

December 2024

# Registration Data Report

Manitoba College of Social Workers

# Contents

---

Executive Summary	1
Introduction	2
Membership	3
MCSW Members (2018 to 2023)	3
Registration Data - Applicants	4
Internationally Educated Applicants (2018 to 2023)	4
IEAs to MCSW as a per cent of all IEAs to Manitoba Regulated Professions (2018 to 2023)	5
IEA Top Five Countries of Education (2018 to 2023)	6
IEA Applications by Arrival Status (2018 to 2023)	6
Registration Data - Applicant Outcomes	7
IEA Registrations (2018 to 2023)	7
IEA Registration Rate (2018 to 2023)	8
IEA Registration Rate by Year (2018 to 2023)	9
IEA Timelines to Registration (2018 to 2023)	10
IEA Average Registration Timelines by Year (2018 to 2023)	10
Appendix 1 - Process Map	11
Appendix 2 - Glossary of Terms	12

# Executive Summary

---

This report presents registration data for the Manitoba College of Social Workers (MCSW) from 2018 to 2023. Its purpose is to provide a statistical picture of application, assessment and registration outcomes for internationally educated applicants (IEAs) to MCSW over the last six years.

Since the Fair Registration Practices Office (FRPO) started receiving this data in 2018, MCSW has seen a significant rise in membership to 2,740 in 2023 from 2,190 in 2018.

In the 2018 to 2023 reporting period, 72 IEAs applied to MCSW. Application numbers fluctuated somewhat throughout the period and peaked in 2023. Applicants educated in the United States accounted for 32 per cent (23/72). IEAs to MCSW represent one per cent of all IEAs applying to the 31 regulated professions under fairness legislation in Manitoba from 2018–2023.

Eighty-nine per cent of IEAs to MCSW (64/72) registered within the period. However, the registration rate for the period could be as high as 96 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 completed application, the median time to registration from 2018 to 2023 for IEAs was just under 10 months.

Regarding IEA trends in outcomes and timelines, registration rates remain high throughout the reporting period and average registration timelines trend shorter towards the end of the period.

# Introduction

---

The Fair Registration Practices Office's registration data report on the Manitoba College of Social Workers 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.

MCSW supplies registration data to FRPO as an obligation under the act (sec. 15(2)). Each year, MCSW 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 MCSW'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.

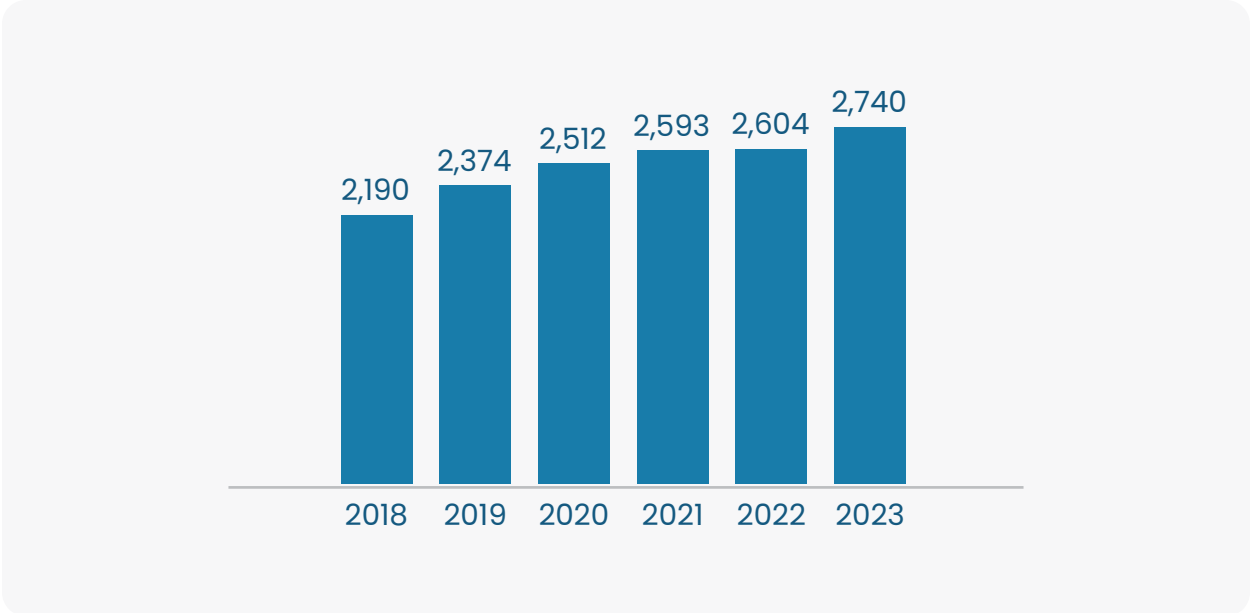
The report is restricted to developing a fact-based, statistical picture. There is no discussion of fairness issues or compliance to fairness duties under the act.

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

---

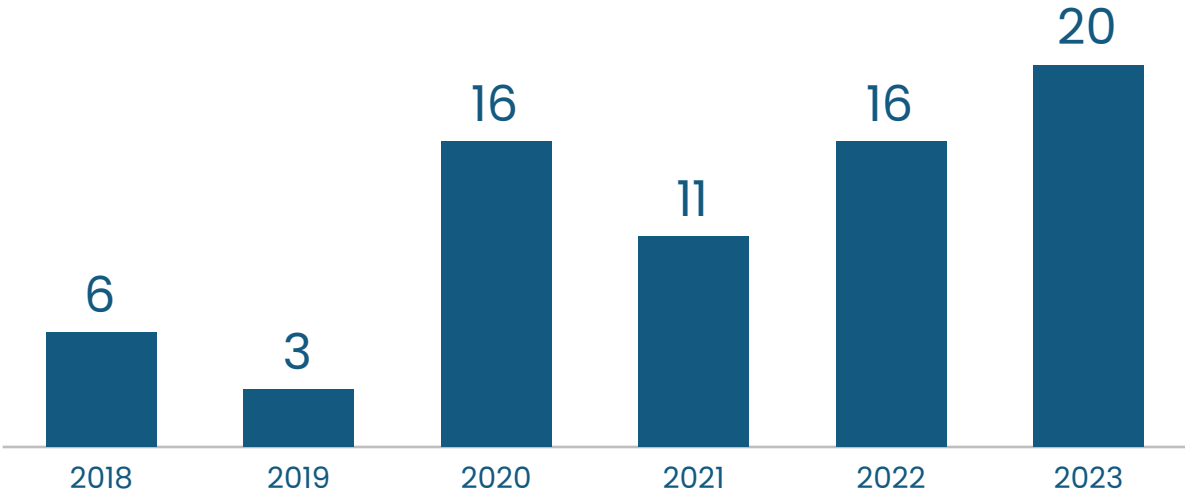
## MCSW Members (2018 to 2023)



From 2018 to 2023, MCSW’s membership steadily increased with a gain of 550 members by the end of this period. Members include both domestic and internationally educated veterinarians. During this period, there were 64 IEA registrations.

# Registration Data - Applicants

## Internationally Educated Applicants (2018 to 2023)



 **72**  
Total applicants

 **12**  
Annual average

Examining the distribution of IEAs by year, applications fluctuate somewhat throughout the period with the highest numbers reported in 2023.

Note: FRPO’s registration data tracks IEAs who apply to MCSW. Social workers educated in the United States apply directly to MCSW while all other IEAs apply first to the Canadian Association of Social Workers (CASW) for assessment. These figures do not include Manitoba IEAs who applied to CASW, but were unsuccessful on their initial assessment and chose not to continue. FRPO understands international social work programs align well with Canadian education programs and most applicants are likely to be successful on the CASW assessment. Those who have education gaps can complete Canadian social work course work to satisfy CASW requirements and those with fieldwork gaps can still proceed to MCSW to complete the Substantial Equivalency pathway.

# IEAs to MCSW as a per cent of all IEAs to Manitoba Regulated Professions (2018 to 2023)

5,113



Total IEAs to 31 regulated professions in Manitoba

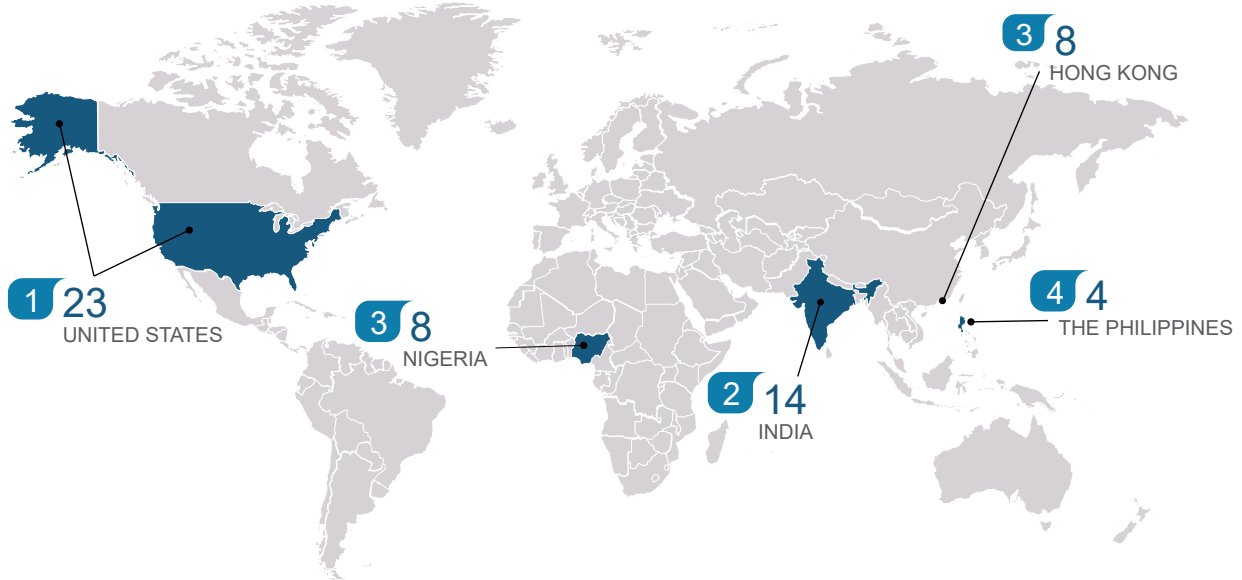
1%



Per cent of total IEAs applying to MCSW

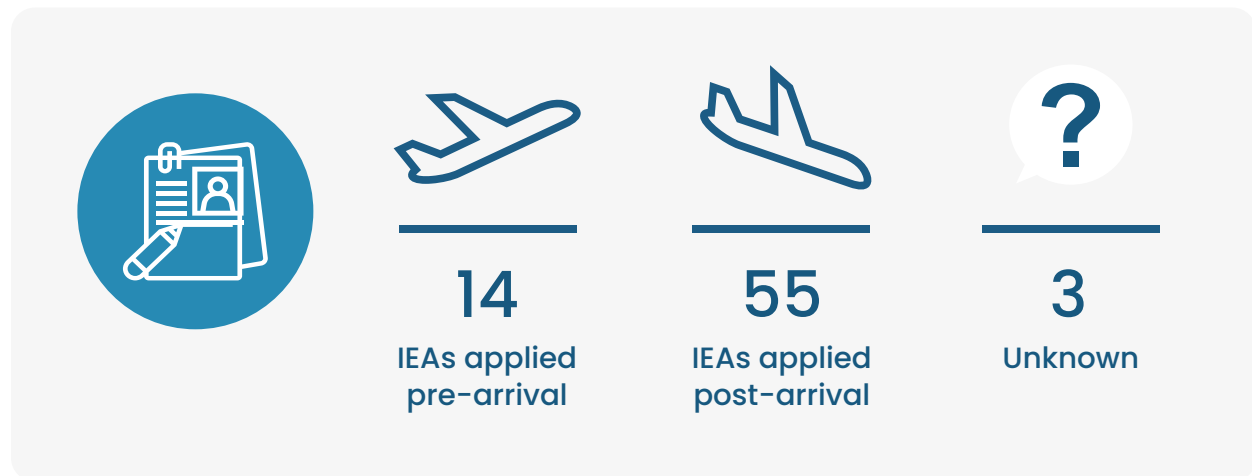
IEAs applying to MCSW from 2018 to 2023 represent one per cent of all IEAs to the 31 regulated professions under Manitoba’s fairness legislation.

## IEA Top Five Countries of Education (2018 to 2023)



From 2018 to 2023, MCSW received applications from individuals educated in 17 countries. IEAs educated in the United States ranked number one, representing 32 per cent (23/72) of all IEAs. Seventy-nine per cent of IEAs to MCSW came from the United States, India, Hong Kong, Nigeria and The Philippines.

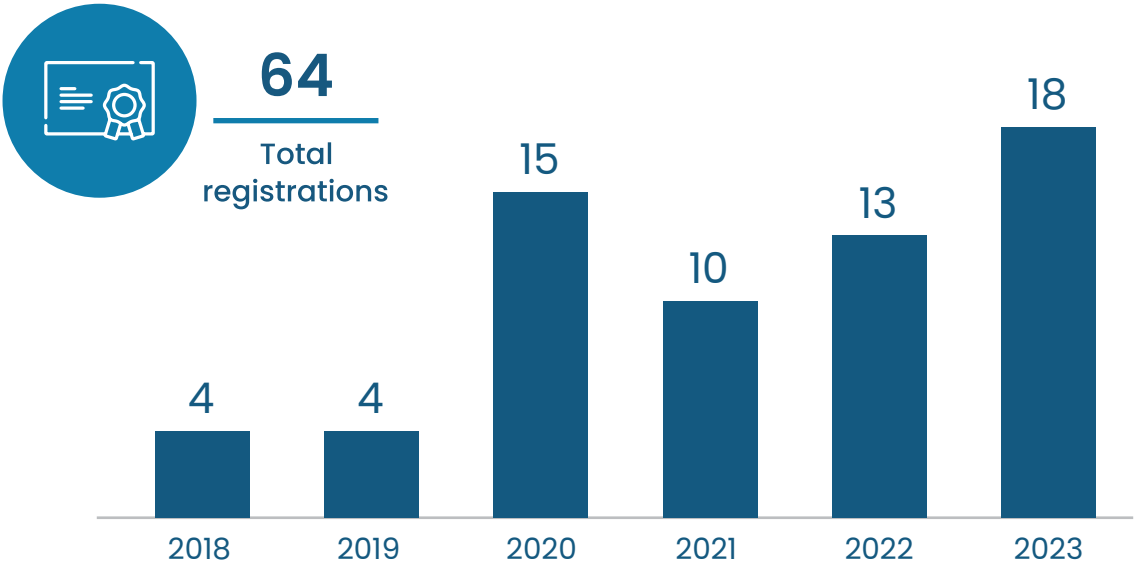
## IEA Applications by Arrival Status (2018 to 2023)



Nineteen per cent of IEAs applied to MCSW before arriving in Canada, while 76 per cent, applied post-arrival. For four per cent, application by arrival status was reported as unknown.



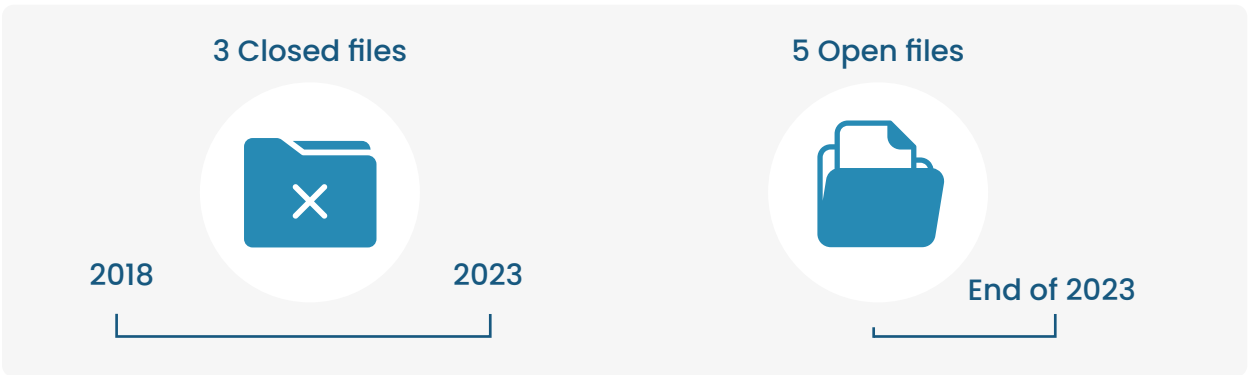
# Registration Data - Applicant Outcomes



## IEA Registrations (2018 to 2023)

Of the 72 IEAs who applied to MCSW between 2018 to 2023, 64 IEAs were registered throughout the period with the largest number of registrations occurring in the last four years of the period.

## IEA File Status - Closed and Open Files



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

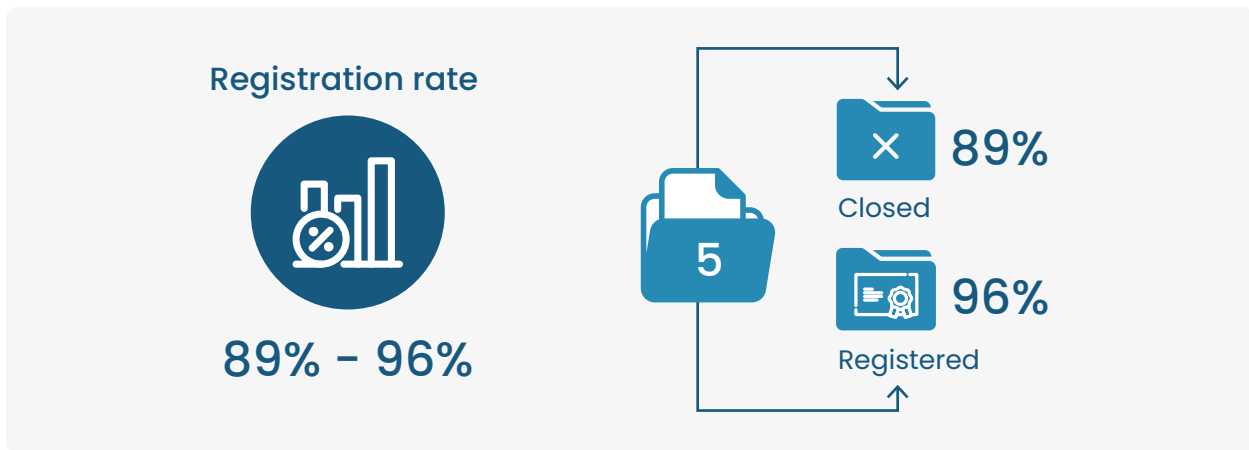
## IEA Registration Rate (2018 to 2023)

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

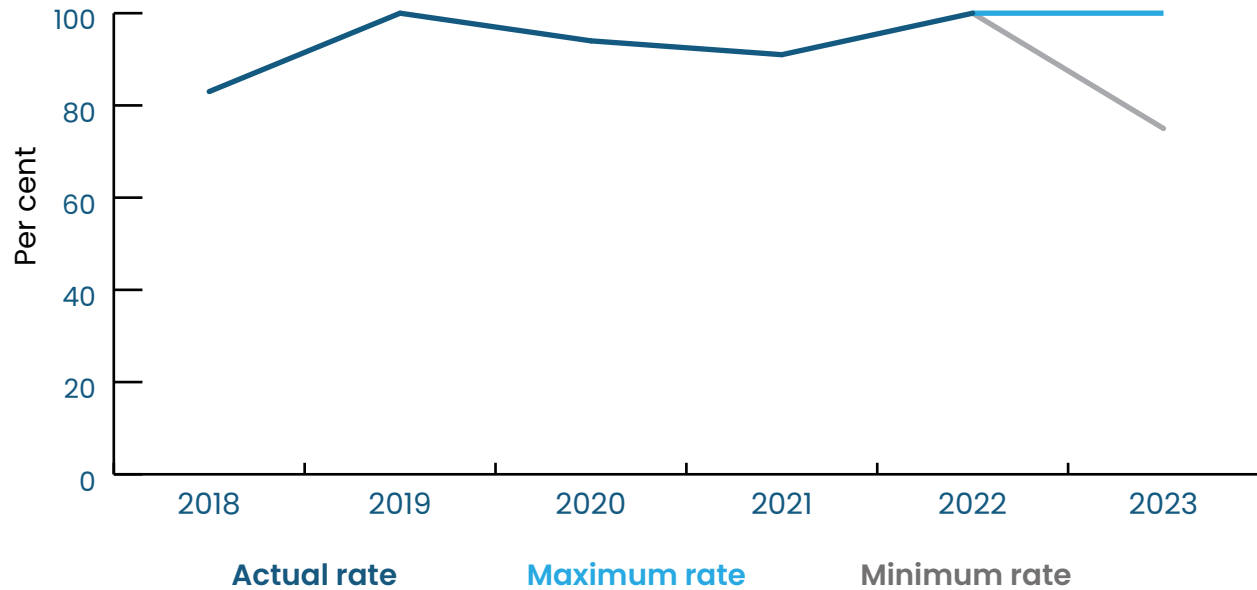
Note: The registration rate presented only reflects the success of IEAs who apply to MCSW. This data does not include IEAs unsuccessful with the first-step CASW assessment process. In MCSW's case, FRPO does not expect many applicants are unsuccessful with this assessment.

Between 2018 to 2023, 89 per cent (64/72) of IEAs registered and three had files closed. At the end of the reporting period, five applicants had open files.

The IEA registration rate for applicants who applied in this period will fall between 89 to 96 per cent and is dependent on the outcomes of the four applicants with open files.



## IEA Registration Rate by Year (2018 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, 83 per cent of the IEAs who applied in 2018 registered and 94 per cent who applied in 2020 registered.

From 2018 to 2022, MCSW's IEA registration rate varies from 83 to 100 per cent. A precise registration rate can be presented for these years because none of the applicants were in process at the end of the reporting period.

Some applicants who applied in 2023 still have open files without final registration outcomes. In this year, the registration rate minimum and maximum (light blue and grey lines) differs as not all registration outcomes are determined. For IEAs applying in 2023, 15 applications were resolved (all registered); all others (five files) remain open. Consequently, there is a discrepancy of potential outcomes for this group of applicants.

From 2018 to 2022, registration data indicates a high registration rate trend. The most successful registration rate years were 2019 and 2022, with 100 per cent of IEAs who applied to MCSW in these years registering sometime before the end of 2023.

# IEA Timelines to Registration (2018 to 2023)

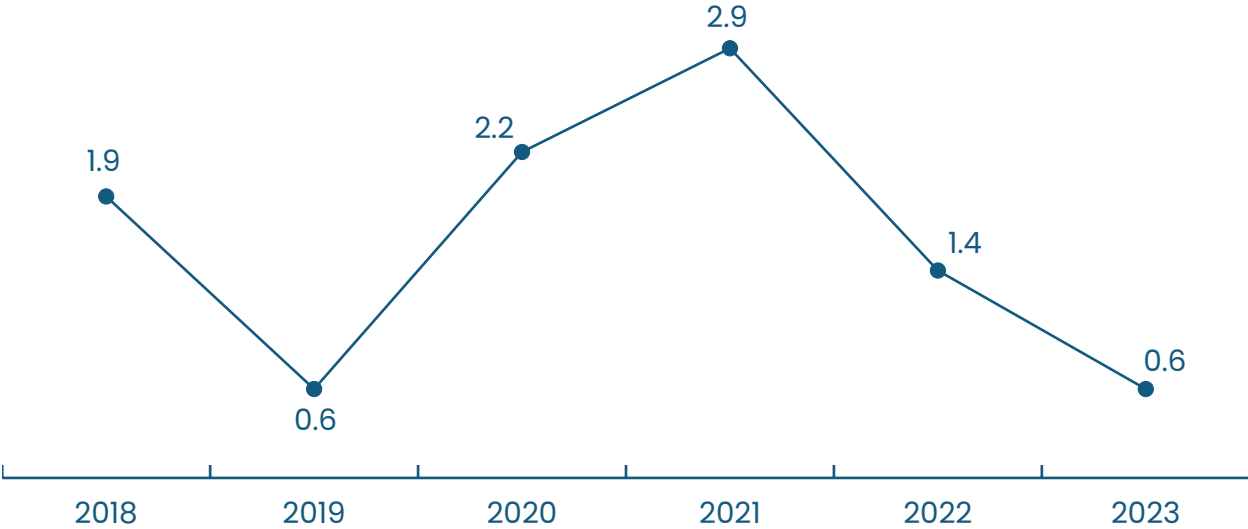


10 months

Median time to registration

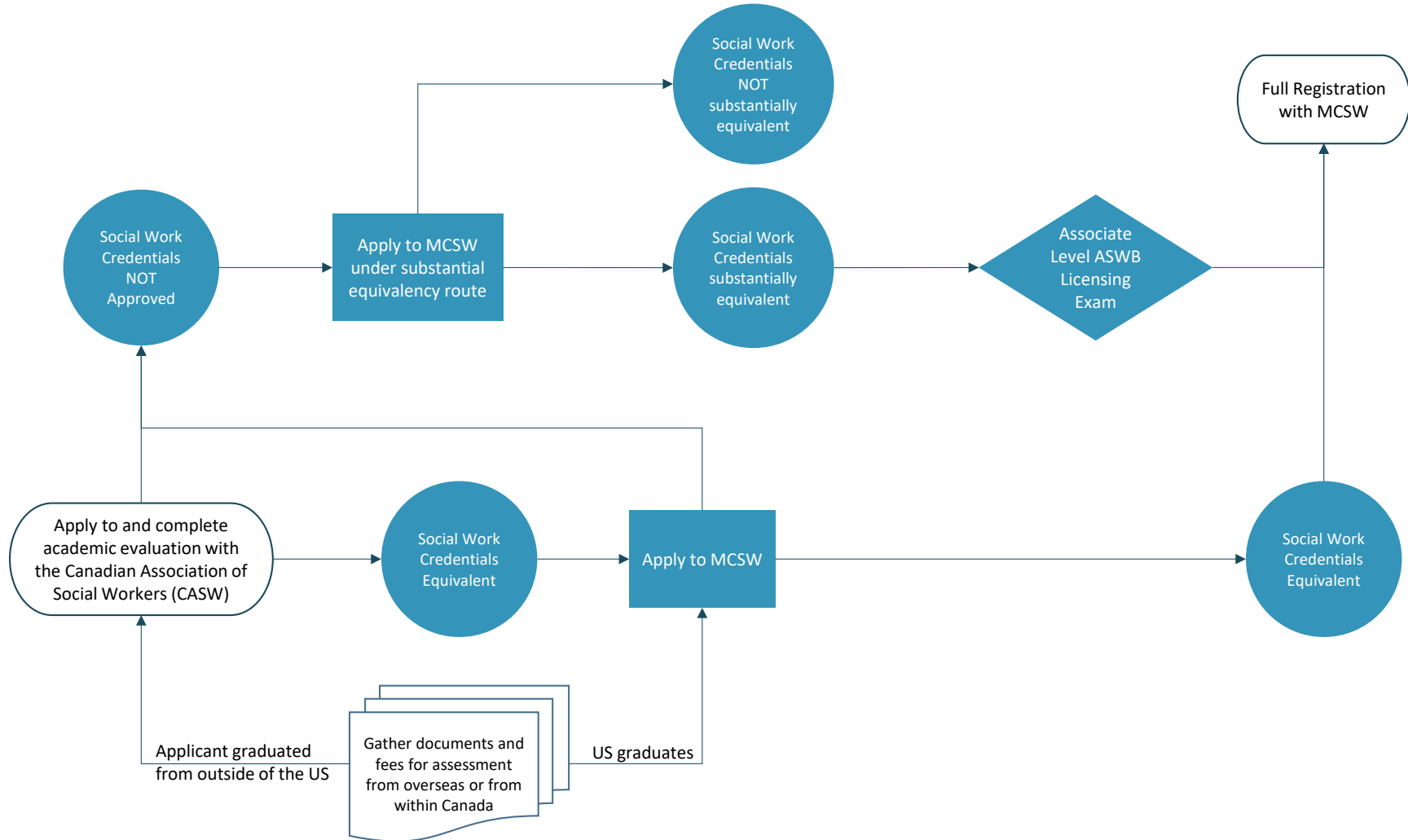
Registration timelines are calculated starting from the initial application date to MCSW/CASW (the first step assessment), to the date of registration with MCSW.

## IEA Average Registration Timelines by Year (2018 to 2023)



From 2018 to 2023, MCSW’s average registration timelines fluctuate with a peak in the middle of the period and a trend towards shorter timelines at the end of the period.

# 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.