

April 2022

Registration Data Report

College of Physiotherapists of Manitoba



Fair Registration Practices Office



Contents

Executive Summary	1
Glossary of Terms	2
Introduction.....	5
Overview of Assessment and Registration Process.....	6
Legislation.....	6
Qualification Requirements	6
Steps to Registration	6
Registration Time and Costs.....	8
Registration Process Map.....	9
Immigration Statistics.....	10
Registration Data.....	11
Context – Reading the Numbers	11
Applications 2011 to 2020.....	12
Registration Outcomes 2011 to 2020	14
Assessment Outcomes 2011 to 2020.....	17
Registration Timelines 2011 to 2020.....	21
IEA to DA Registration Rate Comparison 2012 to 2020	23
Trends.....	25
Data Collection Moving Forward.....	28

Executive Summary

This report presents registration data for the College of Physiotherapists of Manitoba (CPM) from 2011 to 2020. The Fair Registration Practices Office (FRPO) issues this report as part of the office's mandate and oversight responsibility under The Fair Registration Practices in Regulated Professions Act (Act). The report provides a statistical picture of application, assessment and registration outcomes for internationally educated applicants to CPM over the last decade.

Registration data indicates from 2011 to 2020, 44 internationally educated applicants (IEAs) submitted completed applications to CPM, making up nine per cent of their total applications. Applicants educated in India and the Philippines accounted for 68 per cent (30/44) of IEA completed applications. Immigration admissions for Manitoba fluctuated but remained relatively low in the physiotherapy profession throughout the period.

Thirty-one out of 44 registered with eight provisionally registered at the end of the reporting period. The median time to registration was 3.5 years. Having completed the first steps of their registration process with the Canadian Alliance of Physiotherapy Regulators (CAPR), applicants are quick to receive provisional registration upon application to CPM and those who are successful are typically registered in under a year.

From 2011 to 2020, CPM had 456 domestic applicants (DA). The ratio of registrations to applications for DAs is 85 per cent (387/456).

With regard to unsuccessful IEA complete applications, there were five closed files. The majority of closed files are 'withdrawals', where the applicant was eligible to continue to pursue registration but did not take the next step available to them. Very few applicants were not approved to proceed to registration in this profession once they completed national level requirements — 70 to 89 per cent of IEAs with completed applications in the reporting period will register in Manitoba as physiotherapists.

Regarding IEA trends in applications, outcomes and timelines, there are increasing applications toward the end of the period, with no easily discernible trend toward changes in registration ratios or registration timelines. Registration ratio data is only presented for applicants who were successful with the first stage of registration process, conducted by CAPR. As a result, no registration rate for the process as a whole, nor any trend in registration rates for the whole, are presented.

The quality of data supplied by CPM for the 2011 to 2020 period is strong. CPM's IEA data illustrates the key timelines and outcomes throughout the process. The data itself, however, is limited because the complete through rate at the first step national body is not collected. CPM has a history of working collaboratively with the Fair Registration Practices Office on data reporting — we hope to review this matter moving forward.

FRPO is grateful to the College of Physiotherapists Manitoba for working with the office over this 10-year period and for their commitment to continuously improving their data reporting.

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 in reference to any temporary or conditional registration that enables some form of practice or title representation. Manitoba regulators use a variety of terms, ‘member-in-training’, ‘graduate nurse’, ‘exam candidate’, ‘intern’, etc., that signify different types of provisional registration.

Domestic Applicant (DA)

An individual with Canadian education, or current Canadian registration, applying for registration with a Manitoba regulator. With regard to labour mobility applicants, this may include internationally educated applicants.

Internationally Educated Applicant (IEA)

An individual educated outside of Canada applying for registration with a Manitoba regulator. This may include Canadians educated outside of Canada.

National Occupational Classification Number (NOC #)

The federal government’s system of classifying and describing the occupations in the Canadian economy. In this report, NOC numbers are used in the presentation of immigration data. When an individual applies to immigrate to Canada, they self-identify by NOC number. Some professions have a unique NOC assigned to them, while others share a NOC with one or more other professions. Where this is the case, it is outlined in the report.

Provisional Registration

Temporary or conditional registration that enables some form of practice or title representation. 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.

Provisionally Registered Applicant

An applicant who successfully completes the requirements to be granted a temporary or conditional registration.

Registration

The licensing or certification process whereby applicants acquire legally sanctioned professional recognition with the authority to practise and/or use a designated protected title within a jurisdiction.

Registered Applicant

An applicant who successfully completes the licensing or certification process, meeting all requirements necessary to be entered onto a register of members maintained by a regulatory body.

Data Collection Terms

Completed Application

An application for which all documents and fees needed for an initial assessment decision are submitted. The completed application date marks the start of an applicant's registration process. This may occur with the Manitoba regulator or a national third-party responsible for the first stages of the assessment process. Additional requirements and documents may be needed at later stages of the assessment and registration process.

Applicant File (Internationally Educated Applicants)

When an individual applies to a Manitoba regulator, a file is opened and data specific to that individual is collected on key steps in the profession's registration process. Each IEA has one 'applicant file' regardless of the number of times they apply or the number of years their file is in process.

Closed File

An applicant file that is no longer active. When an applicant is no longer pursuing the registration process — they have either withdrawn from the process or have been deemed ineligible to pursue or continue to pursue the process — their file is 'closed'.

This term is not used to refer to files of applicants who have been registered.

Resolved File

An applicant file that is no longer active. A file is considered 'resolved' when the applicant has withdrawn from the process, been denied or been registered.

Withdrawal

A reason provided for a closed file. Applicants who stop pursuing registration despite eligibility to continue are considered 'withdrawals'.

Denial

Reason provided for a closed file. Applicants who are deemed ineligible to continue to pursue registration.

In Process (Unresolved) File

An applicant file that is active. The file remains open while the applicant continues to pursue registration. 'In process' applicants may or may not be provisionally registered.

Initial Assessment

The decision made upon review of documents and other requirements submitted at application. The initial assessment is conducted either by the Manitoba regulator or by a designated third-party assessor. In most cases, this initial assessment determines whether an applicant is eligible (or approved) to pursue the registration process.

Pre-Arrival

Before immigrating to Canada.

Post-Arrival

After immigrating to Canada.

Registration Timelines

The time it takes an applicant to complete the registration process. The start of the process is marked by the date of submission of a completed application to either the Manitoba regulator or the regulator's designated third-party assessor and the end of the process is marked by the date of provisional registration or registration.

Registration Rates and Ratios

For professions with IEAs still in process at the end of the reporting period, determining a precise registration rate is not possible. Where this is the case, the IEA registration rate among resolved files (closed and registered) and registration to application ratios are provided as *indicators* of a profession's registration rate. As individual data is not collected, only registration to application ratios can be provided for DAs.

Registration Rate

Percentage of applicants who apply in a given period and go on to register.

Resolved Registration Rate

Number of registrations
÷
Number of completed application resolved files in a given year or period

Registration to Application Ratio

Number of registrations
÷
Number of complete applications in a given year or period

Late period Registration to Application Ratio

Number of registrations, 2016 to 2020, of individuals applying between 2011 to 2020
÷
Number of complete applications made between 2016 and 2020

Introduction

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

CPM supplies registration data to the FRPO (formerly the Office of the Manitoba Fairness Commissioner) as an obligation under the Act (sec. 15(2)). Each year, CPM provides records on the key steps in the assessment and registration process for internationally educated applicants (IEAs), and less detailed, aggregate application and outcome information for domestic applicants (DAs). CPM began providing data in 2011.

This report presents 2011 to 2020 assessment and registration data for IEAs regarding applications, assessment outcomes, timelines and trends, together with aggregate DA data.

Facts and figures in this report are accompanied by analysis and contextual remarks to help interpret the data and provide a coherent, statistical picture. Values less than five have been redacted where there may be privacy concerns and indicated by the '■' symbol. A glossary of terms, as well as a step-by-step overview and process map of CPM's registration process are provided.

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. An evaluation of the quality of data collection is provided and where it is incomplete, opportunities for improvement are identified.

Overview of Assessment and Registration Process

The following section provides a step-by-step overview of CPM's assessment and registration process. It is intended to give the reader an understanding of the key requirements and the order of the process to help make sense of the registration data. This information is current as of April 2022. However, complete information is not provided and policies and fees are subject to change. Visit the [College of Physiotherapists of Manitoba](#) for detailed information.

Legislation

The College of Physiotherapists of Manitoba regulates the practice of physiotherapy in Manitoba under the authority of The Physiotherapists Act (C.C.S.M. c. P65) and Regulation (204/2001). Only CPM registered physiotherapists are authorised to practise physiotherapy in Manitoba and to use the title Physiotherapist or any variation of this professional designation.

CPM is currently transitioning governance under The Regulated Health Professions Act (RHPA). Drafts of the Practice of Physiotherapists regulation and the CPM General Regulation require public consultation and final approval; CPM transition to the RHPA is anticipated to occur in 2022.

Qualification Requirements

The Physiotherapists Act and Regulation outline the requirements for registration.

The principal qualification for registration as a physiotherapist in Manitoba is graduation from an approved university level physiotherapy program or an entry-to-practice degree program in physiotherapy deemed substantially similar to a degree earned in Canada, awarded by a recognised institution authorised to issue credentials. Diplomas awarded by non-university institutions may also be acceptable if assessed and determined to be equivalent to at least a bachelor's degree in Canada.

Applicants must also successfully pass the Physiotherapy Competency Examination, the approved entry-to-practice examination for the profession.

Steps to Registration

Step 1: Complete a self-assessment (optional)

Prior to applying to the Canadian Alliance of Physiotherapy Regulators (CAPR), applicants are strongly encouraged to work through the Canadian Physiotherapy Practice Self-Assessment Readiness Tool (SART), developed by Atlantic Connection. This online resource is designed to help potential applicants understand the Canadian physiotherapy profession. It provides an opportunity for self-assessment against employer-identified core skills and against technical competencies.

In addition, applicants are encouraged to review the country-specific information for the 26 top source countries applying to CAPR located on CAPR's website.

Step 2: Apply to the Canadian Alliance of Physiotherapy Regulators (CAPR)

Applicants send their application and all required documents, including language proficiency test results, along with a fee of \$1,132 to CAPR.

CAPR assesses applications to verify documentation and determine whether the applicant is eligible for the national Physiotherapy Competency Examination (PCE). Applicants are informed of their credential assessment result within 10 to 18 weeks of application. CAPR's benchmark for processing files for which educational institutions/programs/years they have previously assessed (precedent files) is 10 to 12 weeks and 16 to 18 weeks for non-precedent files.

All applicants educated outside of Canada must complete a course on the context of physiotherapy practice in Canada. This course must include a formal method of evaluation. Online and in-class versions of this course are available from multiple Canadian universities and can be started during the credentialing process. CAPR provides information on available course options upon application.

Individuals can fulfill part of CAPR's credentialing process within their immigration assessment, if they have applied for immigration to Canada as of May 2013 as the principal applicant in the Federal Skilled Worker Program. This may reduce the overall credentialing time.

Step 3: Sit the written component of the Physiotherapy Competency Examination (PCE)

Upon receipt of a positive credentialing result, applicants submit an application to sit the written component of the PCE along with an exam fee of \$1,022 to CAPR. This is a multiple-choice format, 200-question, four-hour exam that tests for knowledge of physiotherapy and the ability to solve clinical problems using clinical scenarios. Exams are scheduled five times a year in major cities across Canada, including Winnipeg and are also available through remote proctoring.

Applicants are permitted three attempts to pass the written component. CAPR offers advice to those who are not successful as well as a resource to help applicants reflect on their exam performance.

Step 4: Complete a period of employment under supervision (Manitoba Employer)

Passing the written component of the PCE confers eligibility to applicants to register with CPM as examination candidates and to practice in Manitoba under supervision. In order to register as an exam candidate, the applicants must complete the Exam Candidate Registration Application Form and submit all the required documents along with registration fee of \$598.69 plus the \$100 initial registration cost, or a prorated fee. Applicants must complete 12 months of supervised practice with a minimum of 1,200 practice hours completed in this 12 month period.

Step 5: Complete the clinical component of PCE (cancelled as of September 2021)

Due to the COVID-19 pandemic, this exam was not delivered as scheduled in 2020 to 2021. In January of 2022, CAPR announced they would no longer deliver this exam and are currently considering future evaluation options. CPM, in the meantime, is also exploring their options for replacing this component.

To register for this exam, applicants had to submit CAPR's Exam Application form and a Declaration of Identity form along with a \$1,813 exam fee. Once the applicant passed the written component, they had up to two years to pass the clinical component.

The clinical component was a five to six-hour, objective structured clinical examination (OSCE). It tested physiotherapy knowledge, skills and abilities, including communication skills and professional behaviour. It was typically offered once a year in Winnipeg, twice a year in some of the other jurisdictions.

CAPR provided exam results to applicants within 12 weeks of the exam. Applicants who failed were provided feedback and were required to retake the exam within two years. Three exam attempts were permitted. Individuals could continue working on the exam candidate register until they obtained their results.

Step 6: Apply for Active Practice Registration

Until September 2021, applicants were required to register with CPM within 30 days of receiving a successful PCE written component result. A registration fee of \$775, or a prorated fee and a PCE clinical component Exam Certificate from CAPR was required.

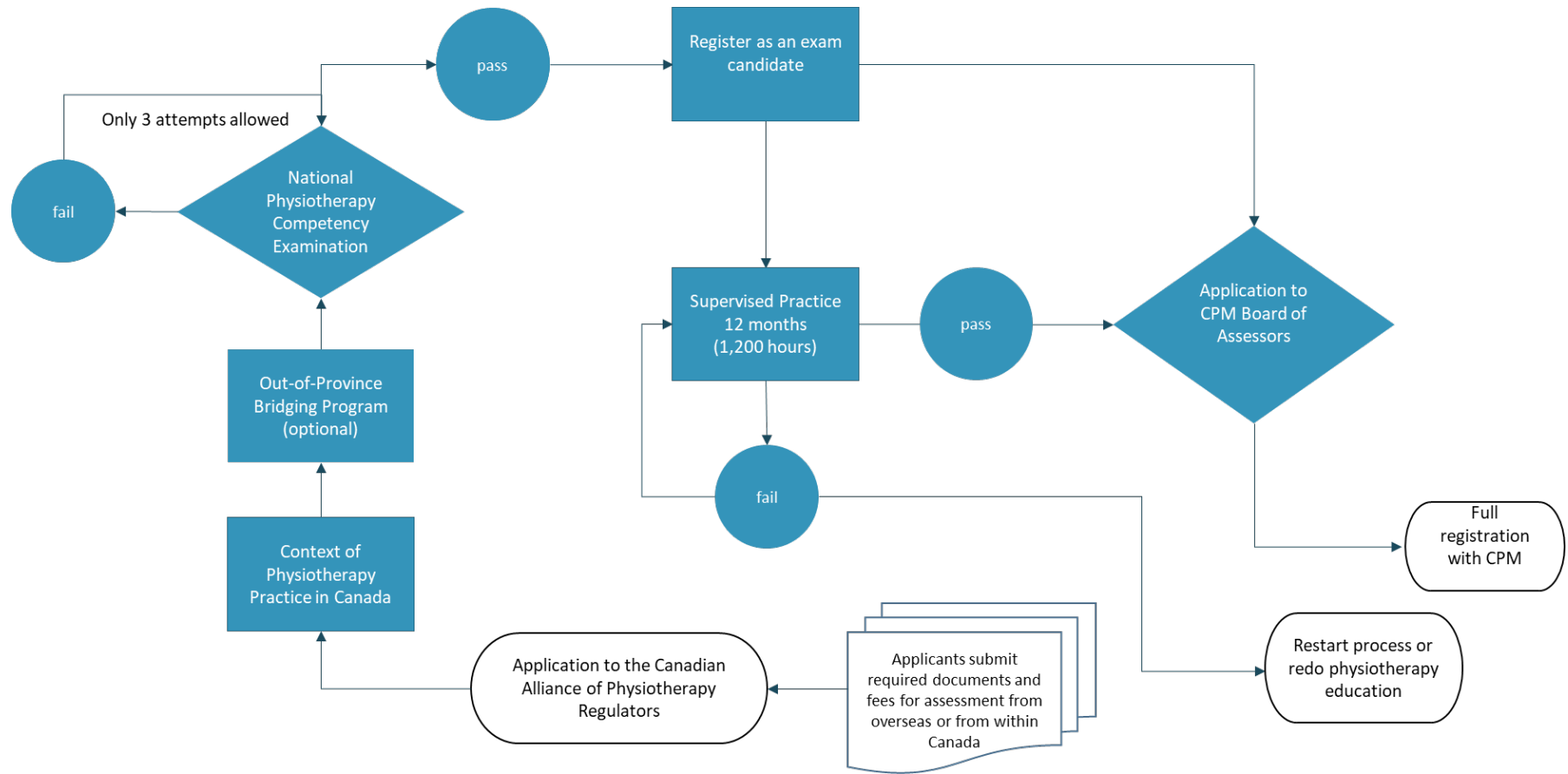
After September 2021, applicants who meet the criteria of working under supervision for 12 months with a minimum of 1200 hours of practice apply to CPM's Board of Assessors for approval to transfer their registration to the Active Practice register.

Registration Time and Costs

All internationally educated physiotherapists must complete an assessment and national exam. CPM reports that the steps in their registration process, when they included the clinical component of the PCE, could be completed in approximately 12 months. With the new supervised practice pathway replacing the clinical component of the PCE, registration can be achieved in two years. This is an ideal, minimum timeline with exams passed on first sittings. The median time to registration for IEAs in the 2011 to 2020 period was 3.5 years. Timelines to registration are also dependant upon the applicant, and reasons for extended timelines vary as much as each individual's circumstance — initial settlement, family, financial pressures, etc. all impact the process on an individual basis.

The cost for internationally educated physiotherapists to be assessed and register with the CPM may vary somewhat depending on the circumstance of the applicant. Prior to changes in delivery of the PCE, basic costs totalled approximately \$5,400. There are also costs associated with providing documentation and language proficiency testing, required course work and potentially for bridging and associated costs, etc.

Registration Process Map

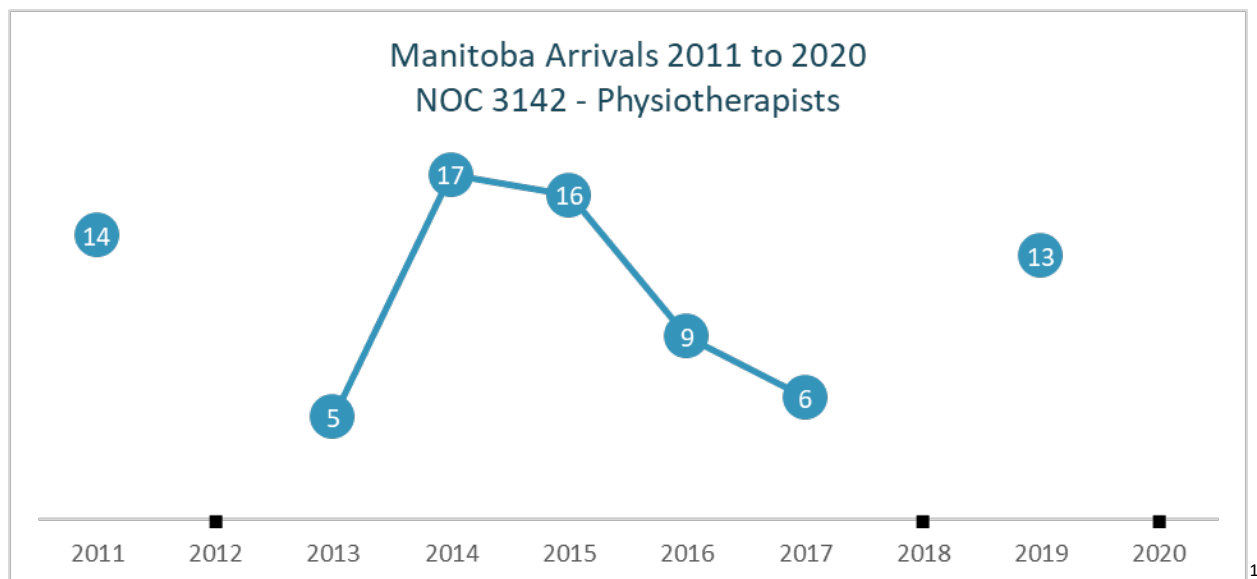


Immigration Statistics

The National Occupational Classification (NOC) is Canada’s national system of classifying and describing the occupations in the Canadian economy. Over 30,000 occupation titles are organized by unit groups, skill levels and skill types. When individuals apply to immigrate to Canada, they are asked to identify their NOC code. This code is used to classify arrivals by their identified occupation.

Immigration statistics can be a helpful indicator of the number of internationally educated professionals arriving in Canadian provinces. However, they are somewhat limited because applicants self-declare their NOC (little verification), only principal applicants are counted (not all immigrants) and NOCs do not always align directly with a profession (some codes apply to several professions and some professions can fall under several different codes).

From 2011 to 2020, 88 individuals arrived in Manitoba who self-declared using NOC 3142 — used to identify physiotherapists. Annual arrivals are relatively low each year and fluctuate throughout the period.



¹ Source: Created February 2022 by the Manitoba government using IRCC Q4 2020 immigration data.

Registration Data

Context – Reading the Numbers

CPM's registration outcomes and timelines need to be understood in context. A 42-month median time to registration presented in this report reflects the need to be assessed by CAPR, complete a course in the context of physiotherapy practice in Canada and the option of out-of-province bridge training or possible assigned course work, as well as a two-part national exam. This also typically included a period of supervised practice. Applicants could take up to two years in supervised practice before attempting Part II of the PCE. Since the PCE Part II was delayed several times due to the COVID-19 pandemic starting in 2020, timelines to registration for some applicants in this data set may be affected.

Canadian physiotherapy practice may differ significantly from practice in some countries abroad. CAPR publishes country profiles for its top applicant source countries; this also helps to provide context. Currently there are 26 profiles available on CAPR's website, each providing a physiotherapy practice comparison to Canada, PCE pass rates for previous first time test takers and a list of overseas educational programs CAPR has assessed in the past with an indication of how they compare to Canadian programs. Outcomes vary markedly by country. Data for CPM's top two source countries — India and Philippines — indicates the following outcomes on the PCE (Parts I and II) between 2013 to 2017:

Where $N \geq 101$

- 41 per cent of Indian educated test takers passed the written exam on the first attempt and 47 per cent passed the clinical exam on the first attempt
- 31 per cent of Philippine-educated test takers passed the written exam on the first attempt and 28 per cent passed the clinical exam on the first attempt

In comparison, where $N \geq 101$

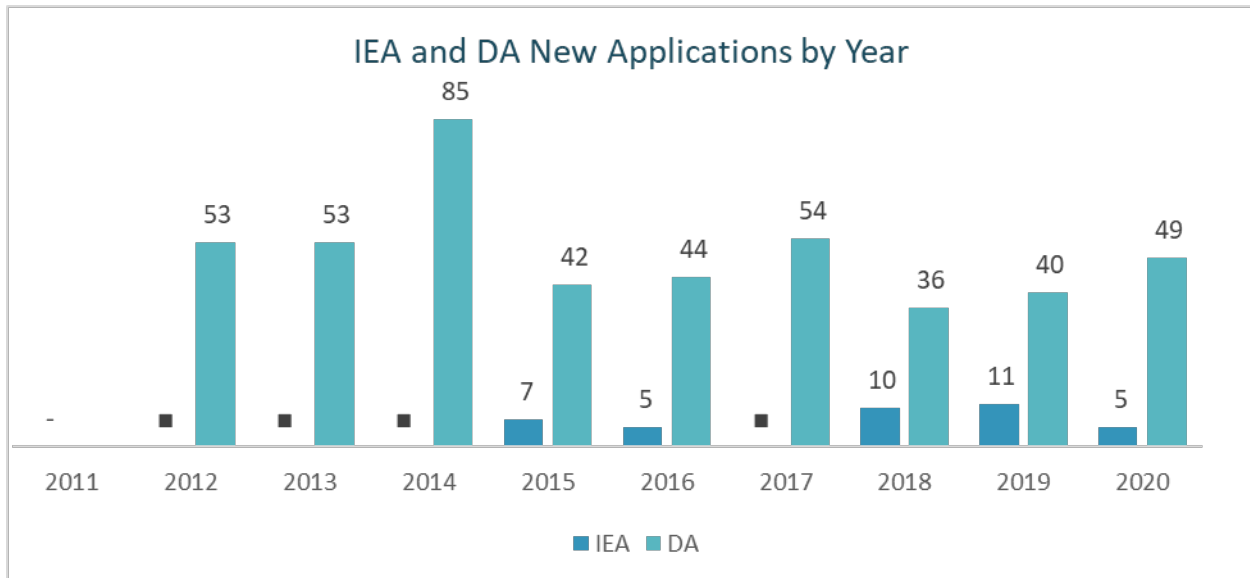
- 94 per cent of Canadian educated test takers passed the written exam on the first attempt and 90 per cent passed the clinical exam on the first attempt

CAPR underwent a major review and overhaul of their assessment requirements and processes in 2012 with changes implemented in 2013. FRPO understands that the outcomes of this work resulted in an increase in the number of IEA applicants deemed eligible to complete the national exam and a significant decrease in CAPR's processing times. FRPO commends these changes and expects they have made a positive impact for IEAs. Given the timeframe of our data collection and small applicant numbers, it is not possible to draw on our data to comment, however, we do note that more than twice as many IEAs applied to CPM from 2016 to 2020 than the first half of the period.

Although the picture may be incomplete, there are few applicants denied once eligible to apply to CPM. There are some withdrawals, but somewhere between 70 to 80 per cent of IEAs in the reporting period will register in Manitoba as physiotherapists.

Applications 2011 to 2020

IEA and DA applications by year



From 2011 to 2020, 456 applicants to the CPM were domestically educated (DA) and 50 were internationally educated. IEAs represented 11 per cent of CPM’s applications. IEA applications to the college have remained low throughout this period with the exception of a small spike in applications in 2018 and 2019.

Note: DA data was not collected from Manitoba regulators until 2012.

IEA incomplete applications

IEA Applications 2011-2020			
Total Applications	Completed Applications	Incomplete Applications	
		File Closed	In Process
50	44	0	0

A completed application is one for which all the necessary documents and fee to conduct the initial assessment are provided. Further steps and documents may be required later in the process, but a completed application will trigger an initial assessment decision by CPM.

From 2011 to 2020, 12 per cent of IEA applications (6/50) were incomplete. The in-process applications may still be completed at some time in the future.

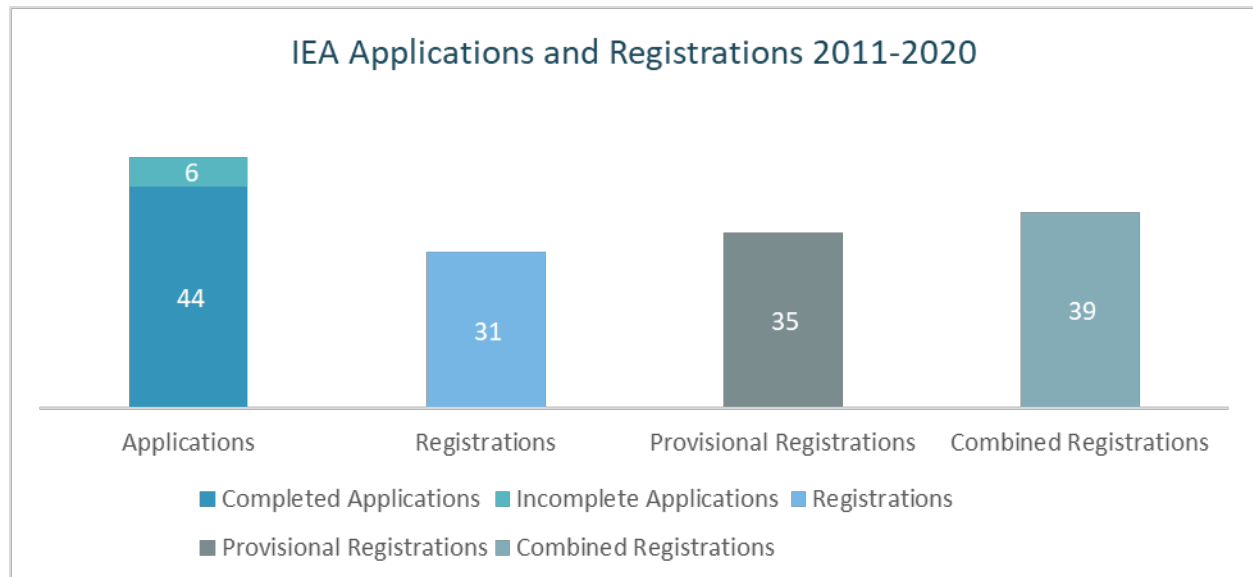
IEA applications ranked by country of education

Top Three Country of Education by Number of Applications 2011-2020		
Rank	Country of Education	Completed Applications
1	India	20
2	Philippines	10
3	Nigeria	■

India was the top country of education among CPM's IEA completed applications with 45 per cent (20/44) having applied from 2011 to 2020.

Registration Outcomes 2011 to 2020

IEA applications to registrations/provisional registrations



Of the 44 internationally educated applicants with completed applications who applied to the College of Physiotherapists of Manitoba from 2011 to 2020, 31 IEAs (70 per cent) achieved registration.

Combined registration refers to the number of applicants who applied in the reporting period and received either registration or provisional registration by the end of the reporting period, December 2020. In this case, 22 applicants who were provisionally registered went on to register in the reporting period. Four applicants with provisional registration had closed files and eight applicants remained provisionally registered at the end of the period. This explains why the combined registrations are higher than registrations.

Application status as of December 2020 of IEAs 2011 to 2020

IEA Status as of December 2020			
Completed Applications	Registrations	Provisional Registrations	Closed Files
			Withdrawals or Denials
44	31	8	5

At the end of the reporting period, December 2020, outcomes for the 44 completed applications indicate 31 IEA registrations and eight provisional registrations. There were 35 provisional registrations throughout the period, with 26 provisional registrations occurring in earlier reporting years that changed status before the end of the period. Other registrations from those provisionally registered and in process at the end of the period may occur in the future.

The majority of closed files are ‘withdrawals’; these are applicants who at some point in the process have been assessed as being eligible to proceed, but for whatever reason, do not pursue registration. ‘Denials’ refer to applicants assessed as not eligible to proceed at some point in the process.

IEA application outcomes by year

Breaking down the above IEA application outcomes by year indicates where these outcomes are distributed in the 2011 to 2020 period.

This table lists the number of applicants in a year together with various registration and closed file outcomes in a year. The applicants and the various outcomes in a year are often not comprised of the same individuals; registration usually takes a few years.

IEA Outcomes by Year 2011-2020				
Year	Completed Applications	Registrations	Provisional Registrations	Closed Files
				Withdrawals or Denials
2011	-	0	0	■
2012	■	0	1	■
2013	■	1	2	■
2014	■	1	3	■
2015	5	4	5	■
2016	5	6	3	■
2017	■	2	3	■
2018	10	6	7	■
2019	7	6	7	■
2020	5	5	4	■
Total	44	31	35	5

Assessment Outcomes 2011 to 2020

Highlighted in this section are assessment outcomes of IEA post application to CAPR, who went on to apply to CPM.

Registration Outcomes for IEAs with Provisional Registration as of December 2020		
Number of Applicants Provisionally Registered	Registrations	Provisional Registrations and Closed Files
35	23	12
Per Cent	66%	34%

Sixty-six per cent of IEAs receiving provisional registration (exam candidate registration) went on to register. Thirty-four per cent remained provisionally registered or had closed files at the end of the reporting period. Of this group, the majority were provisionally registered at the end of the period. Eight IEAs who registered did so without first becoming provisionally registered. As provisional registration in this profession is optional, this is not unexpected.

IEA Clinical Component National Exam Outcomes as of December 2020			
Exam Result	Met	Not Met	Pending
Number of Applicants	30	8	6
Per cent	68%	18%	14%

In this case, a 'not met' outcome on the exam represents the number of applicants who failed the clinical component of the exam. Since applicants are eligible for three attempts, further attempts may be made in subsequent reporting years by some. A 'pending' status reflects the number of applicants still in process who had not yet attempted this examination and were therefore awaiting an alternative option or who were awaiting exam results at the end of 2020.

IEA registration ratios and rates

Registration rate refers to the percentage of applicants with complete applications who apply in a given period and go on to register.

To calculate registration rate, all applications for the period must be resolved (registered or closed). A precise registration rate cannot be determined if there are applicants still in process at the end of the reporting period. This determination may be possible in future reporting years, when all of these files are resolved.

In this report, three *indicators* are used to provide a tentative sense of the registration rate (see below). Reasons are provided as to which indicator likely best approximates the registration rate for CPM.

Registration to Application Ratio

PROS: allows a comparison of IEAs to DAs. DA data is aggregate and only tracks applications and registrations by year.

CONS: likely undercounts IEA registrations. IEAs who applied before 2011, but who registered in the reporting period (2011 to 2020), are not counted because data collection begins with IEAs applying in 2011 or later.

PROS: DA registrations are not under-counted.

PROS: for both IEAs and DAs, the registration to application ratio becomes a more accurate indicator of the registration rate the longer the reporting period grows relative to the average registration timeline.

Late Period Registration to Application Ratio (2016-2020)

PROS: lessens the undercounting of IEA registrations. Few IEAs who applied before 2011 will register later than 2016.

PROS: allows a more equitable comparison to DA registration to application ratio for the period.

CONS: limited because the period may be short relative to registration timelines and more sensitive to variations in application numbers.

Resolved Registration Rate

PROS: a strong indicator in circumstances where a high percentage of files are resolved (registered or closed).

PROS: knowing the number of unresolved files (files still in process) allows us to determine the range within which the registration rate falls for the period.

CONS: with only aggregate data for DAs, a resolved registration rate cannot be determined and so no comparison can be made with the IEA resolved rate.

REGISTRATION RATE INDICATORS: CALCULATIONS

Registration to Application Ratio

of registrations

÷

of complete applications in a given year or period

Late Period Registration to Application Ratio 2016-2020

of registrations, 2016-2020, of individuals applying between 2011-2020

÷

of complete applications made between 2016 and 2020

Resolved Registration Rate

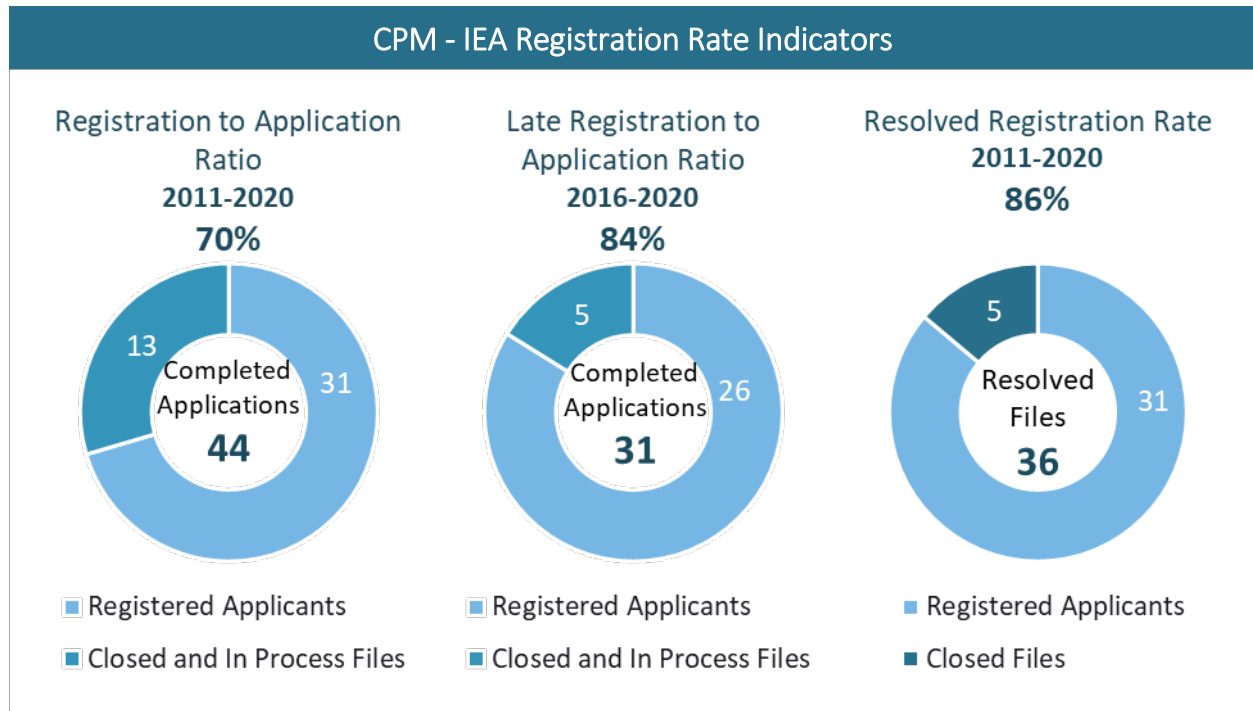
of registrations

÷

of complete application resolved files in a given year or period

CPM's registration rates

As described in the steps to registration section, to apply to the CPM, all IEAs must have first successfully completed initial requirements of the Canadian Alliance of Physiotherapy Regulators, which included passing Part I of a two-part national examination. The through rate at the first step, national body is not currently available to FRPO, so there is no way of identifying or presenting indicators of the true registration rate. Instead, data is restricted to presenting indicators of the registration rate upon application to CPM. These are applicants who have successfully undergone the first steps in the national assessment process. Individuals unsuccessful with CAPR's initial assessments are not recorded in the data set.



CPM's **70 per cent** registration to application ratio figure for the 2011 to 2020 period may undervalue the IEA registration rate.

In this context, looking at the later half of the reporting period, 2016 to 2020 may be more accurate as few, if any uncounted registrations will occur with applicants applying before 2011. In this case, examining the last five years of the reporting period, 2016 to 2020, CPM'S IEA registration rate rises to **84 per cent**. This is also likely an undervalued registration rate because of the significant increase in applications towards the end of the period (24 from 2016-2020 vs. six from 2011 to 2015).

CPM'S resolved registration rate of **86 per cent** represents another reasonable indicator of the true registration rate. In this case, there are eight unresolved files, 18 per cent (8/44). Unresolved files are applicants either 'in process' (not yet provisional) or 'provisional registrations' at the end of the reporting period. Possible outcomes for the eight unresolved files, suggests the true registration rate for CPM's part of the process will range between **70 per cent** (31/44) — if all eight resolve as closed files — and **89 per cent** (39/44) — if all eight register.

IEA registration outcomes ranked by country of education and registration rate

Top Two Countries of Education by Registration Ratio 2011-2020 (with 5 or more applicants)				
Rank	Country of Education	Completed Applications	Registrations	Registration to Completed Application Ratio
1	India	20	15	75%
2	Philippines	10	5	50%

The vast majority of applicants are from India and Philippines (30/44), representing 68 per cent of all IEAs with completed applications. Applicants from Philippines' registration to completed application ratio is below average at 50 per cent while applicants from India have an above average ratio of 75 per cent. Applicants from Nigeria, Ireland, Egypt, Australia, US, and Brazil also experience higher than the IEA average registration to completed application ratio of 62 per cent, however, the number of applicants from these countries is considerably smaller, and so these figures may not say much.

IEA pre-arrival statistics, registrations and timelines with post-arrival comparison

The data set contains the pre- or post-arrival application status for just eight applicants with completed applications in the 2011 to 2020 period; eight applied pre-arrival and 63 per cent (five) achieved registration; one applied post-arrival and also achieved registration.

Registration Timelines 2011 to 2020

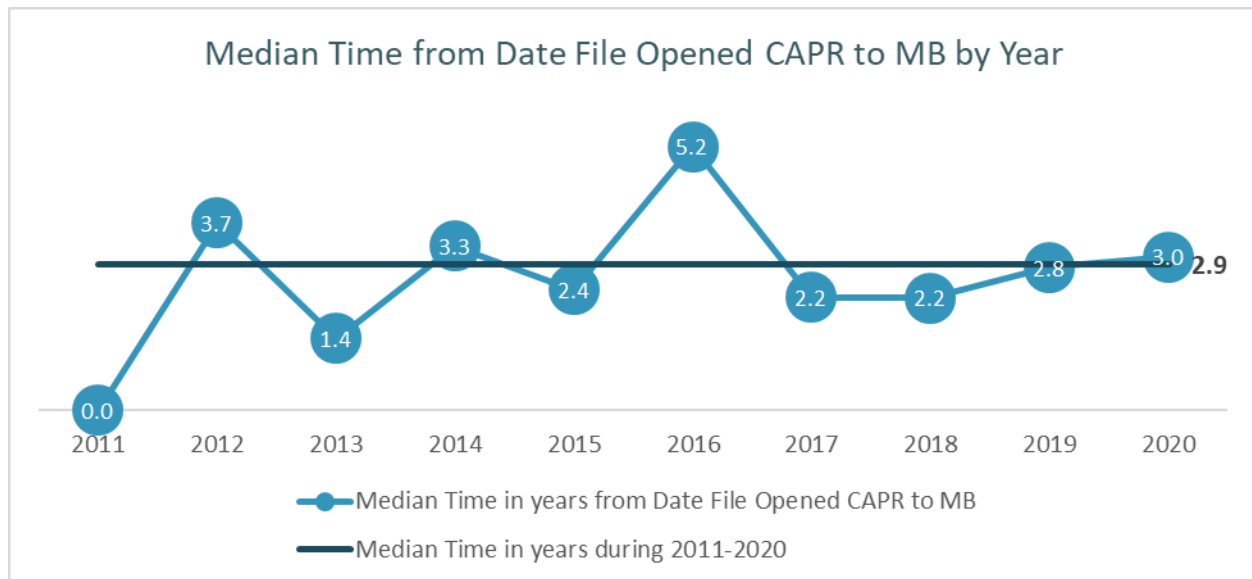
IEA average, median time to provisional registration and registration

Average time to registration 2011-2020		Median time to registration 2011-2020	
Provisional	Registration	Provisional	Registration
3.2 years	3.9 years	2.4 years	3.5 years

Registration timelines are calculated from the date of completed application with CAPR to the date of being issued registration or provisional registration by CPM. The above registration timelines are calculated using data from all 31 applicants for whom there is complete timeline information. The provisional registration timelines are calculated using data from all 35 applicants for whom there is complete provisional timeline information.

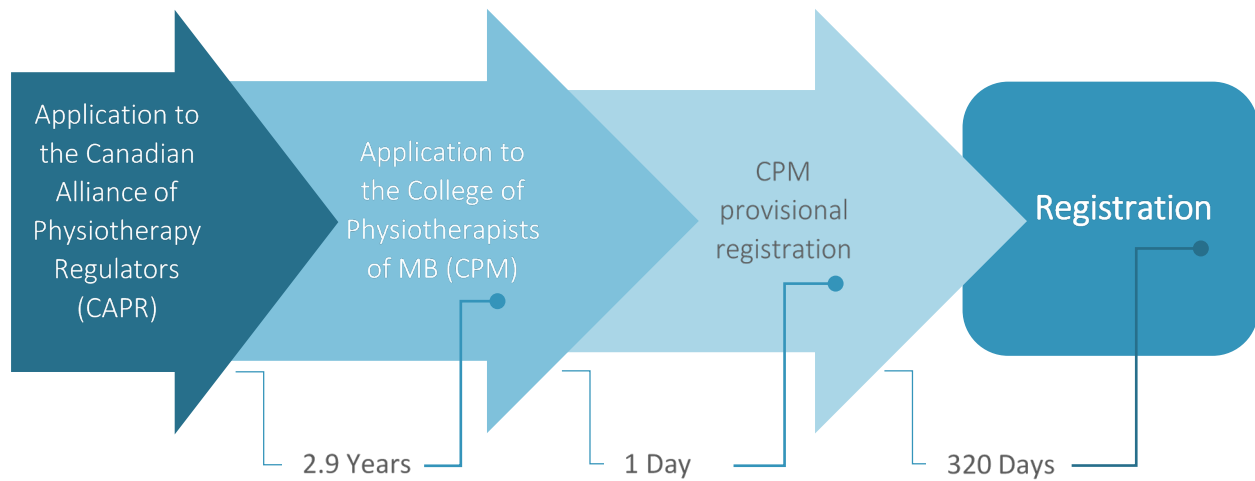
From 2011 to 2020, the average time to registration was 3.9 years. Average time to provisional registration was 3.2 years. The fact that average time to provisional registration is so much longer than the median is an indication there is a small pool of applicants who experienced extended timelines.

IEA Median time from file open date CAPR to file open date CPM, by year and for the 2011 to 2020 period



CAPR is the first step credential assessment and exam administrator for CPM. The above graph shows that the median time from CAPR application to CPM application was just under three years. This 2.9 year median refers to the time taken upon opening a file with CAPR to the time the applicant applies to CPM having completed initial requirements including Part I of the CPE.

IEA Median Time between Key Steps from Initial Application to Registration, 2011-2020

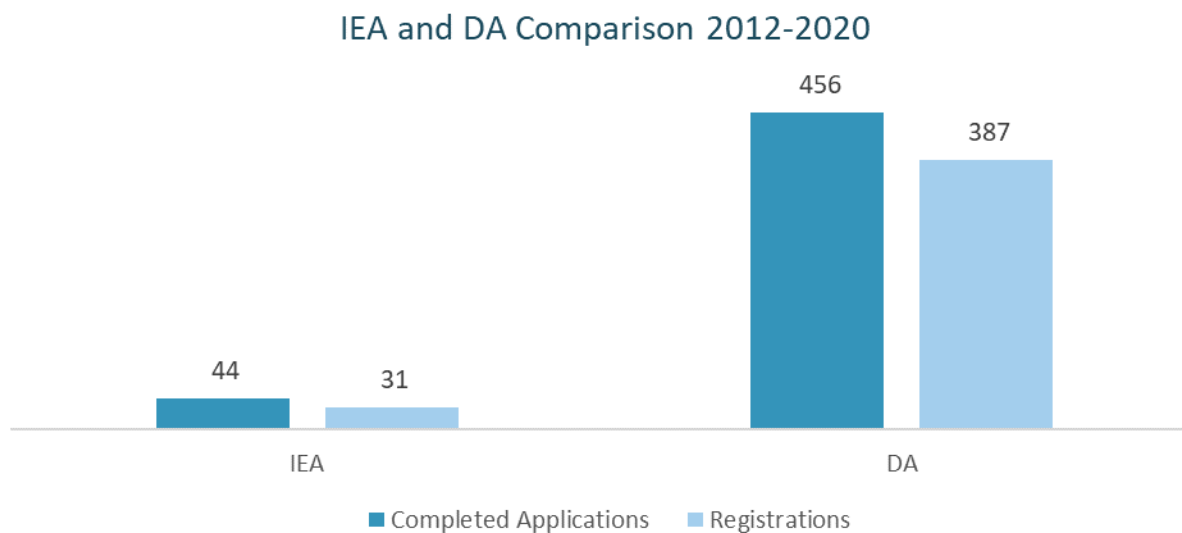


There are 44 applicants with complete timeline information used to calculate the first step, 31 for the second step, and 22 applicants for the third step.

The majority of the time spent in this registration process (2.9 years) is in the early stage between application to the national body, CAPR, and application to CPM. This includes possible course work and passing Part I of the certification examination. Applicants receive provisional registration soon after application to CPM and typically go on to register in under a year.

IEA to DA Registration Rate Comparison 2012 to 2020

FRPO collects application and outcome aggregate data on domestic applicants (DAs) in order to compare outcomes of DAs to IEAs. Because data on the first step, national body through rates is not collected, comparison is restricted to data on those applying to CPM only; registrants, IEA and DA alike, have completed certification examinations with CAPR. Data collection for DAs began in 2012. Comparison below to IEAs is for the 2012 to 2020 period.

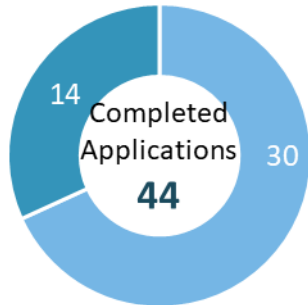


IEAs with completed applications represent nine per cent of CPM’s total applications (44/506) and seven per cent (31/418) all registrations in this period.

IEA and DA Outcome Comparison by Year				
	IEA Applications	IEA Registrations	DA Applications	DA Registrations
2011	-	-	Unreported	Unreported
2012	■	-	53	48
2013	■	1	53	17
2014	■	1	85	45
2015	5	3	42	47
2016	5	7	44	51
2017	■	2	54	46
2018	10	6	36	56
2019	7	6	40	36
2020	5	5	49	41
Total	44	31	456	387

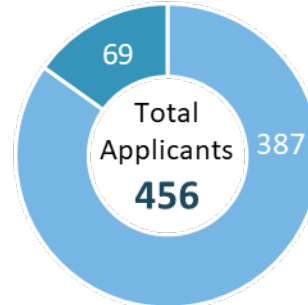
IEA to DA Registration to Application Ratio Comparisons

**IEA Registration to Application Ratio
2012-2020
70%**



- Registered Applicants
- Closed and In Process Files

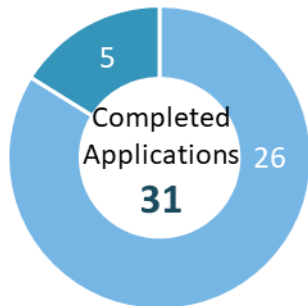
**DA Registration to Application Ratio
2012-2020
85%**



- Registered Applicants
- Closed and In Process Files

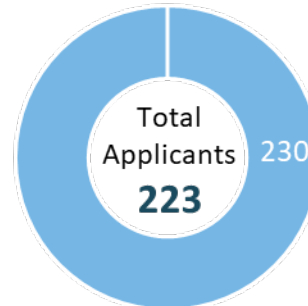
In this comparison, DAs were 1.2 times more likely to register than IEAs.

**IEA Late Registration to Application Ratio
2016-2020
84%**



- Registered Applicants
- Closed and In Process Files

**DA Late Registration to Application Ratio
2016-2020
103%**



- Registered Applicants
- Closed and In Process Files

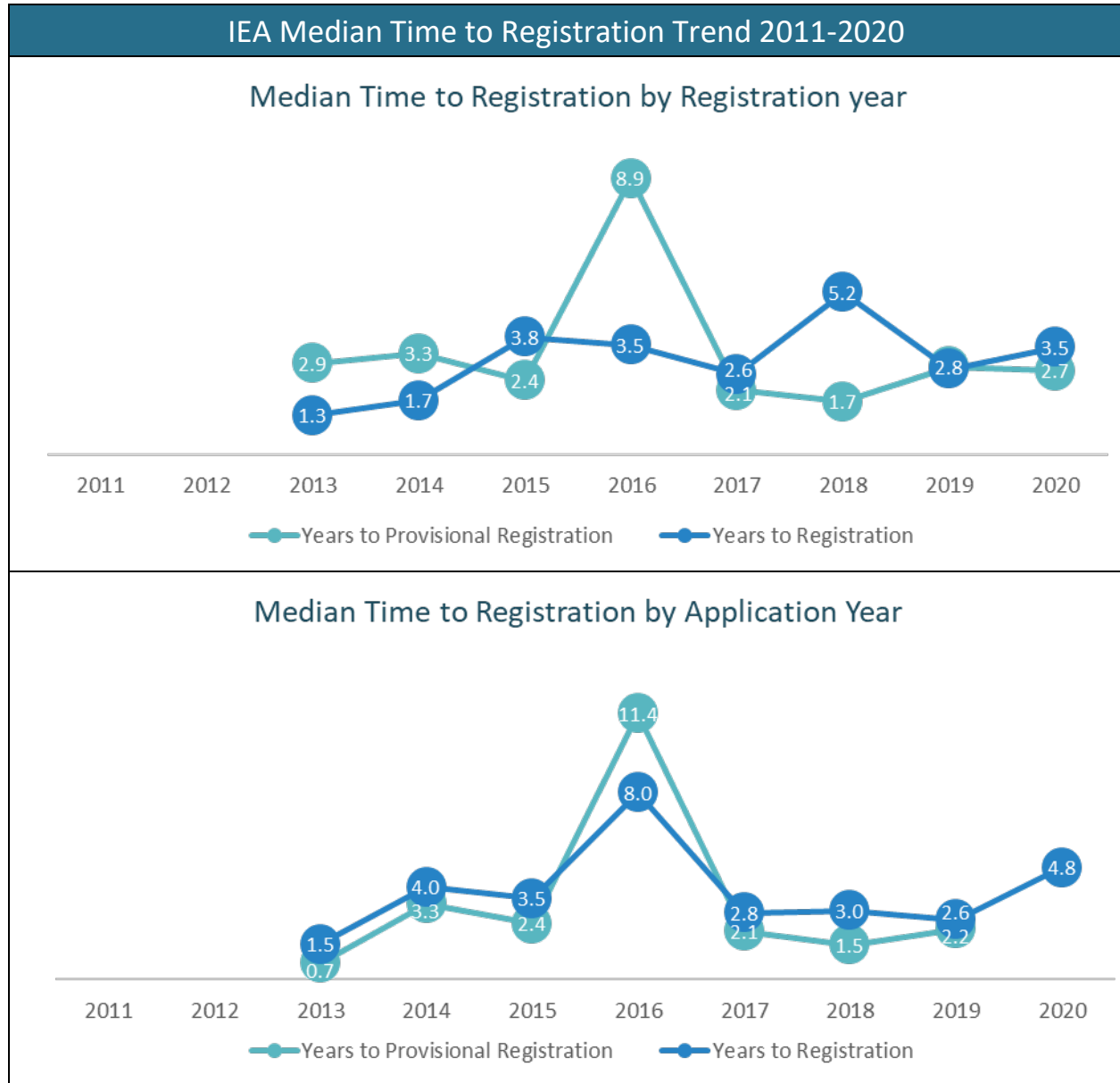
In this comparison, DAs were 1.2 times more likely to register than IEAs.

CPM's registration data indicates DAs have higher registration rates than IEAs. IEA registration rates in both these comparisons are likely low. CPM's IEA 86 per cent resolved registration rate presented earlier is likely more accurate. DA registration to application ratios are very high; they exceed 100 per cent in the later period as CPM had more DA registrations than DA applications in this period.

Note, IEA registration to application ratios are calculated for completed applications only. DA data does not distinguish complete and incomplete applications.

Trends

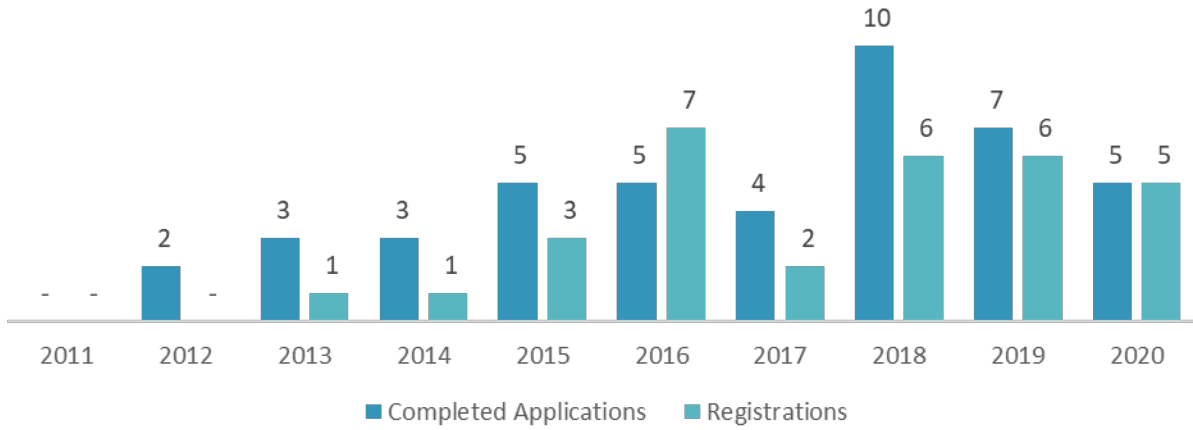
In this section, registration data is examined for evidence of changes in registration rates and timelines over the 10-year reporting period. In some cases, the impacts of changes to assessment and registration practice can be identified.



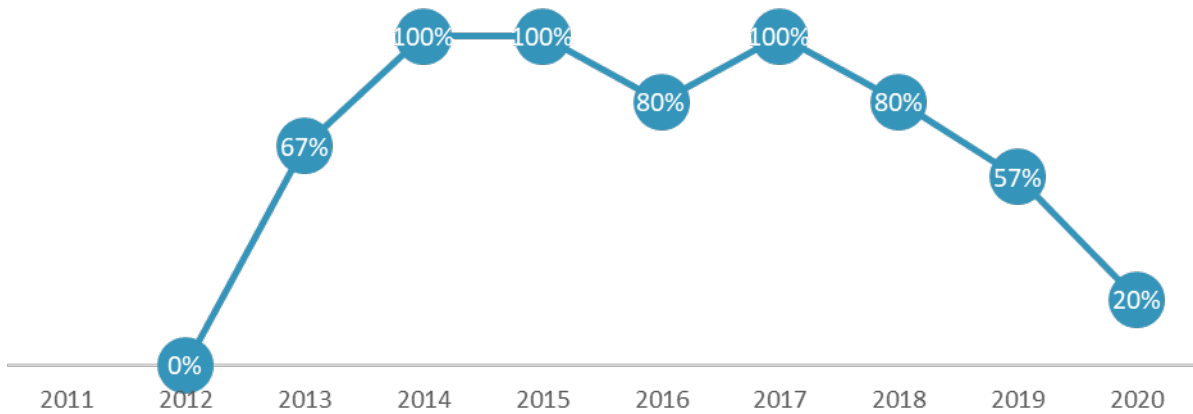
The graph above presents the median timeline to provisional registration and registration across a 10-year period from 2011 to 2020. There is a sudden increase in the median registration timeline in 2018 and a significant increase in the provisional registration timeline in 2016. This significant increase in time to provisional registration in 2016 reflects applications to CAPR starting as far back as 2002. This appears to be an anomaly, as most applicants do not take nearly this long to move from the national body application stage to achieving provisional registration with CPM. Since IEA numbers in this profession are small, anomalies skew data significantly. This said, these graphs suggest slightly rising timelines and consistently long registration timelines for the majority of applicants. Only a handful of applicants (mostly occurring early on in the reporting period) have seen registration timelines below two years.

IEA Application and Registration Rate Trend

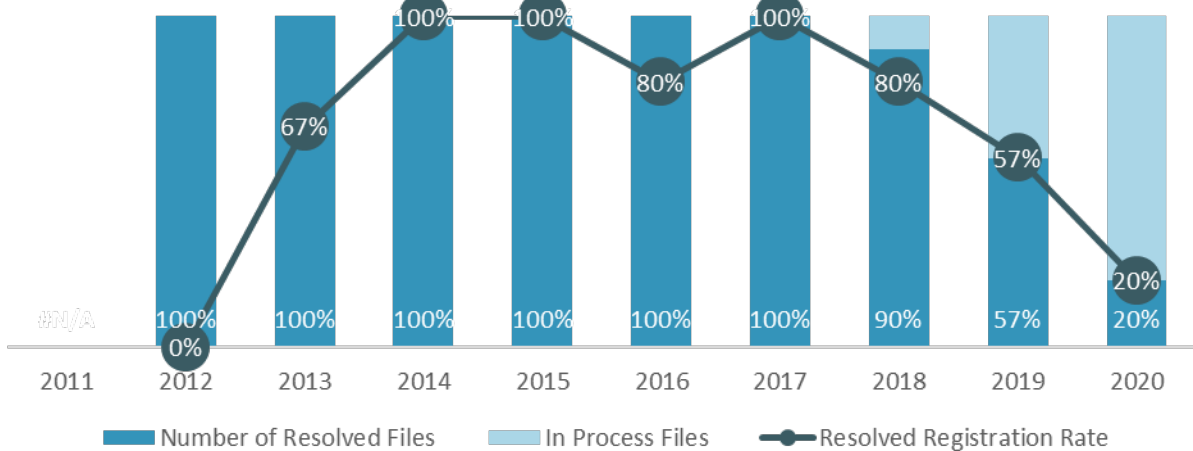
IEA Completed Applications and Registrations by Year



Registration to Application Ratio by Year



Resolved Registration Rate by Year as of 2020



CPM's registration rate trend charts show relatively high registration rates throughout the reporting period with no easily discernible trend to improving or declining rates.

For **registration to application ratio** by year, there is a rising registration rate with a dip in 2016 and a decline after 2017. Ratios are lower for the later part of the reporting period, however, applicants are still in process and so this will likely change in subsequent reporting periods if more provisionally registered applicants register. Note, as this calculation method undercounts registrations early in the reporting period, lower figures in these years can be ignored.

For **resolved registration rate**, or the number of registrations to closed and registered files by year, rates range dramatically from zero to 100 per cent from 2012 to 2020. This method of presenting annual resolved registration rates does not undercount registrations early in the reporting period. However, years in which there are a high percentage of unresolved files (light shaded portion of bar) should be ignored.

Note: These registration ratios and rate trend figures are incomplete. These charts speak only to applicants who were successful with the first steps of the profession's national application and assessment process. Applicants unsuccessful with the first step, national process are not counted in the data.

Data Collection Moving Forward

The quality of data supplied by CPM for the 2011 to 2020 period is strong. The data itself, however, is limited because the complete through rate at the first step national body is not available. This compromises the ability to see what is happening to applicants and to move beyond an anecdotal understanding of applicant success.

As noted earlier, CAPR posts information on exam success rates for its top countries of application. Collecting information on success rates of all IEAs through to their completion of Part I of the certification examination, when they become eligible to apply to CPM and begin to be recorded in the data set would be useful. This would provide a better understanding of IEA overall success in the profession. Further discussions about what can be shared by CAPR, without the addition of too much burden, would be appreciated.

CPM's IEA data template provides the key timelines and outcomes throughout the process for those applicants successful with the initial stages of the registration process. At this point, there is no need to introduce new elements to capture missing events or dates in the assessment and registration pathway.

In collaboration with FRPO, CPM has a history working to improve data collection. This has involved implementing and revamping data collection tools and documents, providing annual data submissions and validating these submissions. The office looks forward to continuing our collaboration with CPM.