

December 2024

# Registration Data Report

The Law Society of Manitoba

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# Executive Summary

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

Since the Fair Registration Practices Office (FRPO) started receiving this data in 2012, LSM has seen a rise in membership to 5,230 in 2023 from 4,130 in 2012.

In the 2011 to 2023 reporting period, 346 IEAs applied to LSM. Application numbers fluctuated throughout the reporting period with more applications in the middle and toward the end of the reporting period. The majority of IEAs (70 per cent) applied post arrival to Canada. India and the United States were the top ranked countries of education, accounting for 41 per cent of IEAs (21 and 20 per cent respectively).

IEAs to LSM represent 3.2 per cent of all IEAs applying to the 31 regulated professions under fairness legislation in Manitoba.

Sixty-nine per cent of IEAs to LSM (238/346) registered within the period. However, the registration rate for the period could be as high as 77 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.

Upon application to the first-step National Committee on Accreditation (NCA), median time to registration for IEAs was 3.3 years. Time to provisional registration was 2.7 years

Regarding IEA trends in outcomes and timelines, registration rates are lower in the middle of the reporting period but are high at the beginning and in the more recent reporting years. Registration timelines fluctuate throughout the period with a trend to longer timelines toward the end of the reporting period.

# Introduction

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The Fair Registration Practices Office's (FRPO) registration data report on The Law Society 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.

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

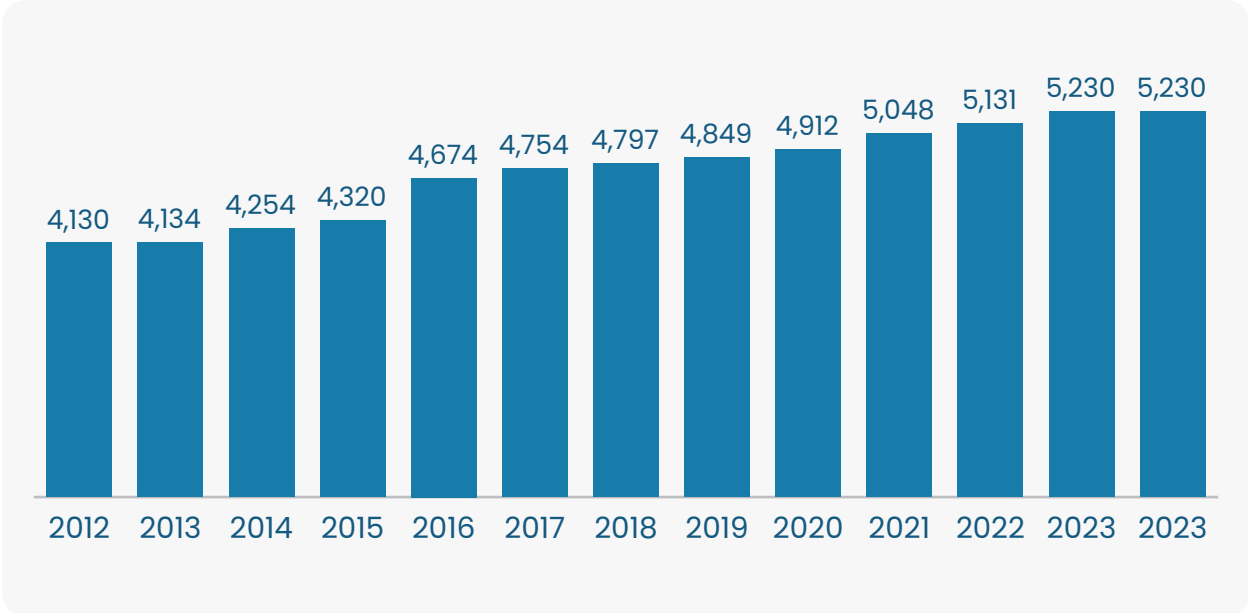
Facts and figures in this report are accompanied by analysis and contextual remarks to help interpret the data and provide a coherent, statistical picture. A flowchart of LSM's assessment and registration process for IEAs along with a short glossary of terms used throughout the document are provided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

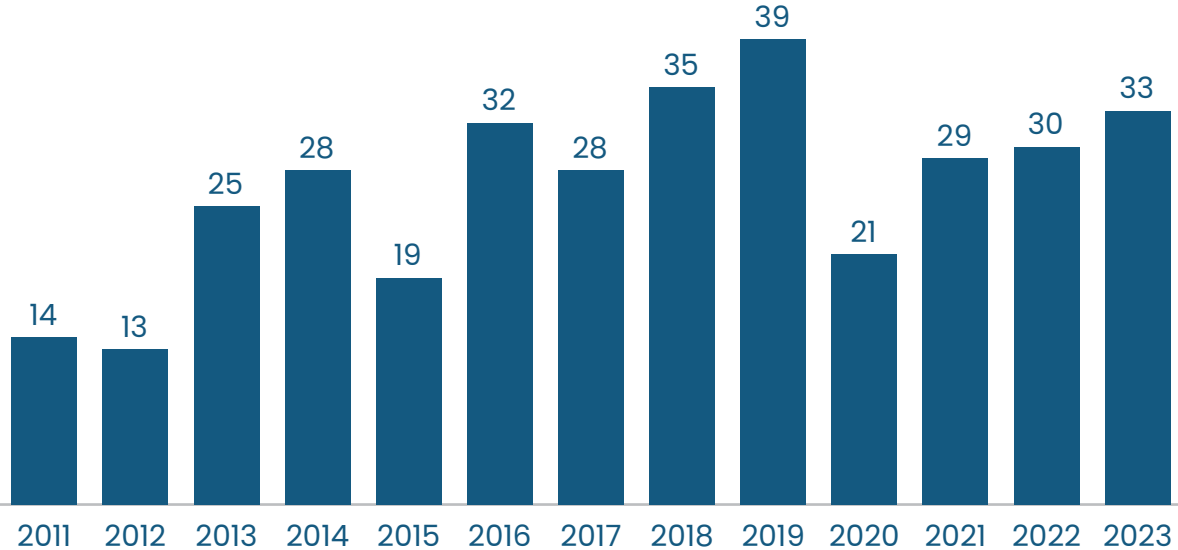
## LSM Members (2012 to 2023)



From 2012 to 2023, LSM's membership steadily increased, with a gain of over 1,000 members by the end of this period. Members include both domestic and internationally educated lawyers. During this period, there were 238 IEA registrations.

# Registration Data - Applicants

## Internationally Educated Applicants (2011 to 2023)



 **346**  
Total applicants

 **27**  
Annual average

Examining the distribution of IEAs by year, applications fluctuate with more applications occurring in the middle and late parts of the reporting period. The highest IEA numbers were reported in 2018 and 2019.

Note: FRPO’s registration data tracks IEAs who apply to LSM after they have been assessed and partially or wholly completed the National Committee on Accreditation’s (NCA) certification process. Some Manitoba IEAs may apply to NCA but may not qualify to proceed or may abandon the process before applying to LSM. As a result, the true number of applications from Manitoba IEAs may be undercounted.

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

10,834



Total IEAs to 31 regulated professions in Manitoba

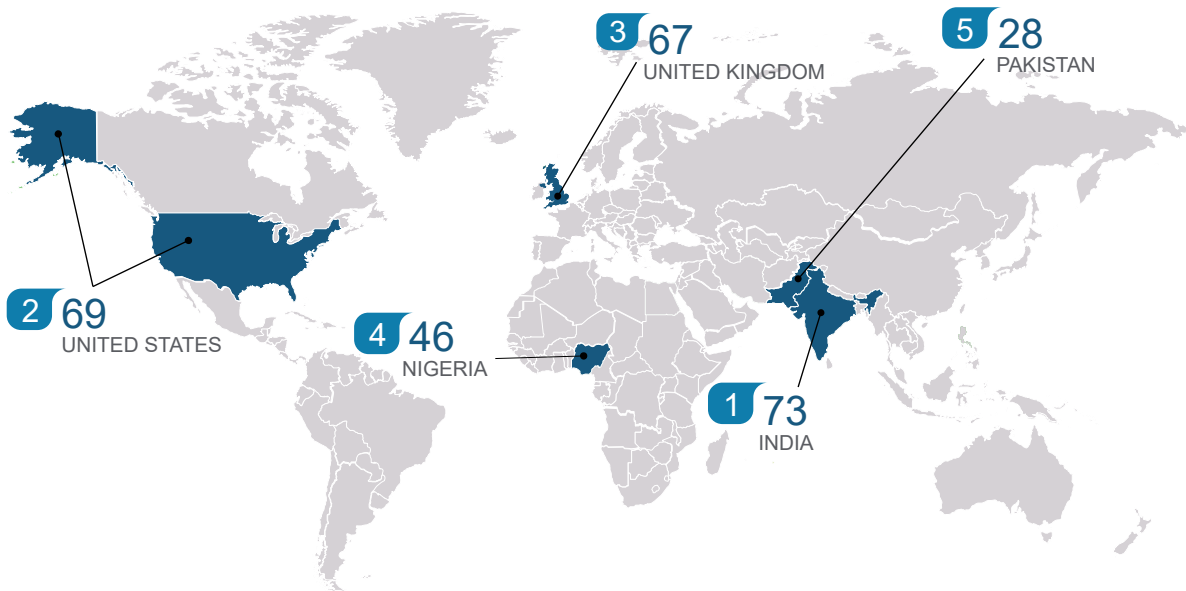
3.2%



Per cent of total IEAs applying to LSM

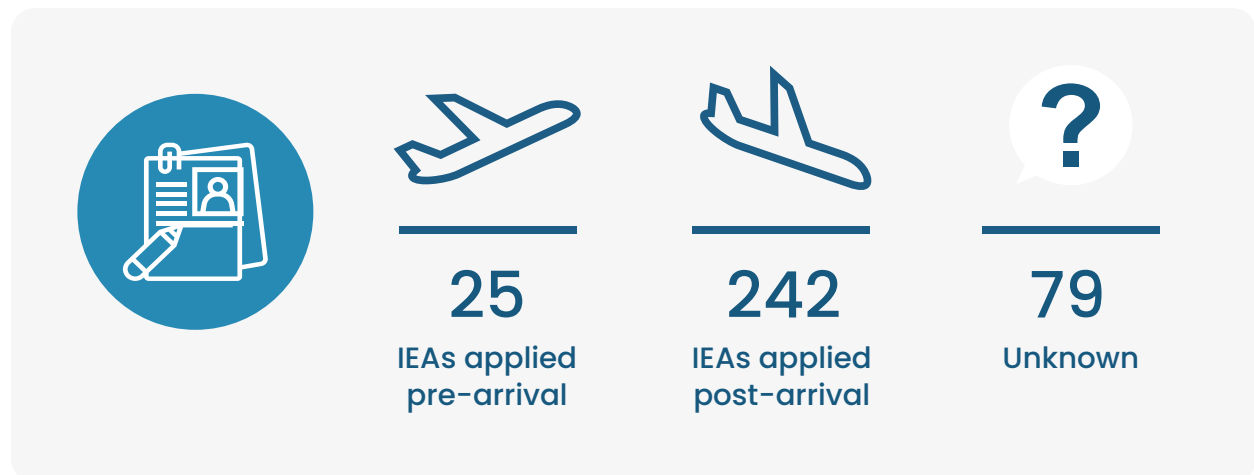
IEAs applying to LSM from 2011 to 2023 represent 3.2 per cent of all IEAs to the 31 regulated professions under Manitoba’s fairness legislation.

## IEA Top Five Countries of Education (2011 to 2023)



From 2011 to 2023, LSM received applications from individuals educated in 24 countries. IEAs educated in the India ranked number one, representing 21 per cent (73/346) of all IEAs. Eighty-two per cent of IEAs to LSM came from the United States, India, United Kingdom, Nigeria and Pakistan.

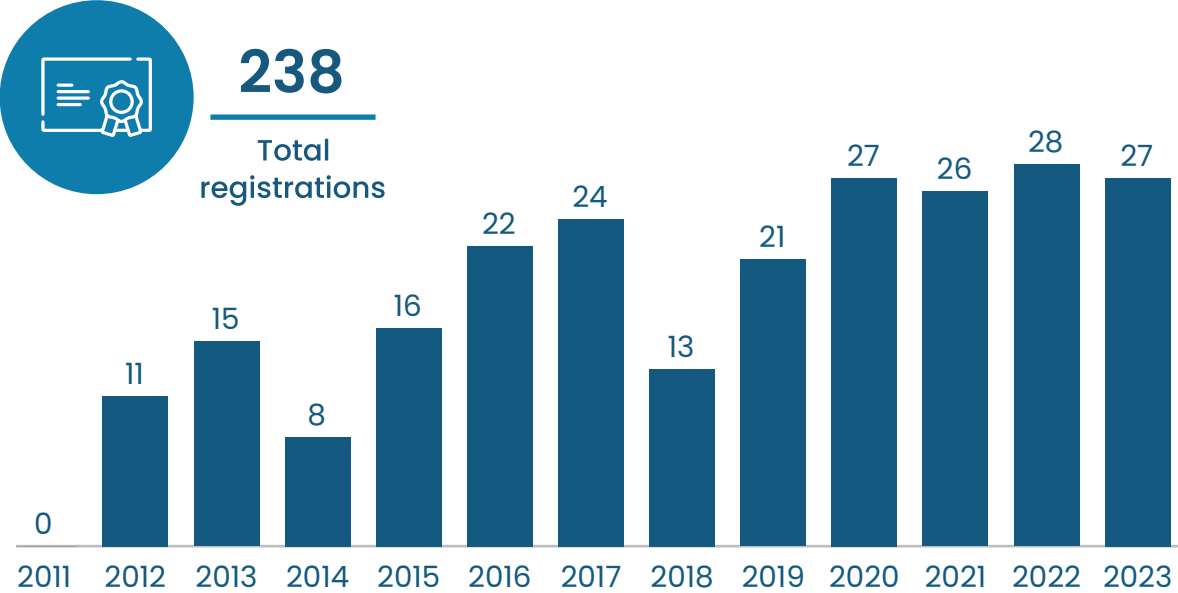
## IEA Applications by Arrival Status (2011 to 2023)



Seven per cent of IEAs applied to NCA before arriving in Canada, the majority, 70 per cent, applied post-arrival. For 23 per cent, application by arrival status was reported as unknown.



# Registration Data - Applicant Outcomes



## IEA Registrations (2011 to 2023)

Of the 346 IEAs who applied to LSM between 2011 to 2023, 238 IEAs were registered throughout the period. Due to data collection methods, individuals who applied to LSM 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



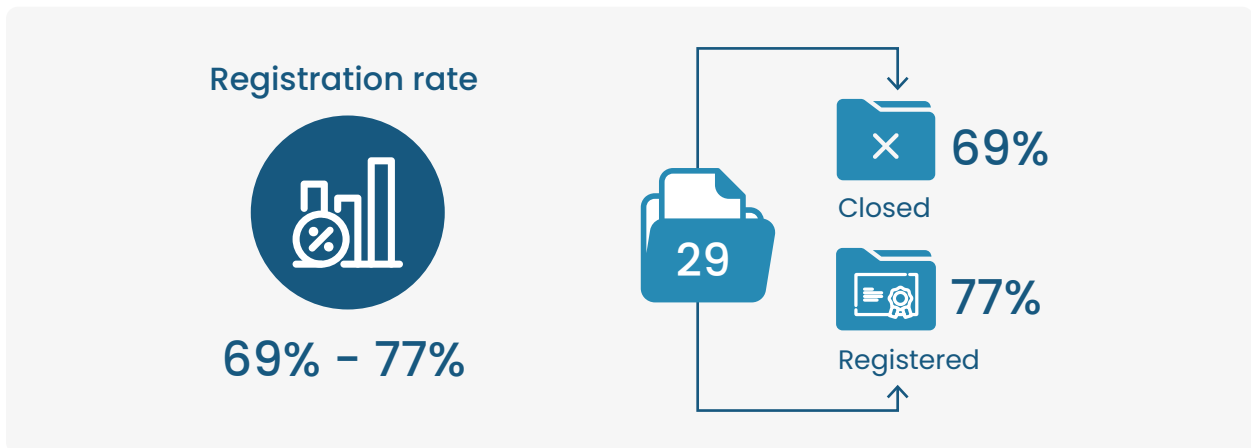
Twenty-three per cent of IEAs had files closed for various reasons throughout the reporting period, while at the end of the report period, eight per cent had open files.

## 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.

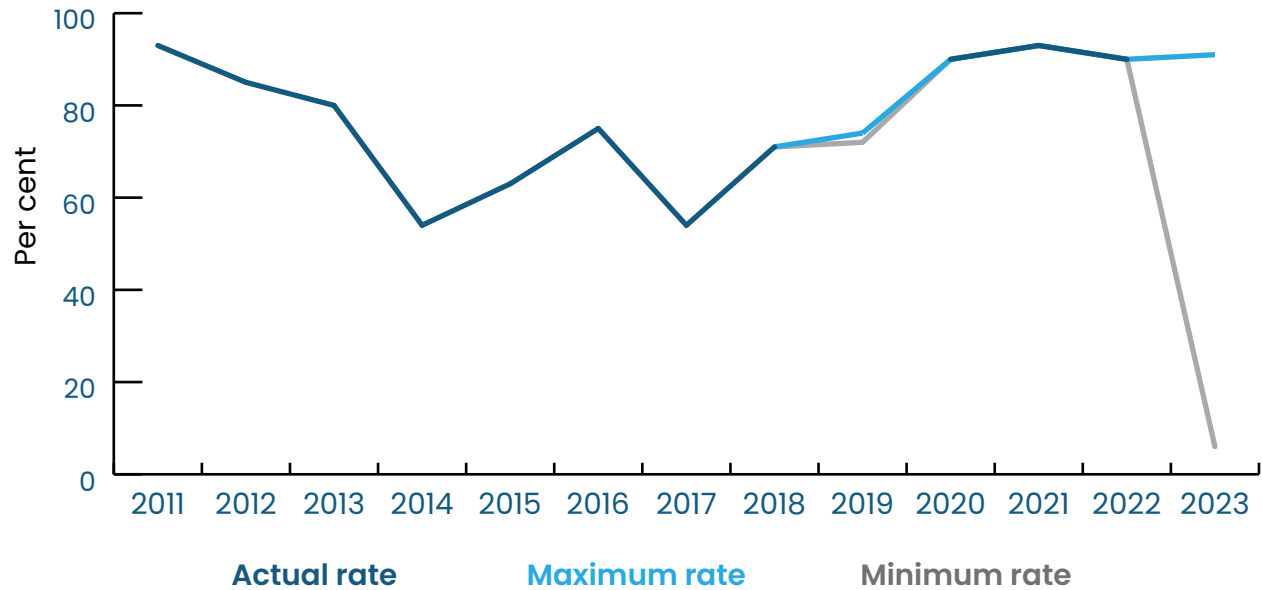
Between 2011 to 2023 there were 346 IEA applications. During the reporting period 238 registered and 79 had files closed. At the end of the reporting period, 29 had open files.

The IEA registration rate for applicants who applied in this period will fall between 69 to 77 percent and is dependent on the outcomes of the 29 applicants with open files.



Note: the registration rate range presented above reflects the success of IEAs who apply to LSM. This data does not include Manitoba IEAs who apply and undergo NCA assessment but do not go on to apply to LSM. In LSM's case, FRPO understands this does not likely represent a significant number of applicants.

## IEA Registration Rate by Year (2011 to 2023)



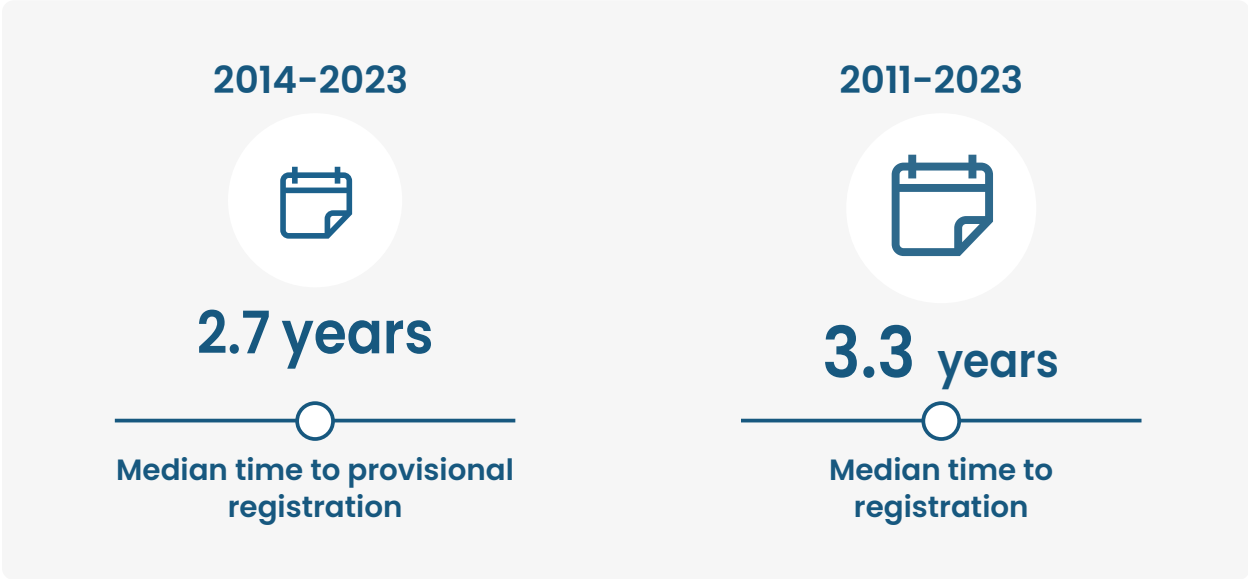
The dark blue line in the graph above shows the percentage of IEAs who applied in a given year and went on to register. For example, 93 per cent of the IEAs who applied in 2011 registered and 85 per cent who applied in 2012 registered.

From 2011 to 2022, LSM's IEA annual registration rates vary from 54 to 93 per cent.

A precise registration rate can be presented for all years where none who applied in these years remain in process at the end of 2023.

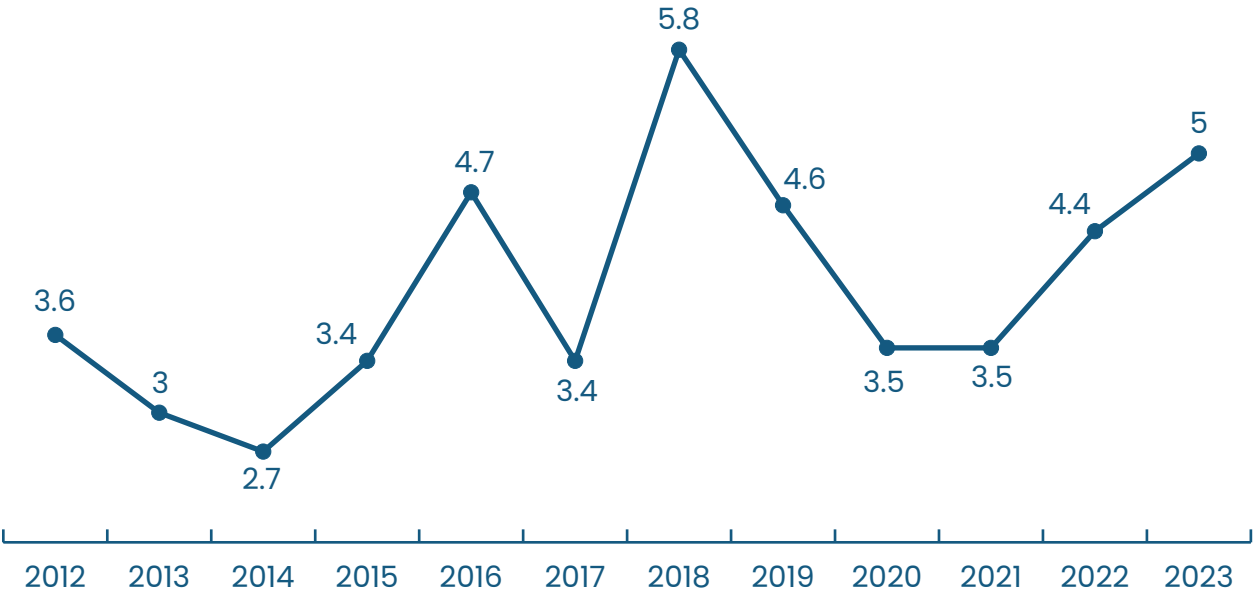
One applicant in 2019 and almost all applicants in 2023 have open files without final registration outcomes at the end of 2023. In these years, registration rate minimums and maximums (light blue and grey lines) are presented. As most applicants in 2023 still have open files, there is a broad range of possible outcomes in this year. From 2011 to 2023, LSM's registration rates fluctuate with lower rates in the middle of the reporting period, but no overall trend to higher or lower rates. Registration rates remain high toward the end of the reporting period, from 2020 to 2022.

# IEA Timelines to Registration



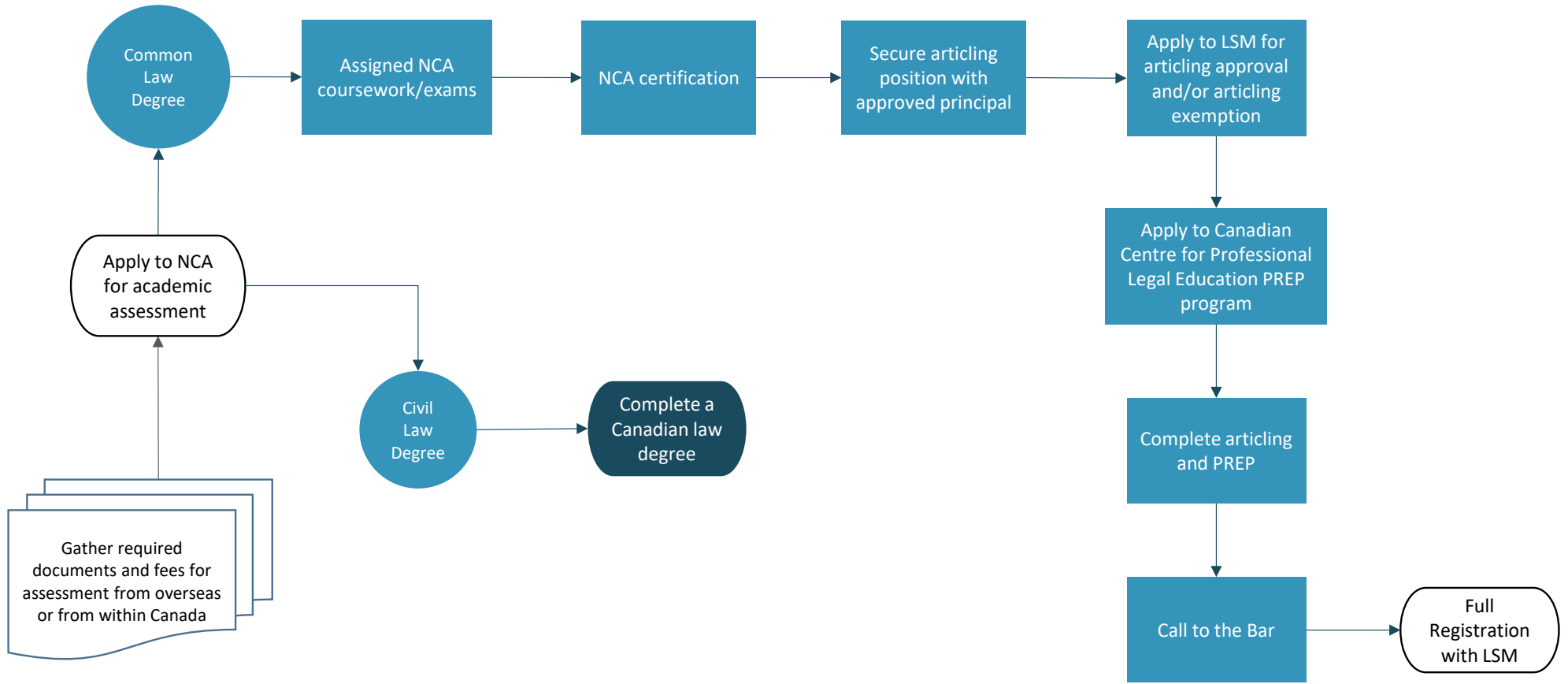
Registration timelines are calculated starting from the initial application date to NCA (the first step assessment), to the date of registration with LSM. Note: registration timeline data for provisional registrations is only available starting in 2014.

## IEA Average Registration Timelines by Year (2012 to 2023)



From 2012 to 2023, LSM’s average registration timeline data indicates long timelines to registration for IEAs. Long registration timelines in the law profession are not unexpected, given the need for academic qualification in Canadian law, articling experience and practical training requirements. Registration timelines fluctuate with a slight trend toward increasing timelines in the latter part of the reporting period.

# Appendix 1 – Process Map



## Appendix 2 – Glossary of Terms

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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.