

2017 Registration Review Report College of Midwives of Manitoba



OFFICE OF THE MANITOBA FAIRNESS COMMISSIONER

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Executive Summary

The 2017 Registration Review Report for the College of Midwives of Manitoba (CMM) examines their state of progress with regard to the fair consideration of individuals educated outside of Canada. The Fairness Commissioner identifies progress opportunities and CMM responds with an action plan.

Manitoba's profession of midwifery is in a difficult place: Manitoba needs midwives; the profession is relatively small with limited resources; the future of a provincial midwifery education program is unclear; and internationally educated midwives (IEMs) require assessment and gap training with nothing currently available in the province.

Several assessment and gap training programs have been implemented since CMM began regulating the profession in 2000. This included an in-province prior learning assessment, a multi-jurisdictional bridge training program, and most recently an in-province assessment and gap training program. None of these programs are currently operational. The program in Manitoba ceased operations in 2016 due to lack of funding.

CMM recognizes the need for a timely and accessible IEM licensure process and was exploring options to address the problem at the time of the OMFC review.

The Fairness Commissioner calls for the implementation of an accessible and timely licensure pathway for IEMs in Manitoba as a key substantive progress opportunity. The Fairness Commissioner also sees a need for continued work on registration data collection.

In response to the progress opportunities identified by the Fairness Commissioner, CMM commits to:

- Continue to work with local and national stakeholders to implement an accessible, timely licensure process for IEMs. CMM is currently exploring:
 - The feasibility of offering written and clinical exams in Manitoba
 - The possibility of Ryerson University's International Midwifery Pre-registration Program in Ontario allowing Manitoba candidates to participate in gap training
 - Engaging Manitoba provincial departments about the importance of midwifery care and having accessible local assessment and gap training for IEMs
- Continue to work with the OMFC to provide accurate registration data, including any future changes to the licensure process

The Fairness Commissioner sees CMM's Action Plan as a very positive response to the progress opportunities and is encouraged by their commitment to implement a timely and accessible licensure pathway for IEMs in Manitoba. Where appropriate, the Fairness Commissioner will support and facilitate CMM's actions.

Introduction

Registration reviews are conducted as part of the Fairness Commissioner's mandate to review the registration practices of regulatory bodies subject to *The Fair Registration Practices in Regulated Professions Act* (Act).

The purpose of a registration review is to enable the Fairness Commissioner to determine a regulator's compliance to the Act and to make recommendations for improvement. Compliance to the legislation refers both to the fairness of assessment and registration practice, with particular attention to the fair consideration of internationally educated applicants, as well as the co-operation of the regulator with the Fairness Commissioner.

The Act stipulates that registration reviews are to be undertaken at times specified by the Fairness Commissioner. It also stipulates that the content of a registration review is to include an analysis of the relevance and necessity of registration requirements, the timeliness of decision making, the reasonableness of fees and the registration of internationally educated individuals. This may involve the review of any third parties employed in the assessment and registration process.

The 2017 Registration Review focuses on a few critical issues the Fairness Commissioner has identified as key for Manitoba regulators to make progress; the need for timely registration, the recognition of professional work experience and supervised practice opportunities.

In this report, the College of Midwives of Manitoba's (CMM) assessment and registration practice is evaluated in terms of its overall state of fair practice and for the purpose of identifying progress opportunities. This includes an analysis of CMM's activities to improve practice to date and practices regarding the critical areas of timely registration, the recognition of professional work experience and supervised practice opportunities.

This report is a public document and will be posted on the OMFC's website, submitted to the Minister of Education and Training and the Minister of Health, Seniors and Active Living.

Context of the Profession in Manitoba

Midwives are autonomous specialists who provide primary care for women throughout pregnancy, labour, birth and the postpartum period. Midwives attend births in homes, birth centres and hospitals. The midwifery model of practice in Canada focuses on providing client-centered care with an emphasis on providing clients with the opportunity for evidence informed decision making, continuity of care and choice of birthplace.

Midwifery education and the practice in Canada differ from other areas of the world. In many countries, midwives frequently practice as auxiliary professionals without the level of responsibility and autonomy required in Canada. Scope of practice is often limited to either prenatal, intrapartum or postpartum care, whereas in Manitoba the model of care covers this full continuum of care. Many internationally educated midwives (IEMs) do not have education and experience in both hospital and community based care. In Canada, midwives must be able to provide care and attend births in homes, birth centres and hospitals, and hold hospital privileges.

In this context, all IEMs require some level of gap training and professional orientation. Gap training with a clinical placement provides IEMs a critical opportunity to understand and experience the Canadian model of practice.

Midwifery education and assessment/gap training in Manitoba has seen frequent and significant change over the past 10 years. Most recently (2013-2016), the CMM developed and locally offered its own assessment and gap training program. Nine IEMs completed the program and are now registered and practicing in Manitoba. No funding was available to run the program in 2017 and CMM is currently considering future delivery options.

Midwifery is one of Manitoba's smaller professions. As of early 2017, CMM has 79 members, with 53 actively practicing. Midwifery services are not available in all parts of the province and in those areas where service is possible, demand exceeds what practitioners can provide.

The absence or limited access to a midwifery education program in Manitoba accounts for the large number of internationally educated midwives in the province. Almost two-thirds of CMM members are internationally educated, of which over half of this group of internationally educated members are Canadians trained abroad.

In Manitoba, IEMs help to provide a culturally diverse workforce to better match the population of Manitobans seeking midwifery care. This not only positively impacts individual clients, but may also help to integrate different practices and perspectives into midwifery practice.

Overview of Assessment and Registration Process

The College of Midwives of Manitoba (CMM) operates under the authority of *The Midwifery Act (C.C.S.M. c. M125)*, the *Midwifery Regulations, Man. Reg. 68/2000* and the *CMM By-Law No. 1*. Since 2000, all midwives practicing and using the midwife designation in Manitoba must be registered with CMM.

Qualifications

Principal qualifications required for registration as a midwife include:

- Graduation from an approved midwifery education program – the College recognizes several Canadian midwifery programs across the country.
- Passing the Canadian Midwifery Registration Examination (CMRE Exam) administered by the Canadian Midwifery Regulators Council and CMM’s Jurisdictional Exam.
- Possessing a minimum amount of clinical experience.

Internationally educated midwives must:

- Graduate from an approved assessment and gap training program. CMM currently recognizes Ryerson University’s International Midwifery Pre-Registration Program located in Ontario.

IEM graduates of this program must also successfully write the CMRE Exam and CMM’s Jurisdictional Exam.

Note: From 2013-2016, CMM offered its own ‘Manitoba Assessment and Gap Training Program’ (MAGT). For a description of this program, see Appendix III.

Assessment and Registration Process

Step 1: Complete Approved Gap Training Program

To register with CMM, IEMs must first apply and successfully complete Ryerson University’s International Midwifery Pre-Registration Program.

The program runs annually, offers both an accelerated and full stream, six and nine months in duration. Costs for the program are approximately \$4,170 (accelerated) or \$8,570 (full).

Step 2: National Exam

Upon successful completion of approved bridge training, IEMs need to apply to the Canadian Midwifery Regulators Council and write the Canadian Midwifery Registration Exam.

The exam tests for knowledge of Canadian midwifery competencies and consists of case based and independent multiple-choice questions. The exam is offered twice annually and may be written in cities across the country, including Winnipeg. The exam fee is \$750.

Step 3: CMM

IEMs must apply to CMM, completing an application form and arranging for the submission of a variety of documents – regulatory history and professional references. This also includes making arrangement for the bridge training program to directly submit a Final Report, Final Evaluation and Clinical Experience Record. CMM application fee is \$200.

Applicants must also pass CMM’s Jurisdictional Exam. There is no fee for the test.

Step 4: Registration

The last step is to apply for full registration with CMM. Applicants must provide evidence of an employment offer and liability insurance. A \$1,700 pro-rated registration fee is required.

Time and Cost

Time and cost for IEMs to register with the College will vary significantly depending on circumstance of the applicant. Roughly, timelines may range from one to several years. Direct costs – bridging, national exam, CMM applicant and registration – range from \$8,930 to \$12,450.

Completing Ryerson’s bridge training program is the key factor of both time and cost for IEMs in this process. Significant associated costs will be involved in the out-of-province travel commitment required.

State of Progress

The College of Midwives of Manitoba (CMM) continues to demonstrate a commitment to the fair assessment and recognition of internationally educated midwives (IEMs).

Currently, March 2017, the licensure process for IEMs in Manitoba is challenging. There is no assessment or remedial gap training opportunities available in Manitoba. Licensure opportunities are limited to those who can enter and complete an out-of-province gap training program in Ontario.

Assessment and Gap Training History

The licensure process for internationally educated midwives has undergone numerous and significant changes since CMM began regulating the profession in 2000. Several IEM assessment and gap training approaches have been implemented. All had numerous strengths and commendable fair practice policies and all were built using well-defined competencies and model of practice:

1. Prior Learning and Experience Assessment (PLEA) was CMM's first dedicated IEM assessment and gap training strategy. PLEA involved a staged competency assessment process with a portfolio assessment, written and clinical exams and professional orientation. PLEA excelled at recognizing qualifications evident in professional work experience, but there was no remedial gap training available.
2. Replacing the PLEA process in 2010, the Multi-Jurisdictional Midwifery Bridging Program (MMBP) was piloted, serving as the IEM assessment and gap training program for Saskatchewan, Alberta, British Columbia, Nova Scotia, Northwest Territories and Manitoba. The MMBP provided more thorough gap training, including an accelerated program, but was costly and only periodically run in Manitoba. Due to lack of funding, the program closed in early 2013. One IEM from Manitoba successfully completed the program.
3. Subsequent to MMBP closing its doors, CMM worked with the University College of the North and the Provincial Government to explore using the resources of the midwifery education program to support IEM assessment and clinical placement opportunities.
4. With funding from Health Canada and Manitoba Health, Seniors and Active Living, the Manitoba IEM Assessment and Gap Training Process (MAGT) was implemented. MAGT involved a three phase program including exams, clinical assessment and clinical placement. Ninety per cent of the IEMs that qualified for the program successfully completed the program. No funding support was available to continue the program after 2016.

2012 Registration Review and Progress

CMM underwent an OMFC registration review when the MMBP was operating. At this time the Fairness Commissioner's principle concern was the accessibility and cost of an out-of-province MMBP program for Manitoba IEMs and the need for an alternative. CMM:

- Worked with MMBP to offer the 'Intensive 1' clinical in Manitoba for the final running of the program in 2013.
- Worked with University College of the North to implement a 'visiting student course' to allow IEMs access to midwife preceptors and exposure to midwifery practice in the province.
- Significantly revised and improved its registration information for IEMs.
- In its work developing MAGT, CMM took steps to ensure the process was fair, including review opportunities for assessments and the adoption of progressive language proficiency assessment practices. The information package for MAGT was very well organized, user-friendly (including a talking PowerPoint) and provided helpful resource information

Progress Opportunity

CMM recognizes the current crisis for IEMs caused by the absence of an assessment and gap training opportunity in Manitoba and is committed to exploring solutions. CMM reports that moving forward elements of the MAGT program could be offered on a cost-recovery basis and there is an opportunity to partner with the International Midwifery Pre-Registration Program (IMPP) in Ontario for Manitoba IEMs to complete the gap training phase of their program, with the option of completing the Clinical Practicum (Clerkship) in Manitoba.

Although funding limitations are frustrating, the work of CMM and other stakeholders over the last decade developing and offering various IEM assessment and gap training pathways remains promising. Many of the pieces of the assessment and gap training puzzle are well developed and at hand.

The stakes for Manitoba are high in this profession. The large majority of CMM's applicants, 83 per cent in the 2011-2015 period, are internationally educated, Manitoba currently does not have a midwifery education program, and Manitoba needs more midwives. Substantive progress in this profession will revolve around stakeholders working together to create an accessible and timely licensure pathway for IEMs in Manitoba.

Fair Practice Analysis

The Fairness Commissioner has identified the need for timely and effective registration, the recognition of qualifications acquired through professional work experience and the need for supervised practice opportunities as key substantive issues critical to realize progress among Manitoba regulators.

Following the Manitoba Fairness Standard, the Fairness Commissioner has the following commendations, comments and concerns about CMM's state of progress concerning these key fairness issues:

Timely Registration

The assessment and registration process is structured efficiently (Manitoba Fairness Standard, 7.1).

Currently CMM licensure process is not structured efficiently. To qualify for licensure, IEMs must complete Ryerson University's International Midwifery Pre-registration Program located in Ontario. This will involve significant costs and the ability to live and study out-of-province.

In this context, CMM's recent work implementing the MAGT program, an in-province, assessment and gap training program, is commendable. The program graduated 90% of the participants that qualified for the program.

Part of the challenge implementing an efficiently structured, IEM licensure pathway lies in the distinct character of the Canadian midwifery practice. Beyond professional orientation, the Canadian model is such that no international jurisdiction trains to Canadian standards and so all IEMs require some measure of gap training.

Another part of the challenge is the lack of a midwifery education program in Manitoba. Without a program, there is no local access to critical assessment and training resources for IEMs.

One interim solution that deserves consideration is the possibility of provincial government funding for IEMs to complete out-of-province bridging with a return of service agreement. IEMs would be able to access funds with a commitment to practice in Manitoba upon completion of one of the two approved bridging programs.

The assessment and registration process is periodically reviewed to ensure timeliness for internationally educated applicants (Manitoba Fairness Standard, 7.2).

Whatever the current challenges for local assessment and gap training, CMM has spent considerable time and resource over the last decade working on a viable licensure pathway for IEMs.

Communication with applicants is timely and systematic (Manitoba Fairness Standard, 7.3).

CMM staff provide IEM's strong personal support and assistance. CMM's PLEA and MAGT programs are good examples; both involved extensive application work and assistance, particularly the activity documenting professional work experience. The MMBP also provided similar support to its applicants.

The registration process is such that qualified internationally educated applicants have an opportunity to practice in some capacity within a year of application (Manitoba Fairness Standard, 7.4).

Licensure under provisional licensure within a year is not a likely prospect in this profession. However, the notion of 'qualified applicant' at work in this fairness standard is not fully applicable in this context. The distinct character of the Canadian model of midwifery practice means that all IEMs will require some gap training and so, in this sense, are not qualified.

Recognition of Professional Work Experience

Professional work experience is considered to determine qualification (Manitoba Fairness Standard, 5.10).

Currently, CMM does not assess IEMs, but rather refers applicants to Ryerson University's International Midwifery Pre-registration Program located in Ontario. This program assesses work experience as part of its selection criteria.

Throughout CMM's history with various assessment programs, the recognition of professional work experience has played a key role in determining professional qualification. An emphasis on the value of professional work experience is traditionally one of the strengths in the midwifery profession.

Regulator has objective standards and criteria to assess knowledge and competencies acquired through work experience (Manitoba Fairness Standard, 5.11).

CMM has well defined standards and criteria to assess professional work experience. These are articulated in CMM's 'Core Competencies', 'Model of Practice' and numerous standards of practice documents.

If Canadian work experience is a mandatory requirement, it is clearly justified (Manitoba Fairness Standard, 5.12).

There is no mandatory Canadian work experience requirement in the midwifery profession in Manitoba. However, all IEMs are required to complete gap training which will involve clinical placements and clerkships. The clerkships requirements for the bridging program in Ontario is tied to assessed gaps in qualification and appear reasonable.

Supervised Practice Opportunities

Supervised practice opportunities are available for the purpose of assessment and gap training (Manitoba Fairness Standard, 5.13).

CMM has the capacity to support practicum or clerkships for IEMs. This was a component of the MAGT, MMBP and PLEA programs. CMM and its membership have a commendable history supporting clinical opportunities in Manitoba; a critical component of a timely, effective gap training licensure program.

Progress Opportunities

The Fairness Commissioner sees the following opportunities for progress regarding CMM's assessment and registration practice:

1. Engaging stakeholders and building on the work and achievements to date, implementing an accessible and timely licensure pathway for IEMs in Manitoba would be a big step forward;
2. CMM's continued commitment and work with OMFC on data collection will help improve our understanding of licensure timelines and outcomes.

Fairness Commissioner's Recommendation

To ensure compliance to *The Fair Registration Practices in Regulated Professions Act*, the Fairness Commissioner recommends that the College of Midwives of Manitoba take action regarding these progress opportunities.

College of Midwives of Manitoba – Action Plan

In response to the Fairness Commissioner’s recommendation, the College of Midwives of Manitoba (CMM) proposed the following Action Plan as of May 19, 2017.

CMM’s Action Plan will form the basis of its relationship with the OMFC moving forward. Follow-up meetings will be held annually after the 2017 Registration Review to discuss implementation of activities and updates to the Action Plan. Action Plan updates will be posted on the OMFC’s website on an annual basis, following these meetings allowing any interested party to see the progress to date.

Progress Opportunity	Action(s)	Completion Date
<p>1. Engaging stakeholders and building on the work and achievements to date, implementing an accessible and timely licensure pathway for IEMs in Manitoba would be a big step forward.</p>	<p>Preamble</p> <p>Providing access to assessment and gap training for IEMs has been a priority for the CMM. The CMM has been working for many years with local and national stakeholders from many sectors to develop a timely, fair, transparent and accessible process for the relatively small number of IEMs. This work continues to be a priority for the CMM. Immediate actions to help ensure a process is accessible will involve the following:</p> <ul style="list-style-type: none"> a) Review past budgets and actual costs of offering the written and clinical exams in Manitoba and determine if it would be feasible to continue to offer these exams on a cost-recovery basis. b) Establish agreement with the director of the IMPP to continue to allow for Manitoba candidates to participate in the IMPP gap training even if candidates are assessed in Manitoba. c) Engage with Manitoba Health, Seniors and Active Living as well as Manitoba Education and Training regarding benefits of midwifery care and of having reliable access to assessment and gap training. 	<p>July 1, 2017</p> <p>May 31, 2018</p> <p>July 1, 2018</p>

Progress Opportunity	Action(s)	Completion Date
2. CMM's continued commitment and work with OMFC on data collection will help improve our understanding of licensure timelines and outcomes.	a) Providing annual data to OMFC including ensuring data dictionary is accurate and up to date, and altering data collection as necessary to align with any program changes as per the outcomes of the action items above.	Annually

Statement of Compliance

The College Midwives of Manitoba's (CMM) Action Plan is a very positive response to the progress opportunities identified in this review.

These actions support fair practice and align with the intent of *The Fair Registration Practices in Regulated Professions Act* to improve licensure processes for internationally educated applicants in Manitoba.

In Manitoba, the licensure process for internationally educated midwives (IEMs) is compromised by the lack of an accessible and timely assessment and gap training process. Currently, IEMs must go out-of-province to complete a bridging program.

CMM's commitment and actions to address this problem are encouraging. CMM sees the importance of the role IEMs need to play to grow midwifery services in Manitoba.

Moving forward, CMM will be challenged to get the cooperation of stakeholders to set up a more effective and accessible pathway for IEMs in Manitoba. I will support and where appropriate help facilitate CMM's actions.

I look forward to our future work and engagement.



Ximena Munoz
Manitoba Fairness Commissioner

Appendix I: 2011-2015 Registration Data

The College of Midwives of Manitoba (CMM) reports annually to OMFC on the registration of internationally educated midwives to Manitoba.

CMM received 102 total applications from 2011 to 2015. Among these applications, 83% were internationally educated applicants (IEAs). The top country of education was the Philippines, representing almost 34% of IEAs. This was followed by Nigeria (20%), Iran (11%), India (10%) and the United States (8%).

With regard to IEA licensure outcomes, by the end of 2015, 15 or 17% IEAs obtained full registrations. The remaining applicants were still in process, had withdrawn or had been rejected.

Over the course of the 2011-2015 period, CMM had two different licensure processes:

2011-2013 Midwifery Multi-Jurisdictional Bridging Program (MMBP)



2013-2015 Manitoba Assessment and Gap Training Program (MAGT)



2011-2015 Licensure Timelines

Given the changes and numerous pathways to registration for the 15 registered IEAs in the 2011-2015 period, an average licensure timeline is difficult to establish.

For additional context, immigrant landings for midwives to Manitoba for 2011–2015 indicate:

Year	Landings
2011	6
2012	5
2013	5
2014	11
2015	7
Totals	34

The NOC code associated with these landings is 3232 Practitioners of Natural Healing.

Source: Immigration, Refugees and Citizenship Canada. Prepared by Manitoba Education and Training.

Appendix II: 2017 Registration Review Process

The OMFC's 2017 review process has several key steps: meeting to discuss the focus and process of the review, agreeing to a review schedule, documenting, evaluating and preparing a progress report, and achieving an action plan to move things forward. The process is designed to support regulators to further evolve registration practice and realize progressive change.

Activity	Description	Date
Registration Review Workshop	<ul style="list-style-type: none"> Group meeting between OMFC and regulators Latest data and research presented Fairness Standard, review focus and process presented Review schedule provided 	June 10, 2016
Progress Report	<ul style="list-style-type: none"> CMM report on its fair practice progress Includes analysis of timely registration, recognition of professional work experience and supervised practice opportunities Progress opportunities identified Recommendation from Fairness Commissioner to address progress opportunities 	April 11, 2017
Progress Meeting	<ul style="list-style-type: none"> CMM and Fairness Commissioner discuss report and possible actions CMM is considering addressing progress opportunities 	April 25, 2017
CMM Action Plan	<ul style="list-style-type: none"> CMM's Action Plan submitted to OMFC 	May 19, 2017
2017 Registration Review Report	<ul style="list-style-type: none"> Report submitted to CMM Report contains the review findings, CMM's Action Plan, and the Fairness Commissioner's Compliance Statement 	May 30, 2017
Registration Review Closeout Meeting	<ul style="list-style-type: none"> CMM and Fairness Commissioner discuss Registration Review Report, potential OMFC support for actions & how CMM's action plan will inform the relationship moving forward Registration Review Report submitted to Minister of Education and Training, the Minister of Health, Seniors and Active Living and uploaded on OMFC website 	June 15, 2017

Review participants:

Janice Erickson, CMM Registrar

Patty Eadie, CMM Executive Director

Marla Gross, CMM Education Committee Chair

Gina Mount, CMM Council Chair

Appendix III: Manitoba Assessment and Gap Training Program

The Manitoba Assessment and Gap Training Program (MAGT) was an accelerated gap training program that ran from 2013-2016. The program was developed by CMM with funding from Health Canada and Manitoba Health, Seniors and Active Living. An overview of the program is provided below.

Application

To be eligible for the program, IEMs must:

- Be a Canadian citizen or permanent resident of Canada
- Be a resident of Manitoba
- Completed a midwifery education program
- Have practiced midwifery within the past 10 years, or have graduated from a midwifery education program in the past 10 years
- Have attended at least 60 births in the role of primary midwife

English language testing results are not a requirement, however midwifery practice does require a high level of English language fluency and professional communication skills and are tested during the written and clinical assessment portions of the MAGT. The CMM advises that those individuals who have a Language Benchmark of seven or higher are likely to be more successful in the process.

Applicant completes a MAGT application, including supporting documentation for evidence of:

- midwifery education (confirmed by World Education Services)
- midwifery clinical experience (confirmed by educational institution or employer/supervisor)
- prior midwifery registration (if applicable)
- proof of identity

Assessment and Gap Training Process

Once an applicant has met all the eligibility requirements above, the MAGT has three phases:

Phase 1:

The first phase requires IEM to successfully write a General Midwifery Knowledge Exam and a Midwifery Language Proficiency Test. These exams are offered three times per year at the CMM offices.

Phase 2:

Those IEMs that are successful at both the exams in the first phase are eligible to participate in the Clinical Assessment. The Clinical Assessment includes Objective Structured Clinical Exam (OSCE) stations as well as an oral language interview. This exam is offered once per year.

Phase 3:

The final phase is Gap Training. Those IEMs who were successful in the first two phases are eligible to participate. During the Gap Training Phase, the candidates progress through three separate stages.

The first stage is to complete a number of Self-study Modules, to be completed online on a part-time basis.

The second stage includes a Classroom Intensive. Depending on instructor availability and scheduling this stage is completed over a period of six to 12 weeks. The Classroom intensive also includes a virtual on-call component that involves participants being on-call to simulate midwifery practice.

The third stage is a full-time 16-week Clinical Practicum (Clerkship) with a midwifery practice in Manitoba. Trained preceptors evaluate the applicant's ability to safely practice in a Canadian context. Prior to this stage, immunization records, criminal record, and child and adult abuse registry checks are required.

Upon successful completion of the MAGT, applicants must then successfully write the National Exam (Canadian Midwifery Registration Exam).

Timelines

The MAGT ran annually, subject to sufficient candidates. The gap training and clinical placement portion of the MAGT took place over seven to eight months. The clinical assessment took place one month before the beginning of the gap training. And there are currently three fixed-date application windows for the written exams, which occur 11, six and two months respectively, in advance of the planned clinical assessment date. This means the actual time required for IEMs to complete the MAGT (depending on the time application) was between 11 months to two years.

The timing of the MAGT was designed to enable IEMs to complete the MAGT with a minimal time gap prior to writing the National Exam. The National Exam is offered twice a year. Exam results are provided within four to six weeks.

The College's Jurisdictional Exam was integrated into the MAGT and the results were made known immediately.

Collecting and providing third-party documentation required for application to the MAGT (e.g., credential assessments, verification of clinical practice) also takes time and may increase a candidate's timeline.

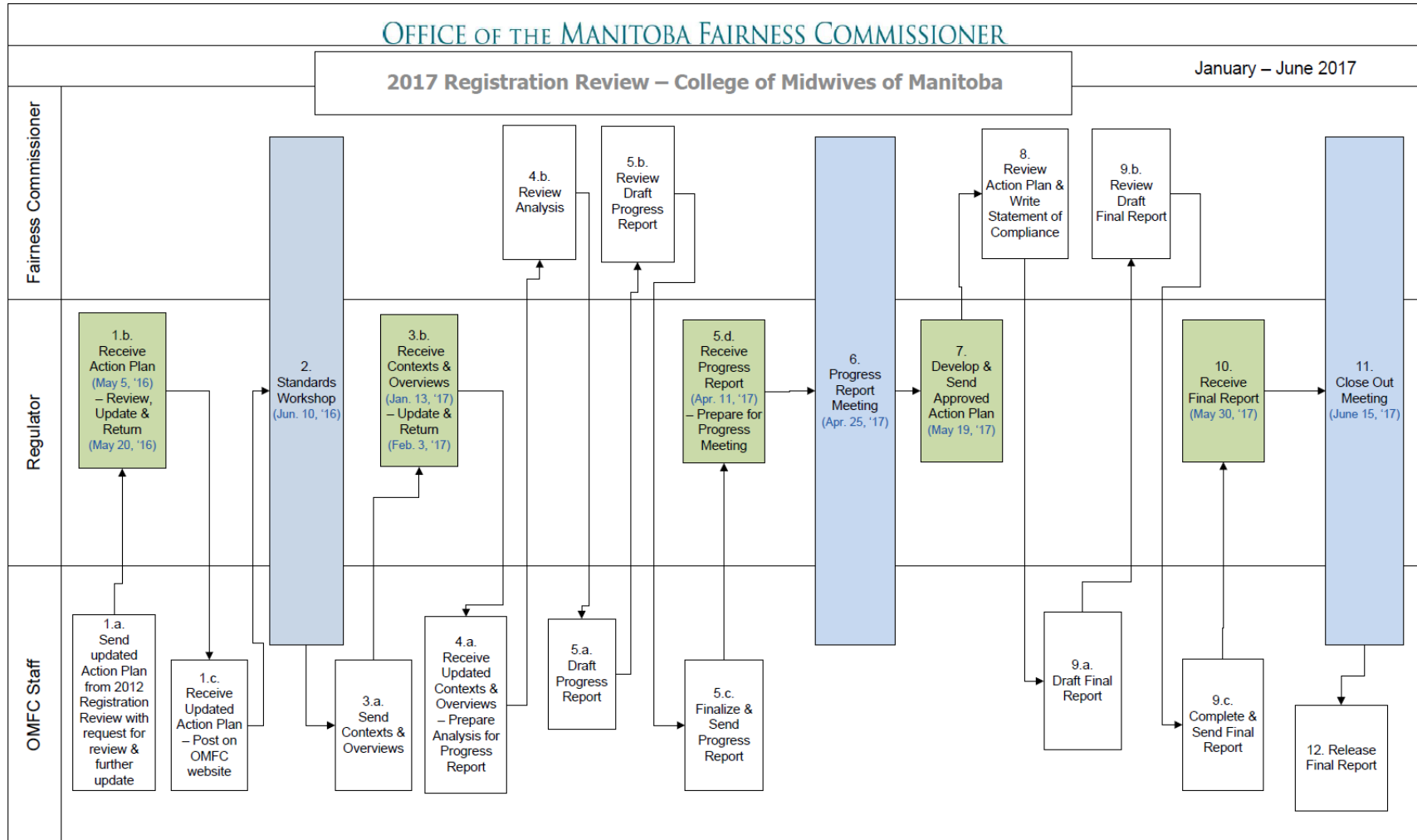
Fees

Application to the MAGT was \$100. There was no cost for the assessment and gap training. There were costs associated with credential assessments, criminal records check, etc.. There were also additional costs associated with participating in the MAGT; e.g., supplies, textbooks, transportation, housing and loss of income.

OFFICE OF THE MANITOBA FAIRNESS COMMISSIONER

2017 Registration Review – College of Midwives of Manitoba

January – June 2017





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