

2023 Registration Review Report

Agrologists Manitoba



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Introduction

The Fair Registration Practices Office (FRPO) issues this registration review report for Agrologists Manitoba (AM) under authority of The Fair Registration Practices in Regulated Professions Act (act). Registration reviews are conducted at times specified by the director of fair registration practices and in accordance with the review provisions in the act, section 15.1, 15.2, and 15.3. The purpose of this review is to determine compliance with the legislation and to identify areas that may need 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 director.

Manitoba's fairness legislation was amended in December 2021. This review is largely restricted to the consideration of compliance regarding three new duties in the Fair Registration Practices Code: a duty that assessment criteria be necessary, a duty to abide domestic trade agreements and a duty to notify FRPO regarding changes in assessment and registration practice. Outstanding issues raised in previous registration review reports may also be raised or result in further recommendation for action.

This registration review results in an FRPO statement of compliance for the regulator. Reviews that result in recommendations to change practice or policy contain an action plan response from the regulator.

To provide context, a brief description of AM's state of progress under fairness legislation to date precedes the compliance analysis. The report also includes appendices containing a flowchart of the registration process for internationally educated applicants, as well as registration data. Data is the latest information available at the time of review completion.

State of Progress

Since the introduction of Manitoba's fairness legislation in 2009, Agrologists Manitoba (AM) has and continues to work co-operatively with FRPO and is committed to the fair assessment and registration of internationally educated agrologists.

AM has taken numerous steps to improve the fairness of its assessment and registration process. Some of the more significant measures include:

- involvement in the development of a university-based bridging pathway for internationally educated applicants (IEA) with strong employment outcomes — in place from 2007 to 2015
- targeted web information and a clearly identified landing page for IEAs and mobility applicants, along with online application forms and plain language resources to help applicants understand the application process
- support and direction for IEAs whose educational backgrounds align better with professions other than agrology
- work with immigrant serving organizations to improve referral pathways
- introduction of self-directed competency development plans allowing IEAs to self-assess against Manitoba's education standard and propose options to address identified gaps
- development of opportunity at the University of Manitoba, Faculty of Agricultural and Food Sciences, for IEAs to complete courses for the purposes of addressing gaps, without enrolling in a complete program of study
- introduction of an experienced applicant pathway, allowing for a more streamlined process for IEAs with extensive experience in the field of agrology
- work with Agrologists Canada to enhance their website by including information on the sectors in which agrology professionals commonly work and the kind of work that is done in the various areas that make up each sector

Fair Practice Analysis

I. Assessment criteria must be necessary – act, 8(4)

The criteria used in an assessment of qualifications must be necessary to assess competence in the practice of the profession.

With regard to substantive assessment criteria in a profession, for instance, the type and level of academic training required or the level of scrutiny brought to assess qualifications, FRPO recognises the authority of self-regulated professions setting these standards and will only question these requirements in the circumstance they are patently unreasonable. FRPO's evaluation focuses on the ways in which criteria and requirements may be unnecessary, unduly burdensome, or potentially result in forms of systemic discrimination, particularly as they may impact internationally educated applicants (IEAs).

AM's compliance to necessary assessment criteria

At this time, FRPO does not have concerns with the reasonableness and necessity of AM's assessment criteria and requirements for registration.

II. Duty to comply with domestic trade agreements – act,4(1)

A regulated profession must ensure that its registration practices comply with the obligations of a domestic trade agreement.

The Manitoba government has labour mobility obligations that extend to regulated occupations, under both Chapter 7: Labour Mobility of the Canadian Free Trade Agreement (CFTA) and Article 13: Labour Mobility of the New West Partnership Trade Agreement (NWPTA). In Manitoba, regulated professions are required to comply with labour mobility obligations under The Fair Registration Practices in Regulated Professions Act, section 4(1), The Labour Mobility Act, section 3(1) and for health professions, under The Regulated Health Professions Act, section 32(3).

In the regulated occupations, the purpose of these obligations is to provide labour mobility through license-to-license recognition. This needs to occur without any material requirements for training, experience, examinations or assessments — CFTA, Article 705, paragraph 1, NWPTA, Article 13, paragraphs 1 and 2.

AM's compliance to abide labour mobility obligations

AM's labour mobility policy is compliant under this duty. FRPO identifies no concerns. AM's requirements for individuals registered and in good standing in other provincial jurisdictions applying for registration in Manitoba comply with the provisions set out in the Canadian Free Trade Agreement and the New West Partnership Agreement.

III. Notice of changes in registration practices – act, 5(2)

A regulated profession that proposes to change its registration practices, as described in the information provided under clause (1)(a), must notify the director of the proposed change, at the time and in the manner and form required by the director.

The purpose of notification is to ensure FRPO has accurate, up-to-date information about the registration practices of Manitoba regulators. This supports FRPO's oversight role and allows for proactive discussion about the fairness of proposed changes.

AM's compliance to the duty to notify

In preparation for this registration review, FRPO requested updates regarding changes to assessment and registration practice. AM responded to this request and is in compliance with the duty to notify.

Updates were recently provided informing FRPO of changes to AM's Experienced Applicant Policy and their Non-Resident Applicant Policy.

Recommendations

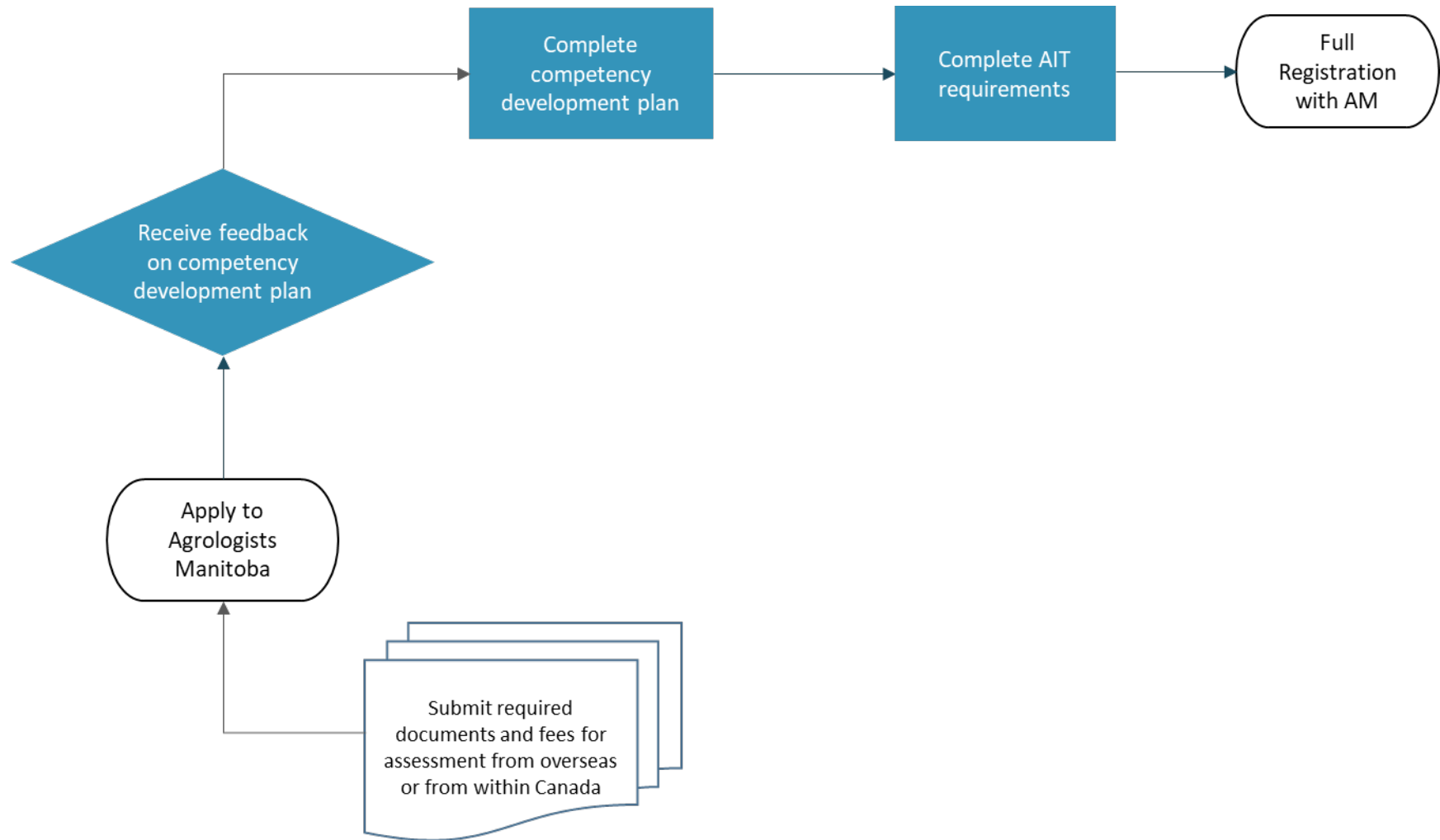
At this time, the Fair Registration Practices Office has no outstanding issues that warrant recommendation.

Compliance

FRPO's 2023 registration review of Agrologists Manitoba (AM) examines their compliance to three duties in the Fair Registration Practices Code of the act; assessment criteria are necessary, labour mobility obligations are respected and FRPO is notified regarding changes in assessment and registration practice.

FRPO finds AM in compliance with all three duties reviewed.

Appendix 1 – Registration Process for Internationally Educated Applicants



Agrologists
Manitoba



678
Registered
Members

(As of December 2021)

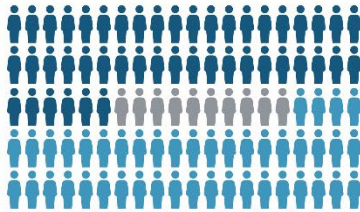
2011-2021 Internationally Educated Applicant Data



156

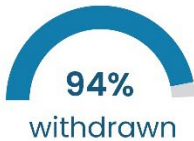
applications

Application Outcomes



registered - 46% | in process - 10% | file closed - 44%

Closed File Status



94%
withdrawn



6%
not approved



Top Countries of Education



applicants were educated in **34**
different countries



Median Time to Registration

1.9 years

2015-2021 Domestic Applicant Data



280

applications

202 (72%)

registrations