December 2021

Registration Data Report

College of Registered Psychiatric Nurses of Manitoba

Contents

Executive Summary

This report presents registration data for the College of Registered Psychiatric Nurses of Manitoba (CRPNM) 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. Its purpose is to provide a statistical picture of application, assessment and registration outcomes for internationally educated applicants to CRPNM over the last decade.

From 2011 to 2020, CRPNM's registration data indicates 87 internationally educated applicants (IEA) applied. Nigeria was the most common country of education, accounting for 52 per cent (45/87) of IEA applications. Fourteen per cent of IEAs (12/87) registered in this period. The IEA registration rate for the period lies between 18 and 42 per cent. IEA median time to registration was about 21 months. IEA median time to provisional registration was about one year.

From 2012 to 2020, CRPNM had 628 domestic applicants (DAs). The ratio of registrations to applications for DAs suggests a registration rate of 97 per cent.

The relatively low registration rate for IEAs is due mostly to the number of IEA withdrawals. Prior to the introduction of the National Nursing Assessment Service (NNAS) in August 2014, the majority of IEA applications were made from abroad and a substantial number of applicants did not proceed to immigrate or pursue the process.

Regarding IEA trends in applications, outcomes and timelines, registration rates improved in the later half of the reporting period. This corresponds with changes in the assessment process midway through the reporting period with more sophisticated NNAS credential assessment and the introduction of improved remedial opportunities.

The quality of registration data collected for the 2011 to 2020 period is strong. CRPNM's IEA data illustrates the key timelines and outcomes throughout the process. However, since the introduction of the first-step, NNAS in late 2014, NNAS timeline data is not recorded and capturing NNAS outcome data is complicated. CRPNM has a history of working collaboratively with the Fair Registration Practices Office on data reporting and is committed to reviewing this matter moving forward.

FRPO is grateful to the College of Registered Psychiatric Nurses of Manitoba for their work with the office over this 10-year period, including recent work reviewing this report, and their commitment to continuously improving 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.

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

Denial
A reason provided for a closed file. Applicants who are deemed ineligible to continue to pursue registration.

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.

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.

Registration to Application Ratio

Number of registrations

÷

Number of applications in a given year or period

Resolved Registration Rate

Number of registrations

÷

Number of resolved files 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 applications made between 2016 and 2020

Introduction

The Fair Registration Practices Office's (FRPO) registration data report on the College of Registered Psychiatric Nurses of Manitoba (CRPNM) 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.

CRPNM supplies registration data to the Fair Registration Practices Office (formerly the Office of the Manitoba Fairness Commissioner) as an obligation under the Act (sec. 15(2)). Each year, CRPNM 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). CRPNM began providing data in 2011.

This report presents 2011 to 2020 assessment and registration data for IEAs on 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 make sense of the data and provide a coherent, statistical picture. Values less than five are redacted throughout the report and indicated by the '■' symbol. A process map and step-by-step overview of the assessment and registration process precedes the data presentation.

The report is restricted to developing a fact-based, statistical picture. There is no discussion of fairness issues or matters of 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 the College of Registered Psychiatric Nurses of Manitoba's (CRPNM) 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 December 2021. However, complete information is not provided and policies and fees are subject to change. Readers are directed to CRPNM (crpnm.mb.ca) for detailed information.

Legislation

CRPNM currently operates under the authority of The Registered Psychiatric Nurses Act (C.C.S.M. c. R45) and the Registered Psychiatric Nurses Regulation. In Manitoba, all nurses practicing and using the title of Registered Psychiatric Nurse or Graduate Psychiatric Nurse designation, or any abbreviation or variation thereof, must be registered with the CRPNM.

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

Qualification Requirements

The Registered Psychiatric Nurses Act and the Registered Psychiatric Nurses Regulation outline the requirements for registration.

The principal qualification for registration as a Registered Psychiatric Nurse in Manitoba is graduation from an approved psychiatric nursing education program in Manitoba or graduation from a psychiatric nursing education program outside of Manitoba that is considered to be substantially equivalent (comparable). Psychiatric nursing education programs must meet the CRPNM criteria for classroom and clinical hours.

Applicants must also successfully write the Registered Psychiatric Nurses of Canada Examination (RPNCE).

Steps to Registration

Step 1: Apply to the National Nursing Assessment Service

For internationally educated psychiatric nurse (IEPN) applicants, the first step in the application process is to open a file with the National Nursing Assessment Service (NNAS) to acquire an advisory report. Applicants must submit required documents — education, previous licensure, professional work history, language proficiency — along with a $650[1] USD application fee.

Applicants receive an advisory report in eight to 12 weeks.

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[1] Fees are current as of December 2021.

Step 2: Apply to College of Registered Psychiatric Nurses of Manitoba

Once an advisory report is available and the IEPN has completed an application to the CRPNM, CRPNM evaluates the applicant's advisory report against its Guidelines for Education Assessment document. There is a $262.50[2] assessment and administration fee. Applicants are either assessed as meeting standard and eligible to write the RPNCE or gaps are identified and they are informed of the academic coursework required to meet standard. Remedial education may range from a few select bridging courses to the need to complete an entire program.

Step 3: Write the RPNCE

Once eligible, the next step is for applicants to successfully write the Registered Psychiatric Nurses of Canada Examination.

The RPNCE is a multiple-choice exam that tests entry-level competence, safety and practitioner knowledge appropriate for a new graduate. The exam is offered three times a year in January, May and October. It takes four hours to write and is available in Winnipeg and Brandon. The exam fee is $661.50[2]. In May 2022, the RPNCE will transition from the current pencil-and-paper exam to a computer-based exam. Instead of having to travel to a single location in each of the western provinces to write the exam, candidates will be able to schedule their exam at testing centres across the country.

As per the Registered Psychiatric Nurses Regulation, three attempts to pass the exam are permitted. Applicants who fail the exam twice may be required to undertake remedial coursework as determined by the CRPNM prior to the third writing. Graduate registration is revoked upon a second failure.

A pass or fail exam score is provided to candidates. Those who fail receive a report that provides exam results by subject matter area. Borderline or near pass mark exams are automatically re-scored by hand.

Step 4: Apply for Graduate Nurse Registration (optional)

Applicants who apply to write the exam are eligible to apply for graduate registration with the CRPNM. Graduate registration allows the applicant to work with limitations or conditions on practice for the interim period before they write the exam, or while they are waiting for the results of the exam. The graduate registration fee is $126[2]. Graduate psychiatric nurse registration is for four months, but may be renewed once for a total of up to eight months.

Step 5: Apply for Registration

Upon passing the RPNCE, the final step is to register with the CRPNM. Applicants must complete a practising registration application and pay a $584.85 registration fee[2]. The registration process is usually completed within a week. CRPNM enters the person on its practising register and issues a registration certificate which legally entitles the person to practice.

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[2] CRPNM fees are current as of December 2021, are subject to GST and include tax.

Registration Time and Costs

All internationally educated psychiatric nurses must complete an assessment and pass the national exam. CRPNM reports that the steps in their registration process can be completed within approximately 12 to 18 months. From 2011 to 2020, the median time to registration for IEAs was 20 months. Registration timelines are dependant upon each applicant. 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 IEPN to be assessed and register with the College of Registered Psychiatric Nurses of Manitoba may vary somewhat depending on the circumstance of the applicant. Basic costs total approximately $2,600. There may also be costs associated with providing documentation and language proficiency testing, remedial education and travel for remediation.
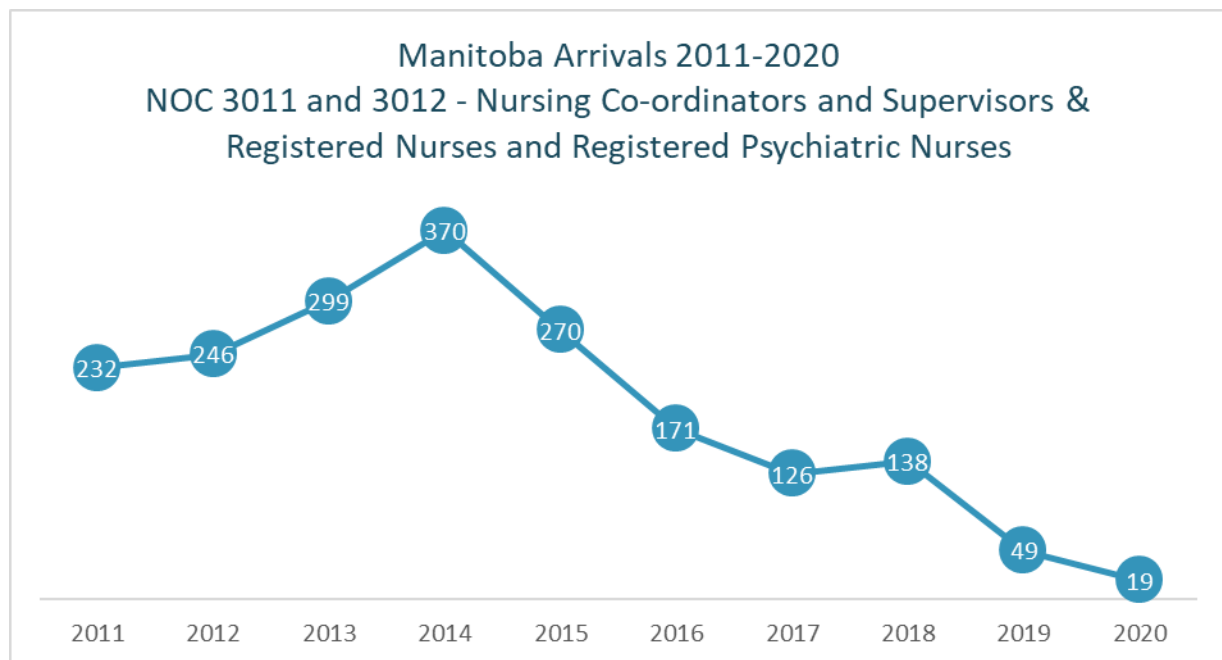
Registration Process Map
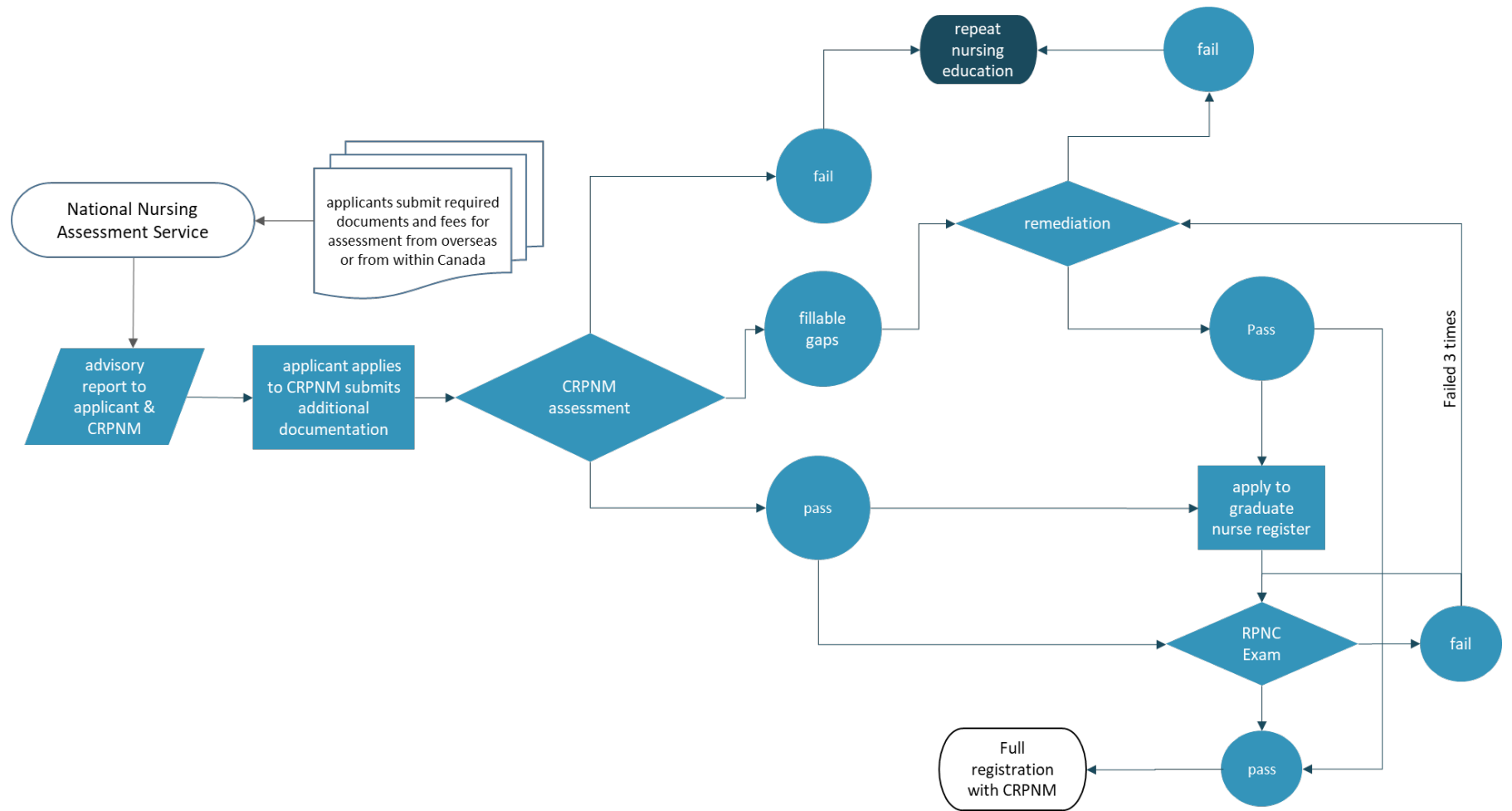
Immigration Statistics

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.

As part of the immigration process, individuals are asked to identify their NOC code. Statistics regarding immigrants to Manitoba can be a helpful indicator of the number of internationally educated professionals arriving. NOC statistics are limited in that they are self-declared (little verification), only required for principal applicants (not all immigrants) and do not always align directly with a profession (some codes apply to several professions and some professions fit into several codes).

There is no dedicated NOC code for registered psychiatric nurses. NOC codes 3011 and 3012 identify nursing co-ordinators and supervisors, registered nurses and registered psychiatric nurses. From 2011 to 2020, 1,920 individuals arrived in Manitoba who self-declared using these NOC codes. The numbers fluctuated during the 2011 to 2020 period and gradually decreased in the recent years.

The number of registered psychiatric nurses identifying under these NOCs is unknown. Most in this group are likely registered nurses.

Manitoba Arrivals 2011-2020
NOC 3011 and 3012 - Nursing Co-ordinators and Supervisors &
Registered Nurses and Registered Psychiatric Nurses

Year	Arrivals
2011	232
2012	246
2013	299
2014	370
2015	270
2016	171
2017	126
2018	138
2019	49
2020	19

[3]

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[3] Source: Created December 2021 by the Government of Manitoba using IRCC Q4 2020 immigration data.

Registration Data

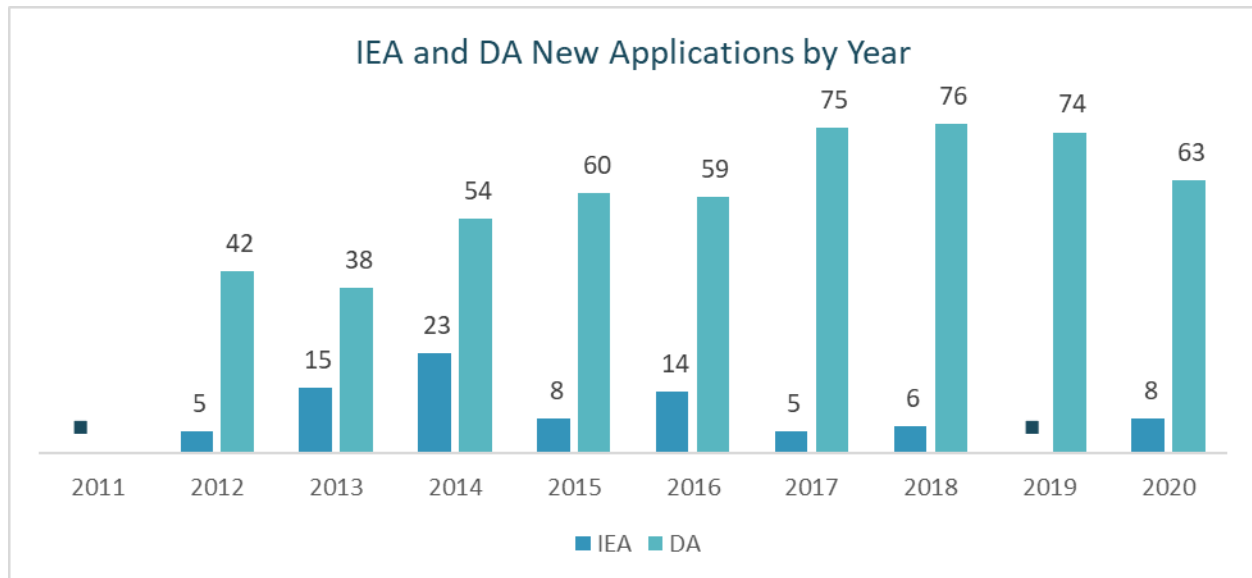## Context – Reading the Numbers

The practice of psychiatric nursing in Manitoba and Western Canada is based on the model developed in the United Kingdom. Practitioners are educated through dedicated undergraduate psychiatric nursing programs. This differs from the model in Eastern Canada, United States and other countries where practitioners are initially educated in registered nursing programs and then move on to specialize, typically with a graduate program in psychiatric nursing. Most internationally educated psychiatric nurses emigrate from Commonwealth countries with an education and practice model similar to Manitoba and Western Canada.

CRPNM's registration outcomes and timelines need to be understood in context. Time to registration reflects the need to be assessed, possibly enter and complete some measure of remedial academic coursework and/or supervised practice and pass a national exam. Low registration rates for internationally educated applicants (IEAs) reflect the large number of IEAs who withdrew from the process, not immigrating or not pursuing remedial opportunities. The high registration rate for domestic applicants is due in large part to the benefit of education programs reviewed and approved by CRPNM that meet the entry-to-practice competencies and qualification standards required for provisional registration.

Applications 2011 to 2020

IEA and DA applications by year

IEA and DA New Applications by Year

Year	IEA	DA
2011	(small)	—
2012	5	42
2013	15	38
2014	23	54
2015	8	60
2016	14	59
2017	5	75
2018	6	76
2019	(small)	74
2020	8	63

■ IEA ■ DA

CRPNM received a total of 87 applications from IEAs from 2011 to 2020. From 2012 to 2020, 541 applicants to CRPNM were DAs. From 2012 to 2020, IEAs represented 14 per cent (87/628) of CRPNM's applications. DA data was not collected from CRPNM until 2012. IEA data collection began in 2011.

IEA applications to CRPNM fluctuated over this period with the largest group of applicants, 23, applying in 2014; DA applications steadily rose throughout the period, peaking in 2018.

The approved psychiatric nursing education program in Manitoba is the Bachelor of Science in Psychiatric Nursing program at Brandon University. There are currently 75 seats in this program. Higher DA applications toward the later part of the reporting period corresponds to changes that resulted in more graduates from this program.

IEA incomplete applications

IEA Applications 2011-2020					
Number of Applications	Complete Applications	Incomplete Applications			
		With Assessment Decision		Without Assessment Decision	
		File Closed	Registered	File Closed	In Process
87	63	15	▪	6	▪

A completed application refers to applications 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 CRPNM.

Twenty-four IEAs opened a file with CRPNM, supplying some documents, but did not complete the application. Most of this group (15/24), received an initial assessment decision (it is not uncommon for regulators to supply a tentative assessment decision while they await official documents) and a few went on to register (for those who registered, this suggests a reporting error — the date documents received failed to be recorded). Six did not receive an initial assessment decision and eventually had their files closed.

IEA applications ranked by country of education

2011-2020 Top Three Country of Education Ranked by Applications		
Rank	Country of Education	Number of Applicants
1	Nigeria	45
2	United Kingdom	8
3	India	▪

CRPNM received applicants educated in eight different countries. Nigeria was the top country of education; 52 per cent (45/87) of IEAs.

Registration Outcomes 2011 to 2020

IEA applications, registrations and provisional registrations
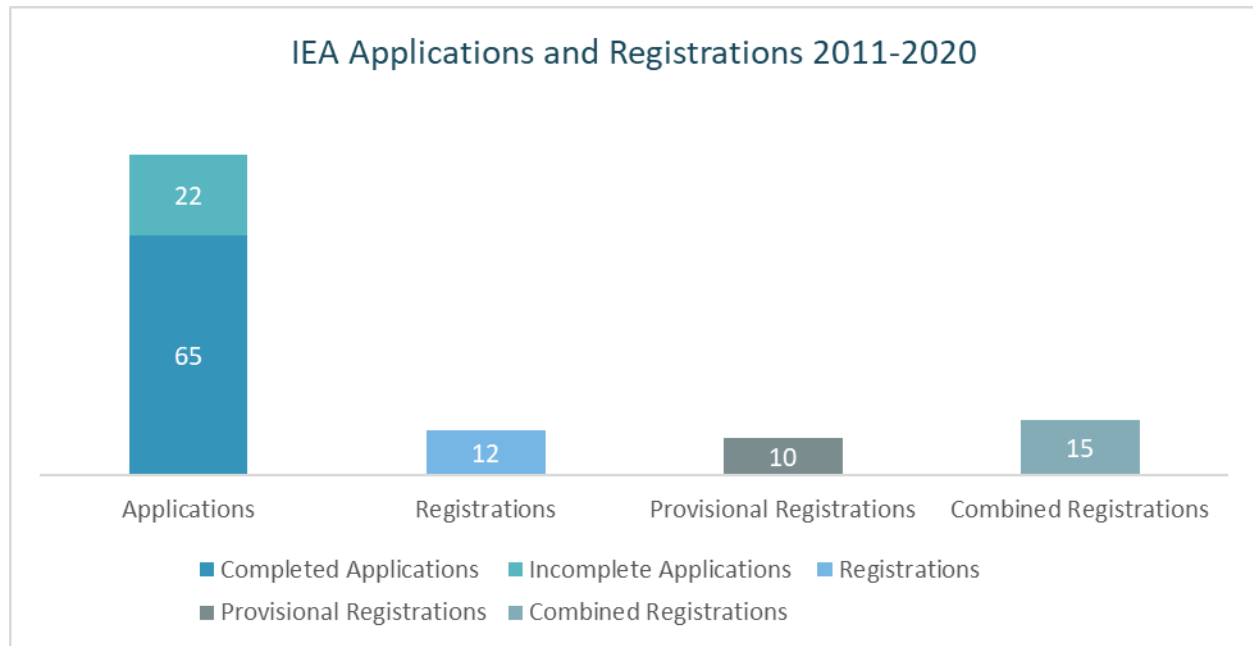
Of the 87 IEAs who applied to the CRPNM from 2011 to 2020, 12 IEAs achieved registration.

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. In this case, as all of those who were provisionally registered went on to register in the reporting period and with three more applicants provisionally registered at the end of the period, combined registrations are slightly higher than registrations.

Application status as of December 2020 of IEAs 2011 to 2020

			Closed Files			In Process (not yet provisional)
IEA Status as of December 2020						
Number of Applicants	Registrations	Provisional Registrations	Withdrawals	Denials	Unreported	In Process (not yet provisional)
87	12	▪	52	▪	▪	13

At the end of the reporting period, December 2020, outcomes for the 87 IEA applications indicate 12 registrations and a small number of provisional registrations. Provisional registrations refers to graduate psychiatric nurse registrations. These applicants are eligible to write the RPNCE exam and can practise as graduate psychiatric nurses in Manitoba with limitations or conditions for the interim period before they write the exam, or while they are waiting for the results of the exam.

The majority of closed files are 'withdrawals', or applicants assessed at some point in the process as eligible to proceed, but for whatever reason, do not pursue the process. 'Denials' refers to applicants assessed as not eligible to proceed at some point in the process. A few closed files were recorded without withdrawal or denial reported.

More registrations and provisional registrations from the 13 IEA applications 'in process' are likely to occur in the future.

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.

Note: 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.

Year	Applicants	Registrations	Provisional Registrations	Closed Files		
				Withdrawals	Denials	Unreported
2011	▪	▪	▪	▪	▪	▪
2012	5	▪	▪	▪	▪	▪
2013	15	▪	▪	▪	▪	▪
2014	21	▪	▪	5	▪	▪
2015	6	▪	▪	21	▪	▪
2016	14	▪	▪	18	▪	▪
2017	9	▪	▪	7	▪	▪
2018	6	▪	▪	▪	▪	▪
2019	▪	▪	▪	▪	▪	▪
2020	8	▪	▪	▪	▪	▪
Total	**87**	**12**	**10**	**52**	▪	▪

Assessment Outcomes 2011 to 2020

CRPNM's assessment outcomes give a picture of where in the registration process applicants are screened out and for those who do register, the pathway taken. Since August 2014, the first step in the assessment process for IEAs involves application to the National Nursing Assessment Service (NNAS). Data is not collected regarding NNAS assessment outcomes and timelines.

Initial IEA Application Assessment Outcomes					
	All Requirements Met	Some Requirements Met	Requirements Not Met	Incomplete Applications	In Process
Number of Applicants	35	31	14	6	▪

Of the 80 IEA with completed applications, most were recorded as 'all requirements met'; meaning the applicant was deemed eligible to write the national exam and qualified for provisional registration. Applicants with 'some requirements met' needed to complete some measure of remedial training/supervised practice to proceed. Fourteen IEAs were deemed ineligible to proceed — 'requirements not met'. Six applicants opened files but did not complete their applications to initiate assessment and eventually had their files closed.

Initial IEA Application Assessment Outcomes by Year				
	All Requirements Met	Some Requirements Met	Requirements Not Met	Incomplete Applications
2011	▪	▪	▪	▪
2012	▪	▪	▪	▪
2013	12	▪	▪	▪
2014	18	▪	▪	▪
2015	▪	▪	▪	▪
2016	▪	▪	▪	▪
2017	▪	▪	▪	▪
2018	▪	6	▪	▪
2019	▪	▪	▪	▪
2020	▪	6	▪	▪
Unknown	▪	▪	11	▪
Total	35	31	14	7

IEA Language Proficiency Requirement Outcomes		
	Met	Not Met
Number of Applicants	84	▪

Nearly all IEA applicants met the English language proficiency requirement.

Since the introduction of the National Nursing Assessment Service (NNAS) in August 2014, IEAs must provide evidence of English language proficiency as part of the first step in the application process. This may involve providing acceptable English language proficiency test scores (not all applicants need to undertake language testing). Since the introduction of NNAS, IEAs apply to CRPNM with the language proficiency requirement met.

IEA National Exam Outcomes		
	Met	Not Met
Number of Applicants	12	▪

Few applicants failed to register as a result of not meeting the national exam requirement. This exam is a late stage registration requirement, occurring after the applicant has completed any required remedial training or academic coursework.

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 with applications still in process at the end of the reporting period. This determination may be possible in future reporting years, when all the 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 CRPNM.

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

$\div$

\# 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

$\div$

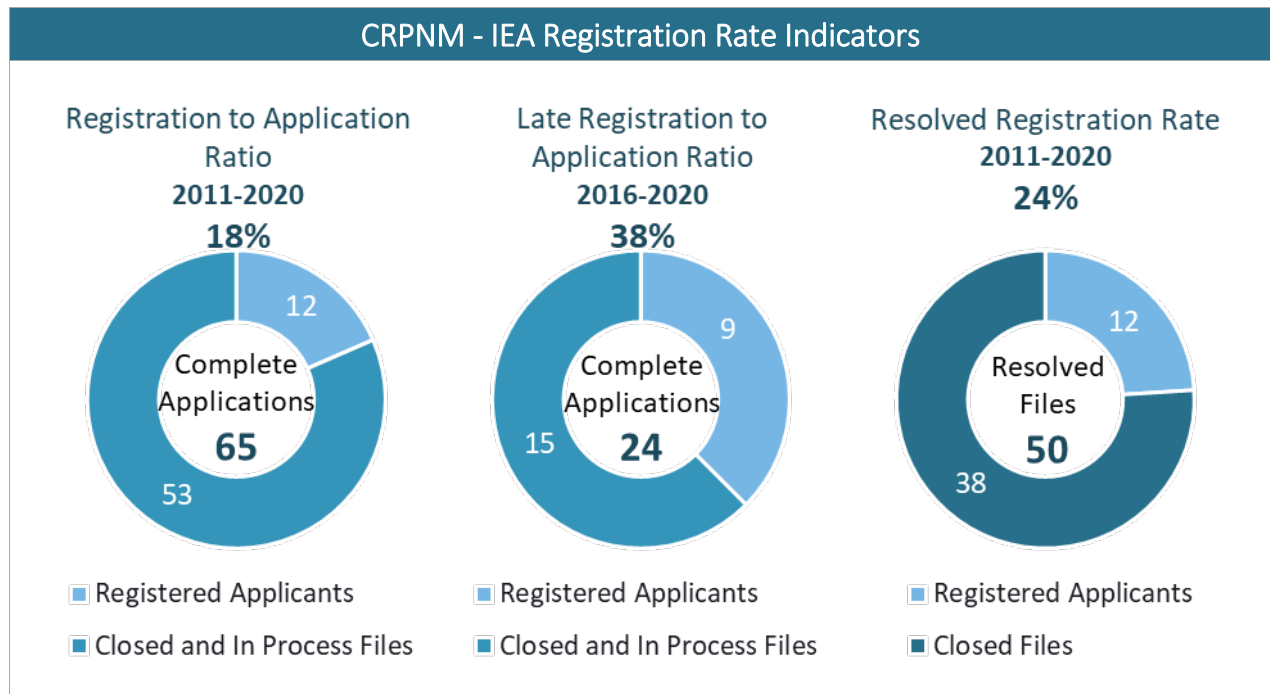\# of complete applications made between 2016 and 2020

Resolved Registration Rate

\# of registrations

$\div$

\# of complete application, resolved files in a given year or period

CRPNM's registration rates

CRPNM - IEA Registration Rate Indicators

Registration to Application Ratio 2011-2020
18%

Complete Applications **65**

12
53

- Registered Applicants
- Closed and In Process Files

Late Registration to Application Ratio 2016-2020
38%

Complete Applications **24**

9
15

- Registered Applicants
- Closed and In Process Files

Resolved Registration Rate 2011-2020
24%

Resolved Files **50**

12
38

- Registered Applicants
- Closed Files

The **18 per cent** registration to application ratio figure for the 2011 to 2020 period likely undervalues 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, in the last five years of the reporting period, 2016 to 2020, CRPNM's registration to application ratio rises to **38 per cent**.

CRPNM's resolved registration rate of **24 per cent** represents another reasonable indicator of the true registration rate. In this case, there are 15 unresolved files, 23 per cent (15/65) of the total number of complete applications. Unresolved files are applicants either 'in process' (not yet provisional) or 'provisional registrations' at the end of the reporting period. Possible outcomes for the 15 unresolved files, suggests the true registration rate will range between **18 per cent** (12/65) — if all 15 resolve as closed files — and **42 per cent** (27/65) — if all 15 register.

IEA country of education and registration

| 2011-2020 Top Country of Education Outcomes				
Rank	Country of Education	Completed Applications	Registrations	Registration to Application Ratio
1	Nigeria	45	10	22%

The majority of IEAs to CRPNM were educated in Nigeria (45/87). Ten of these applicants registered in the reporting period for a registration to application ratio of 22 per cent. Small application and registration numbers from other jurisdictions do not allow reporting on registration to application ratios.

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

IEA Pre-/Post-Arrival Comparison				
Applications Initiated:	Applications	Registrations	Registration to Application Ratio	Median Time to Registration (years)
Pre-Arrival	41	▪	▪	1.9
Post-Arrival	22	8	36%	1.6

In many professions, applicants applying pre-arrival are more successful than those who apply post-arrival. This may be due to better preparation and access to documents abroad. For CRPNM, however, this is not the case. Post-arrival applications see a significantly higher registration to application ratio. Early in the reporting period, before the introduction of the NNAS in August 2014, several IEAs initiated application with CRPNM but then did not continue with their assessments, likely because they did not immigrate to Canada.

Registration outcomes for IEAs with provisional registration 2011-2020
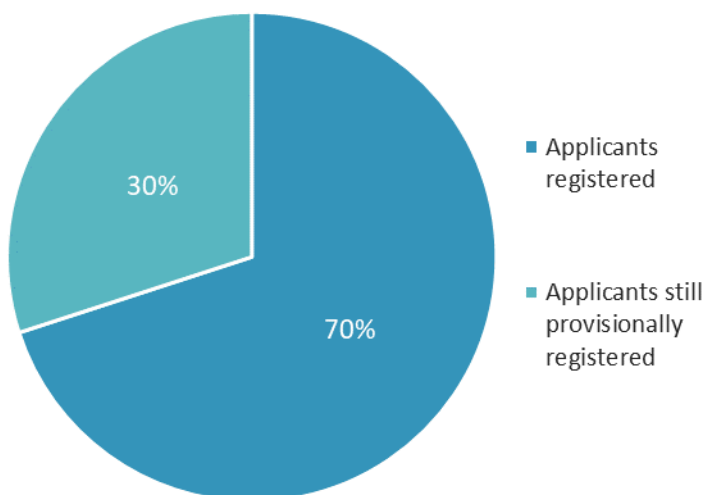
Applicants who achieve provisional registration had a high registration rate. All either went on to register or were in process at the end of the reporting period, December 2020. No one who achieved provisional registration had a closed file. Applicants with provisional registration have completed any required remedial training, are eligible to write the national exam and can work under supervision as a graduate psychiatric nurse in Manitoba.

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
1.5 years	1.6 years	1.0 year	1.7 years

From 2011 to 2020, the average time to registration was 1.6 years. Time of provisional registration was 1.5 years. Median timelines are similar for registration but shorter to provisional registration. The discrepancy between the median and average time to provisional registration is due to the relatively small pool of applicants who are included with extended timelines.

Registration timelines are calculated from the date of completed application to the date of being issued registration or provisional registration. In CRPNM's case, registration timelines were calculated from 10/12 applicants for whom there is complete timeline information. Provisional registration timelines were calculated using data from all 10 applicants for whom complete provisional timeline information is available.

Note: Since late 2014, IEAs initiate application with the NNAS — a document repository and credential assessment agency used by Canada's nursing professions. Time taken to complete the first step, NNAS credential assessment, is not factored into these timeline figures. NNAS reports that across nursing professions, 91 per cent of its applicants received an advisory report within 12 weeks in 2018/19 and that 71 per cent met this standard in 2019/20[4].

Registration Timeline Comparison CRPNM Initial Assessment		
	All Requirements Met	Some Requirements Met
Median Time to Registration	1.7 years	1.5 years

Applicants with an 'all requirements met' upon CRPNM's initial assessment decision qualify for provisional registration without requiring remedial academic coursework or supervised practice. The data shows longer registration timelines for those qualified for provisional registration upon initial application. Individual circumstance, including a few unusually extended registration timelines and the small number of applications may explain this result.

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[4] See National Nursing Assessment Service 2019/20 Annual Report, p10; https://www.nnas.ca/wp-content/uploads/2020/09/NNAS-2019-2020-Annual-Report-EN-Final-Sept-11-20.pdf

IEA to DA Registration Outcome Comparison 2012 to 2020

FRPO collects aggregate application and outcome data on DAs to compare outcomes of IEAs to DAs. Data collection for DAs began in 2012. Comparison below to DAs is for the 2012 to 2020 period.

IEA and DA Comparison 2012-2020

	541	520
65	12	

IEA — 65, 12
DA — 541, 520

■ Applications ■ Registrations
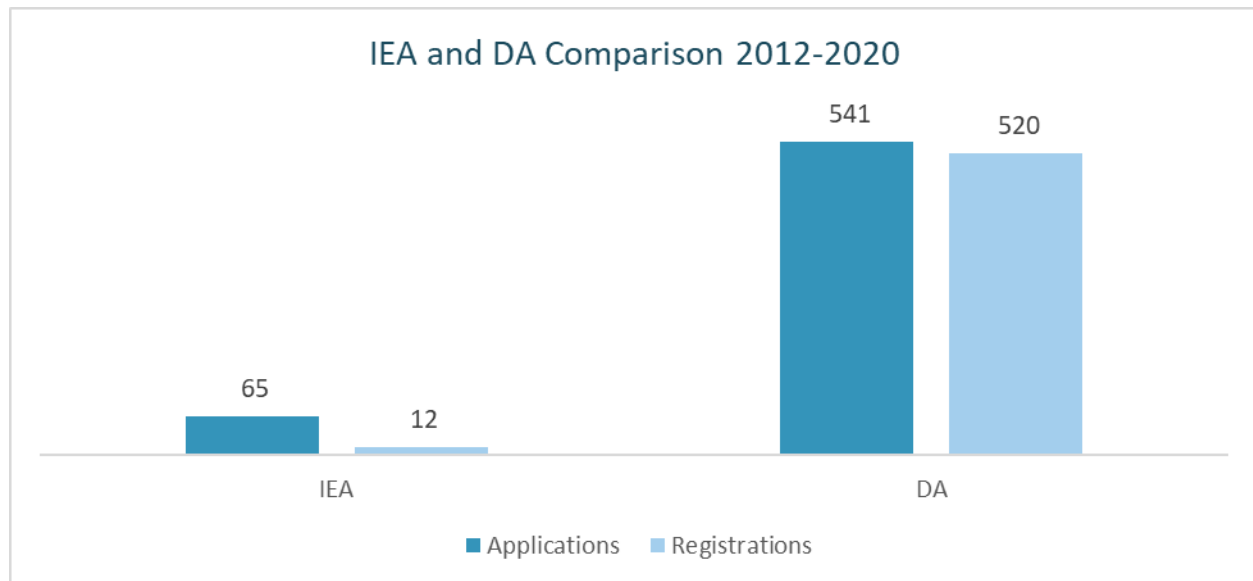
IEA and DA Comparison by Year				
	IEA Complete Applications	IEA Registrations	DA Applications	DA Registrations
2011	■	■	Not reported	Not reported
2012	5	■	42	40
2013	14	■	38	38
2014	19	■	54	50
2015	3	■	60	57
2016	2	■	59	59
2017	5	■	75	74
2018	6	■	76	76
2019	■	■	74	71
2020	8	■	63	55
Total	**65**	**12**	**541**	**520**

IEA to DA Registration to Application Ratio Comparisons

IEA Registration to Application Ratio
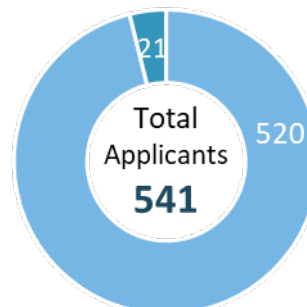**2012-2020**
18%

- Total Applicants **65**
- 12
- 53
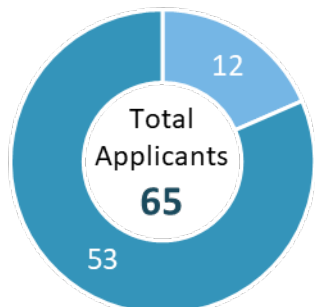
- Registered Applicants
- Closed and In Process Files

DA Registration to Application Ratio
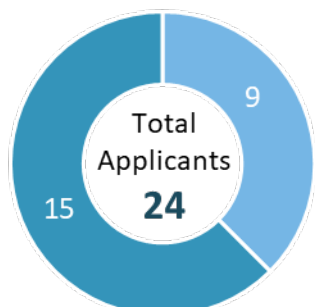**2012-2020**
96%

- Total Applicants **541**
- 21
- 520

- Registered Applicants
- Closed and In Process Files

In this comparison, DAs were 5.3 times more likely to register than IEAs.

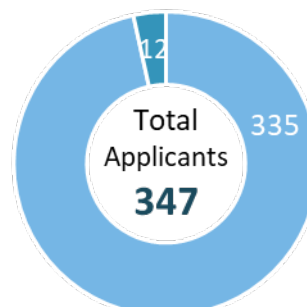### IEA Late Registration to Application Ratio
2016-2020
38%

- Total Applicants **24**
- 9
- 15

- Registered Applicants
- Closed and In Process Files

DA Late Registration to Application Ratio
2016-2020
97%

- Total Applicants **347**
- 12
- 335

- Registered Applicants
- Closed and In Process Files

In this comparison, DAs were 2.6 times more likely to register than IEAs.

For DAs, the registration to application ratio for the 2012 to 2020 reporting period and for the late period registration to application ratio, 2016 to 2020, are very high. High registration ratios for DAs are expected because this group graduates from education programs reviewed and approved by CRPNM or, in the case of programs in other provinces, other provincial regulators based on similar standards. Unlike many IEAs, DAs do not require remedial gap training. Moreover, a significant number of withdrawals occur among IEAs in this period. Consequently, IEAs see much lower ratios by comparison.

Trends

In this section, registration data is examined for the evidence of changes in registration rate and timelines over the 10-year reporting period. In some cases, changes to assessment and registration practice can be identified in the registration data.
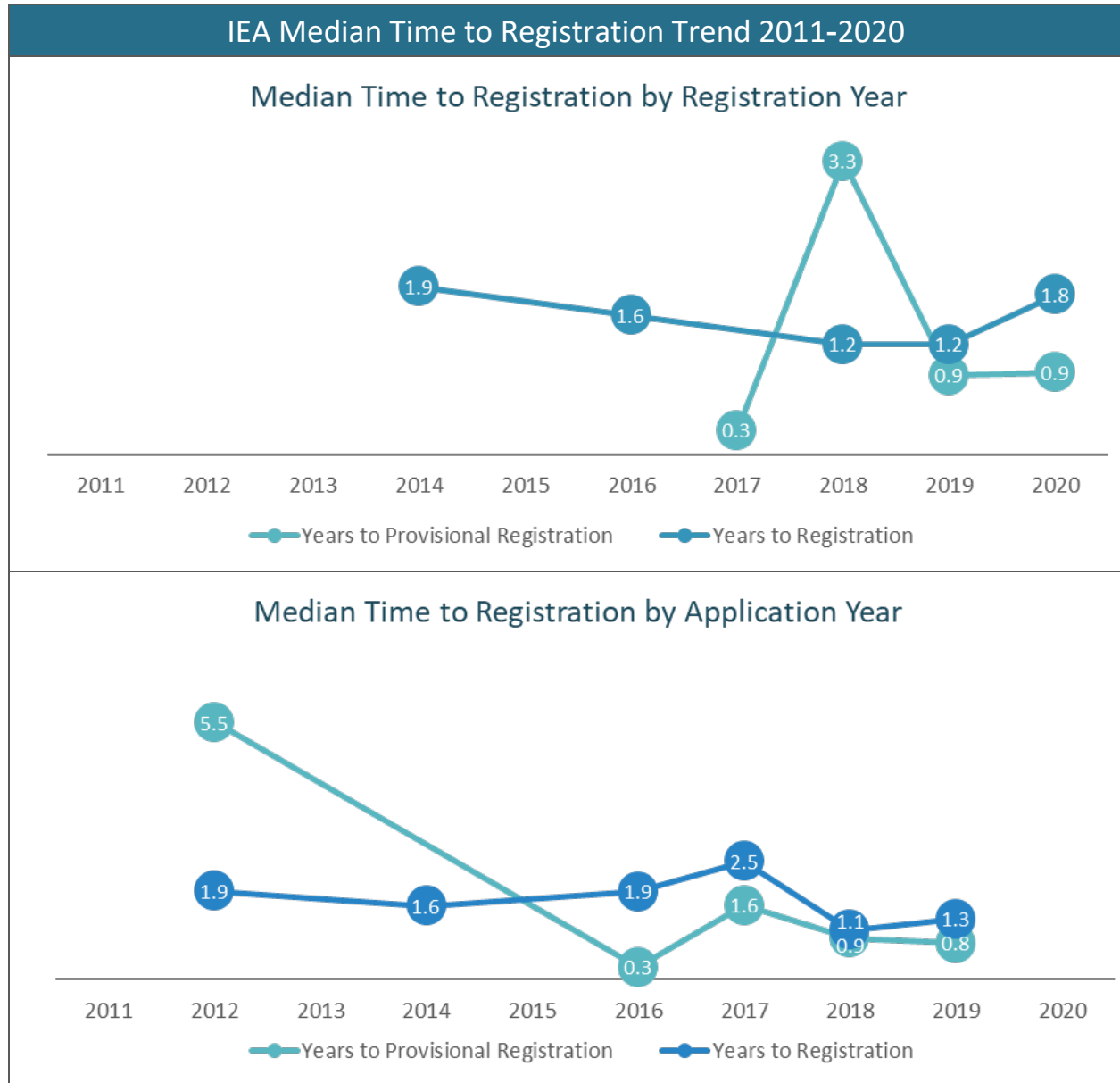
The two graphs above present the median timelines to registration (blue line) and provisional registration (teal line). The first graph indicates the median time to registration for the *registrations* that occurred in a reporting year; the second graph, the median time to registration for the *applicants* who went on to register. For instance, in 2014, the first graph indicates that the registrations that occurred in that year took a median of 1.9 years. The second graph shows that applicants who applied in 2014 and went on to register, did so with a median time of 1.6 years.

Looking at timelines by registrations occurring in a reporting year, in the first graph, median time to registration ranges from 1.2 years to 1.9 years. No registrations were recorded for the first three reporting years. Time to provisional registration is under one-year, except in 2018 where an extended timeline bumps up the median.

Looking at registration timelines by application year shows median registration timelines for those applying from 2012 to 2019 were just under two years. There is a slight decline in 2018 and 2019. With the exception of one outlier in 2012, provisional registration timelines average just under a year for 2016 to 2019.
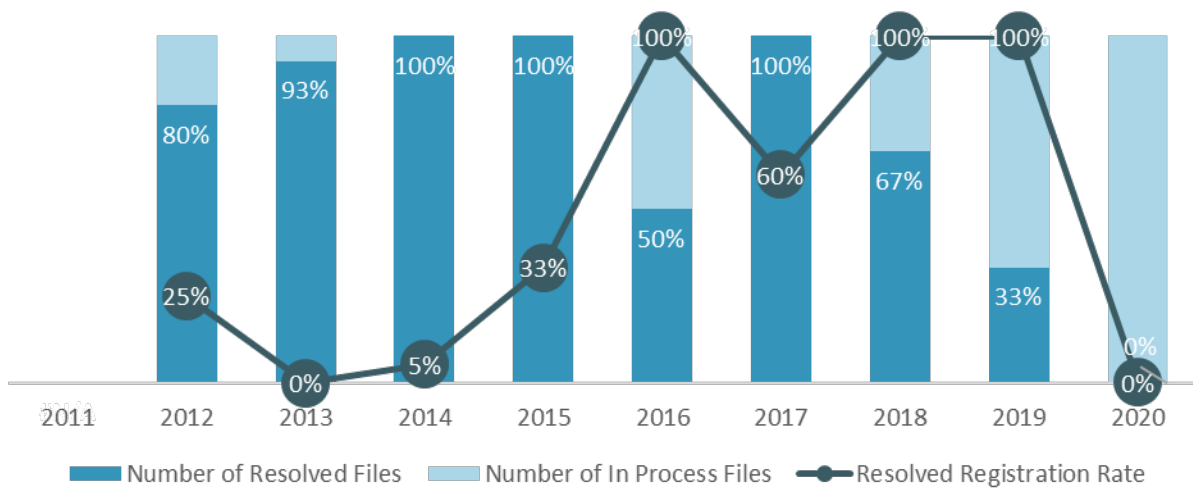
Low applicant numbers temper any meaningful comment on the trends seen in these timeline figures.

IEA Registration Ratio and Rate Trends

Registration to Application Ratio by Year

2011 — 2012 0% — 2013 0% — 2014 5% — 2015 0% — 2016 50% — 2017 40% — 2018 33% — 2019 100% — 2020 38%

Registration Ratio

Resolved Registration Rate by Year as of 2020

Number of Resolved Files | Number of In Process Files | Resolved Registration Rate

Examining both CRPNM's registration to application ratio and resolved registration rate by year shows significantly higher ratios and rates in the later half of the 2011 to 2020 reporting period. This may be the result of more sophisticated initial assessment provided by the National Nursing Assessment Service as well as access to a greater range of remedial opportunities for applicants.

Registration rates appear to improve in the latter part of the reporting period. Low applicant numbers temper any definitive conclusion about the positive trend seen in these charts.

Data Collection Moving Forward

In general, the quality of 2011 to 2020 data provided by the College of Registered Psychiatric Nurses of Manitoba for the 2011 to 2020 period is strong. IEA outcomes and timelines are presented throughout the application process and IEA registration pathways are clear. Moving forward, future data reporting will provide a larger reporting window and support more insightful analysis with a more definitive identification of trends and outcomes.

At this point, however, the FRPO does not collect timeline data regarding the first-step NNAS. Outcome data is more problematic and currently no statistical data is collected. Without a sense of the timelines and through rates at NNAS, the statistical picture is incomplete. CRPNM is committed to reviewing this matter with FRPO.

In collaboration with the FRPO, the College of Registered Psychiatric Nurses of Manitoba 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 data submissions. Most recently, this includes work reviewing this report; this report would not have been possible without CRPNM's commitment and collaboration.