

May 2022

Registration Data Report

College of Pharmacists of Manitoba



Fair Registration Practices Office

Manitoba 

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Executive Summary

This report presents registration data for the College of Pharmacists of Manitoba (CPhM) from 2011 to 2020. 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 CPhM over the last decade.

Registration data indicates from 2011 to 2020, 549 IEAs applied to CPhM, making up 56 per cent of their total applications. Applicants educated in Egypt and India accounted for 67 per cent (368/549) of IEA applications. Immigration admissions for Manitoba fluctuated throughout the period in this profession, averaging just under 30 each year. Some of the IEAs to CPhM may be spouses of principal applicants or they may be from other Canadian provinces.

The median time to registration was 4.4 years. Having completed the first steps of their registration process with the Pharmacy Examining Board of Canada (PEBC), applicants who are successful at this stage are typically registered with CPhM within six months of application. Four hundred and eighty-nine out of 549 IEAs who applied to CPhM were registered at the end of the reporting period and 20 were still in process.

From 2011 to 2020, CPhM had 443 domestic applicants (DA). The ratio of registrations to applications for DAs was 91 per cent (404/443).

With regard to unsuccessful IEA applications, there were forty 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 All closed files were withdrawn, where the applicant was eligible to continue to pursue registration but did not take the next step available to them.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 CPhM. This does not mean, however, that applicants who withdrew were sufficiently qualified for registration. It is possible, had they continued with the registration process, they would not have been successful.

Regarding IEA trends in applications, outcomes and timelines, applications remain steady throughout the period with a trend toward increased timelines, largely with the first steps of the registration process prior to application to CPhM. Registration ratio data is only presented for applicants who were successful with the first stage of registration process, conducted by the PEBC. 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 PEBC certification and go on to apply to CPhM, registration ratios are high, where registration data suggests the true registration rate for this group must range between 89 and 93 per cent.

The quality of data supplied by CPhM for the 2011 to 2020 period is excellent. CPhM's IEA data illustrates the key timelines and outcomes throughout the process. Currently, however, with regard to outcomes the data is somewhat incomplete. For those who successfully certify with PEBC and then apply to CPhM, the timelines for applicants to do so is clear. Outcome or through-rate data, capturing the number of those who may not be successful with PEBC certification, is not collected. FRPO will explore options with CPhM to acquire a sense of the certification rate moving forward.

FRPO is grateful to the College of Pharmacists of Manitoba for working with the office over this 10-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

Reason provided for a closed file. Applicants who are deemed ineligible to continue to pursue registration.

In Process (Unresolved) File

An applicant file that is active. The file remains open while the applicant continues to pursue registration. '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 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 College of Pharmacists of Manitoba (CPhM) 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).

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

This report presents 2011 to 2020 assessment and registration data for IEAs on applications, assessment outcomes, timelines and trends, together with aggregate DA data.

Facts and figures in this report are accompanied by analysis and contextual remarks to help interpret the data and provide a coherent, statistical picture. Values less than five are redacted in the report and indicated by the '■' symbol where privacy issues are of concern. A glossary of terms, as well as a step-by-step overview and process map of CPhM'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 CPhM'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 May 2022. However, complete information is not provided and policies and fees are subject to change. Visit the [College of Pharmacists of Manitoba](#) for detailed information.

Legislation

CPhM currently operates under the authority of The Pharmaceutical Act (C.C.S.M. c. P60) and the Pharmaceutical Regulation (185/2013). In order to practice as a pharmacist in Manitoba, individuals must be registered and licensed by the College of Pharmacists of Manitoba (CPhM). Only CPhM registered pharmacists are authorised to practise pharmacy in Manitoba and to use the title Pharmacist or any variation of this professional designation.

Qualification Requirements

The Pharmaceutical Act and Regulation outline the requirements for registration.

The principal qualification required for registration as a pharmacist in Manitoba is graduation from an approved four-year degree in pharmacy. International Pharmacy Graduates (IPGs) must possess educational degrees substantively equivalent to the Canadian standard.

All applicants must successfully complete the Pharmacy Examining Board of Canada's (PEBC) Qualifying Exam (Part I and II), a 600-hour internship in Manitoba and a jurisprudence exam. IPGs educated outside of an Accreditation Council for Pharmacy Education (ACPE) accredited program must also undertake the PEBC Evaluating Exam prior to the Qualifying Exam.

Steps to Registration

Step 1: Self-Assessment (optional)

In August 20, 2014, the National Association of Pharmacy Regulatory Authorities (NAPRA) introduced Pharmacists' Gateway Canada (Gateway). This interactive website and application portal was introduced to streamline the certification process and assist applicants in determining if they are prepared for required national exams with PEBC.

All pharmacy regulatory authorities in Canada require applicants to apply through the Gateway. Two self-assessment tools are available to assist IPGs to make informed decisions about engaging the registration process in Canada. Self-assessment is optional but strongly encouraged.

Step 2: Apply to PEBC through the Gateway

To apply to the PEBC, IPGs enroll in the Gateway. Applicants must submit required documents — identification, education, previous licensure — along with a document evaluation fee of \$685 (fee for US applicants is \$250).

Applicants who are not from an ACPE accredited program in the United States, must also submit a completed Evaluating Exam application form and an exam fee of \$880.

Step 3: Write the PEBC Evaluating Exam (applicants from non-accredited programs only)

The PEBC Evaluating Exam is designed to assess the foundational knowledge of the applicant gained through their international education program and assists in determining an IPG's readiness to attempt the Qualifying Exam. Graduates of ACPE accredited pharmacy programs are not required to undertake the Evaluating Exam.

The Evaluating Exam is a two-part, two half-day multiple-choice exam that tests for general academic pharmaceutical knowledge and knowledge of Canadian pharmacy practice. It is offered twice a year in the summer and winter. Currently, it can be written in Winnipeg, other major centres across the country and London, England. Three attempts are permitted with an additional attempt permitted after remediation.

Successful completion of the Evaluating Exam establishes eligibility to complete the PEBC's Qualifying Exam (Part I and II).

Step 4: Complete the PEBC Qualifying Exam

The PEBC Qualifying Exam is a two-part exam designed to assess the individual's competence — knowledge, skills and judgment — to practice pharmacy safely and effectively in an entry-level Canadian pharmacist position. One half-day (4.5 hour) multiple-choice exam followed by a full day objective structured clinical exam (OSCE) which is based on a series of seven-minute simulations of common and critical practice situations.

Synchronised to occur a few months after the Evaluating Exam, the Qualifying Exam is held twice a year in the spring and fall throughout Canada. Locations for the OSCE are restricted in some areas; currently, the OSCE can be challenged in Winnipeg in the spring only.

A completed application and exam fee of \$3,505 is required (Part I (MCQ) — \$825 + Part II (OSCE) — \$1,855). Fees are set by PEBC. Three exam attempts are permitted. Passing both Parts I and II of the Qualifying Exam results in PEBC certification required for application to provincial regulators.

Step 5: Apply to the College of Pharmacists of Manitoba

To apply to CPhM, applicants must submit a completed application form along with required documents (identification, copy of PEBC Qualification Certificate or copy of PEBC letter confirming, qualification, proof of language proficiency if necessary, proof of immigration status, declaration, background checks) and pay a \$766.90, one-time registration fee.

The College's registrar and board of examiners review and approve applications for registration and licensure.

Step 6: Complete an Internship

Applicants must then successfully complete a 600-hour internship with a preceptor approved by CPhM. The applicant is responsible to secure a preceptor. The internship must be completed within 15 to 21 weeks and involves three preceptor assessments based on NAPRA's Professional Competencies for Canadian Pharmacists at Entry to Practice (2014).

Step 7: Complete the Pharmacy Jurisprudence Modules and Write the Jurisprudence Examination

Once the applicant has successfully served 200 hours of internship and completed the Pharmacy Jurisprudence Modules (12 to 15 hours and \$100), they are eligible to write the CPhM's jurisprudence exam. This three-hour, multiple choice format exam tests for legal and profession-specific knowledge about ethics, legislation, standards of practice and the role of pharmacists in Manitoba. This is a closed book, live-proctored online exam. There is no limit to exam attempts. The fee for this exam is \$197.08.

Step 8: Apply for Registration

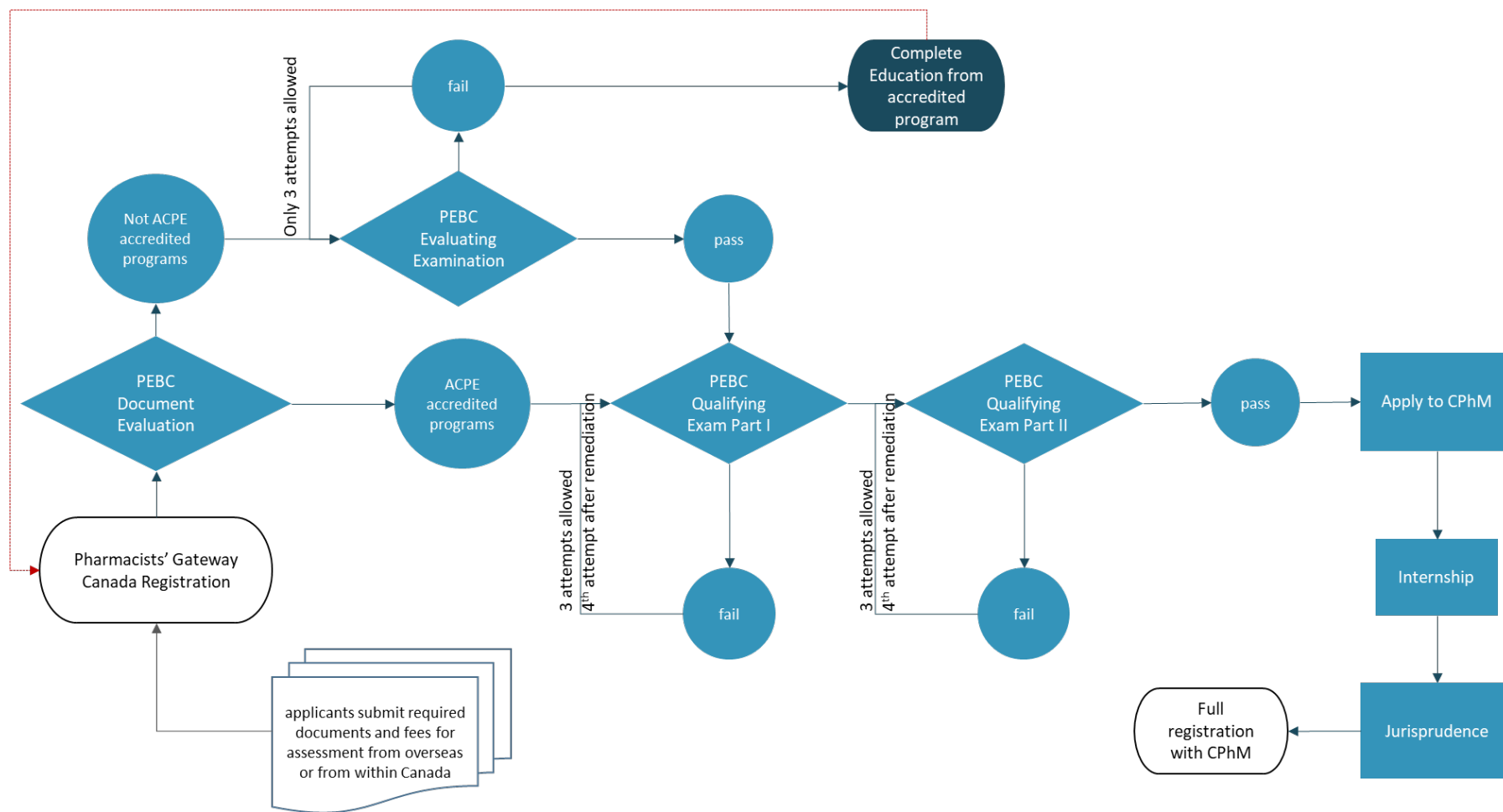
The final step is to apply for registration. Once all the above requirements are met, applicants pay a prorated annual license fee of \$1,020.54 and with the approval of the College's board of examiners and the registrar, are licensed.

Registration Time and Costs

All IPGs must be assessed and complete national exams and an internship at a pharmacy in Manitoba. CPhM reports that the steps in the registration process, including completion of the PEBCs and the provincial internship requirement, can be completed within approximately 20 months. This is an ideal, minimum timeline if exams were passed on first attempt. The median time to registration for IPGs from 2011 to 2020 was 4.4 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 IPGs to be assessed and register with the CPhM may vary somewhat depending on the circumstance of the applicant. Basic costs total approximately \$5,800 to \$7,200, the majority of which are associated with PEBC certification. There may also be costs associated with providing documentation and language proficiency testing, etc.

Registration Process Map

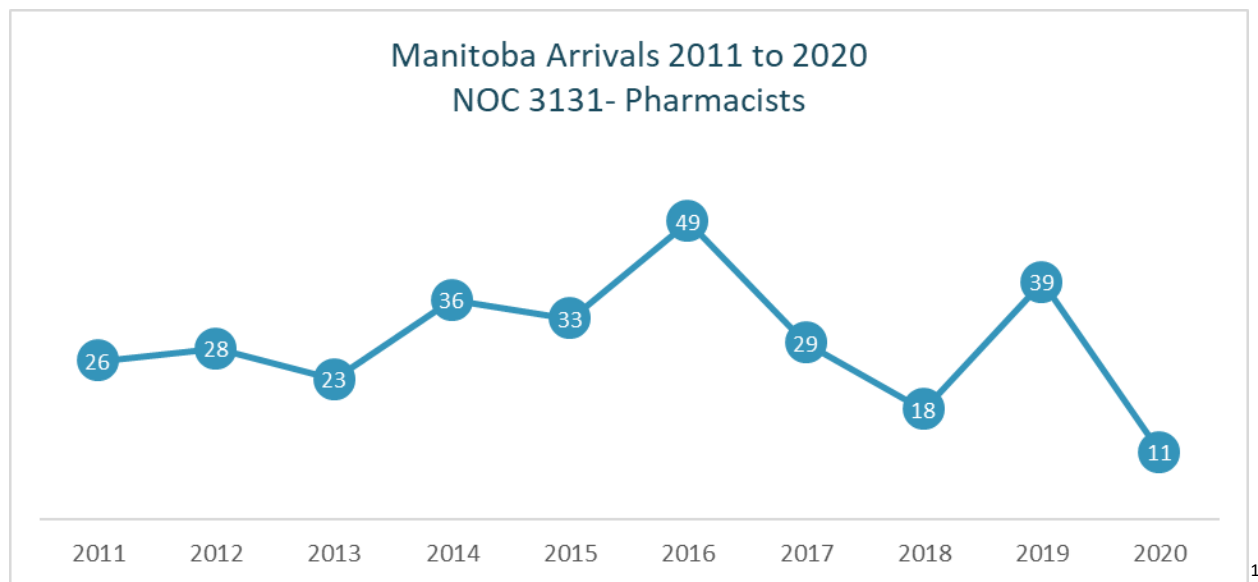


Immigration Statistics

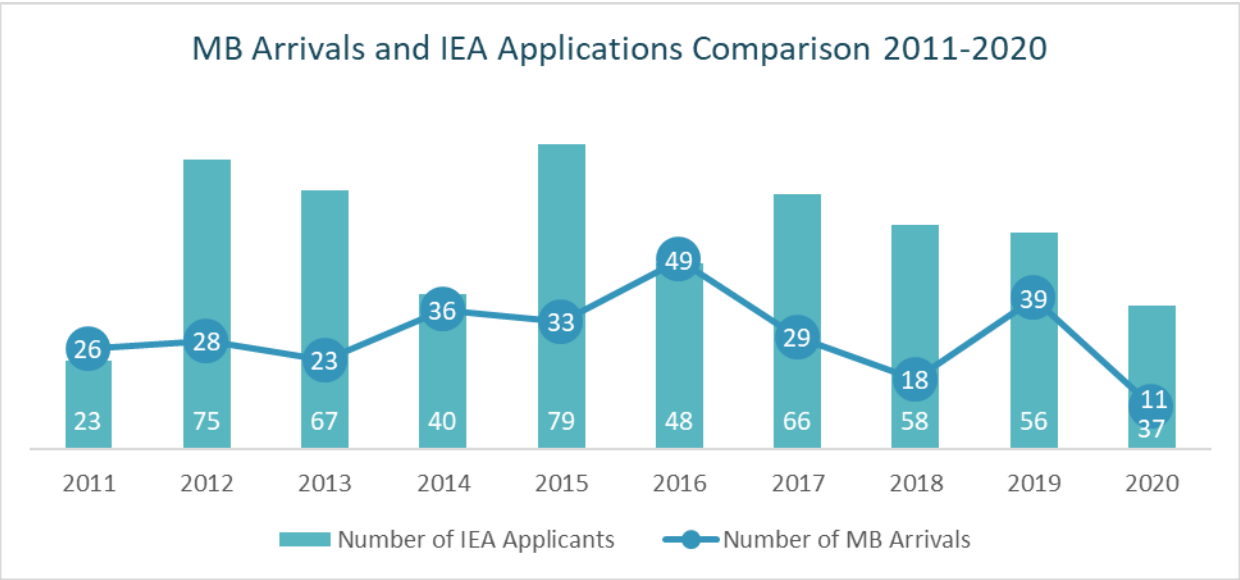
The National Occupational Classification (NOC) is Canada’s national system of classifying and describing the occupations in the Canadian economy. Over 30,000 occupation titles are organised by unit groups, skill levels and skill types. When individuals apply to immigrate to Canada, they are asked to 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).

There were 292 Manitoba arrivals in the 2011 to 2020 period who self-declared using the NOC 3131 used to identify pharmacists. Arrivals fluctuated throughout the period with a peak in 2016 and sharp decline in 2020, likely due to the COVID-19 pandemic.



¹ Source: Created February 2022 by the Manitoba government using IRCC Q4 2020 immigration data.



The above chart compares IEAs to CPhM to Manitoba arrivals. Of interest is that CPhM received significantly more applications (549) from IPGs than Manitoba admissions (292) in the 2011 to 2020 period. Some of these applicants may be spouses of principal applicants or they may be IEAs from other Canadian provinces.

Registration Data

Context – Reading the Numbers

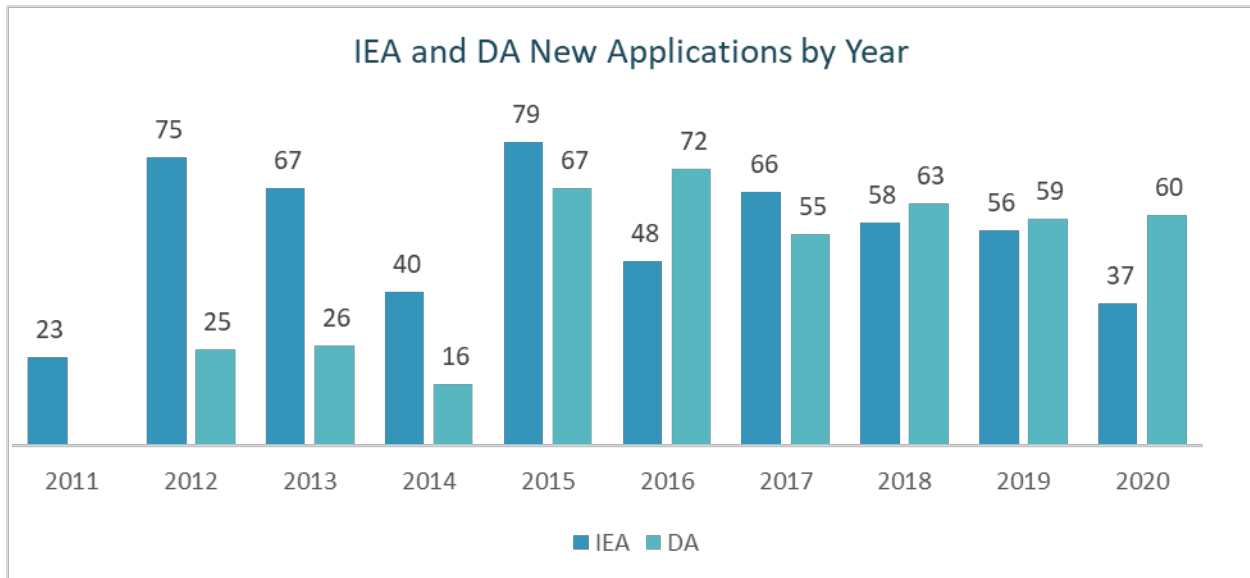
Monitoring the safe and effective use of medication for patients distinguishes the Canadian model of pharmacy practice from many other regions in the world, where manufacturing, compounding and dispensing of medication is the primary role. The level of training and expertise required is high, technical and evolving, public safety issues are pressing and practitioners work independently in the field. For domestic applicants, this means demanding regulatory examinations follow graduation. With the exception of those from recognised jurisdictions, the diversity of IEA training and practice environments abroad require an even greater level of assessment scrutiny. In this context, long registration timelines for certain groups may not be surprising.

CPhM's registration outcomes and timelines need to be understood in context. A 4.4-year median time to registration presented in this report reflects the need to be assessed by PEBC, pass an evaluating exam, a two-part qualifying exam and complete a 600-hour Manitoba internship. Only applicants from US programs are exempt from the evaluating exam — the number of US educated applicant's in CPhM's data set is statistically insignificant and does not affect the median time to registration of applicants. Anecdotally, we understand that due in part to the differences in practice noted above; IEAs must often sit exams multiple times before achieving success. Since exams are only offered every six months, retaking exams can quickly add to timelines. Those unsuccessful on a third exam attempt are required to do additional training before a fourth sitting, which may extend timelines for some applicants.

During the reporting period, the internship requirement increased from 300 to 600 hours in an effort to help ensure new pharmacists are better supported and equipped for independent practice upon licensure. Internships can be difficult to secure as IEAs are in competition with DAs for internship spots and not all pharmacies are well positioned to take on interns.

Applications 2011 to 2020

IEA and DA applications by year



From 2011 to 2020, 433 applicants to the CPhM were domestic applicants and 549 were internationally educated. IEAs represented 56 per cent (549/982) of CPhM’s applications with just over 60 per cent of these applications occurring in the second half of the reporting period. DA applications were also higher in the latter part of the period with their lowest years occurring between 2012 and 2014.

Note: DA data was not collected from Manitoba regulators until 2012. IEA data collection began in 2011. IEAs who applied to PEBC and were unsuccessful with achieving certification are not counted.

IEA incomplete applications

IEA Applications 2011-2020	
Number of Applications	Complete Applications
549	549

A completed application is one for which all the necessary documents and fee to conduct the initial assessment are provided. Further steps and documents may be required later in the process, but a completed application will trigger an initial assessment decision by CPhM.

From 2011 to 2020, all IEA applications to CPhM were complete.

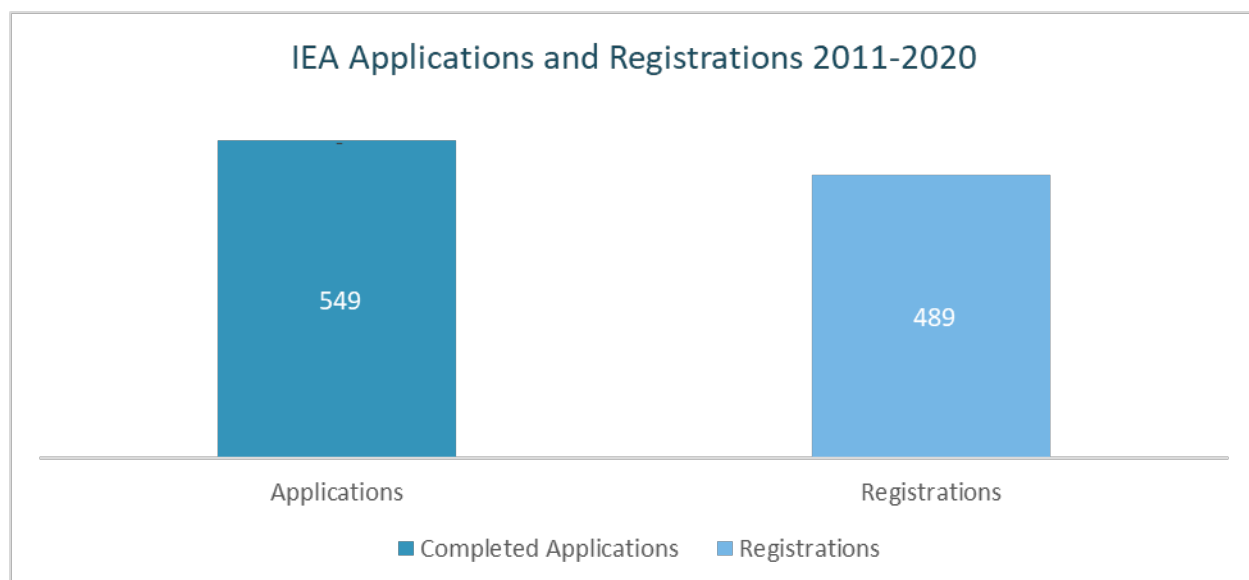
IEA applications ranked by country of education

Top Nine Country of Education by Number of Applications 2011-2020		
Rank	Country of Education	Number of Applicants
1	Egypt	205
2	India	163
3	United Kingdom	28
4	Philippines	27
5	Jordan	20
6	Pakistan	15
7	Nigeria	11
7	Iran	11
9	Australia	10
9	Bangladesh	10
9	Iraq	10

Egypt was the top country of education among CPhM's IEA applications with 37 per cent (205/549) having applied from 2011 to 2020. IEAs educated in India also made up a significant percentage of CPhM's applicants (30 per cent).

Registration Outcomes 2011 to 2020

IEA applications to registrations



Of the 549 internationally educated applicants who applied to CPhM from 2011 to 2020, 489 IEAs (89 per cent) achieved registration.

Application status as of December 2020 of IEAs 2011 to 2020

IEA Status as of December 2020				
Number of Applicants	Registrations	Closed Files		In Process (not yet provisional)
		Withdrawals	Denials	
549	489	40	0	20

At the end of the reporting period, December 2020, outcomes for the 549 applications indicate 489 IEA registrations. Other registrations from the applicants 'in process' may occur in the future, a total of 20 IEAs (four per cent) were in process at the end of 2020.

All closed files were 'withdrawals'; these are applicants who at some point in the process have been assessed as being eligible to proceed, but for whatever reason, did not pursue registration. 'Denials' refer to applicants assessed as not eligible to proceed at some point in the process.

Eight-eight per cent of applicants considered withdrawals had files closed after a prolonged period of no contact with CPhM.

IEA registration outcomes by year

Breaking down the above IEA application outcomes by year indicates where these outcomes are distributed in the 2011 to 2020 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.

The majority of withdrawals occurred in the first half of the reporting period, with relatively few taking place in 2016 and later.

IEA Outcomes by Year 2011-2020				
Year	Applicants	Registrations	Closed Files	
			Withdrawals	Denials
2011	23	0	6	0
2012	75	67	8	0
2013	67	45	5	0
2014	40	50	■	0
2015	79	50	10	0
2016	48	60	■	0
2017	66	51	■	0
2018	58	60	0	0
2019	56	64	■	0
2020	37	43	0	0
Total	549	489	40	0

Assessment Outcomes 2011 to 2020

This section examines assessment outcomes of IEA, post application to PEBC, who went on to apply to CPhM.

IEA Internship Outcomes		
	Met	Not Met
Number of applicants with outcomes:	494	9
Per cent	98%	2%

A 'Met' value means that the applicant has completed an internship to the satisfaction of CPhM while a 'Not Met' value means the applicant has undertaken an internship and has not been successful in meeting the requirement.

The majority of applicants who did not meet the internship requirement had closed files by the end of the reporting period and their files were largely closed due to a lack of contact with CPhM. Fourteen applicants were still in the process of either securing an internship or completing this requirement at the end of the reporting period. Thirty-two applicants did not have outcomes for this requirement.

IEA Language Proficiency Outcomes		
	Met	Not Met
Number of Applicants	544	5
Per cent	99%	1%

All applicants to CPhM had a language proficiency outcome. Almost everyone met the language requirement (99 per cent) and those who did not meet the requirement (one per cent) had files closed due to no further contact.

CPhM requires valid language test results upon application, with few exceptions. This requirement must be met before an applicant can proceed to internship.

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 CPhM.

Registration to Application Ratio

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

CONS: likely undercounts IEA registrations. IEAs who applied before 2011, but who registered in the reporting period (2011 to 2020), are not counted because data collection begins with IEAs applying in 2011 or later.

PROS: DA registrations are not under-counted.

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

Late Period Registration to Application Ratio (2016 to 2020)

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

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

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

Resolved Registration Rate

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

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

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

REGISTRATION RATE INDICATORS: CALCULATIONS

Registration to Application Ratio

of registrations

÷

of complete applications in a given year or period

Late Period Registration to Application Ratio 2016-2020

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

÷

of complete applications made between 2016 and 2020

Resolved Registration Rate

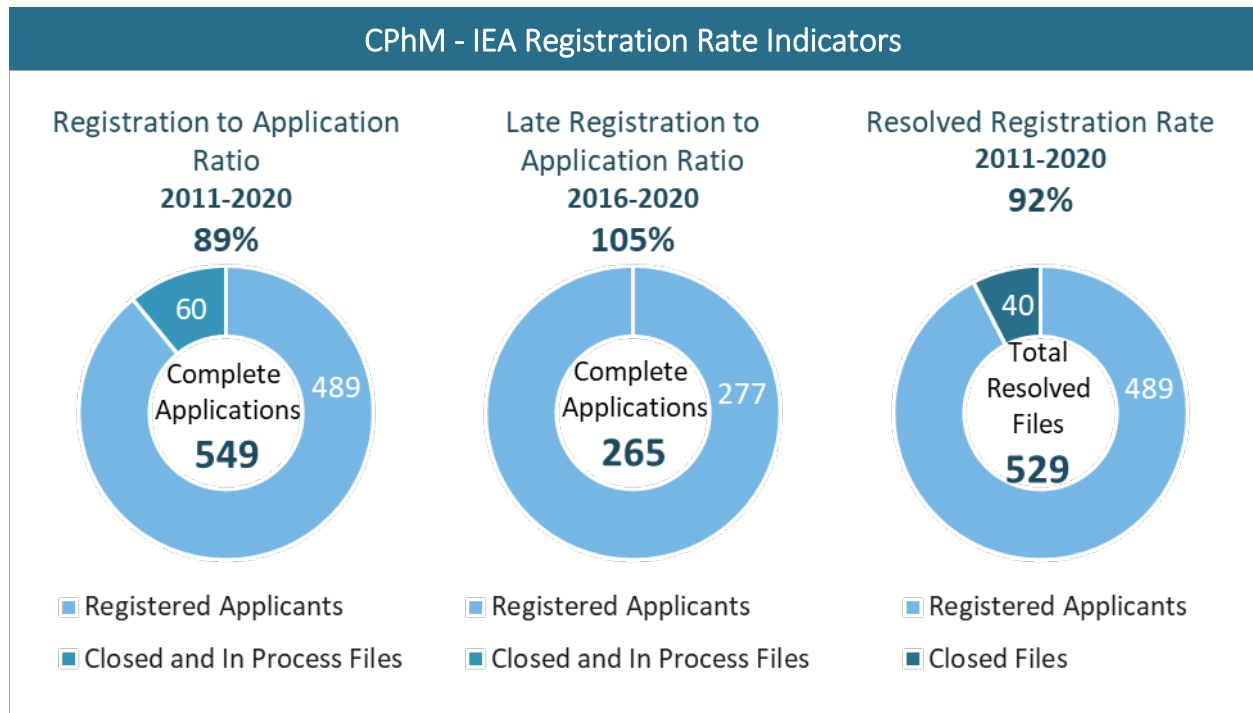
of registrations

÷

of complete application resolved files in a given year or period

CPhM's registration rates

Below registration rate indicators are presented for CPhM's assessment and registration process. It is important to note that these figures likely overvalue the IEA registration rate; IEAs unsuccessful at some of the first-step, national body assessments are not captured in the data.



Any screen with the first-step, national body notwithstanding, CPhM's **89 per cent** registration to application ratio figure for the 2011 to 2020 period may undervalue the IEA registration rate.

CPhM's late period registration to application ratio of **105 per cent** indicates that there were slightly more registrations than applicants in the late period. This is not unexpected in a profession with a high registration rate and where there is a slight application drop in the latter part of the period. Many of the registrations in this period occurred from applications prior to 2016.

A resolved registration rate of **92 per cent** is the strongest indicator of the true registration rate. In this case, there are 20 unresolved files, four per cent (20/549). Unresolved files are applicants 'In Process' at the end of the reporting period. Possible outcomes for the 20 unresolved files, suggests the true registration rate must range between **89 per cent** (489/549)— if all 20 resolve as closed files — and **93 per cent** (509/549) — if all 20 register.

IEA registration outcomes ranked by country of education and registration rate

Country of Education by Number of Applications 2011-2020 (Five or more)				
Rank	Country of Education	Number of Applicants	Number of Registrations	Registration to Application Ratio
1	Egypt	205	186	91%
2	India	163	144	88%
3	United Kingdom	28	26	93%
4	Philippines	27	26	96%
5	Jordan	20	19	95%
6	Pakistan	15	10	67%
7	Nigeria	11	10	91%
7	Iran	11	9	82%
9	Australia	10	9	90%
9	Bangladesh	10	7	70%
9	Iraq	10	7	70%

Country of Education by Registration Ratios 2011-2020 (Five or more)				
Rank	Country of Education	Number of Applicants	Number of Registrations	Registration to Application Ratio
1	Ukraine	5	5	100%
2	United Arab Emirates	5	5	100%
3	Philippines	27	26	96%
4	Jordan	20	19	95%
5	United Kingdom	28	26	93%
6	Nigeria	11	10	91%
6	Egypt	205	186	91%
8	Australia	10	9	90%
9	India	163	144	88%
10	Iran	11	9	82%
11	Bangladesh	10	7	70%
12	Iraq	10	7	70%
13	Pakistan	15	10	67%

The vast majority of applicants are from Egypt and India (368/549), representing 67 per cent of all IEAs. Their registration to completed application ratio is above average at 91 and 88 per cent respectively. Applicants from Ukraine, United Arab Emirates, Philippines, Jordan, United Kingdom, Nigeria, Australia, and India also experience higher than the IEA average registration to application ratio of 89 per cent.

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	260	226	87%	3.9
Post-Arrival	289	264	91%	3.9

The data set contains the pre- or post-arrival application status for all 549 applicants in the 2011 to 2020 period. Two hundred and sixty started the application process with the PEBC pre-arrival and 87 per cent (226) achieved registration. Two hundred and eighty nine applied to PEBC post-arrival, achieving a slightly higher registration level of 91 per cent. There was no difference in the median time to registration for these two groups.

Registration Timelines 2011 to 2020

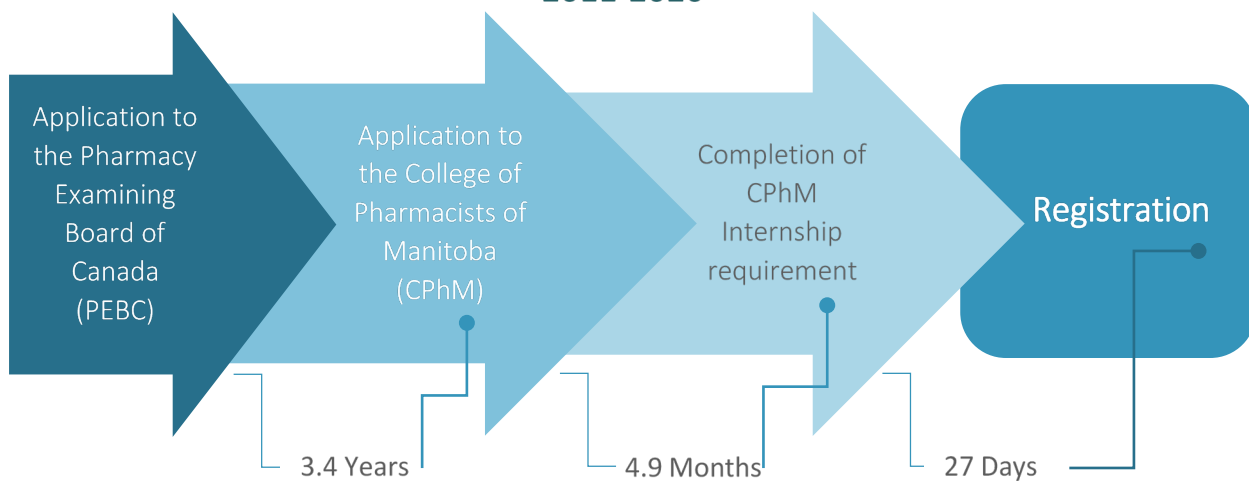
IEA average, median time to registration

Time to registration 2011-2020	
Average	Median
3.9 years	4.4 years

Registration timelines are calculated from the date of completed application with PEBC to the date of registration with CPhM. The above registration timelines are calculated using data from all 489 applicants for whom there is complete timeline information.

From 2011 to 2020, the average time to registration was 3.9 years. That the median is longer than the average indicates.

IEA Median Time between Key Steps from Initial Application to Registration, 2011-2020

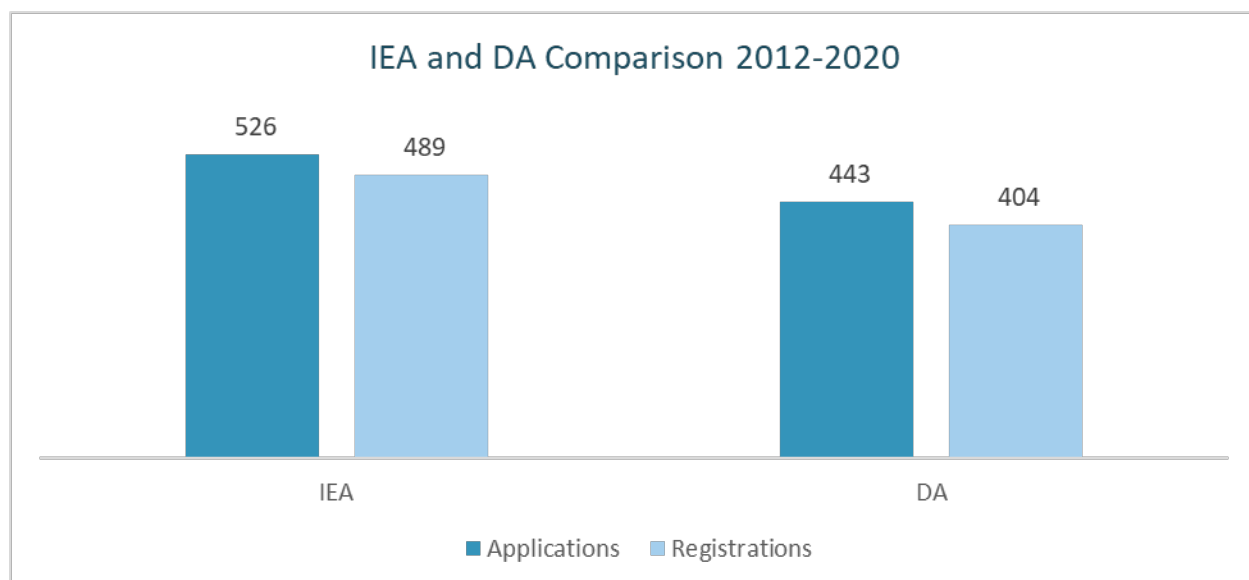


There are 549 applicants with complete timeline information used to calculate the first step, 494 for the second step, and 489 applicants for the third step.

The majority of the time spent in this registration process (3.4 years) is in the early stage between application to the national body, PEBC, and application to CPhM. Internships take some time to secure and complete but move more quickly than the first stage of exams. Applicants are quick to receive registration upon completion of internships and are typically registered in under a month.

IEA to DA Registration Rate Comparison 2012 to 2020

FRPO collects application and outcome aggregate data on domestic applicants (DAs) in order 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 CPhM only; registrants, IEA and DA alike, have completed certification examinations with PEBC. Data collection for DAs began in 2012. Comparison below to IEAs is for the 2012 to 2020 period.

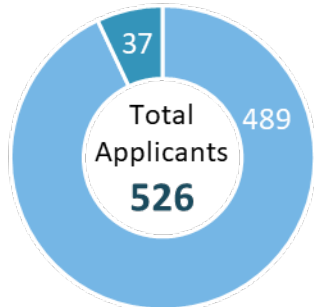


IEAs represent 54 per cent of CPhM's total applications (526/969) and 55 per cent (489/893) all registrations in this nine-year period.

IEA and DA Outcome Comparison by Year				
	IEA Applications	IEA Registrations	DA Applications	DA Registrations
2011	23	0	--	--
2012	75	67	25	16
2013	67	45	26	15
2014	40	50	16	8
2015	79	50	67	67
2016	48	59	72	66
2017	66	51	55	56
2018	58	60	63	66
2019	56	64	59	56
2020	37	43	60	54
Total	549	489	443	404

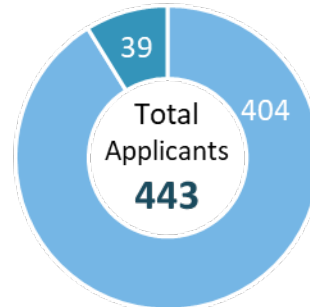
IEA to DA Registration to Application Ratio Comparisons

IEA Registration to Application Ratio
2012-2020
93%



- Registered Applicants
- Closed and In Process Files

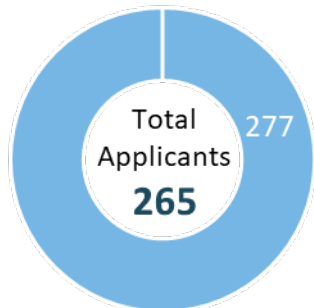
DA Registration to Application Ratio
2012-2020
91%



- Registered Applicants
- Closed and In Process Files

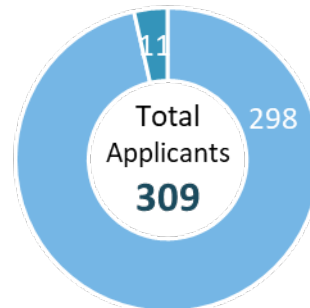
In this comparison, DAs were as likely as IEAs to register.

IEA Late Registration to Application Ratio
2016-2020
105%



- Registered Applicants
- Closed and In Process Files

DA Late Registration to Application Ratio
2016-2020
96%



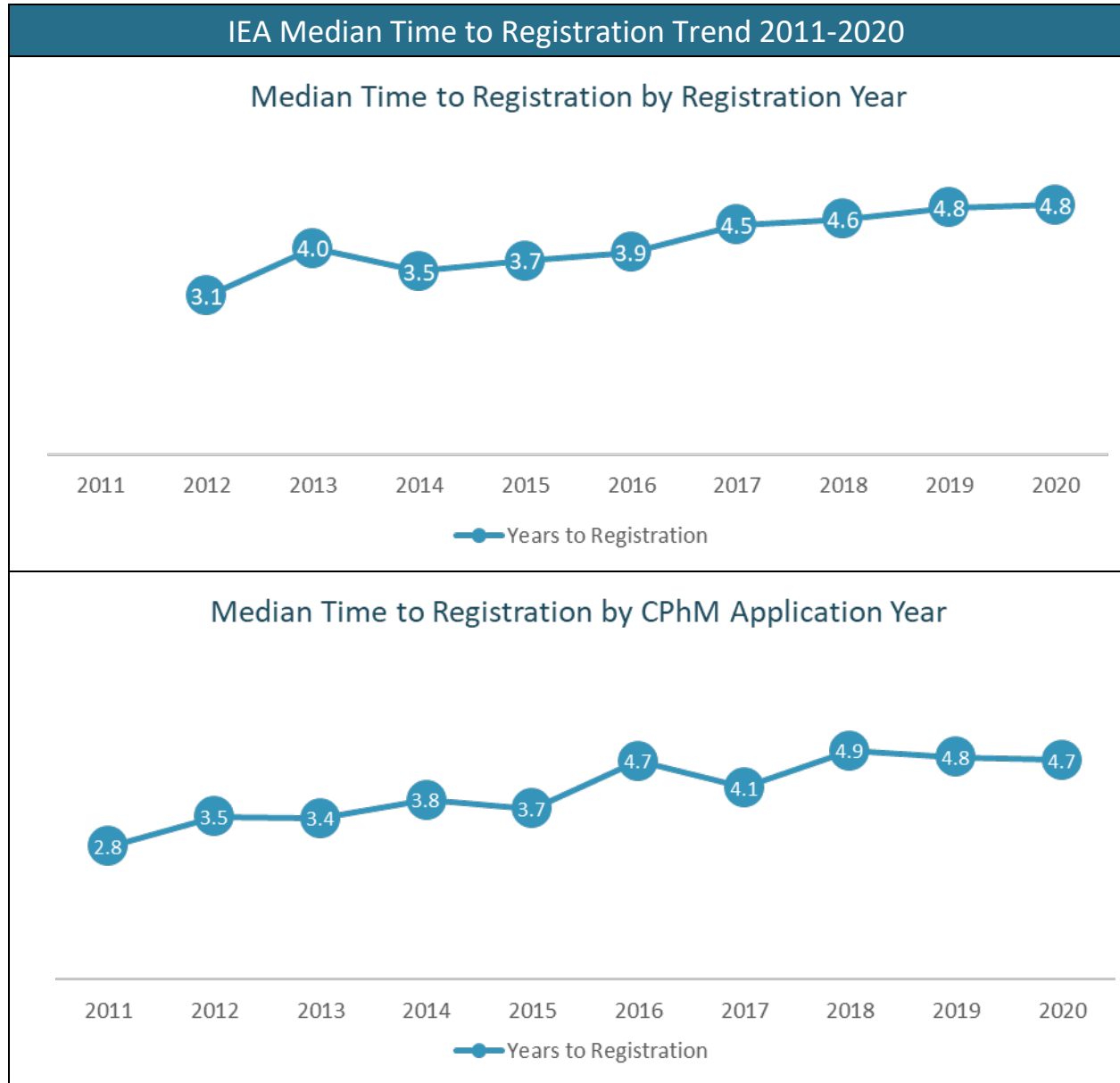
- Registered Applicants
- Closed and In Process Files

In this comparison, IEAs were 1.1 times more likely to register than DAs.

CPhM's registration data indicates IEAs have similar registration to application ratios as DAs. IEA registration rates in both these comparisons are high; they exceed 100 per cent from 2016 to 2020 as CPhM had more IEA registrations than IEA applications in this period. DA registration to application ratios are high as well.

Trends

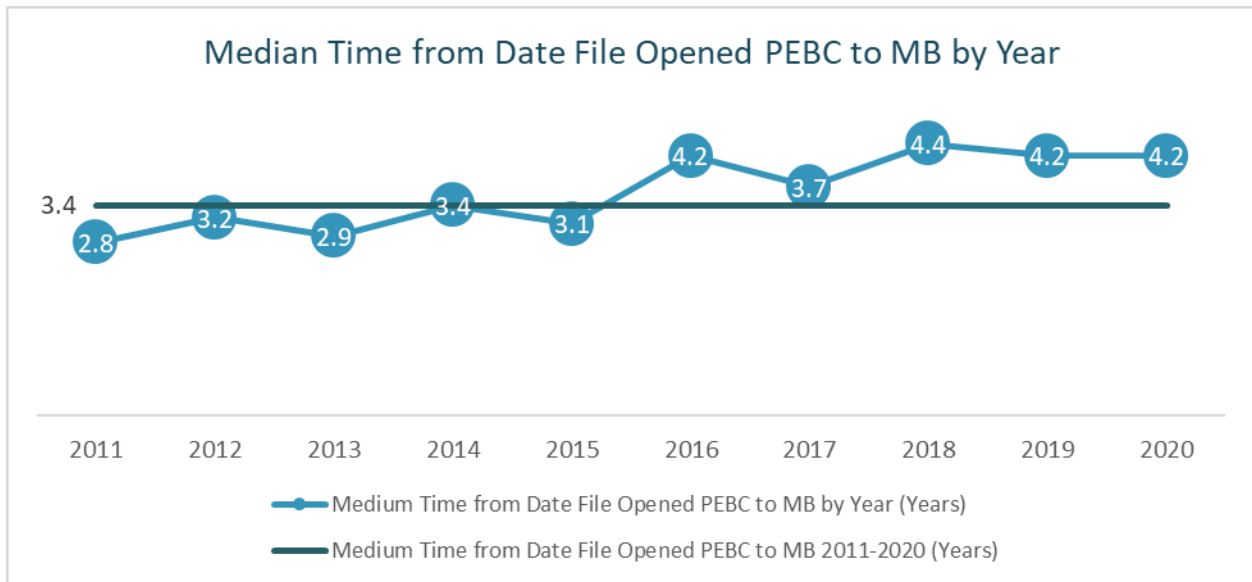
In this section, registration data is examined for evidence of changes in registration rates and timelines over the 10-year reporting period. In some cases, the impacts of changes to assessment and registration practice can be identified.



The graphs above present the median timeline to registration across a 10-year period from 2011 to 2020. The first graph indicates the median time to registration for the *registrations* that occurred in a reporting year; the second graph, the time to registration for the *applicants* who applied in that year and went on to register. For instance, in 2014, the first graph indicates that the registrations that occurred in that year took a median of 3.5 years. The second graph shows that for the applicants who applied in 2014 and went on to registration, the median time was 3.8 years.

Both graphs show a steady increase in timelines in the period. Only a limited number of applicants (applying early on in the reporting period) experienced registration timelines of less than three years.

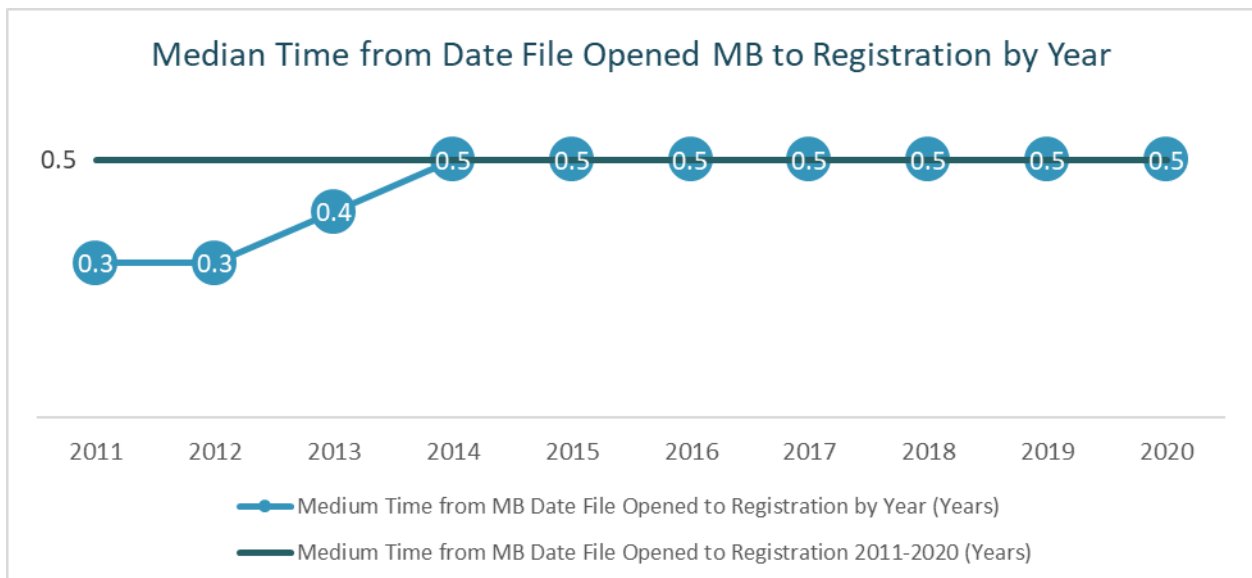
IEA median time from date file open with PEBC to date file open CPhM, by year and for the 2011 to 2020 period



The above graph shows the median time taken upon opening a file with PEBC to the time the applicant submits a completed application to CPhM, both by year and for the period.

A closer look at this stage of the registration process shows an increasing timeline trend. In the early part of the reporting period, the median was around three years whereas by the end of the reporting period the median had grown to over four years.

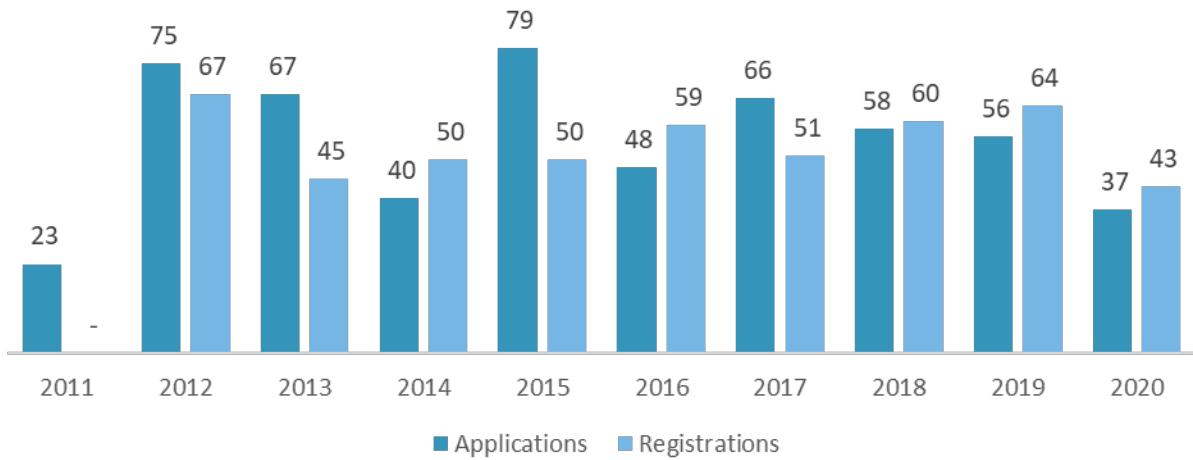
IEA median time from date file open with CPhM to registration, by year and for the 2011 to 2020 period



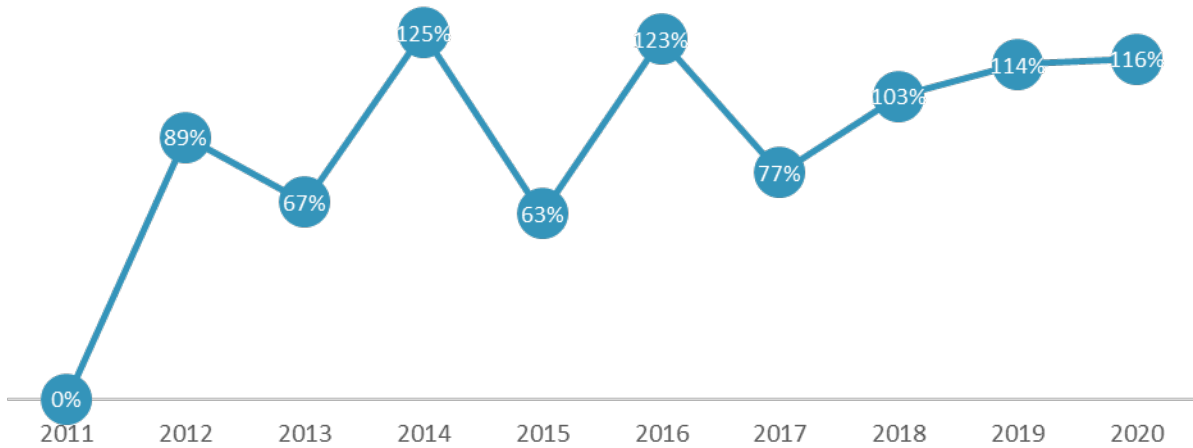
There is very little change throughout the reporting period in the median time from the date a file is opened by CPhM to the time an applicant registers. This supports the analysis that the increasing timeline trend is occurring in the early stage of the process, with the national third-party.

IEA Application and Registration Rate Trend

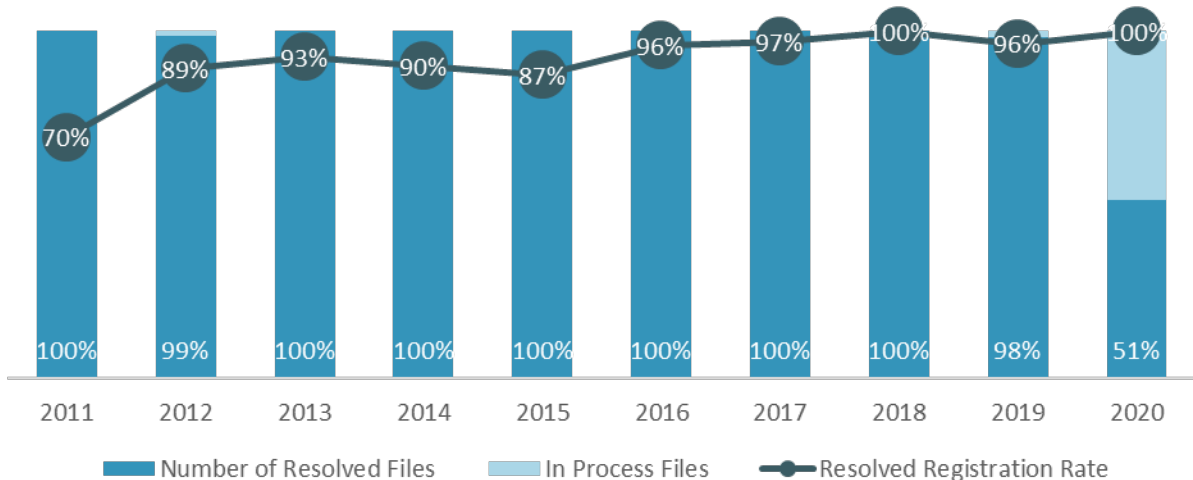
IEA Applications and Registrations by Year



Registration to Application Ratio by Year 2011-2020



Resolved Registration Rate by Year as of 2020



CPhM's registration rate trend charts show relatively high 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 more steady and higher ratios in the last part of the reporting period. As this calculation method undercounts registrations early in the reporting period, lower figures, particularly in 2011, 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 the high eighties 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 CPhM for the 2011 to 2020 period is excellent. 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 PEBC would improve understanding of IEA overall success in the profession. FRPO hopes to have further discussions about what can be shared by PEBC moving forward.

CPhM'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, CPhM 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.