

November 2024

Registration Data Report

College of Registered Nurses of Manitoba

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Executive Summary

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

Since FRPO started collecting this data, CRNM has seen a rise in membership to 14,245 in 2023 from 13,674 in 2015.

In the 2011 to 2023 reporting period, 1,052 IEAs applied to CRNM. With the exception of a recent spike in applications in 2023, most applications occurred in the middle of the reporting period; the majority (90 per cent) applied from within Canada. Applicants educated in Philippines accounted for 77 per cent (809/1,052) of IEAs. IEAs to CRNM make up 9.7 per cent of all IEAs applying to the 31 regulated professions under fairness legislation in Manitoba.

Forty-eight per cent of IEAs (510/1,052) registered within the period. However, the registration rate for the period could be as high as 60 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 three years and the median time to provisional registration was 3.8 years. These timelines do not include the time taken to complete the first step, National Nursing Assessment Service (NNAS) credential assessment and verification.

Regarding IEA trends in outcomes and timelines, registration rates improve significantly toward the end of the reporting period. Average registration timelines by year rise from 2.2 years in 2016 to 3.9 years in 2021 and then decline to 2.9 years in 2023. With CRNM's adoption of several policies streamlining the assessment and registration process, decreasing registration timelines may be realized moving forward.

Introduction

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

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

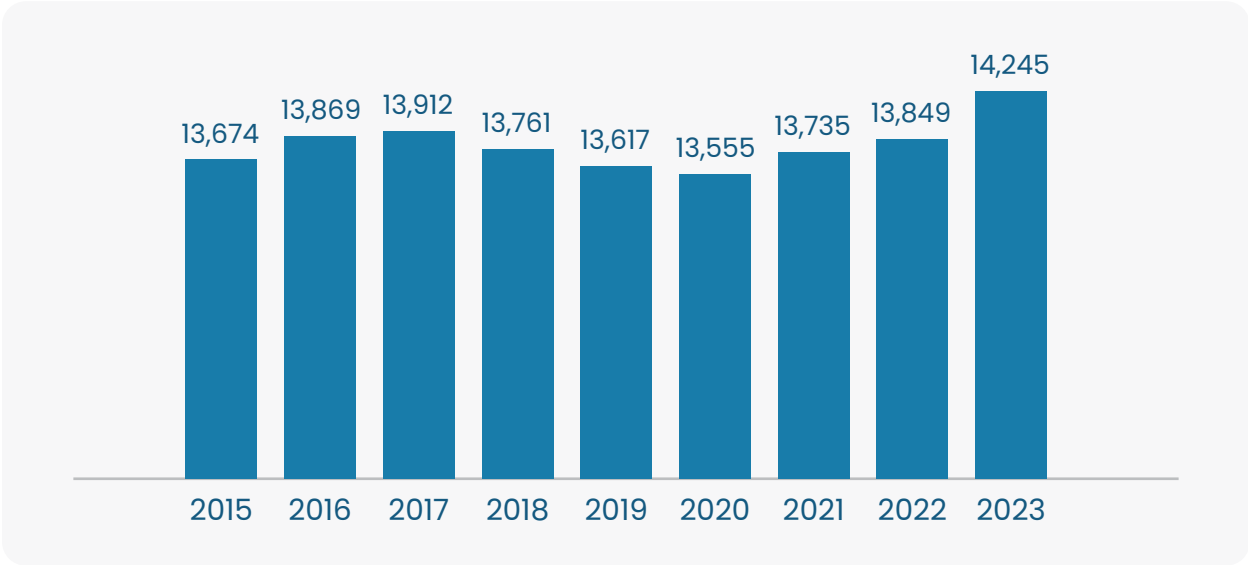
Facts and figures in this report are accompanied by analysis and contextual remarks to help interpret the data and provide a coherent, statistical picture. A flowchart of CRNM's assessment and registration process for IEAs along with a short glossary of terms used throughout the document are provided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

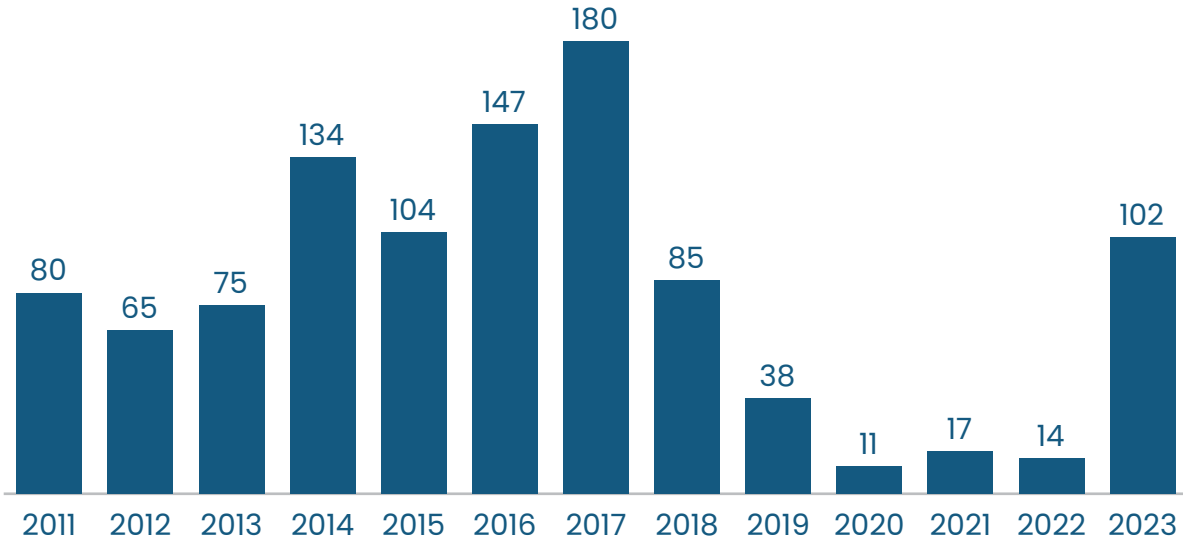
CRNM Members (2015 to 2023)



From 2015 to 2023, CRNM saw a steady rise of 571 members. Members include both domestic and internationally educated nurses. During this period, there were 413 IEA registrations.

Registration Data - Applicants

Internationally Educated Applicants (2011 to 2023)



 **1,052**
Total applicants

 **81**
Annual average

Examining the distribution of IEAs by year, the largest numbers occurred in the middle part of the reporting period, 2014 to 2017. Various factors account for the drop in applications from 2019 to 2022, including the COVID 19 pandemic. The rise in 2023 applications is largely due to a provincial nurse recruitment initiative.

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

10,834



Total IEAs to 31 regulated professions in Manitoba

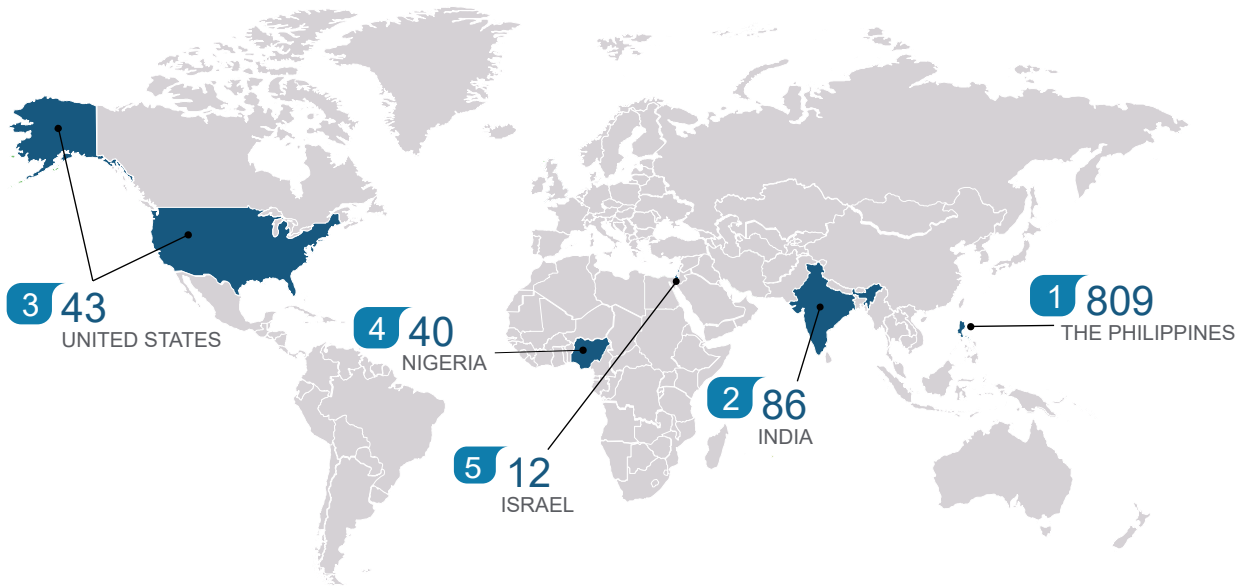
9.7%



Per cent of total IEAs applying to CRNM

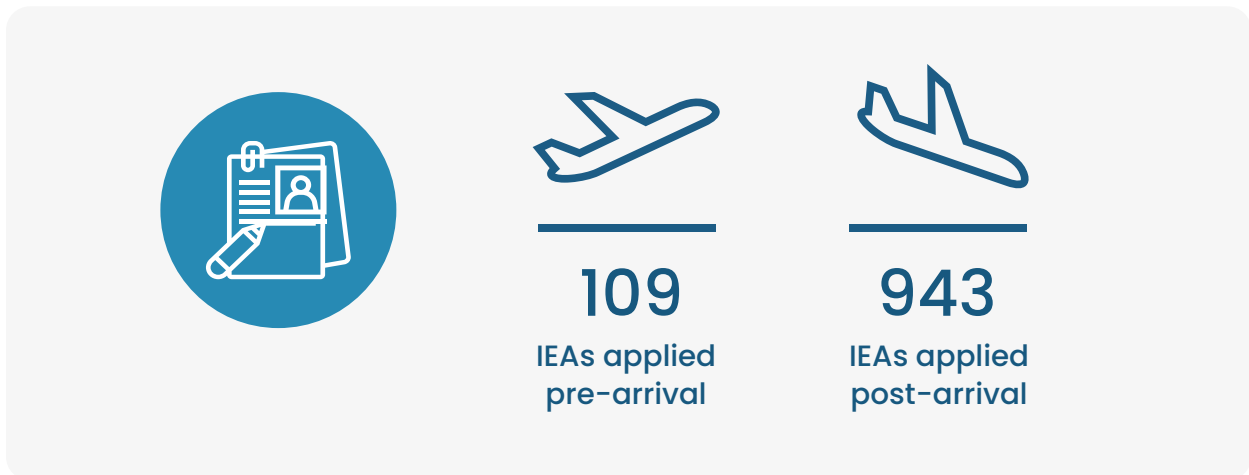
IEAs applying to CRNM from 2011 to 2023 represent 9.7 per cent of all IEAs to the 31 regulated professions under Manitoba's fairness legislation.

IEA Top Five Countries of Education (2011 to 2023)



From 2011 to 2023, CRNM received applications from individuals educated in 39 countries. Most IEAs, 77 per cent (809/1,052), were educated in The Philippines. Ninety-four per cent of all IEAs to CRNM came from The Philippines, India, United States, Nigeria and Israel.

IEA Applications by Arrival Status (2011 to 2023)

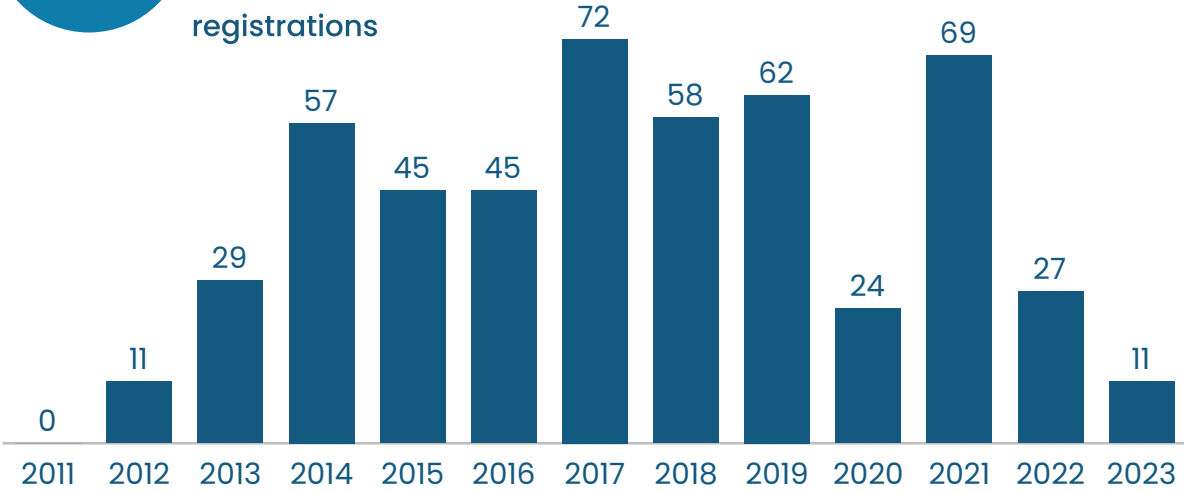


Ten per cent of IEAs applied to CRNM before arriving in Canada. The majority, 90 per cent applied post-arrival.

Registration Data - Applicant Outcomes



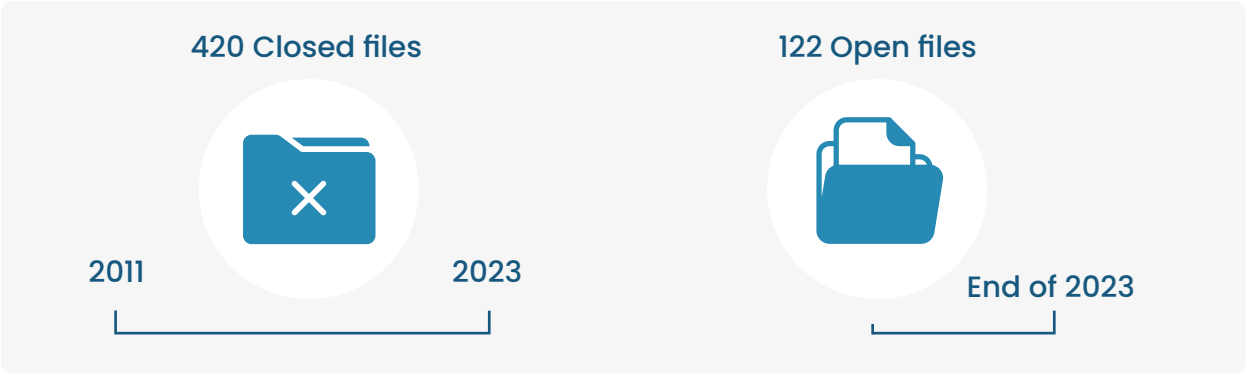
510
Total registrations



IEA Registrations (2011 to 2023)

Of the 1,052 IEAs who applied to CRNM between 2011 to 2023, 510 registered throughout the period. Of these registrants, 31 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



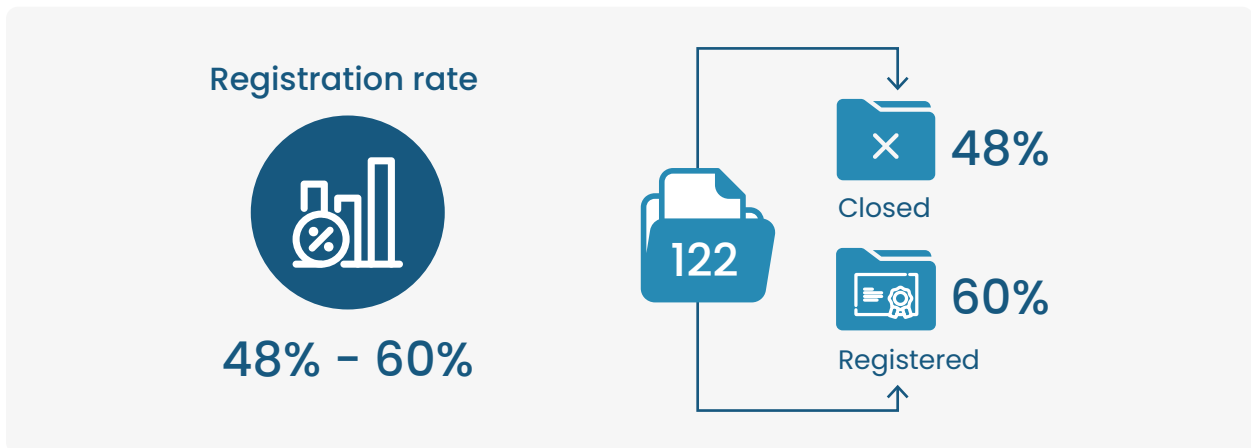
Forty per cent of IEAs had files closed for various reasons throughout the reporting period, while at the end of the report period, 12 per cent had open files.

IEA Registration Rate (2011 to 2023)

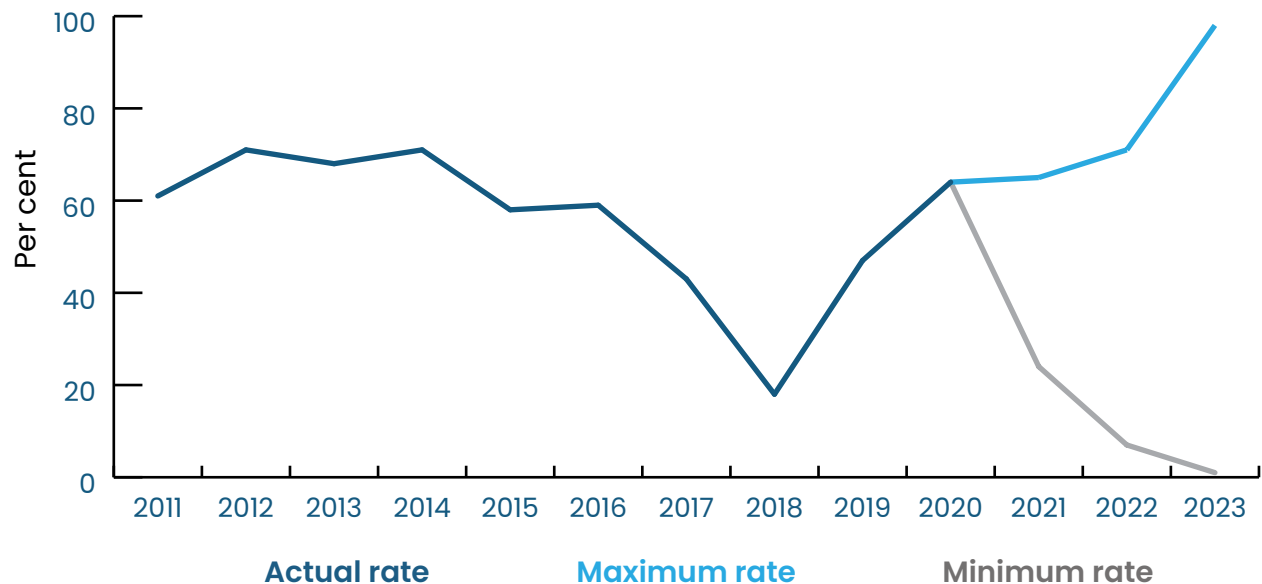
FRPO calculates the IEA registration rate as the percentage of IEAs in a given period who register.

Between 2011 to 2023, 48 per cent (510/1,052) of IEAs to CRNM registered and 420 had files closed. At the end of the reporting period, 122 applicants had open files.

The IEA registration rate for applicants who applied in this period will fall between 48 to 60 per cent and is dependent on the outcomes of the 122 applicants with open files.



IEA Registration Rate by Year (2011 to 2023)



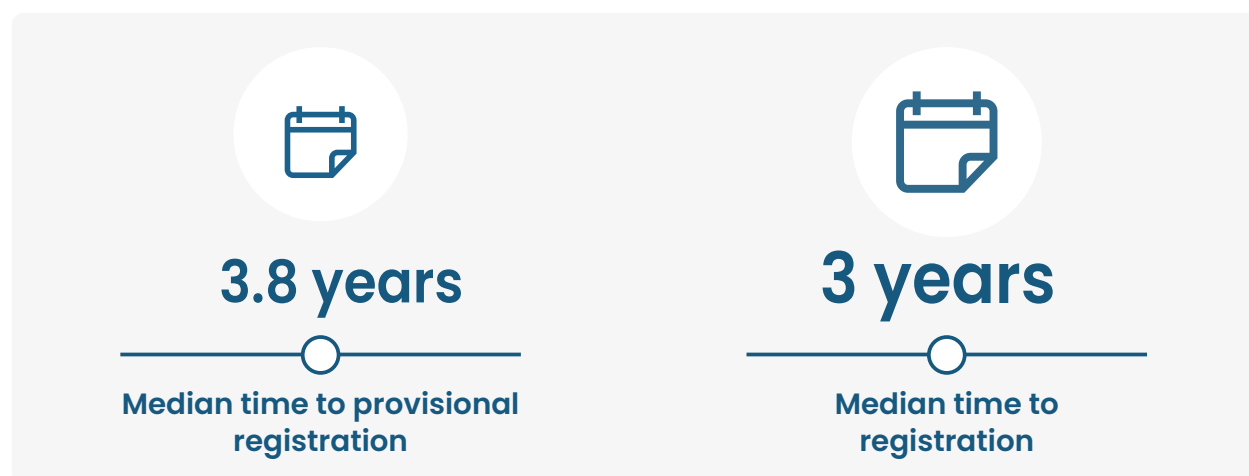
The dark blue line in the graph above shows the percentage of IEAs who applied in a given year and went on to register. For example, 61 per cent of the IEAs who applied in 2011 registered and 71 per cent who applied in 2012 registered.

From 2011 to 2023, CRNM’s IEA registration rate varies from 18 per cent in 2018 to 71 per cent in 2012 and 2014.

A precise registration rate can only be presented up to 2020 because applicant files were resolved as either registered or closed. 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 (light blue and grey lines) are provided. For IEAs applying in 2023, most of the applications remain open, resulting in a one to 98 per cent registration rate possibility.

From 2011 to 2023, registration data indicates a ‘v’ shaped trend, with lowering registration rates from the early to middle period, but then rising toward 2020. Further data is required to show whether there will be a continuing trend to improving rates beyond 2020.

IEA Timelines to Registration (2016 to 2023)



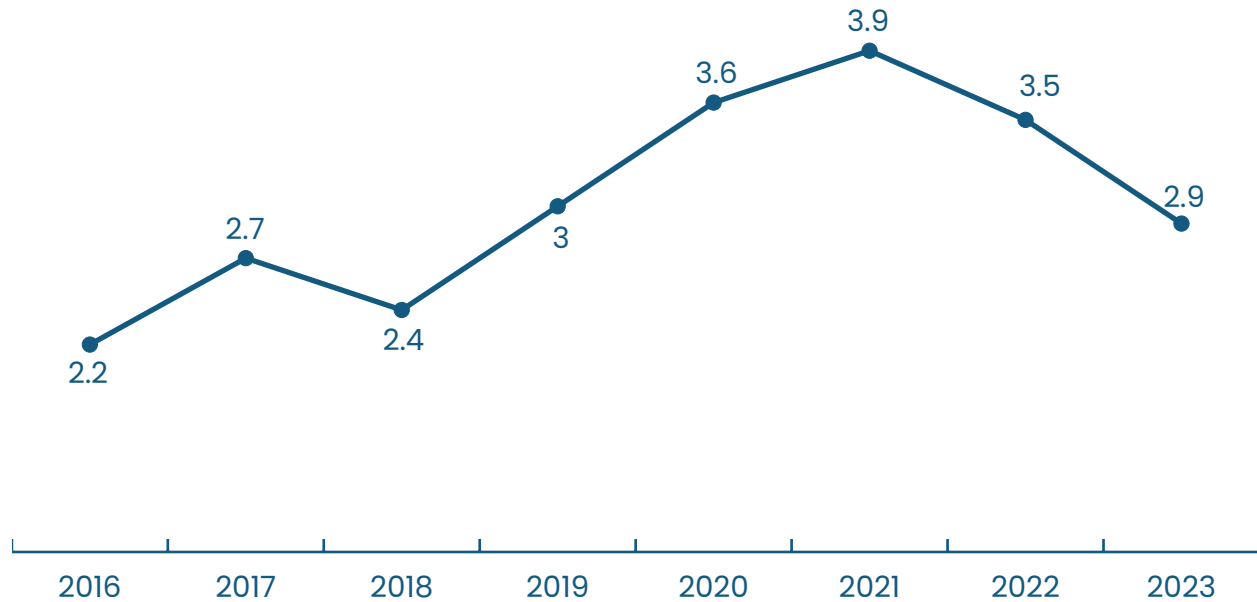
Registration timelines are calculated starting from date of initial application to CRNM to the date of registration and provisional registration. In CRNM’s case, complete timeline information is not provided. Before applying to CRNM, IEAs first need to complete a credential assessment/verification through NNAS. The time taken to complete this credential assessment is not included in the timeline figures presented above.

FRPO understands NNAS credential assessment timelines have varied throughout the reporting period with a significant improvement in timelines in recent years. NNAS assessments can take an applicant as little as a few weeks to several months.

For IEAs registering during the 2016 to 2023 period, median time to registration was three years. Median time to provisional registration was 3.8 years. Unusually, the timeline to provisional registration is longer. This is because provisional registrations represent only a small proportion of all registrations.

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)

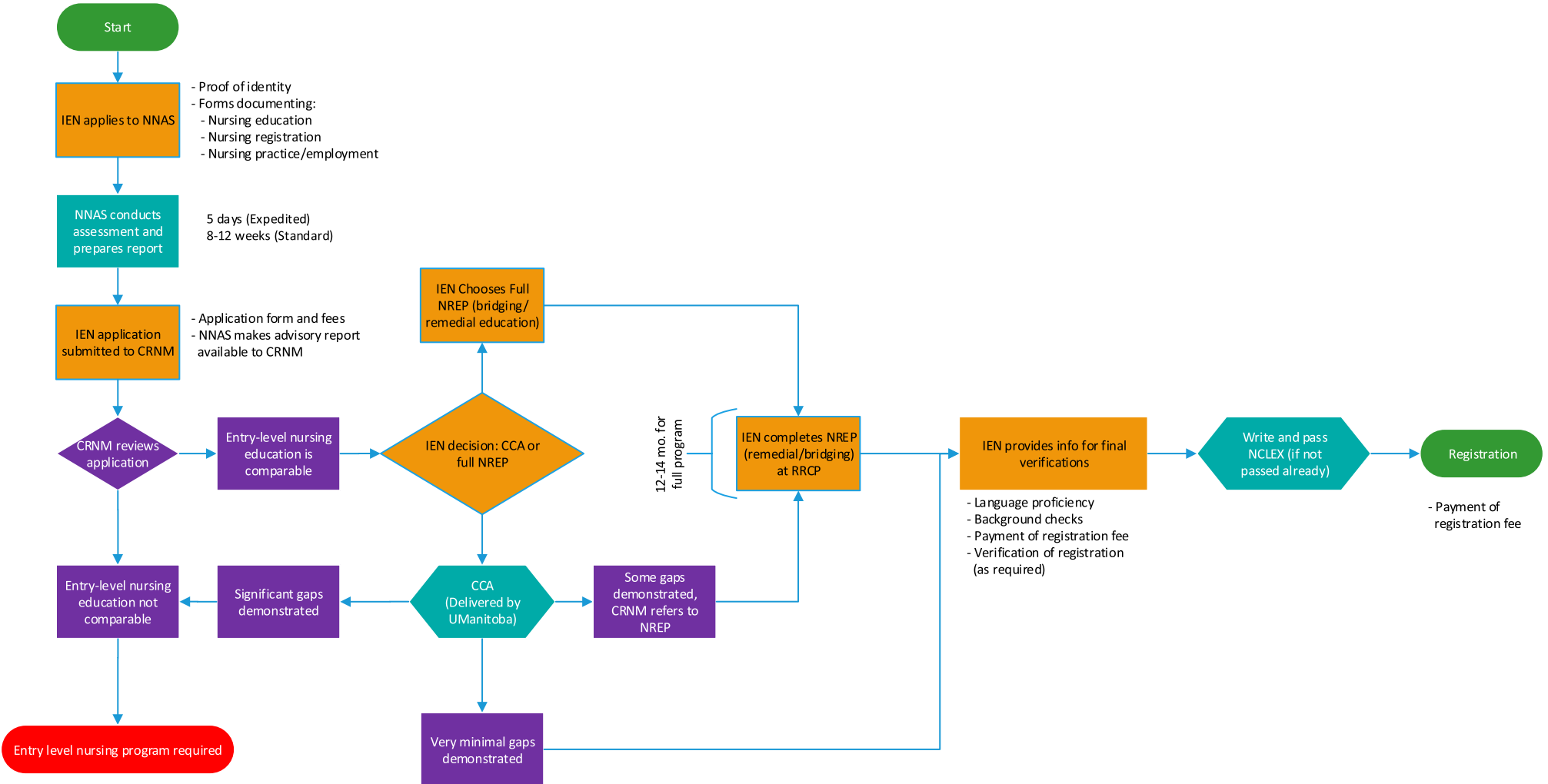


The graph above presents the average time to registration by year of registration. For instance, for applicants registering in 2016, the average time taken to register was 2.2 years.

From 2016 to 2021, CRNM’s average registration timeline data indicates a trend to increasing registration timelines. Time to registration peaked at 3.9 years in 2021. This is followed with shorter timelines in the last two reporting years. Note, these timelines do not include the time required to complete the first step, NNAS credential assessment.

In 2021, CRNM adopted several policies to improve registration timelines. The full impact of these streamlining policies will likely only occur in future reporting years; most of the IEAs registering in 2022 and 2023, where timelines are shorter, applied before these changes were in place.

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 for their first Canadian registration. 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.