelines by Year (2012 to 2023)



From 2012 to 2023, CPhM’s average registration timeline data indicates long timelines to registration for IEAs with a trend towards increasingly longer timelines; an average of 3.5 years at the start of the period to 5.3 years at the end. A few factors may help account for this. This includes cancellation of national exams during the Covid 19 pandemic, the lengthening of CPhM’s internship requirement and an increasing number of applicants from other provinces who are applying after several exam attempts.

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.