

2016 Registration Review Report

Manitoba Institute of Agrologists



OFFICE OF THE MANITOBA FAIRNESS COMMISSIONER

Table of Contents

Executive Summary	1
Introduction.....	2
Context of the Profession in Manitoba	3
Overview of Assessment and Registration Process.....	4
State of Progress.....	8
Fair Practice Analysis	10
Progress Opportunities.....	13
Fairness Commissioner’s Recommendation.....	13
Manitoba Institute of Agrologists Action Plan	14
Statement of Compliance	17
Appendix I: 2011-2015 Registration Data.....	18
Appendix II: 2016 Registration Review Process	20

Executive Summary

This Registration Review Report consists of the Manitoba Fairness Commissioner review of progress by the Manitoba Institute of Agrologists (MIA) on the fair consideration of individuals applying for registration, focusing on applicants educated outside of Canada. The analysis is based on the Office of the Manitoba Fairness Commissioner's (OMFC) registration review including a fair practice analysis, identification of progress opportunities, and confirmation of actions to progress in fair registration practice.

The Fairness Commissioner has identified opportunities to achieve timely and effective registration through recognition of professional work experience and opportunities for supervised practice.

MIA has initiated a number of changes that have positively impacted internationally educated applicants (IEAs) including targeted web information with a landing page for IEAs, the creation of online application forms and several plain language resources to help applicants better understand and prepare for the registration process. They have reviewed their documentation requirements and replaced a weakly relevant requirement with a more progressive one. They have also improved their written reasons and now provide more detailed feedback and direction in their responses, particularly to those applicants whose academic backgrounds align better with professions other than Agrology.

The suspension of the Internationally Educated Agrologist Program at the University of Manitoba has meant the elimination of a very effective pathway to registration and employment for internationally educated agrologists. In response, MIA has worked to further develop approaches to identify gaps and to offer individualised approaches to gap reduction. They recognize the need to continue this work, and, being a small organisation with limited resources, the need to involve key players in their industry.

MIA has committed to develop approaches that will increase understanding of agrology practice in Canada with the goal of supporting effective career coaching and timelier workforce re-entry, particularly by those in areas of agriculture not requiring licensing. MIA will also continue to work with key stakeholders to build on work already initiated to create opportunities for IEAs to efficiently address identified gaps and become registered.

MIA's planned actions will support the further creation of new and innovative ways for IEAs to fill gaps that will support both successful registration and workplace integration.

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 2016 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, MIA's 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 MIA's activities to improve practice to date and practices regarding the three critical areas.

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 Agriculture.

Context of the Profession in Manitoba

According to *The Agrologists Act* (C.C.S.M. c. A50), the practice of agrology refers to activity related to the “production, improvement, use, or processing or marketing of agricultural products, crops or livestock.” The profession of agrology is remarkably broad, with practitioners of diverse expertise in a wide range of careers: from highly technical research and development work to marketing and public extension roles. In addition, the scope of practice for agrology professionals has expanded to include management and protection of associated resources and the environment.

The practice of agrology in Manitoba is distinguished both with respect to the province’s geography, climate, and type of agricultural crops and livestock. It is also distinguished in terms of the character of Canadian professional agrology practice.

Over the past several years, Manitoba has seen a rise in the number of agrologists trained abroad. Landings data indicates that 116 internationally educated agrologists arrived in Manitoba between 2011-2015 (Source: Immigration, Refugees and Citizenship Canada prepared by MB Education and Training).

In response to the need to better recognize and integrate internationally educated agrologists (IEAs), the Manitoba Institute of Agrologists, the University of Manitoba and the Government of Manitoba, worked to establish the Internationally Educated Agrologists Post-Baccalaureate Diploma Program (IEAP). This one year program leads to a post-baccalaureate diploma in Agrology and provides gap training and a work placement opportunity and has proven highly successful. As of September 2015 this program has been suspended and there is no indication when it will next be available.

The licensing regime in Manitoba allows Agrologists-in-Training to practice in the profession within the scope of their training, ability, and experience.

Overview of Assessment and Registration Process

The Manitoba Institute of Agrologists (MIA or Institute) is a self-regulatory body operating under the authority of *The Agrologists Act* (C.C.S.M. c. A50). The Institute regulates the practice of agrology in Manitoba and registers practitioners.

All persons practicing agrology in Manitoba and using the Professional Agrologist, Technical Agrologist or Agrologist-in-Training designations must be registered with the Institute. Exemptions from registration are permitted under *The Agrologists Act* in a variety of specified circumstances and for a variety of specified persons.

Qualifications

Professional Agrologist (P.Ag.)

To qualify for registration, a Professional Agrologist must meet one of the following academic standards:

- a. 120 credit hour agricultural sciences degree that includes 60 Agrology credit hours from a recognized Canadian university; or
- b. an equivalent 120 credit hour sciences degree(s) approved by the Admission and Registration Committee that includes 60 Agrology credit hours from a recognized university outside of Canada; or
- c. graduate degree(s) in agricultural sciences or equivalent related discipline approved by the MIA's Admission and Registration Committee with 60 Agrology credit hours from a recognized university.

Technical Agrologist (Tech.Ag.)

To qualify for registration, a Technical Agrologist must meet one of the following academic standards:

- a. a diploma from an agriculture program or an equivalent diploma program as approved by the Admissions and Registration Committee; or
- b. a diploma from an agriculture program recognized by the Canadian Association of Diploma Agriculture Programs; or
- c. equivalent to a two-year diploma or applied degree as approved by the MIA's Admission and Registration Committee that includes a minimum of 60 credit hours with 45 Agrology credit hours related to the practice of Agrology.

Application and Assessment Process

Although MIA is responsible for licensing Professional Agrologists and Technical Agrologists, the focus of this progress report is on registration practices as they relate to the designation of Professional Agrologist. As such, details of the application and assessment process provided below are outlined for this designation only. It is our intent to work with MIA to better understand the experience of internationally educated applicants applying for a Technical Agrologists license as part of our future work together on fair registration practices. The main difference between the two MIA professional designations stems from the initial education pathway and depth of formal knowledge. The depth of knowledge may initially influence the types of work (complexity of problems to be resolved or risk to be managed) and experience gained during the course of a developing career.

Step 1: Apply to MIA for Agrologist-in-Training Status

All applicants applying for the P.Ag. designation must first be registered as an Agrologist-in-Training (AIT). The steps to becoming an AIT involve submitting an application form along with fees, a self-disclosure form and education status verification. Applicants who have completed part or all of their agrology education outside of Canada must obtain a course-by-course credential evaluation. World Education Services (WES) Canada is MIA's preferred third-party provider of this information.

Applicants apply for a Comprehensive Course-by-Course credential evaluation to WES, which then sends the results directly to MIA. Credential evaluations performed by other services may be accepted by MIA, reviewed in detail and considered on a case-by-case basis.

Completed applications are evaluated by MIA staff and registrar. Registration admission decisions are made by MIA's Admission and Registration Committee (ARC). ARC meets quarterly.

Step 2: Complete Gap Training

All internationally educated agrologists (IEAs) are required to undergo gap training. Depending on the gap training plan, this may occur prior to receiving AIT designation or after, as a condition of AIT designation.

Gap Training Options:

A. *Internationally Educated Agrologist Post-Baccalaureate Diploma Program (IEAP)*

The IEAP is a program of the Faculty of Agricultural and Food Sciences at the University of Manitoba. It includes eight months of regular and special university courses, and four months of work experience. Upon referral from MIA, individuals apply for the program. Applicants are eligible to apply to IEAP if they:

- have a degree in agriculture from another country
- are permanent residents or Canadian citizens
- have been assessed at an English Language Benchmark of 8 or higher
- have a valid driver's license, and
- have been accepted as eligible for registration as Agrologists-in-Training by the Manitoba Institute of Agrologists.

Upon successful completion of the IEAP, applicants are granted Agrologist-in-Training status by MIA.

B. Other

For IEAs with suitable employment in an Agrologist capacity in Manitoba, gap training may only involve coursework in Canadian agrology practice and possibly course work in their area of agrology practice in a Canadian context. MIA determines specific gap training requirements on a case-by-case basis. Applicants with this type of gap training plan are designated Agrologist-in-Training upon review of their application.

Step 3: Complete Agrologist-in-Training Program Requirements

To progress to full status as a P.Ag, an Agrologist-in-Training must complete MIA's Agrologist-in-Training Program. This involves:

- Successfully completing MIA's Professionalism and Ethics Seminar.
- Participating in either three activities sponsored by MIA or one activity sponsored by MIA plus MIA's Annual General Meeting. This requirement was amended and re-stated:
- <http://mia.mb.ca/requirements.aspx>
- http://mia.mb.ca/uploads/MIA_AIT_Mentorship_Certification_Process_June2015_FINAL.pdf
- Recording a minimum of 20 credit hours under Continuing Professional Development (CPD) online.
- Undergoing a Certification and Mentorship Process. Mentorship is provided by a qualified P.Ag., selected by the applicant. The mentorship process connects Agrologists-in-Training to established professionals to foster an understanding of professional practice. MIA's support to secure a mentor is available.
- Paying the fees associated with the Agrologist-in-Training status.

Appeals

MIA allows appeals of its academic assessment decisions. Appeals are heard by a tribunal composed of members of its Provincial Council whom are independent of the original decision makers. No fees are charged for appeals. Appeal information is presented in MIA's registration material and accompanies assessment result letters.

Time and Cost

The time and cost to be registered varies depending on the circumstances of the applicant. Total direct costs, including the IEAP, may exceed \$6,000. There may be additional costs associated with meeting documentation requirements for application and the IEAP. Those IEAs in the 'Other' gap training path will be responsible for coursework costs, but this will be significantly less than the IEAP.

Specific direct costs can be seen below:

- WES Credential Assessment: \$270-\$310
- MIA Application Fee: \$125
- P.Ag. annual registration fee: \$355
- Agrologist-in-Training annual registration fee: \$300
- IEAP: Up to \$5,700, depending on individual courses taken

A realistic time range will also vary, but for well-organized and qualified applicants the time required to be registered as an Agrologist-in-Training via the one-year IEAP gap training route was at least 18 months. Those applicants that have secured suitable employment can be registered as an Agrologist-in-Training within 6 to 8 weeks. Completing the requirements of the Agrologist-in-Training Program can be accomplished in as little as 3-4 months.

There is no time limit to complete the Agrologist-in-Training requirements and with the right to practice the Agrologist-In-Training designation confers, applicants may take an extended period to achieve the right to full professional designation.

A time limit of two years to complete AIT requirements leading to full status was recommended by the ARC and accepted by Provincial Council for implementation in 2015. While the policy has been implemented and newly admitted members are informed in writing about the requirement, information about the time limit needs to be more prominent.

State of Progress

The Manitoba Institute of Agrologists is committed to the fair assessment and recognition of internationally educated Agrologists.

Many aspects of MIA's registration practice for internationally educated agrologists are progressive and MIA has taken steps to improving its practice since the 2012 Registration Review including:

- Improved informational materials in plain language including development of an audio based presentation outlining registration pathways, creation of a Steps to Registration document and a Document Checklist, as well as revised and expanded, easy to navigate web content designed for IEAs
- Revisions and updates to their gap training policy and procedure supporting development and implementation of a Gap Training Needs Assessment Tool. The result being improved provision of individualised options for addressing gaps based on a review of each applicant's academic credentials, work experience and likely areas of practice
- Clear information on options for appealing assessment decisions
- Replacing the requirement to supply a letter of reference with a self-declaration form
- Introduction of user-friendly, fillable online application forms
- Improved documentation of policies and procedures relating to IEAs
- Written reasons including more detailed rationale for assessment decisions and comparative information for applicants whose registration applications were not accepted or whose applications were assessed with conditions
- Work with Agrologists Canada to raise awareness of the need for competency-based assessment standards and advancing discussions at the regional and national level in this regard

Challenges

The suspension of the IEAP at the University of Manitoba since the 2015 academic year has meant that IEAs now have to fulfill their gap training requirements on their own. Besides often completing course work, IEAs must find suitable employment in Agrology and secure mentorship supports to complete gap training requirements. This, for many, may prove to be a challenge.

Over the years, IEAP supported success of IEAs with 100% of its participants finding employment in the field of Agrology. It was viewed by MIA and IEAs alike as the most desirable option for addressing gaps as it not only lead to positive licensure outcomes, it lead to successful workplace integration.

Since low enrolment and financial constraints were sighted as responsible for the suspension of the IEAP, MIA has been spearheading discussions regarding approaches for making the program or a version of the program viable and has yet to arrive at a solution.

MIA has invested considerable efforts into articulating additional approaches for IEAs to address gaps, including the identification of available courses within government, industry and other post-secondary institutions. The work required of MIA to assess gaps and identify appropriate and available means for IEAs to address their gaps is considerable. MIA has indicated that their capacities to offer this gap reduction route may make it difficult to sustain if the number of applicants increases in any given period.

Moving Forward

Moving forward in a climate of government fiscal constraint may mean that involvement and support from other stakeholders will be necessary or that variations of the original IEAP model will need to be considered.

Approaches for consideration include but are not limited to:

- Engaging more broadly with employers for financial contributions to support the delivery of the IEAP or IEAP-like programming.
- Partnering with regulatory bodies in other provinces to find ways of addressing enrollment issues sited as impacting the University's ability to deliver the IEAP.
- Engaging the Faculty of Agricultural and Food Sciences to find ways to offer key aspects of IEAP (if delivery of the entire program is not feasible) notably the course Practicing the Profession of Agrology (in Canada) and co-operative work placements.
- Creating options for IEAs to attend classes at the Faculty of Agricultural and Food Sciences (UofM) outside of a structured IEAP for the purposes of addressing regulator identified gaps.
- Engaging employers to take on a greater role in providing opportunities for IEAs to address identified gaps and potentially playing a role in assessing whether gaps are met.

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 MIA's state of progress concerning these key fairness issues:

Timely Registration

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

Allowing IEAs to work in the field as Agrologists-in-Training once an assessment of their initial application is complete and establishing a gap reduction plan means that individuals can quickly get back to related work and fulfill their gap training requirements while working. This is an efficient way to complete the registration process and keep skills current.

Unfortunately, the suspension of the IEAP eliminated another effective pathway to registration for IEAs.

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

MIA has been proactive in reviewing its processes to ensure timeliness for IEAs.

With the temporary suspension of the IEAP at the University of Manitoba, MIA has had to review their other approach to gap training and consider additional options for fulfilling learning plans. They intend to conduct focus groups with graduates of the IEAP to better understand which elements of the program were particularly critical to their success. We would like to recognize MIA for their efforts in this regard. Our hope is that this work will support MIA's ongoing efforts to develop supportive approaches for the recognition of IEAs.

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

Agrologist-in-Training (AIT) Applications for Registration are reviewed by the Admission and Registration Committee (ARC) quarterly in February, May, July, and November of each year. MIA works hard to communicate decisions to applicants in a timely manner following these meetings. MIA works with each applicant to develop suitable learning plans to address gaps. Gap training plans developed as a result of the gap analysis conducted by ARC are highly individualized and responsive to circumstances of the applicant and availability of courses or training options.

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.)

MIA currently meets this timely registration standard. We note from data collected by MIA in 2015, the year IEAP was not offered, it took on average 46 days for applicants to achieve AIT status. The Agrologists-in-Training designation entitles individuals to practice to the full scope of the profession.

Recognition of Professional Work Experience

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

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

Professional work experience is considered by MIA in its assessment of qualifications, specifically in the determination of any gaps the applicant may have regarding competent Canadian/Manitoba agrology practice.

The OMFC understands MIA does not assess work experience for the purpose of supplementing a consideration of the applicant's academic qualification. In the previous registration review, the Fairness Commissioner recommended the development of a formal assessment strategy that would allow for this. MIA agreed with the benefits of this approach and identified that development of a competency based framework was a necessary first step required before a transparent, workable experience-based system could be considered. Lack of financial resources for this project has been a considerable barrier and the broad scope of this profession also adds a layer of complexity.

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

A period of Canadian work experience (four months co-op placement if an applicant is enrolled in IEAP, up to one year for individuals completing the Other gap training option) is typically required. The intent of the Canadian experience requirement is to help ensure applicants have a suitable level of exposure to the practice of the profession in Canada as there are significant differences in the practice that are specific to regions, climates, etc. This appears to be a reasonable requirement.

Learning plans designed for those completing the Other gap training option are highly individualised and consider each applicants' qualifications – so the length of the Canadian experience requirement varies from candidate to candidate. In addition, applicants completing work experience requirements have mentorship supports. These are thoughtful considerations that support IEAs in meeting the Canadian experience requirement.

Supervised Practice Opportunities

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

Both the IEAP and the Other gap training route provide for supervised practice and mentorship opportunities. As noted, when IEAP was being delivered, it worked with participants to arrange for a four-month paid cooperative work placement much like regular students in the Faculty of Agricultural and Food Sciences receive. Participants and their employers were supported by the program coordinator and were given preparation supports throughout the IEAP and through the course specifically designed to help orient IEAs to the practice of Agrolgy in Canada. MIA also works with employers of individuals in the Other gap training route to ensure the job duties address needs identified by MIA in their assessment of the applicant. MIA relies on employers for feedback on applicant's performance and progress.

Additional Fairness Concerns

No concerns at this time.

Progress Opportunities

1. Co-operating and collaborating with stakeholders and partners to develop increased options for efficient registration of IEAs that recognize the individualised nature of applicants' gap training needs.
2. Co-operating and collaborating with stakeholders and partners to engage employers with the goal of further informing licensure and employment pathways including options for gap reduction.
3. Working with Agrologists Canada to develop resources to support improved understanding by IEAs of the agrology industry, potentially leading to the development of a self-assessment tool.
4. Better distinguish between IEAs who might be able to work in the industry without a Canadian license vs. those who could potentially qualify for registration with MIA for the purpose of supporting improved employment counselling.
5. Updating information and website navigation to improve clarity and increase understanding of processes and requirements.

Fairness Commissioner's Recommendation

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

Manitoba Institute of Agrologists Action Plan

In response to the Fairness Commissioner's recommendation, MIA proposed the following Action Plan as of October 2016.

MIA's Action Plan will form the basis of its relationship with the OMFC moving forward. Follow-up meetings will be held annually after the 2016 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
1. Co-operating and collaborating with stakeholders and partners to develop increased options for efficient registration of IEAs that recognize the individualised nature of applicants' gap training needs.	1.1 Gain first hand perspectives from past participants in the Internationally Educated Agrologists bridging Program (IEAP) about the academic, work experience and general program structure. Initiate a structured and professionally managed focus group with former participants to gain insights into the program. (for details please see notes for PO1 and 2 below)	January 2017
	1.2 Analyze results.	March 2017
	1.3 Review current MIA assessment process for alignment with potential new gap training model.	Spring 2018
2. Co-operating and collaborating with stakeholders and partners to engage employers with the goal of further informing licensure and employment pathways including options for gap reduction.	2.1 Share results of managed focus group (PO1, above) with employers and other stakeholders.	Summer 2017
	2.2 Work with potential collaborators (including IEAs) on new insights and identify potential re-envisioned gap training/bridging to registration and employment framework.	Fall 2017
	2.3 Develop potential delivery model(s) for gap training.	Winter 2017
	2.4 Introduce/beta test revised model.	Spring 2018
3. Working with Agrologists Canada to develop resources to support improved understanding by IEAs of the agrology industry, potentially leading to the development of a	3.1 Using the required process for proposing action, initiate information to the Agrologists-agronomes Canada board of Directors concerning the concept, value and potential of the national body providing general and comprehensive information to Internationally Educated Agrologists (IEAs) about the agrology profession in	April 2017

Progress Opportunity	Action(s)	Completion Date
self-assessment tool.	Canada and the pathways for professional recognition. MIA's recommendation will be aimed at ways and means of Agrologists Canada providing useful information to potential IEAs.	
4. Better distinguishing between IEAs who might be able to work in the industry without a Canadian license vs. those who could potentially qualify for registration with MIA for the purpose of supporting improved employment counselling.	<p>4.1 Communicate with Manitoba Start/Manitoba Immigration about the potential need for information and communication strategies and alternatives (including use of infographics and additional documentation) that explains and differentiates between participants in the Agrology sector and those requiring registration/licensure based on interpretation of relevant National Occupation Codes (NOC).</p> <p>4.2 Assist Manitoba Start/Manitoba Immigration to interpret relevant NOC code(s) relative to registration/non-registration requirements in Agrology.</p>	<p>January 2017</p> <p>Fall 2017</p>
5. Updating information and website navigation to improve clarity and increase understanding of processes and requirements.	<p>5.1 Review and correct inactive links to external resources.</p> <p>5.2 Continue providing updated information on MIA website and IEA portal, specific forms are under review and will be updated as completed.</p>	<p>(Completed) October 2017</p> <p>June 2017</p>

MIA Comments
<p>PO1 and PO2 are linked. The current process MIA uses is aimed at assessing all applicants based on the entry to practice standard for regulatory compliance and to meet mobility requirements associated with the Agreement on Internal Trade (AIT). The current process includes assessment and transferability of "technical" capability and a significant focus on enabling competencies. The current situation is that employers who hire IEAs have largely accepted the MIA's structured gap training assessment and registration approach and it continues to be done on an individualized basis. However, issues such as the order in which the steps are completed for an IEA to progress, for example, have not been recently explored.</p> <p>PO1. The main objective of this action is beginning a process of assessing current versus future needs and requirements by initiating a gap analysis. The focus group approach is</p>

MIA Comments

aimed at producing the following information about the bridging program (IEAP):

- What participants thought was most valuable about the academic requirement of the program as a whole. For example, whether the academic requirement met their information needs; whether it was sufficiently wide-ranging; whether the scope was too broad or too narrow; and whether the composition of classes contributed to their success.
- What participants thought was most valuable about the work experience aspect of the IEAP, and how this could be improved in order to better meet their needs;
- Do participants feel that their participation in the IEAP provided what they needed to seek their certification, and to work effectively in the field in Canada?
- What were the most helpful parts of the IEAP program; what were the least helpful? Are there identifiable gaps?

PO2. The main objective of this action is to develop a plan that will inform employers and others about the status of the IEA gap assessment and bridging processes and gauge interest in working collaboratively on IEA gap management. Many employers in Manitoba have been and continue to offer significant opportunities for IEAs to demonstrate their competencies in a progressive manner leading away from less routine work and toward increasing complex work that includes decision making and problem-solving.

PO3. Agrologists-agronomes Canada is a national body whose funding members are provincial Agrology regulators. Agrologists Canada supports regulators by working collaboratively on priorities agreed to by the organization. Since not all provincial regulators or regions are equally affected by immigration, Agrologists Canada has not become fully aware of or agreed on the need for a common information strategy for potential IEAs. MIA's approach to PO3 will initially be to inform members about IEA issues including from the perspective of potential mobility impacts.

PO4. There are three significant factors related to this action item: the desires and aspirations of an IEA relative to the investments they have made so far in their education and career, relevant codes in the National Occupational Classification system that are specific to an IEA, and information about regulated professional work and non-regulated work related to Agrology in Canada.

Statement of Compliance

The Manitoba Institute of Agrologists' Action Plan is a progressive response to the progress opportunities identified in this review. These actions will help ensure and improve fair practice for the assessment and registration of internationally educated agrologists (IEAs) and are consistent with the intent of *The Fair Registration Practices in Regulated Professions Act*.

MIA is to be commended for its genuine interest in understanding challenges faced by IEAs and in the leadership they have provided towards introducing improvements that support success in licensure and positive workplace integration outcomes. I would like to acknowledge the considerable work MIA invests in developing individualised gap reduction options for their IEA applicants, work that has only increased since the suspension of the IEAP.

MIA's challenge now is to continue to work on the development of new and innovative pathways for IEAs to address gaps. As a small organization, MIA has historically elicited support and expertise from its base of committed volunteers. With their help, I feel strongly that MIA is well positioned to take on this challenge and that they will be successful in realizing positive results for all of the actions identified in their action plan.

I would like to wish MIA the best in the work that lies ahead. I look forward to our continued work together and to providing supports where possible.



Ximena Munoz
Manitoba Fairness Commissioner

Appendix I: 2011-2015 Registration Data

The Manitoba Institute of Agrologists reports annually to OMFC on the registration of internationally educated agrologists to Manitoba.

MIA received a total of 373 applications from 2011-2015. Among those, 96 or 26% were internationally educated applicants (IEAs) with education from 25 different countries. The top country of education was Nigeria with 22% of applicants, followed by those educated in Philippines at 17.7%, and India at 9.4%.

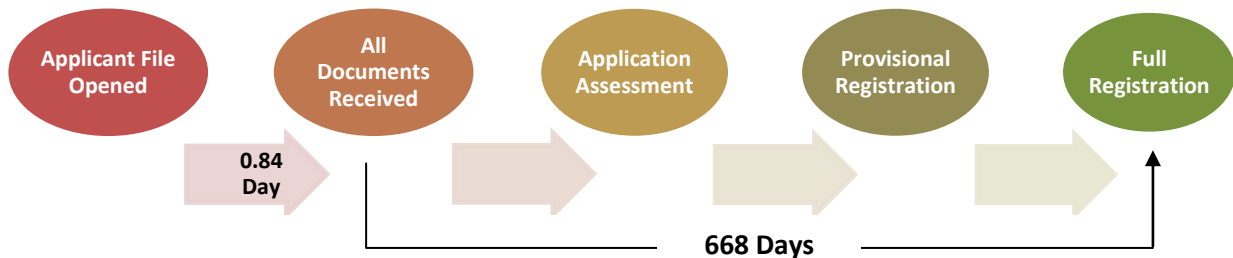
With regard to licensure outcomes, 25 or 26% of the IEAs obtained full registrations by the end of 2015. The remaining applicants were provisionally licensed as Agrologists-in-Training, were still in process or had withdrawn or been rejected.



*This may occur prior to receiving AIT designation or after, as a condition of AIT designation.

The time from when an IEA's application documents were received by MIA to when full registration was obtained, averaged 668 calendar days, or 21.9 months, for the successful IEAs. The average process time for obtaining AIT designation was 6.6 months. The AIT designation allows an individual to practice independently within their area or knowledge and expertise.

Average Time to Full Registration



Of the 25 registrations, 4% were obtained within one year, 52% were obtained between 1 year and 2 years, and 44% were obtained between 2 and 4 years. The shortest time from when documents were received by the MIA to when full registration was obtained was 7.6 months. The longest time was over 2 years.

Analysis of 2011–2015 regulator data on internationally educated applicants provided by the Manitoba Bureau of Statistics.

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

Year	Landings
2011	10
2012	6
2013	1
2014	5
2015	7
Totals	29

The NOC code associated with these landings is 2123 Agricultural representatives, consultants and specialists.

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

Appendix II: 2016 Registration Review Process

The OMFC's 2016 review process has several key steps: meeting to discuss the 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"> MIA 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 	September 22, 2016
Progress Meeting	<ul style="list-style-type: none"> MIA representatives, Fairness Commissioner and staff discuss report and possible actions MIA is considering addressing progress opportunities 	October 27, 2016
MIA Action Plan	<ul style="list-style-type: none"> MIA's Action Plan submitted to OMFC 	November 17, 2016
2016 Registration Review Report	<ul style="list-style-type: none"> Report submitted to MIA Report contains the review findings, MIA's Action Plan, and the Fairness Commissioner's Compliance Statement 	December 1, 2016
Registration Review Closeout Meeting	<ul style="list-style-type: none"> MIA and Fairness Commissioner discuss Registration Review Report, potential OMFC support for actions & how MIA's action plan will inform the relationship moving forward 	December 16, 2016
Report Release	<ul style="list-style-type: none"> Registration Review Report submitted to Minister of Education and Training, the Minister of Agriculture and uploaded on the OMFC website 	December 2016

Review participants:

Jim Weir, Executive Director, MIA

Estel Facundo, Office Administrator, MIA

Dr. Brian Amiro, Member of MIA Admission and Registration Committee (ARC)

John Carney, Member, MIA Provincial Council

Tracy Gilson, Former President of MIA Provincial Council, Senior Member of ARC

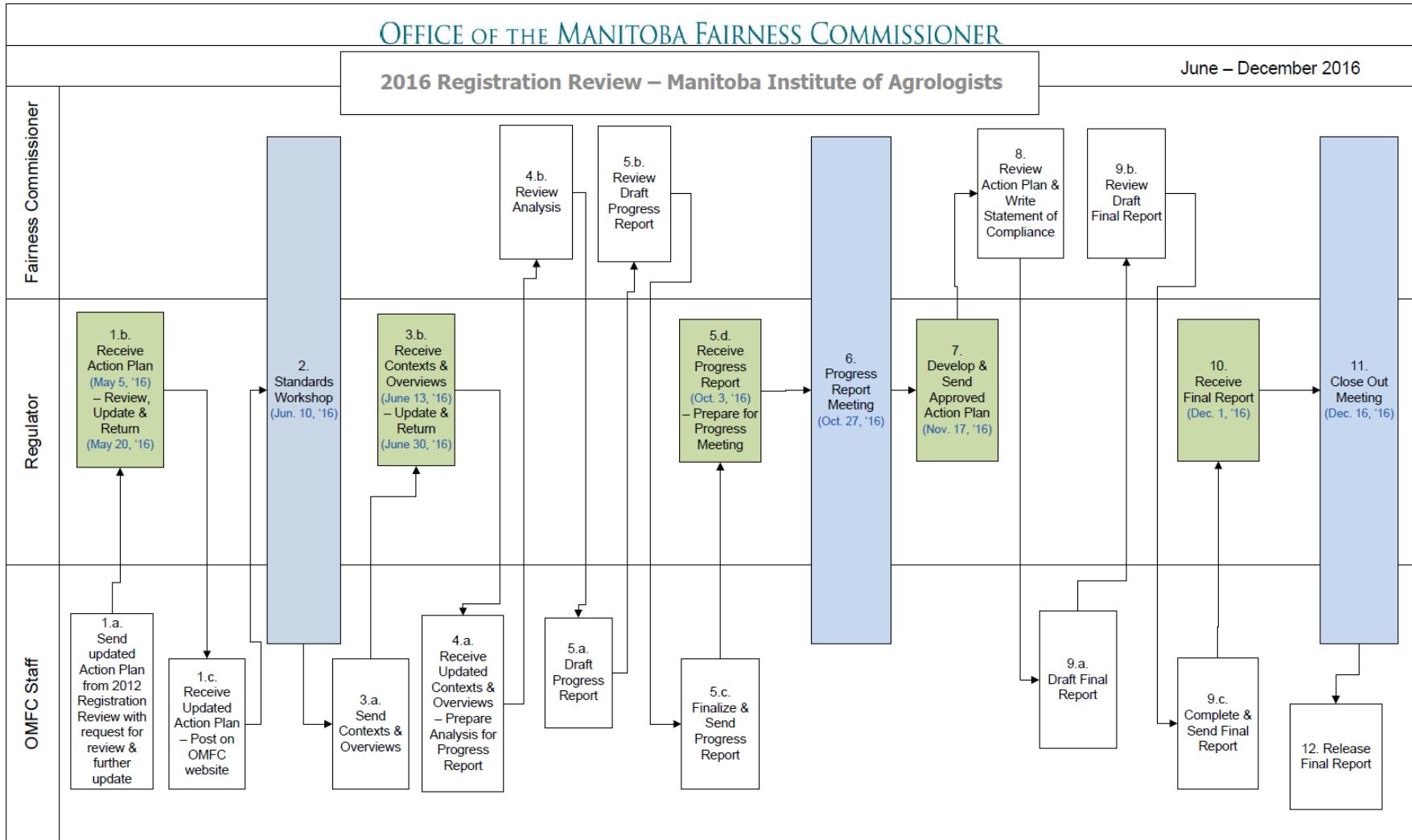
Salin Guttormsson, Member of MIA Provincial Council

Wendy MacDonald, Member of Provincial Council; Chair of ARC

OFFICE OF THE MANITOBA FAIRNESS COMMISSIONER

2016 Registration Review – Manitoba Institute of Agrologists

June – December 2016





OFFICE OF THE MANITOBA
FAIRNESS COMMISSIONER

E: omfc@gov.mb.ca

T: 204-945-7353

TF: 1-800-282-8069 ext. 7353

301 – 155 Carlton Street
Winnipeg, MB R3C 3H8

manitobafairnesscommissioner.ca