

2023 Registration Review Report

Manitoba College of Social Workers



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Introduction

The Fair Registration Practices Office (FRPO) issues this registration review report for the Manitoba College of Social Workers (MCSW) under authority of The Fair Registration Practices in Regulated Professions Act (act). Registration reviews are conducted at times specified by the director of fair registration practices and in accordance with the review provisions in the act, section 15.1, 15.2, and 15.3. The purpose of this review is to determine compliance with the legislation and to identify areas that may need improvement. Compliance to the legislation refers both to the fairness of assessment and registration practice, with particular attention to the fair consideration of internationally educated applicants, as well as the co-operation of the regulator with the director.

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

This registration review results in an FRPO statement of compliance for the regulator. Reviews that result in recommendations to change practice or policy contain an action plan response from the regulator, current as of June 2023.

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

State of Progress

MCSW is committed to the fair assessment and registration of internationally educated social workers. MCSW works co-operatively with FRPO. Since their legislation was enacted in April 2015, they have taken numerous actions to ensure fair assessment and registration practice for internationally educated social workers, including:

- introducing a legacy route to registration, available during the first three years of implementation of their act, to allow those working in the field, but without a social work degree, to pursue licensure with limitations and options to expand their scope-of-practice
- offering a variety of entry-to-practice assessment routes that are timely, effective and progressive, including opportunities for applicants with related education and experience
- recognising work experience and volunteer hours towards practice hour requirements for those qualifying under the substantial equivalency route
- streamlining processes with their third-party assessor and eliminating the duplication of documentation requirements
- providing thorough web-based information for applicants
- offering an online application process that allows applicants to monitor the progress of their file
- providing written reasons for negative assessment results, introducing an alternative documentation policy and ensuring applicant access to pre-appeal/appeal opportunities
- introducing a progressive criminal record check policy
- working with one of Manitoba's immigrant serving employment agencies on a recorded webinar for internationally educated social workers

Fair Practice Analysis

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

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

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

MCSW's compliance to necessary assessment criteria

At this time, FRPO does not have concerns with the reasonableness and necessity of MCSW's assessment criteria and requirements for registration. MCSW complies with this duty. Substantive qualifications for applicants include a social work degree or related education and experience and for applicants whose programs are considered 'approved' or 'substantively equivalent', completion of a licensing exam.

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

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

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

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

MCSW's compliance to abide labour mobility obligations

MCSW's labour mobility policy for individuals registered in other provincial jurisdictions applying for registration in Manitoba complies with provisions set out in the Canadian Free Trade Agreement and the New West Partnership Trade Agreement. FRPO identifies no concerns.

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

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

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

MCSW's compliance to the duty to notify

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

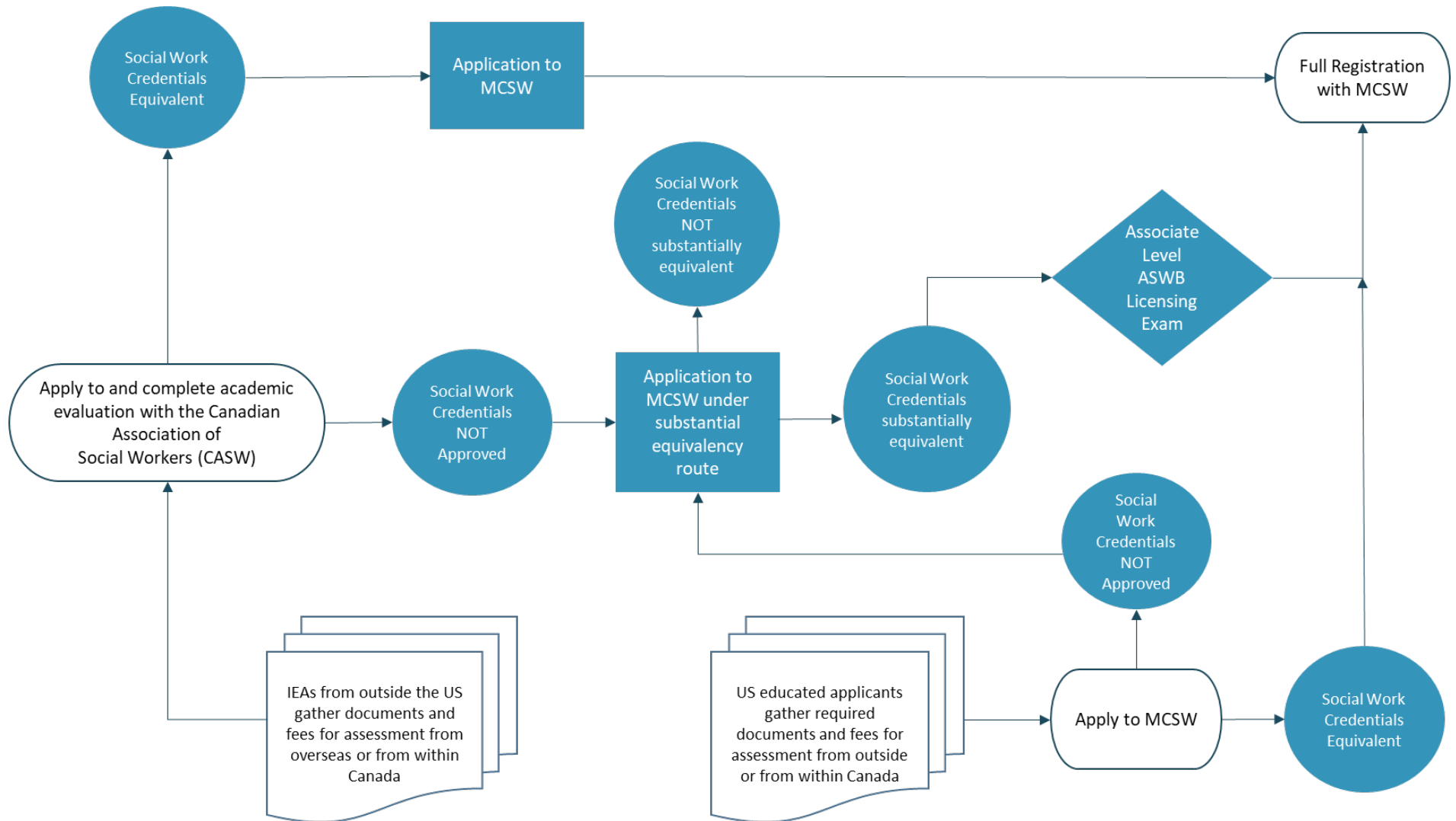
Compliance

The Fair Registration Practices Office's (FRPO) 2023 registration review of the Manitoba College of Social Workers (MCSW) examines their compliance to three duties in the Fair Registration Practices Code of Manitoba's fairness legislation; assessment criteria are necessary, labour mobility obligations are respected and FRPO is notified regarding changes in assessment and registration practice.

At this time, FRPO finds the MCSW to be compliant to each of the duties under review and has no outstanding issues. No recommendations are issued.

FRPO commends MCSW for its compliance and their work ensuring fair assessment and registration practice for internationally educated social workers and mobility applicants.

Appendix 1 – Registration Process for Internationally Educated Applicants



Manitoba
College of Social
Workers



2,604
Registered
Members

(As of December 2022)

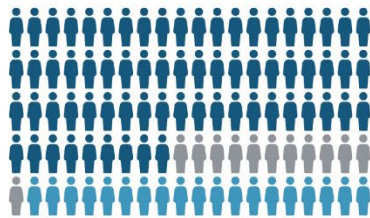
2017-2022 Internationally Educated Applicant Data



68

applications

Application Outcomes



registered - 69% | in process - 12% | file closed - 19%

Closed File Status



Top Countries of Education



applicants were educated in **15**
different countries



Median Time to Registration

1 year

2017-2022 Domestic Applicant Data



1,556

applications

1,131 (73%)

registrations