

June 2022

Registration Data Report

Manitoba Dental Association



Fair Registration Practices Office

Manitoba 

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Executive Summary

This report presents registration data for the Manitoba Dental Association (MDA) 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 (IEAs) to MDA over the last decade.

Registration data indicates from 2011 to 2020, 90 IEAs in dentistry and dental specialties applied to MDA, making up 30 per cent of their applications in these professions. Five internationally educated dental assistants applied from 2018 to 2020, accounting for three per cent of the dental assistants registered in this period. Applicants educated in India and Iran accounted for 51 per cent (48/95) of all IEAs. Manitoba immigration admissions of dentists and dental specialists fluctuated throughout the period while admissions of dental assistants saw a steady decline.

All 95 applicants were registered at the end of the reporting period. Time to registration for dentists and dental specialists was dependant upon several factors including whether they were graduates of accredited programs and the registration pathway they engaged. The median time to registration for internationally educated dentists from accredited programs was 0.9 years and for those from non-accredited programs it was 1.9 years. For specialists from accredited programs the median was 0.8 years and for specialists from non-accredited programs it was 1.2 years. Internationally educated dental assistants, all from non-accredited programs, experienced a median time to registration of 2.2 years.

Regarding registration pathways for dentists, data collected from 2016 to 2020 indicates the majority, 89 per cent, were from non-accredited programs. Of those applicants from non-accredited programs, 30 per cent attended an International Dentists Degree Program and 70 per cent completed the National Dental Examining Board (NDEB) Equivalency Process.

Having completed an extensive certification process with a national third-party, IEA registration rate upon application to MDA remained constant throughout the period; 100 per cent. From 2011 to 2020, MDA had 332 domestic applicants (DA) in dentistry and dental specialties and 232 DAs in dental assisting. Data collected indicates the ratio of registrations to applications for DAs is 100 per cent for dentists and dental specialists and 74 per cent (171/232) for dental assistants.

Regarding IEA trends in applications, outcomes and timelines, the majority of IEA applications, 58/95 occurred during 2017 to 2019. Timeline data is only presented for the later part of the reporting period, 2016 to 2020. In this period, for dentists and dental specialists, timelines fluctuated with little indication of improving or worsening. Analysis is hampered somewhat by incomplete information on pathways, particularly for general dentists and low numbers of dental specialists and dental assistants. This can be attributed to data collection methods, as detailed collection on pathway information did not start until 2016 and data collection on dental assistants only began in 2018. The longer the data set grows, the more opportunity there will be to identify patterns.

Registration data is only presented for applicants who were successful with the first stage of the registration process, conducted by national third-parties. 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 MDA for the 2011 to 2020 period is strong. MDA’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 bodies is not collected. MDA 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 Manitoba Dental Association 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.

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.

Introduction

The Fair Registration Practices Office's (FRPO) registration data report on the Manitoba Dental Association (MDA) 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 (IEAs).

MDA 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, MDA provides records on the key steps in the assessment and registration process for IEAs, and less detailed, aggregate application and outcome information for domestic applicants (DAs). MDA 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 will be redacted in the report posted on FRPO's website and indicated by the '■' symbol. A glossary of terms, as well as a step-by-step overview and process map of MDA'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 MDA'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 June 2022. However, complete information is not provided and policies and fees are subject to change. Visit the [Manitoba Dental Association](#) for detailed information.

Legislation

The Manitoba Dental Association (MDA) operates under the authority of The Dental Association Act (C.C.S.M. c. D30) and the Manitoba Dental Association By-Laws. The Dental Association Act requires individuals practising dentistry, a dental specialty or as a dental assistant and using the respective titles of Dentist, Dental Specialist or Registered Dental Assistant to be registered with the MDA.

Qualification Requirements

General Dentist

Principal qualifications required for registration as a general dentist include graduation from a dental training program and certification from the National Dental Examining Board of Canada (NDEB) demonstrating successful completion of their written and objective structured clinical examination (National Exam and OSCE).

Graduates of programs accredited by the Commission on Dental Accreditation of Canada (CDAC) or programs accredited by organisations in which CDAC has reciprocal recognition agreements are eligible to apply directly for the NDEB National Exam and OSCE. CDAC has reciprocal agreements with national accrediting bodies in the United States, New Zealand, Ireland and Australia.

Before graduates of non-accredited dental training programs can apply to write the NDEB National Exam and OSCE, they must first successfully complete one of the following recognised assessment processes: the NDEB Equivalency Process; a dental degree completion program at an accredited Canadian university; or an accredited dental training program.

The NDEB Assessment of Fundamental Knowledge (AFK) is a prerequisite for application to a Canadian dental degree completion program and to the NDEB Equivalency Process.

Dental Specialist

Principal qualifications required for registration as a dental specialist include graduation from a dental specialty training program (master's level degree program) and successful completion of the National Dental Specialty Examination (NDSE) administered by the Royal College of Dentists of Canada (RCDC).

Graduates of programs accredited by CDAC or programs accredited by organisations in which CDAC has reciprocal recognition agreements are eligible to apply directly for the NDSE. CDAC has a reciprocal agreement for dental specialty training programs with the national accrediting body in the United States.

Before graduates of non-accredited dental specialty training programs can apply for the NDSE, they must first successfully complete one of the following recognised assessment process: a Dental Specialist Assessment and Training program (DSATP) at an accredited dental specialty training program; or an accredited dental specialty training program. A prerequisite for application to a DSATP is the NDEB Dental Specialty Core Knowledge Exam.

Dental Assistant

Principal qualifications required for registration as a dental assistant include graduation from an appropriate allied dental health care training program and a certificate from the National Dental Assisting Examining Board of Canada (NDAEB) demonstrating successful completion of their written examination.

Graduates of programs accredited by CDAC or programs accredited by organisations in which CDAC has reciprocal recognition agreements are eligible to apply for the written examination. CDAC has reciprocal agreements with national accrediting bodies in the United States.

Graduates of non-accredited allied dental healthcare training programs must complete a credential assessment with the NDAEB. If this assessment determines that an applicant's dental assisting education does not meet standard, they must complete an educational upgrading program in Canada or the USA before moving to the final steps of completing the NDAEB Written and Clinical Practice Evaluation (CPE). Once successfully completed NDAEB certification is issued.

Steps to Registration

General Dentists

Assessment and registration is a two-step process: applicants are assessed and certified by the National Dental Examining Board of Canada (NDEB) and then apply and register with the MDA.

Step 1: National Dental Examining Board of Canada Certification

Applicants first apply to the NDEB online, supplying name of the dental program they completed, the date of completion, contact information and photo identification.

Graduates of Accredited Dental Degree Programs

Graduates of accredited programs, proceed to write the NDEB National Exam and OSCE. The application fee is \$450. The written exam occurs in one day and consists of a morning and afternoon session each with 150 multiple-choice questions. The written exam fee is \$1,000. The OSCE examination also takes one full day to complete and consists of simulated case stations of five minutes duration each. The OSCE fee is \$1,000.

The National Exam and OSCE are conducted at Canadian dentistry faculties and offered three times annually in March, May and November. In May and November, undertakings are offered at several exam locations provided there is a minimum of 25 participants at a location. If less than 25 candidates register at a centre, candidates may be transferred to another centre.

The NDEB establishes National and OSCE Examination centres outside of Canada. These identified locations must have acceptable security with a minimum of 50 candidates. The National Exam and OSCE fees for centres outside of North America are \$1,100 each.

The NDEB supplies preparation material for both exams. In addition to releasing all the written examination questions on its website, the NDEB provides the Examination Blueprint for the written exam and the Question and Answer Framework for the OSCE.

A candidate has a maximum of three attempts each to successfully complete the National Examination or OSCE. Applicants are informed within three to six weeks of their exam results. Successful applicants receive NDEB certification and can proceed to apply to the MDA.

Graduates of Non-Accredited Dental Degree Programs

To be eligible to write the National Exam and OSCE, graduates of non-accredited academic programs must successfully complete one of the following three pathways: the NDEB Equivalency Process, a degree completion program at an accredited dental training program or an accredited dental training program.

Pathway Option One - NDEB Equivalency Process

The Equivalency Process is comprised of three assessments (Assessment of Fundamental Knowledge, Assessment of Clinical Judgement, Assessment of Clinical Skills) intended to evaluate and confirm the substantive equivalence of the individual's dental knowledge and skills to that of a graduate of an accredited Canadian dentistry program. The application fee for the Equivalency Process is \$900.

The Equivalency Process is open to anyone who has completed a dental training program. The entire process can be completed outside of Canada before a person immigrates. There are no residency requirements to be eligible to apply for or to undertake the Equivalency Process.

The Assessment of Fundamental Knowledge (AFK) is a full day, multiple-choice assessment that tests for basic and universal dentistry knowledge. The assessment fee is \$800 and it is offered in February and August annually. A test equated passing score of 75 or higher is required to be eligible to register for the Assessment of Clinical Skills (ACS) and the Assessment of Clinical Judgment (ACJ). Each of the exams in the Equivalency Process can be taken three times. Applicants have up to five years to successfully complete the Equivalency Process and extensions are possible at the discretion of the NDEB.

The Assessment of Clinical Skills is a two-day evaluation of technical dental procedures conducted on simulated patients (mannequins) in a clinical setting. The fee is \$9,000 and the assessment is offered in June and December annually.

The Assessment of Clinical Judgement is a full day written assessment that tests the diagnostic, interpretive and clinical decision making ability of applicants. The fee is \$1,350 and the assessment is offered the day following the ACS in June and December of each year.

Successful completion of the three assessments allows individuals to apply to take the NDEB National and OSCE Examinations.

The NDEB supplies preparation material for all three of the Equivalency Process assessments in the form of assessment protocols. Applicants are responsible to supply their own dental supplies and equipment for the ACS. These supplies and equipment are at the discretion of the applicant for the procedures identified. They are commonly available to anyone who practises dentistry. This can cost approximately \$5,000.

Pathway Option Two - Dental Degree Completion Program

Another option to qualify for the National Exam and OSCE is to complete a two-year degree completion program offered at many accredited dental training programs including the University of Manitoba's College of Dentistry.

The NDEB Assessment of Fundamental Knowledge is a prerequisite to apply for admission to a dental degree completion program.

Students are provided professional orientation and complete the final two years of the regular four-year dental program.

Costs vary by training program, but may be in excess of \$100,000 for some programs when all associated costs are considered. Currently, the program at the University of Manitoba costs approximately \$136,000. Entry is competitive with a limited number of spots available. At present, the University of Manitoba's College of Dentistry reserves an average of seven spots for the International Dentist Degree Program (IDDP) in an overall class size of 35. International Dental Degree candidates compose on average 20 to 25 per cent of each graduating class.

Graduates of non-accredited programs engaging either process must then complete the NDEB National Exam and OSCE, as described above, to obtain NDEB Certification.

Step 2: MDA Application and Registration

Individuals apply to the MDA after completing the NDEB certification process. Current cardiopulmonary resuscitation certification is required as well as attendance at a regulatory overview session held at the MDA. Applicants who have not completed an approved course in Canadian jurisprudence (which would include Equivalency Process applicants) must also complete an approved ethics and jurisprudence in dentistry course. This is offered by the MDA, various provincial dental regulators or at several Canadian dental training programs including the University of Manitoba. A one-time registration fee is \$650 and the annual licensure fee is \$3,750 (prorated after September to \$2,750)

After receiving a complete application, the MDA notifies applicants usually within a day or two of its registration decision.

Dental Specialists

Step 1: National Dental Examining Board of Canada Certification

Applicants first apply to the NDEB online, supplying name of the dental program they completed, the date of completion, contact information and photo identification.

There are nine recognised dental specialties in Canada: dental public health; oral and maxillofacial surgery; oral and maxillofacial radiology; periodontics; orthodontics; pediatric dentistry; oral medicine and/or oral pathology; endodontics; prosthodontics.

Graduates of Accredited Dental Specialty Degree Programs

Graduates of academic programs accredited by the CDAC must successfully complete the National Dental Specialty Examination (NDSE). Outside of Canada, the only CDAC accredited dental specialty programs are in the United States.

The purpose of the NDSE is to test entry-level competencies required of dental specialists. The NDSE covers general specialty knowledge including basic sciences, clinical diagnosis, and treatment planning. The level of knowledge required is consistent with Commission on Dental Accreditation of Canada requirements in each specialty. The NDSE is a one-day examination, administered electronically at Prometric test centres across Canada. Applicants must obtain a minimum score of 75 to be successful on the examination. The application fee is \$450 and the examination fee is \$7,000.

Successful completion of this examination leads to NDEB-NDSE certification making applicants eligible for registration with the Manitoba Dental Association.

Graduates of Non-Accredited Dental Specialty Degree Programs

Graduates of non-accredited academic programs must first successfully complete the Dental Specialty Core Knowledge Examination (DSCKE). There is no defined passing score for the DSCKE. Exam candidates receive a numerical score which is used by Faculties of Dentistry across Canada to compare applicants from non-accredited specialty programs for admission to DSATPs. The DSCKE is a multiple choice, three-hour examination that is administered electronically at Prometric test centres across Canada. The application fee is \$3,000 and the examination fee is \$3,500. The DSCKE may be repeated two times.

The next step is to complete a Dental Specialty Assessment and Training Program (DSATP). DSATPs are training programs for internationally trained dental specialists offered by some Canadian Faculties of Dentistry. There are three DSATPs in Canada at universities in British Columbia, Ontario and Alberta.

The final step is to complete the NDSE as described above in the pathway for graduates of accredited dental specialty degree programs. Once successfully completed, applicants are eligible for registration with the MDA.

Step 2: MDA Application and Registration

Individuals apply to the MDA after completing the NDEB-NDSE certification process. Current cardiopulmonary resuscitation certification is required as well as attendance at a regulatory overview session held at the MDA. Applicants who have not completed an approved course in Canadian jurisprudence must also complete an approved ethics and jurisprudence in dentistry course. This is offered by the MDA, various provincial dental regulators or at several Canadian dental training programs including the University of Manitoba. The MDA application registration fee is \$650 and the annual licensure fee is \$3,750 (prorated after September to \$2,750). After receiving a complete application, the MDA usually notifies applicants within a day or two of its registration decision.

Dental Assistants

Step 1: National Dental Assisting Examining Board of Canada (NDAEB) Certification

Applicants first apply to the NDAEB, completing required forms and supplying necessary documentation, including a comprehensive/course-by-course report from one of the following credential assessment services in Canada: WES, IQAS or ICES. The NDAEB Candidate Eligibility Assessment Committee (CEAC) assesses applicants' theoretical and clinical education to determine eligibility to complete the national examination process. The assessment fee is \$300.

Graduates of Accredited Dental Assisting Programs

Once approved and registered to write the NDAEB written exam, recent graduates of accredited dental assisting training programs can apply to the MDA for provisional registration. Applicants can work under supervision while waiting to write the exam. Applicants licensed in this category have a maximum of nine months to successfully complete the exam and receive NDAEB certification.

The NDAEB written examination is a four-hour exam consisting of 200 multiple-choice questions. The exam is scheduled four times per year typically on the last week of March, June, September and the second week of December. Exams are administered in most major cities across Canada through a third-party online testing provider. The fee is \$700 (\$600 exam fee + \$100 non-refundable application fee).

Once successfully completed, applicants receive NDAEB certification and are eligible for registration with the Manitoba Dental Association.

Graduates of Non-Accredited Dental Assisting Programs – education meets standard

If an applicant's education meets NDAEB standard requirements they are deemed eligible to write the NDAEB written examination as detailed above.

Applicants must then successfully complete the NDAEB Clinical Practice Evaluation (CPE). The CPE consists of a half-day clinical evaluation of nine intra-oral skills performed on a mannequin. This evaluation is administered at up to six sites across Canada three or four times annually, depending on demand. The fee for the full CPE session is \$1,700 (\$1,600 exam fee + \$100 non-refundable application fee).

Once successfully completed, applicants receive NDAEB certification and are eligible for registration with the Manitoba Dental Association.

Optional — applicants may choose to attend intra-oral (Level II) upgrading at a Canadian dental assisting program in lieu of challenging the CPE.

Graduates of Non-Accredited Dental Assisting Programs – education does not meet standard

Applicants whose dental assisting education does **not** meet the standard required for eligibility to sit the NDAEB Written Exam are required to complete an educational upgrading program in Canada or USA. The Manitoba Dental Association (MDA) requires applicants to attend a dental assisting program that is accredited by the Commission on Dental Accreditation of Canada (CDAC) or the Commission on Dental Accreditation of America (CODA).

Once the upgrading program has been successfully completed, applicants proceed to sit the NDAEB written and clinical (CPE) examinations as described above. These applicants also have the option to attend intra-oral (Level II) upgrading at a Canadian dental assisting program in place of completing the CPE.

Step 2: MDA Application and Registration

Applicants are eligible to apply to the MDA once certified by the NDAEB. The MDA registration fee for dental assistants is \$25 and the annual licensure fee is \$240 (prorated after September to \$120). After receiving a complete application, the MDA usually notifies applicants within a day or two of its registration decision.

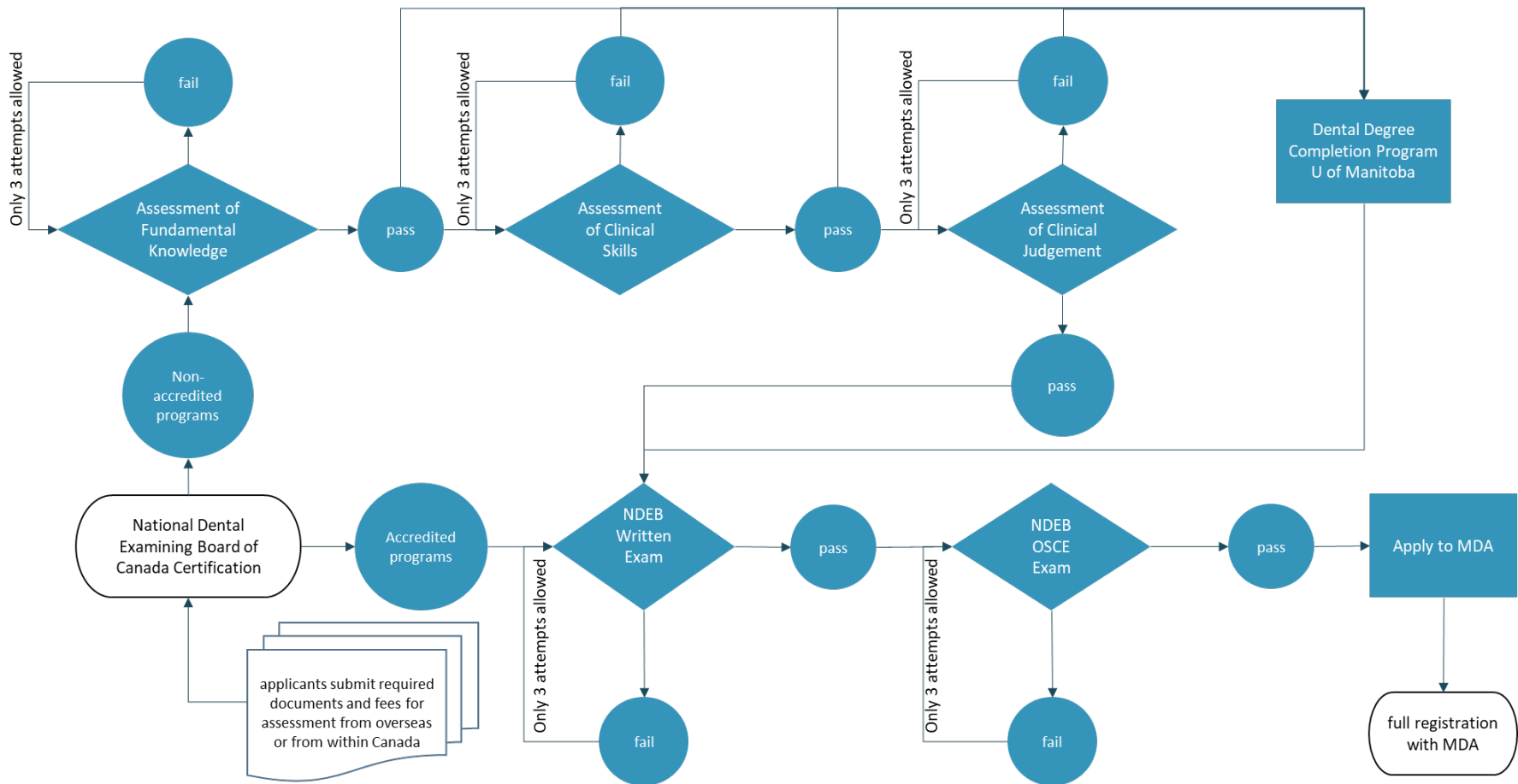
Registration Time and Costs

All internationally educated dentists and dental assistants must complete an assessment and credentialing examination(s). MDA reports that the steps in their registration process can be completed within approximately six to 12 months for dentists from accredited programs and in a minimum 11 months for dentists from non-accredited program. This is an ideal, minimum timeline without waiting for exams and exams passed on first sittings. The median time to registration for IEAs who applied to become general dentists from 2011 to 2020 was 1.8 years while the median time to registration for IEAs who applied to become dental specialists during this period was one year. The median time to registration for IEAs who applied to become dental assistants was 2.2 years. There is further variation in median timelines by pathway. 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.

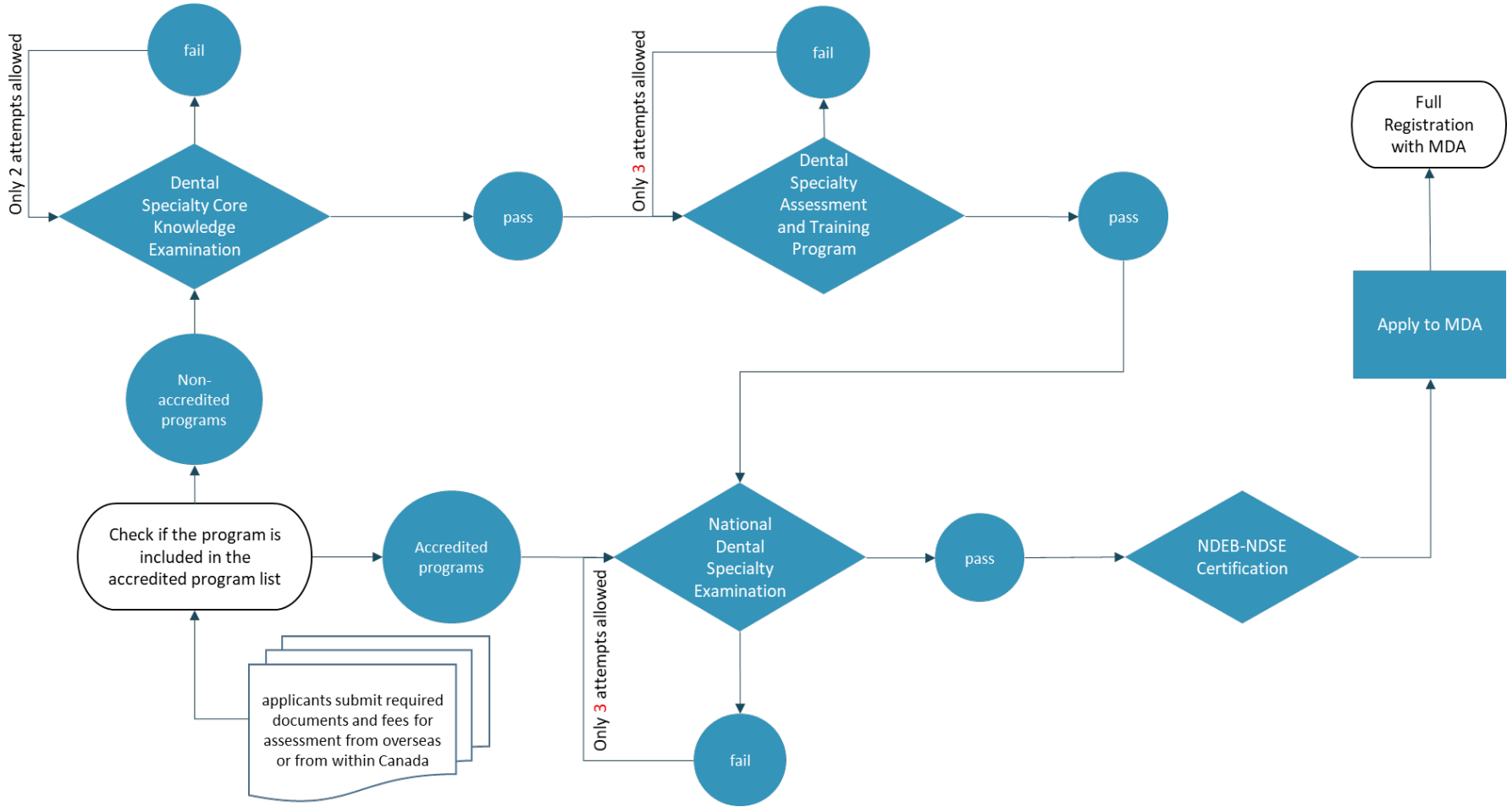
The cost for internationally educated dentists and dental assistants to be assessed and register with the Manitoba Dental Association may vary somewhat depending on the circumstance of the applicant. Basic costs total approximately \$6,850 for dentists from accredited programs and \$16,500 for dentists from non-accredited program. Specialists' basic costs total approximately \$12,000 if they are from an accredited program and \$13,600 plus the costs of a Dental Specialty Assessment and Training Program, if their program is non-accredited. Dental assistants from accredited programs costs are approximately \$1,200 and those from non-accredited programs will pay about \$3,000 plus the costs of any required educational upgrading. There may also be costs associated with providing documentation, translations, etc..

Registration Process Map

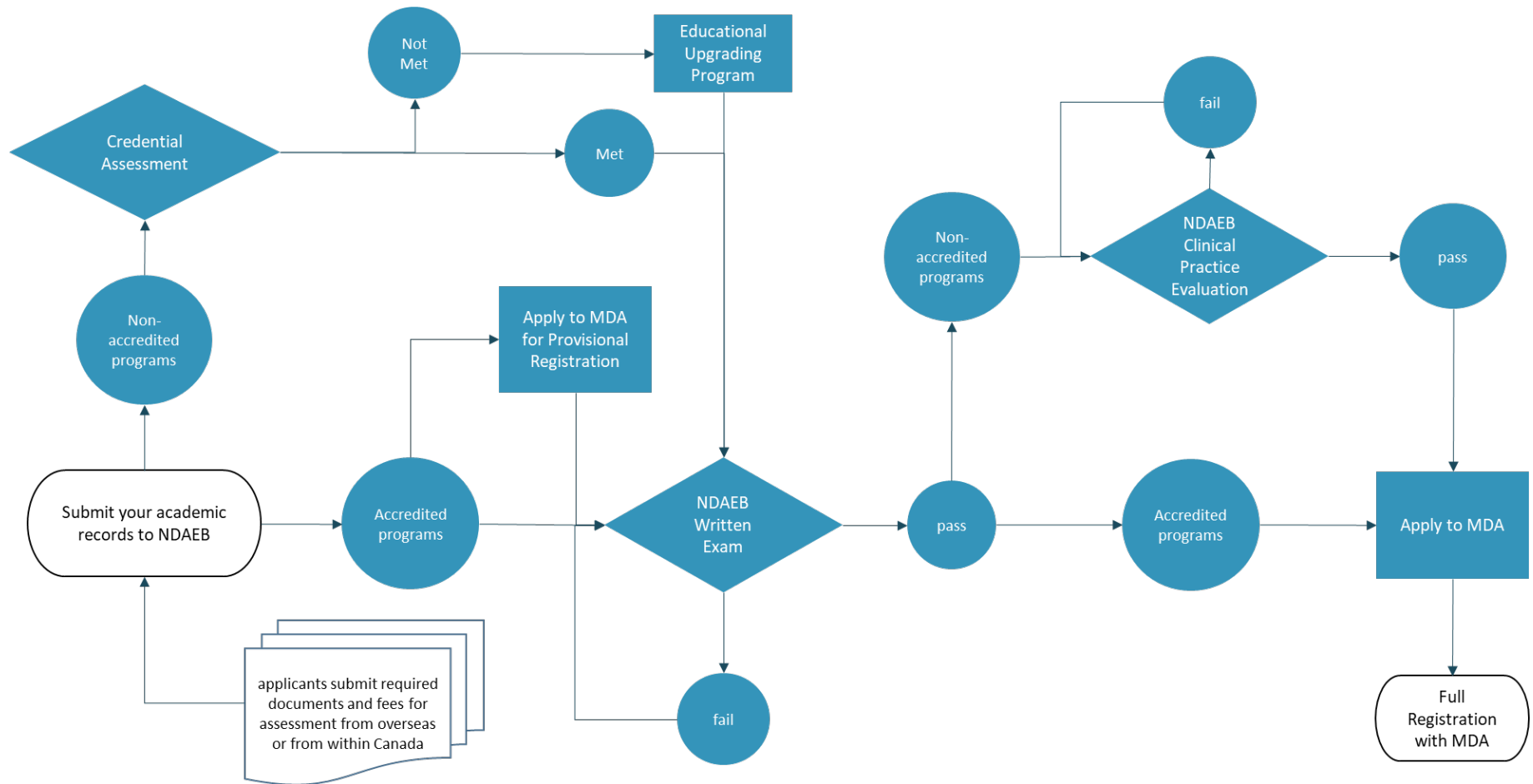
General Dentists



Dental Specialists



Dental Assistants

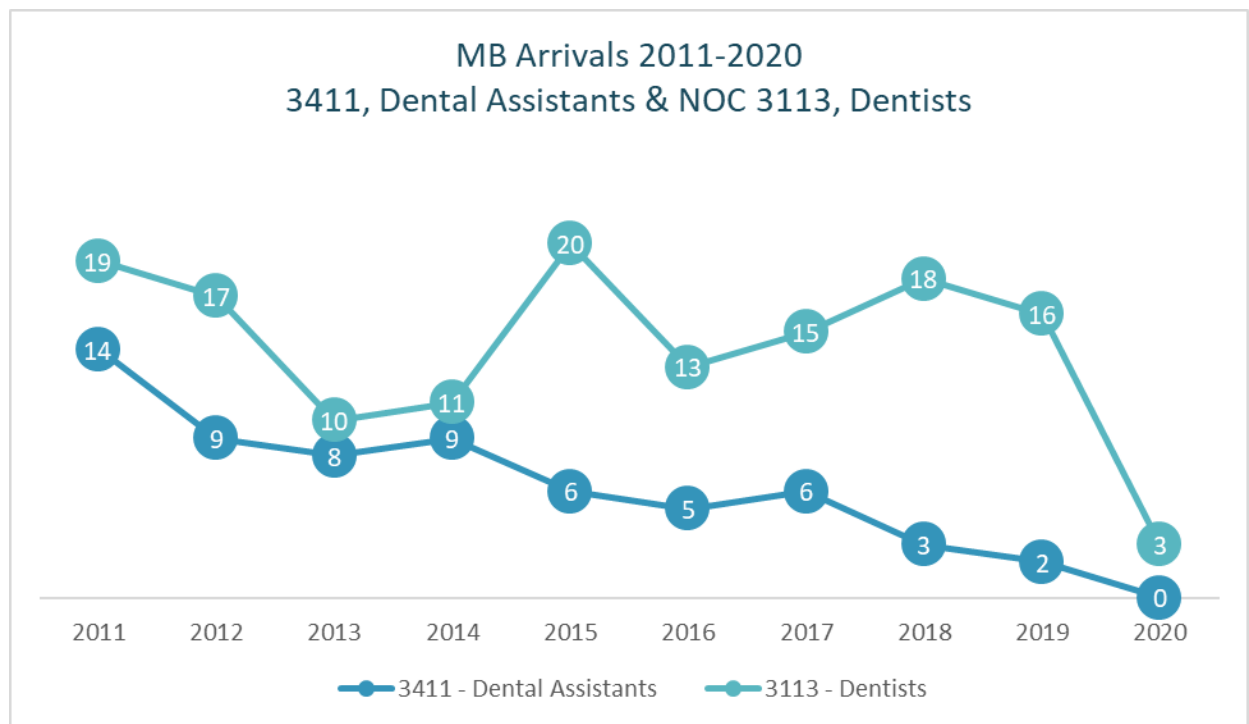


Immigration Statistics

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 organised 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).

There were 204 Manitoba arrivals in the 2011 to 2020 period who self-declared using NOC 3113 and 3411. These NOC are used to identify dentists, including dental specialists (142), and dental assistants (62) respectively. Dentists and dental specialist admissions fluctuated somewhat throughout the period and decreased in 2020 as they did across the professions, likely due to the COVID-19 pandemic. Dental assistant admissions experienced a steady decline during this period.



¹ Created December 2021 by the Manitoba government using IRCC Q4 2020 immigration data

Registration Data

Context – Reading the Numbers

Dentistry is a challenging profession to regulate. The level of training and expertise required is high, technical and evolving, public safety issues are pressing and practitioners work independently in the field. For domestic applicants, this means demanding regulatory examinations follow graduation. With the exception of those from recognised jurisdictions, the diversity of IEA training and practice environments abroad require an even greater level of assessment scrutiny. In this context, long registration timelines for certain groups may not be surprising.

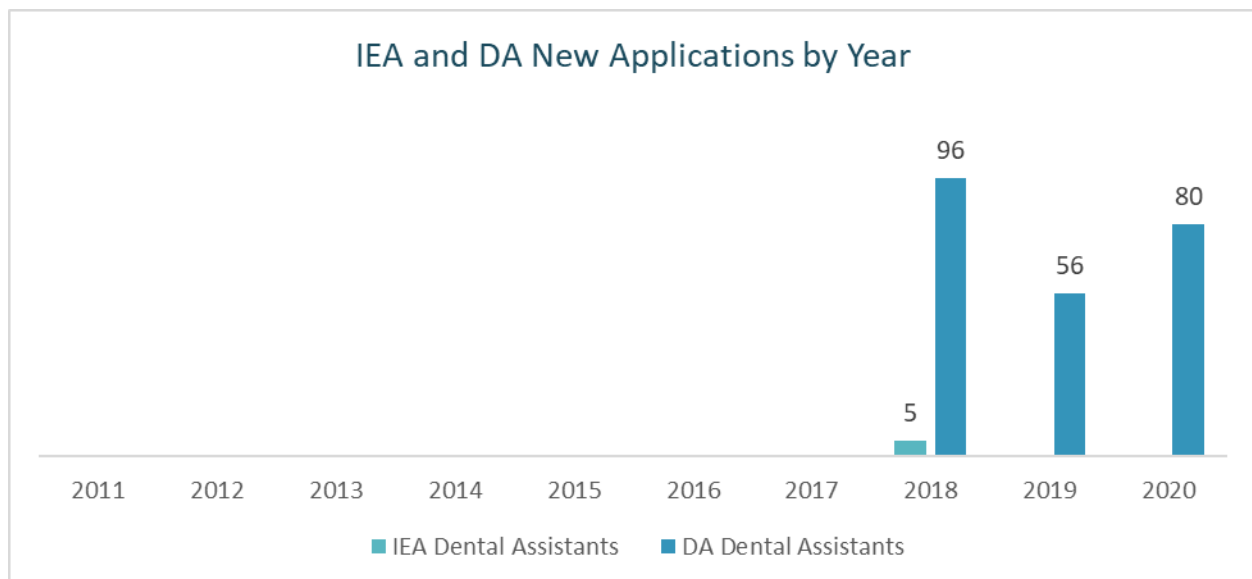
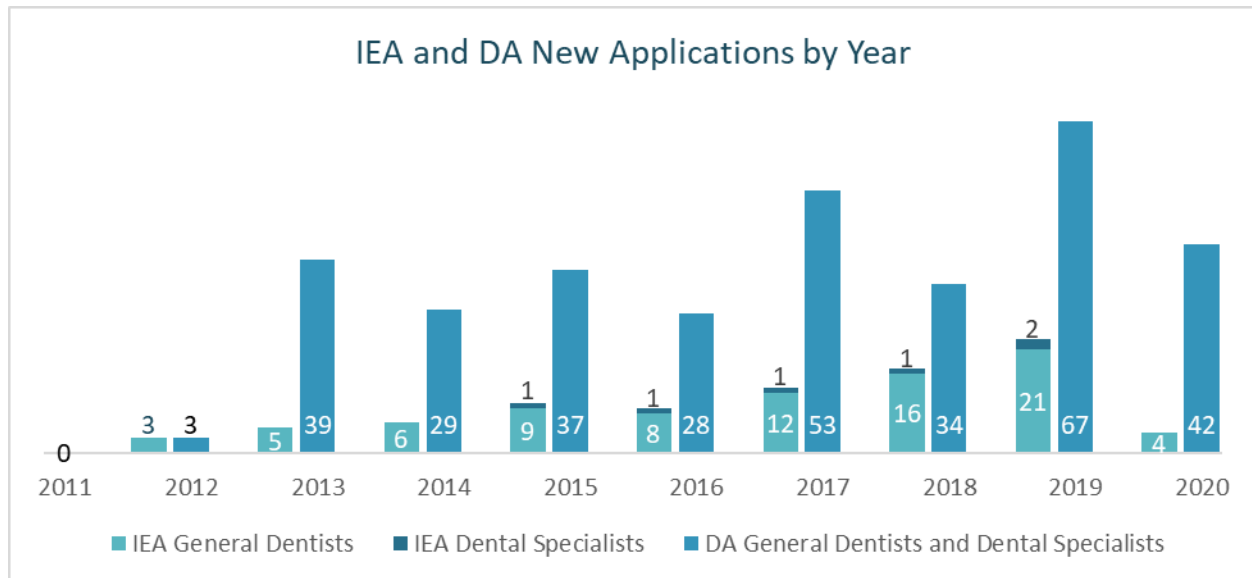
IEAs must successfully complete an assessment process with either the National Dental Examining Board of Canada or the National Dental Assistant Examining Board of Canada before they can apply to MDA. Once through these processes, registration with MDA typically happens within days of completed application.

IEAs from accredited programs will have a shorter, less costly road to registration across applicant types. The Commission on Dental Accreditation of Canada has reciprocal agreements with national accrediting bodies in the United States, New Zealand, Ireland and Australia. Success rates for this group are expected to be high as there are fewer exams and no remedial training is needed.

Dentists and dental specialists from non-accredited programs often face limited seats in program options. The International Dentist Degree Program at the University of Manitoba has between five and seven spots each year for IEAs from non-accredited programs. These spots are competitive and open to applicants from across Canada. Dental assistants from non-accredited programs face an additional exam to their counterparts from accredited programs and may also be required to do some academic upgrading. Despite these lengthier, costlier processes, most of MDA's internationally educated registrants over the period have been from non-accredited programs.

Applications 2011 to 2020

IEA and DA applications by year



From 2011 to 2020, 564 applicants to the MDA were domestic and 95 were internationally educated. For IEA dentists there is a marked increase in applications between 2017 and 2019 where 53/95 applications occurred representing 56 per cent of the IEAs in this profession for the period. There is a dramatic decline in 2020, as above with immigration levels, that may likely also be due to the COVID-19 pandemic.

Note: That DA data was not collected from Manitoba regulators until 2012 and reporting on IEA and DA dental assistants began in 2018.

IEAs make 21 per cent of the dentists/dental specialists registered by the MDA over the 2012 to 2020 period. Internationally educated dental assistants are only three per cent of the dental assistants registered by MDA from 2018 to 2020.

IEA ranked by country of education

Top Three Country of Education by Number of Applications IEA General Dentists 2011-2020		
Rank	Country of Education	Number of Applicants
1	India	32
2	Iran	11
3	Iraq	6

India and Iran accounted for just over half of IEA dentist applications in the period and a remarkably broad diversity of applicants trained around the world accounted for the remainder.

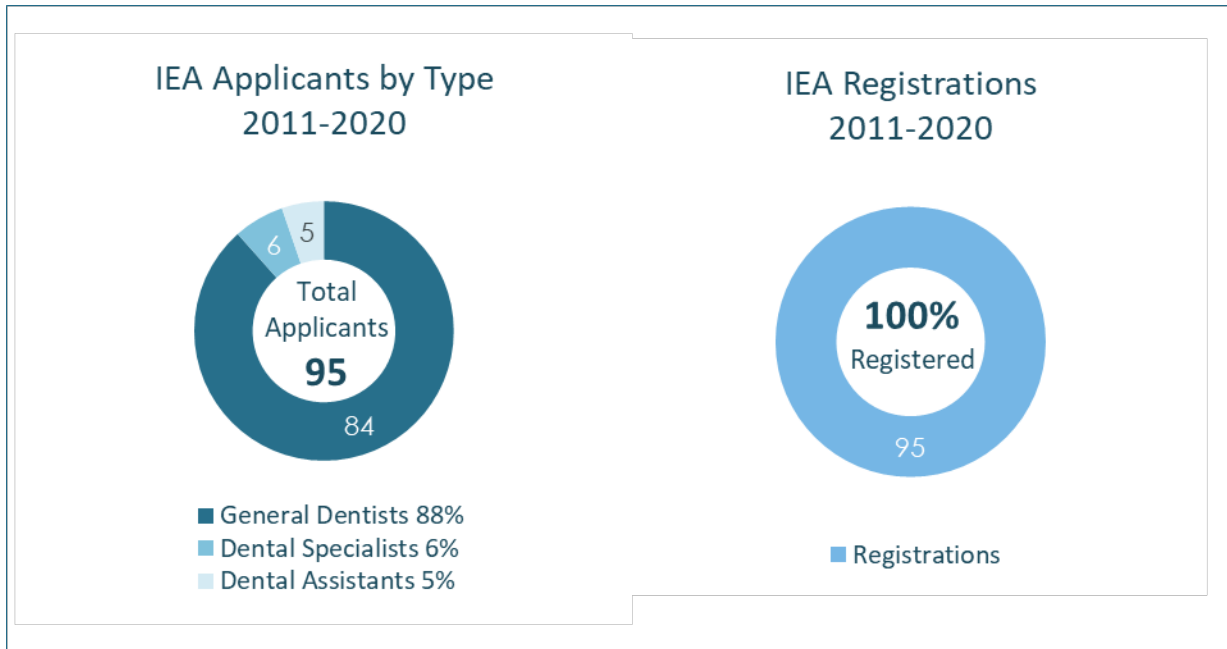
Top Three Country of Education by Number of Applications IEA Dental Specialists 2011-2020		
Rank	Country of Education	Number of Applicants
1	India	2
2	Iran	1
3	United States	1

Top Three Country of Education by Number of Applications IEA Dental Assistants 2018-2020		
Rank	Country of Education	Number of Applicants
1	India	2
2	Philippines	2
3	Russian Federation	1

Registration Outcomes 2011 to 2020

Below, registration outcomes are presented for MDA’s assessment and registration process. These figures likely overvalue the IEA registration rate; IEAs unsuccessful at some of the first-step, national body assessments are not captured in the data.

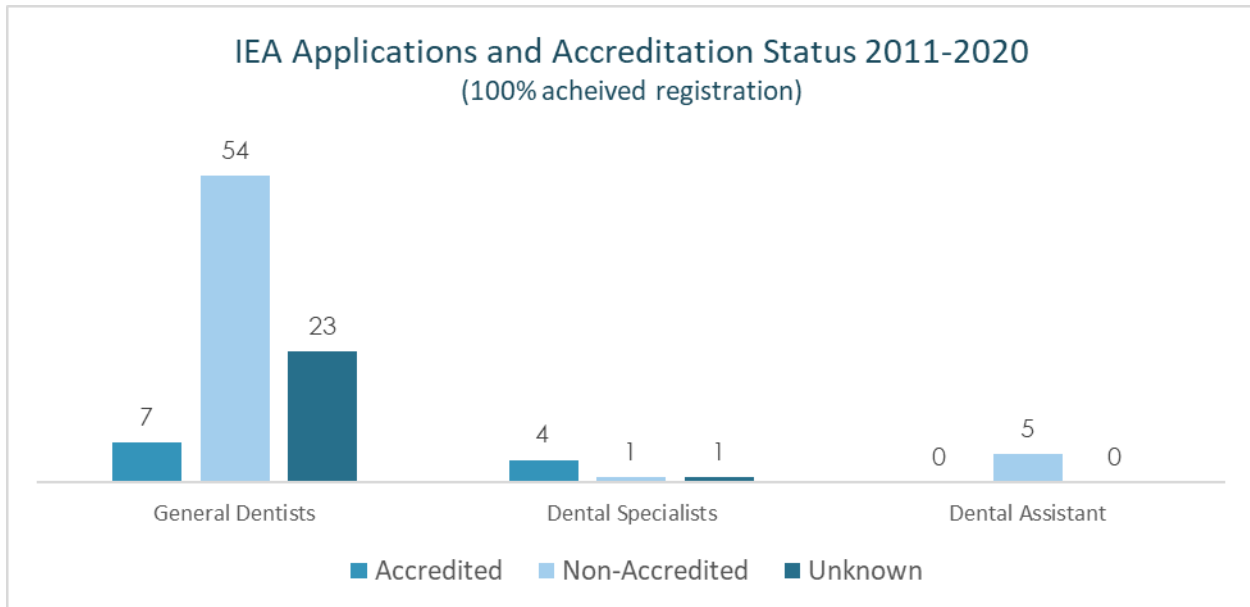
Applications to registrations by applicant type and MDA registration rate, 2011-2020



All 95 internationally educated applicants who applied to the MDA from 2011 to 2020 were registered.

Note: That the IEA dental assistant number is likely higher than presented here, as the MDA was not asked to begin reporting on this profession until 2018.

IEA applications and registrations by profession and pathway



The above graph provides a somewhat limited picture of the applicants to MDA over the period. The data set did not distinguish between applicants from accredited vs. non-accredited programs until 2016 and again, dental assistant reporting is from 2018 to 2020 only. As the data set grows, this picture will become more accurate. Where possible, the office can work with the MDA to refine the existing (historical) data set.

Registration Timelines 2011 to 2020

IEA average, median time to registration by applicant type, accreditation status and pathway

Average & Median Time to Registration in Years 2016-2020, by Applicant Type, Accreditation Status and Pathway						
Applicant Type	General Dentist			Dental Specialist		Dental Assistant
Pathway	Accredited Program	Non-Accredited		Accredited Program	Non-Accredited Program	Non-Accredited Program
		International Dentists Degree Program	Equivalency Process			
Number of Applicants	7	16	38	4	1	5
Average Time to Registration (Years)	1.4	3.8	2.1	2.5	1.2	2.3
Median Time to Registration (Years)	0.9	2.5	1.6	0.8	1.2	2.2

The above chart contains information on 71 applicants for whom the data set had pathway information. The data set does not have pathway information for those applying prior to 2016. Complete timeline information was available for 66 applicants applying from 2016 to 2020. Due to data reporting errors, timelines for three dentists were not included in the calculations for average and median 'Years to Registration' for these groups. These three dentists were from non-accredited programs, two completing IDDP and one completing the equivalency process, and were recorded as having completed processes in less than three months.

Figures presented above confirm expected results for timelines for the various pathways for general dentists; those from accredited programs complete registration processes more quickly than those from non-accredited programs. There is a relatively large discrepancy between the average and median time to registration for the non-accredited IDDP group and accredited specialists. This suggests there may be some applicants who took considerably more time to complete processes in these groups. Median figures above show dental specialists from accredited programs also completed processes more quickly.

For those general dentists whose pathway is known, roughly 11 per cent were from accredited programs and 89 per cent were from non-accredited programs. Of those applicants from non-accredited programs, 30 per cent attended an International Dentists Degree Program and 70 per cent completed the NDEB Equivalency Process.

For dental specialists whose pathway is known, 80 per cent (four) were from accredited programs and 20 per cent (one) were from non-accredited programs.

All dental assistants were from non-accredited programs. Their timeline to registration is to be expected given the need for multiple examinations and in some cases, academic upgrading.

IEA pre-/post arrival application statistics and timeline to registration comparison

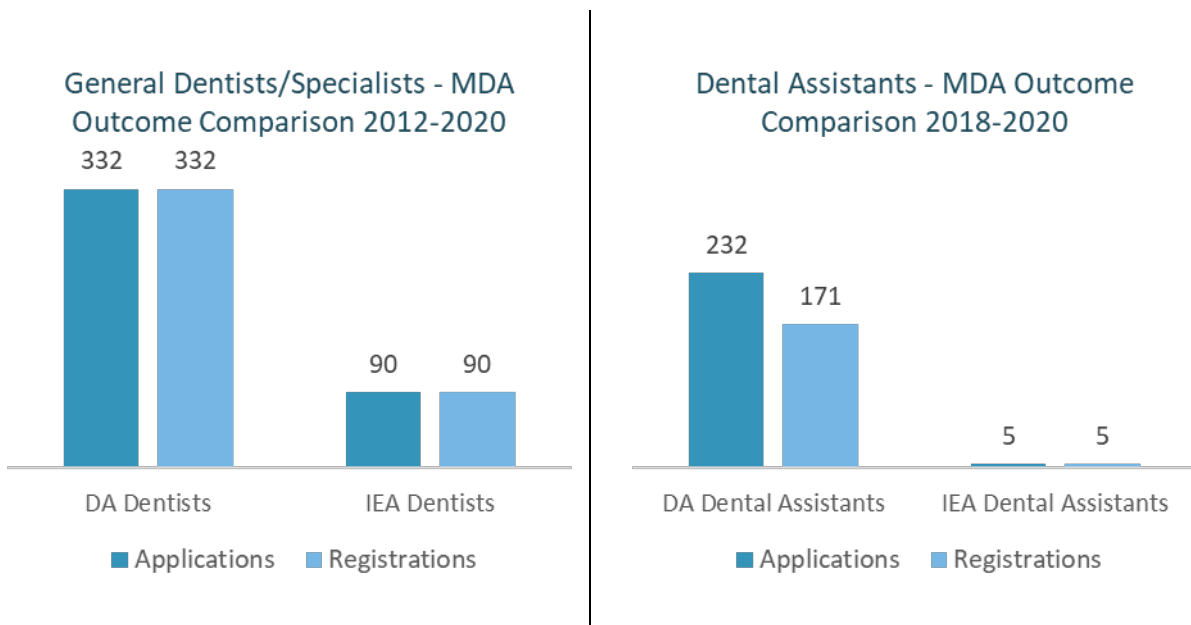
IEA Pre-/Post-Arrival Timeline Comparison by Applicant Type 2012-2020			
Applications Initiated:	General Dentists	Specialists	Dental Assistants
Pre-Arrival (number)	14	1	0
Median Time to Registration (years)	1.3	0.5	-
Post-Arrival (number)	70	5	5
Median Time to Registration (years)	1.9	1.1	2.2

Median time to registration was calculated based on data available for 63/95 applicants from both accredited and non-accredited programs applying from 2012 to 2020. Timeline figures include time needed to complete first-step certification processes with the national bodies. In both cases where data is available, applicants applying pre-arrival had a shorter time to registration than those applying after arriving in Canada.

IEA to DA Registration Outcome Comparison 2012 to 2020

FRPO collects application and outcome aggregate data on Domestic Applicants (DAs) to compare outcomes of DAs to IEAs. What is highlighted in this section are registration outcomes for IEA, post application and certification by the national body, who have gone on to apply to MDA; these applicants, IEA and DA alike have been assessed and certified by national bodies.

Data collection for DA dentists/dental specialists began in 2012 and in 2018 for DA dental assistants. Comparisons below to IEAs are for these two periods.

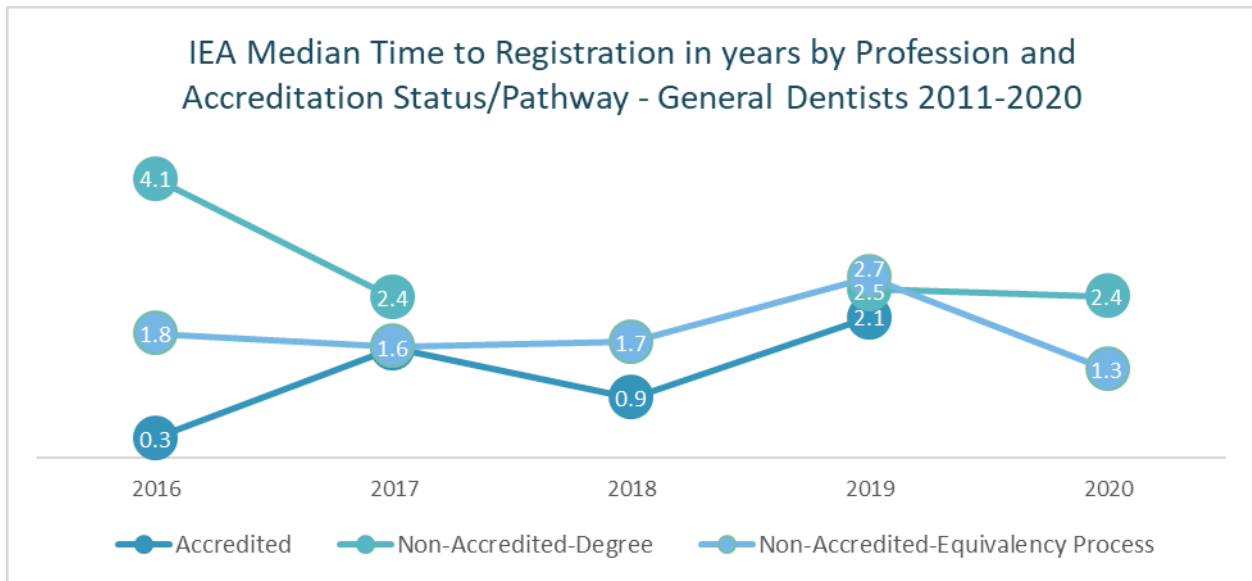


The above charts indicate 100 per cent of IEAs are registered. Applicants meet MDA requirements and are not being screened out upon application to the regulator. IEA dental assistants appear to have slightly better registration outcomes than DA dental assistants

Trends

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

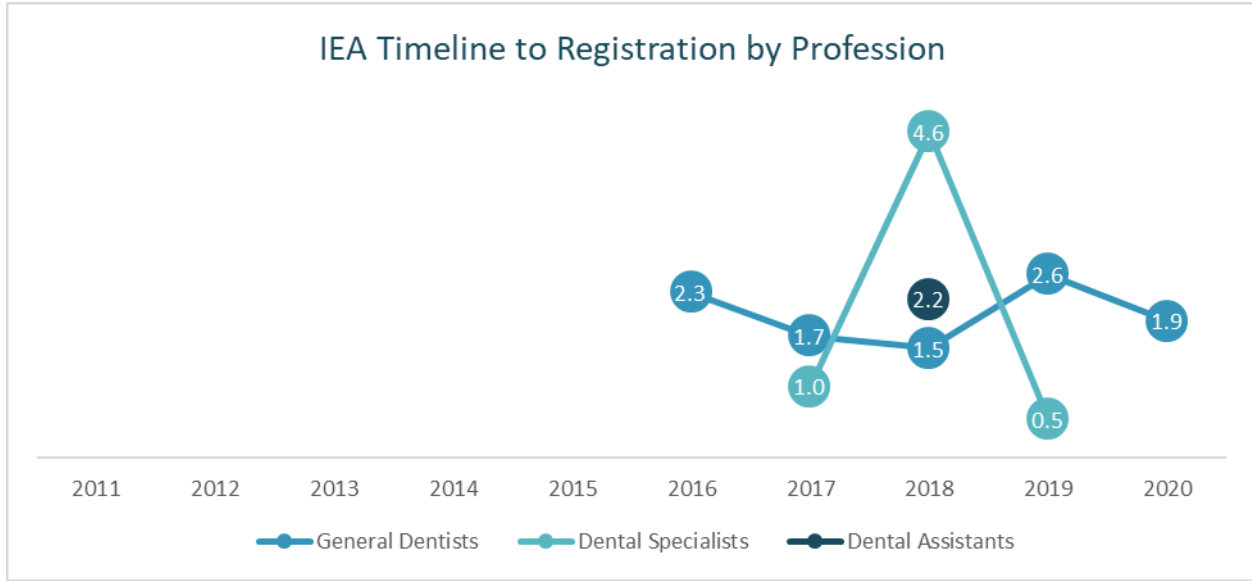
IEA year-by-year median distribution of time to registration in years by profession and pathway



IEA Median Time to Registration by Profession and Accreditation Status/Pathway in years 2011-2020			2016	2017	2018	2019	2020
Dental Specialists	Accredited			1	7.9	0.5	
	Non-Accredited				1.2		
Dental Assistants	Non-Accredited				2.2		

With low applicant numbers and figures only from the latter half of the reporting period, identifying any trend regarding timelines and pathways is difficult.

IEA year-by-year median time to registration in years by profession



The charts and graph above present the median timeline to registration across a 10-year period from 2011 to 2020. Timeline information was not complete for applicants who achieved registration from 2011 to 2015 and are not included. The above is calculated based on data available for 63/95 applicants from both accredited and non-accredited programs.

Data Collection Moving Forward

In general, the quality of data supplied by MDA for the 2011 to 2020 period on certified IEAs is strong and as data collection continues on applicant pathways, timeline information will be more informative. The data itself, however, is limited because through rates at the first-step national body cannot be examined. This compromises the ability to see what is happening to applicants and to move beyond an anecdotal understanding of applicant success.

What the data does indicate is that once an applicant is certified by the national body, they will very likely be successful in registering with the MDA. It also gives us a strong picture of pathways and timelines for these applicants, starting in the middle of our 10-year reporting period.

Moving forward, future data reporting with MDA will provide a more complete statistical picture and with a larger reporting window, support more insightful analysis of trends.

In collaboration with FRPO, MDA has a history of working to improve data collection. This has involved implementing and revamping data collection tools and documents, providing annual data submissions and validating data submissions.