Summary of Bridging and Gap Training Programs in Manitoba for Internationally Educated Professionals

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# Summary of Manitoba Bridging and Gap Training Programs:

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Bridging Program for Internationally Educated Nurses (BPIEN)

The Bridging Program for Internationally Educated Nurses (IENs) is run through Red River College, in conjunction with the College of Registered Nurses of Manitoba. It was originally run as a pilot program in 2005, and continues to successfully train IENs to re-enter their occupational field with employment commensurate to their home country.

Program Status: Permanent

Contact Information:

Their contact information is as follows:

Website: [http://me.rrc.mb.ca/Catalogue/ProgramPrint.aspx?ProgCode=BRIPF-NA&RegionCode=WPG](http://me.rrc.mb.ca/Catalogue/ProgramPrint.aspx?ProgCode=BRIPF-NA&RegionCode=WPG)

Level 1 Contact Information:
Red River College Language Training Centre - (204) 945-6151

Level 2 Contact Information:
College of Registered Nurses of Manitoba
Registration Services
204-784-5181
Toll free (Manitoba only): 1-800-665-2027 ext. 181
Fax: 204-775-7117
Email: registration@crnm.mb.ca

The application requirement for this program is that applicants must be educated outside Canada as a registered nurse.

Program Components:

Language Development

Applicants with lower language proficiency must first upgrade their language skills for the nursing context. Specific language proficiency requirements are available on the College of Registered Nurses information for Internationally Educated Applicants webpage: [http://www.crnm.mb.ca/applicants-international-requirements.php](http://www.crnm.mb.ca/applicants-international-requirements.php).

Language proficiency development can be completed through one of the following ways:

1. Level 1: Bridging Program for Internationally Educated Nurses

This is offered through Red River College, and applicants must be referred through WELARC to enter. Level 1 is 16 weeks in length, and focuses on English language development in a nursing context. Level 1 starts in March of each year.

These classes are free for eligible students.
2. Canadian Culture and Communication for Nurses

This program is offered through the Manitoba Nurses Union. There are three modules within this program, each of which is comprised of 13 weeks of online study. While CLB 6/7 is sufficient to enter module 1, applicants need CLB 8 in each language skill by Module 3. More information about this program is found online here: https://cccn.manitobanurses.ca/

Current contact information to apply to this program can be found on this website. These classes are free for eligible students.

3. CELBAN™ Assessment or IELTS Assessment

Interested applicants can take the CELBAN™ test or IELTS assessment. Information about test dates and registration can be found online here: http://www.celbancentre.ca/

Applicants with sufficient scores can directly enter level 2 of the Bridging Program for IENs. However, applicants with sufficiently high language skills may also choose to upgrade their language proficiency, and their understanding of the culture of the Canadian nursing context by completing option 1 or 2 listed above.

Nursing Knowledge & Skills Component

The second level of the Bridging Program for IENs is for applicants who are required by the College of Registered Nurses of Manitoba to enhance their nursing knowledge and skills to be eligible to write the Canadian Registered Nurses Exam. This portion of the Bridging Program is run through Red River College, and focuses on the following:

- Practice within the Canadian health care setting
- Enhances previously acquired knowledge and skills
- Prepares successful participants to write the CRNE

The courses in Level 2 are based on the outcome of the Competence Assessment. There are two intake periods for this portion of the program: January and August. The duration of this program component is 16 weeks, and studies are considered full-time. For Level 2, up to 20 funded students can be accepted into the program, and 2 international students. The majority of these students continue and complete Level 3.

Courses are described at this website: http://me.rrc.mb.ca/Catalogue/ProgramPrint.aspx?ProgCode=BRIPF-NA&RegionCode=WPG

Clinical Practicum

Finally, the last component of this program is the clinical practicum. There are January and May entry dates for this portion of the program, which is six weeks long and is full-time in nature. This is a non-paying supervised clinical practicum in an acute care medical-surgical setting. Participants can experience and practice nursing in a Canadian health care setting and become familiar with the competencies expected of registered nurses in Canada. Mentorship component is included in this part of the program.
Program Fees and Financial Supports:  
*Nurses Recruitment and Retention Fund*

All eligible applicants - who have permanent resident status and are residents of Manitoba - who are accepted into the program have their tuition funded by Manitoba Health, Healthy Living and Seniors (MHHLs) through the Nurses Recruitment and Retention Fund (NRRF). These participants also receive funding towards the cost of books. Please note that in exchange for financial support to participate in the program, IENs must enter into a consecutive 12 month Return of Service agreement with MHHLs.
Internationally Educated Engineers Qualification Program (IEEQ)

The Internationally Educated Engineers Qualification Program (IEEQ) runs through The University of Manitoba. It was developed and piloted from 2003-2007, and is now a permanent program offered through this institution. The objective of the program is to support internationally educated engineers in re-entering their profession, by supporting their entrance into the field as an Engineer in Training (EIT).

Contact Information:

General contact information for this program is as follows:

Email: ieeq@umanitoba.ca
Telephone: 204.474.8961
Fax: 204.474.7312
Mail: E2-262 EITC, University of Manitoba, Winnipeg, Manitoba, R3T 5V6

Partners of this program include: the Association of Professional Engineers and Geoscientists of Manitoba (APEGM), The University of Winnipeg (English for Engineering Professionals and Technical Communication for Engineering Professionals), and employers.

Application Requirements:

In order to be eligible for the IEEQ Program, applicants must be able to answer yes to the following:

- Have you done an Assessment of Academic Credentials with APEGM?
- Was the result of your assessment the requirement for Confirmatory Examinations?
- Were the number of required exams five or fewer?

Additionally, applicants must have Canadian Language Benchmark levels of 8 in at least three of the four areas, with no score lower than 7.

For information on an Assessment of Academic Credentials by APEGM, contact Claudia Shymko, Assessment Officer at the Association of Professional Engineers and Geoscientists of Manitoba:

Email: cshymko@apegm.mb.ca
Telephone: 204 474 2736
Fax: 204 474 5960

There is also a self-test for eligibility available here:
http://umanitoba.ca/faculties/engineering/programs/ieeq/pdf/Are_you_ready_for_IEEQ.pdf

General Program Information:

Dates: Applications are available in October for September of the following year. The program fills up quickly.

Length: The program is typically completed in 12 months, but participants have up to 24 months if needed.
Tuition & Fees: IEEQ participants pay tuition fees to the University of Manitoba on a per-course basis, similar to any other university student. The following are estimates only and are subject to change:

- Course fees will depend on the total number of courses: up to $5000
- Textbook fees will depend on the total number of courses: up to $1600
- Incidental course related fees: $200 - $400 (eg. parking, photocopies, other supplies)
- Financial aid may be available for participants.

Program Model & Components:

The IEEQ Program has several major components, which are represented below in the Engineering Qualification Recognition Model, available online here: http://www.eqrm.ca/home-en.php.

The first component of the program is the academic coursework. Participants are integrated into existing courses for their academic coursework. These are senior-level courses in the Faculty of Engineering, which include:

- Engineering Economics
- Practicing Professional Engineering in Manitoba
- Technical & design courses
The course plan decided for each student depends on the assessment by APEGM of the Confirmatory Exams needed. The exact number of technical & design courses depends on the total number of Confirmatory Examinations assigned by APEGM.

Throughout the program, language and culture supports are integrated to support the professional integration of internationally-educated engineers into the Canadian engineering profession. IEEQ includes English language and communications support, and a year-long course in cultural training, engineering business practices in Canada, and engineering ethics, and these courses are arranged for the full cohort of students together. Additionally, networking opportunities are made available through industry tours and contact to Engineers-in-Residence on campus.

The final component of the program is 4 months of paid work experience with an engineering employer in the participant’s engineering discipline.

Program Completion:

Upon successful completion of the IEEQ Program, participants are recognized by APEGM as having met the requirements for academic qualification and you will be eligible for registration as an Engineer-in Training with APEGM. Participants will also receive a Post Baccalaureate Diploma in Engineering if they have a minimum of 24 credit hours completed through IEEQ Program requirements OR the IEEQ Program requirements are less than 24 credit hours, but they have made an additional successful application of transfer credit.

According to EQRM, "the program has proven to be highly successful in achieving its objectives. To date, 100 per cent of participants who have completed the program have been accepted as Engineers in Training or as professional engineers by APEGM, the provincial licensing body."

Additional Support Resources:

- Roadmap to Engineering in Canada: [http://newcomers.engineerscanada.ca/](http://newcomers.engineerscanada.ca/)
- English for Internationally Educated Engineers - The University of Winnipeg [http://www.uwinnipeg.ca/elp/esp/english-for-professional-purposes.html#engineering](http://www.uwinnipeg.ca/elp/esp/english-for-professional-purposes.html#engineering)
Internationally Educated Agrologists Program (IEAP)

The Internationally Educated Agrologists Program (IEAP) is run through the University of Manitoba. It began as a pilot program in 2007, and it initially received funding to offset operating costs. However, it continues to run without external funding, and is now in its 7th year. IEAP accepts approximately 12 students/year.

Contact Information:

General contact information for the program is as follows:

Website: [http://umanitoba.ca/afs/ieap/](http://umanitoba.ca/afs/ieap/)
Email: IEAP@cc.umanitoba.ca
Telephone: (204) 474-8281
Fax: (204) 474-7525
IEAP Program Coordinator: Alicia Franco-Espinosa
Faculty of Agricultural and Food Sciences
University of Manitoba
66 Dafoe Rd., 248 Agriculture Building
Winnipeg, Manitoba, Canada R3T 2N2

Application Requirements:

Eligibility for acceptance into the IEAP is determined based on the following criteria:

- a degree in agriculture from another country
- a permanent resident or Canadian citizen
- an English Language Benchmark of 8 or higher
- a valid driver’s license
- application for registration with the Manitoba Institute of Agrologists (MIA) has been accepted.

NOTE: This means that you are eligible to APPLY for the IEAP Program ONLY if you have a letter from MIA indicating that your MIA application for registration has been ACCEPTED.

General Program Information:

*Application deadline:* The deadline to apply to the program is typically in April for an August program commencement of the same year.

*Tuition & Fees:* The program tuition, course registration fees, and tour fees will be covered by the IEAP participant. Tuition fees depend on the number of courses, up to $5,500.00

*Length:* The program is 12 months long.
Program Components:

Qualified candidates begin the training through the Program two weeks before the start of the Fall Term at the University of Manitoba, usually the third week of August.

There are two primary components to the program: academic training and coop work experience.

Academic training is 8 months in length, and it involves the completion of a minimum of eight courses at the University of Manitoba as prescribed by the Advisory Committee of the IEAP Program. The IEAP Participants are enrolled in four types of courses in the Faculty:

- Courses related to IEAP participant’s areas of discipline
- Courses that provide Canada-specific knowledge about the agricultural business, agricultural sciences, as well as production and management practices
- “Business and Technical Communication” course, designed specifically for the IEAP Program to improve participant communication and language skills
- “Practising the Profession of Agrology” course, designed specifically for the IEAP Program to learn about the agriculture industry and the responsibilities of a practicing agrologist

Note: In the first two types of courses, participants are integrated into existing courses within the Faculty of Agricultural. The “Business and Technical Communication” and “Practising the Profession of Agrology” courses are arranged as a cohort style course for all IEAP participants.

The eight months of academic training are followed by a four-month co-op work experience. The work experience is a paid cooperative opportunity in which the foreign-trained agrologist is hired by and works for an agricultural company in Manitoba.

Program Success: According to the IEAP brochure for employers, to date, all students that completed the program have found a job in the agriculture industry. As of August 2014, 90% remain employed.

Resources for Internationally Educated Agrologists:

- Course - English for Internationally Educated Agrologists – The University of Winnipeg
  [http://www.uwinnipeg.ca/elp/esp/english-for-professional-purposes.html#agrology](http://www.uwinnipeg.ca/elp/esp/english-for-professional-purposes.html#agrology)
International Dental Degree Program (IDDP)

The International Dental Degree Program operates through the Faculty of Dentistry at The University of Manitoba.

Contact Information:

Contact information for this program is as follows:

Website: http://umanitoba.ca/faculties/dentistry/iddp/
Telephone: 204.977.5611
Fax: 204.789.3912
email: dent_iddp@umanitoba.ca

International Dentist Degree Program
Faculty of Dentistry, University of Manitoba
D113 - 780 Bannatyne Avenue, Winnipeg, MB R3E 0W2

Program Eligibility and Intake:

Eligibility – Track A

Applicants must have completed a 4-year degree in dentistry from a university outside of Canada. Additionally, they must have completed the Assessment of Fundamental Knowledge examination in English sponsored by the National Dental Examining Board of Canada (NDEB) within two years prior to the application with a minimum score of 55% AND DO NOT intend to participate in the Assessment of Clinical Skills and Assessment of Clinical Judgement examinations through NDEB in the year of application.

Eligibility – Track B

In order to be eligible to apply to Track B of the International Dentist Degree Program, applicants must be a graduate of a minimum four-year university dental degree program, not recognized by the Commission on Dental Accreditation of Canada and have written the Assessment of Fundamental Knowledge examination sponsored by the National Dental Examining Board of Canada (NDEB) within two years prior to the Track B application deadline, AND have taken the Assessment of Clinical Skills and Assessment of Clinical Judgement examinations sponsored by the National Dental Examining Board of Canada (NDEB) in the year of application prior to the Track B application deadline.

Selection Process - On-site Assessment - Track A

- The On-site Assessment will be held in early August of the year preceding entry into the program. It consists of a personal interview and a psychomotor skills assessment on dental mannequins, held over a four/five-day period. This includes:
  - Personal Interview
  - Psychomotor Skills Assessment
  - Essay
  - Objective Structured Clinical Examination
• Applicants will have the opportunity to meet some faculty members and students presently entered into the undergraduate program, will be given a tour of the Faculty, and provided information about Student Support Services and the City of Winnipeg.
• There is a non-refundable On-site Assessment Fee.

Track B: Application Review

Candidates must attend an interview at the Faculty if selected. Applicants will be selected for an interview based on his/her:
• Academic credentials
• The results of their NDEB Assessment of Fundamental Knowledge
• Assessment of Clinical Skills and Assessment of Clinical Judgement examinations, taken the year of application
• English language test results

Not all applicants can be invited for the interview. Applicants accepted for the in-person interview will be informed by late August of the year preceding entry into the program. Applicants who accept the offer of an in-person interview must indicate their acceptance in writing by date given by IDDP Coordinator.

More information about the eligibility and selection process is available online here under the ‘Applicant Information Bulletin:
http://umanitoba.ca/student/admissions/application/programs/iddp-application.html

General Program information:

Program length: After a 7-8 week summer orientation program, students enter the 3rd year of the regular 4-year dental program of the Faculty. Therefore, the program is 32 months long.

Tuition & Fees: Students are responsible for covering their own program fees. This includes a non-refundable deposit towards the first year’s tuition by date provided by IDDP Coordinator, in the year prior to entering the program. The balance of fees will be due in the following months:
Intersession - April; 1st term fees - August; 2nd term fees - January (exact dates to be determined).

Program Components:

Orientation: Students will join the Faculty in May of the year in which they are to begin the IDDP for a 7-8 week orientation program. The purpose of the orientation program is to acquaint students with the various policies, protocols, materials and equipment used in the dental program at the University of Manitoba. As well, this program will have a pre-clinical component intended to ensure that the IDDP students’ clinical treatment skills and knowledge are equivalent to the level of the 2nd year dental students. Students will then enter the 3rd year of Dentistry which begins in early August.

Program Completion: Upon satisfactory completion of the 3rd and 4th years of the dental program, IDDP participants will be awarded the Doctor of Dental Medicine (DMD) degree. All graduates of DMD programs in Canada, once having passed the National Dental Examining Board of Canada (NDEB) examinations, are eligible for licensure/registration as a dentist in all provinces in Canada.
International Medical Graduate Program

The International Medical Graduate Program is offered through the Faculty of Medicine within The University of Manitoba.

Program Status: Permanent

Contact Information:
International Medical Graduate Programs
S203 Medical Services Building
750 Bannatyne Avenue
Winnipeg, MB, R3E 0W2
Telephone: 204-975-7757
Fax: 204-789-3911
Email: imgprogram_inquiries@umanitoba.ca

The IMG Program began in 2001. Due to limited program capacity, approximately 17% of applicants are accepted into the IMG Program each year. More information about program statistics is available here: http://umanitoba.ca/faculties/medicine/education/imgp/programhistory.html

IMG Programs:
The IMG Program at The University of Manitoba provides internationally educated physicians with three streams for re-certification in Canada:

1. The International Medical Graduate Assessment for Conditional Licensure (IMGACL)

This program is intended for physicians who have completed training outside of Canada, and have been practicing independently in their own country. This program helps to bring candidates up to Canadian standards for practice. The application process involves three components:

- Application – review of Applicant credentials and experience
- CAPE Assessment (Clinicians Assessment and Professional Enhancement)
- Interview

Candidates are interviewed and if accepted into the program, rural Regional Health Authorities (RHAs) hold a meet and greet with successful candidates where each RHA will offer sponsorship to individual candidate(s). In return, the individual must complete a four-year return of service within a rural location upon successful completion of the program.

This is a 3-month assessment process for general practitioners. This program involves the following components:

- 4-week orientation for all IMGs (currently in January each year)
- Two 4-week periods practicing in two family-practice clinics
- One 4-week period practicing acute care in an ER settings

Completion of this programs leads to conditional licensure. Mentorship and other supports continue past graduation. A full description of this program is available here: http://umanitoba.ca/faculties/medicine/education/imgp/familyphysicianassessment.html
2. Medical Licensure Program for International Medical Graduates (MLPIMG)

This program is for physicians who have completed training outside of Canada, and have been practicing independently in their own country. This program is provided to enhance the current skills of IMG physician, and bring candidates up to Canadian standards for practice. The application process involves three steps:

- Application – review of Applicant credentials and experience
- National Assessment Collaboration Objective Structured Clinical Examination (NAC OSCE)
- Interview

Like the IMGACL, candidates are interviewed and if accepted into the program, rural RHA’s hold a meet and greet with successful candidates where each RHA will offer sponsorship to individual candidate(s). In return, the individual must complete a four-year return of service within a rural community upon successful completion of the program.

The MLPIMG is a 1-year training program for family medicine physicians. This program involves the following components:

- 4-week orientation for all IMGs (currently in January each year)
- Thirteen four-week postgraduate medical education rotations (PGME) in a variety of medical fields

A description of the rotations is available here: [http://umanitoba.ca/faculties/medicine/education/imgp/familyphysiciantraining.html](http://umanitoba.ca/faculties/medicine/education/imgp/familyphysiciantraining.html)

In total, this program is thirteen months in length, currently from January – February (of the following year). This is scheduled to change in 2016 from June – July (of the following year).

Successful MLPIMG physicians will practice family medicine independently in rural regions. A full description of this program is available here: [http://umanitoba.ca/faculties/medicine/education/imgp/familyphysiciantraining.html](http://umanitoba.ca/faculties/medicine/education/imgp/familyphysiciantraining.html)

3. Non-Registered Specialist Assessment Program (NRSAP)

The goal of the Non-Registered Specialist Assessment Program (NRSAP) is to organize and facilitate clinical assessments of internationally educated specialist physicians whose registration will be limited to a specialty field of training in order that they meet the requirements of the College of Physicians & Surgeons of Manitoba (CPSM) for licensure.

Application for this the NRSAP is ongoing. Requirements for program eligibility and application are available here: [http://umanitoba.ca/faculties/medicine/education/imgp/specialistassessment.html](http://umanitoba.ca/faculties/medicine/education/imgp/specialistassessment.html)

Candidates must be eligible for conditional registration with the College of Physicians & Surgeons of Manitoba (CPSM) before proceeding to the screening steps of the NRSAP. Pre-screened candidates must have a job offer and have secured sponsorship by a Regional Health Authority in order to be
accepted into the NRSAP program. In return, the individual must complete a return of service (varies 4 years). NRSAP candidates have no location restrictions on where they may practice in Manitoba as it depends on where the speciality service is offered.

The NRSAP is an assessment program for specialty physicians. The assessment is conducted within the speciality department, at University of Manitoba's affiliated hospitals over a 3-month to 12-month assessment period, depending on the specialty.

Successful MLPIMG physicians will practice family medicine independently in rural regions. A full description of this program is available here: http://umanitoba.ca/faculties/medicine/education/imgp/familyphysiciantraining.html

Following successful completion of the assessment, NRSAP candidates will be further supported by a mandatory Mentorship/CPD for a one year period through the Division of Continuing Professional Development.

Sources of Financial Support:

Because all students who are accepted into the IMG Program are sponsored by a Regional Health Authority, they receive a salary throughout the assessment and programming period. This salary continues (and increases) after completion of the program throughout the return-of-service period. As a result of this funding, participants are not typically eligible for financial supports through Manitoba Student Aid or Employment Manitoba. However, students within the MLPIMG are considered University of Manitoba students, and are therefore eligible for student awards as well as line of credits at student rates through financial institutions.
Practical Nursing Qualification Recognition (PNQR) Pilot Program

This is a pilot project of Manitoba Health, Healthy Living and Seniors and Assiniboine Community College. Funding is provided by Health Canada under the Internationally Educated Health Professionals Initiative (2011-16). The project is delivered by Assiniboine Community College (ACC), in collaboration with key stakeholders including the College of Licensed Practical Nurses of Manitoba (CLPNM).

The current design of the project includes both a clinical competence assessment, intended to help the regulator identify if applicants for registration meet entry level competencies for practice, as well as a gap training program to help applicants meet those entry level requirements.

There are two intakes each year of approximately 15 participants per intake.

Contact Information:

College of Licensed Practical Nurses of Manitoba
463 St. Anne's Road
Winnipeg, MB R2M 3C9
Telephone: (204) 663-1212
Toll Free: 1-877-663-1212
Website: http://clpnm.ca/contact-us/

Program Eligibility:

The Credential Assessment Application Guide for IENs is used to determine eligibility for licensure, as well as program participation. IENS are advised to review this package in detail before contacting the CLPNM:


As of August 12, 2014, Internationally Educated Nurses (IENs) must first apply online through the National Nursing Assessment Service (NNAS). Once the IEN has submitted all of their required documentation to the NNAS, the NNAS will review their documents and then issue them an Advisory Report. (NNAS will also issue this Advisory Report to the IENs regulatory body of choice.) If the Advisory Report is issued to the CLPNM, the IEN has 3 months in which to open a file with the CLPNM. The following documents are required to open a file:

- Credential Assessment Application form
- Application Fee
- 2 Canadian passport-sized photos
- Government ID
- Proof of Immigration Status
- Language Proficiency form—they are to indicate on this form if they already provided proof of language to the NNAS.
Once the file is open, the IEN has 1 year in order to complete their file. (CLPNM is looking to change this to 6 months.) The following documents are required to complete a file:

- Criminal Record Search Certificate for Vulnerable Sector Search
- Child Abuse Registry Check
- Adult Abuse Registry Check
- Disclosure Form

Once the file is complete, a paper-based assessment occurs. (The CLPNM determines eligibility and makes a referral to this program.)

**Application Process:**

IENs must begin with an application to the regulator, the CLPNM. The regulator will decide if a clinical competence assessment and/or participation in the gap training program is required.

There is no direct route by which IENs can apply directly to ACC to participate in this program. The process begins with the regulator as does the referral to the program. The application periods are continuous.

**General Program Information:**

*Length:* The full-time, in-class portion of this program is ten weeks. Following successful completion of the ten week class room portion, participants complete two clinical placements (long term care for 3 weeks and acute care for 4 weeks), made available through a partnership between ACC and the Winnipeg Regional Health Authority.

*Location:* The ten week class room portion is held at ACC’s Winnipeg campus on Border Street.

*Fees:* In the pilot stage of this program, until March 31, 2016, the program is provided without cost to eligible participants.

*Dates:* Application periods are continuous. There are two intakes per year – August and November – of approximately 15 students each (30 per year).

**Program Components:**

This program helps IENs fill entry level technical and knowledge gaps as well as provides content related to the culture and expectations for practice of the practical nursing profession in Manitoba. The intention is for the gap training to be as flexible as possible to accommodate both common gaps as well as individualized needs, where possible.

Following successful completion of the ten week in-class portion, participants will complete two clinical experience placements, made available through a partnership between ACC and the Winnipeg Regional Health Authority. One clinical placement is completed in Long Term Care (3 weeks) and one is in Acute Care (4 weeks).

The program includes an exam preparation course (3 weeks) to assist IENs prepare to write the national Canadian Practical Nurse Registration Examination (CPNRE), which is required for registration. The focus of the course is not on nursing content but rather on exam preparation and
anxiety reduction techniques so that candidates have an opportunity to review and become familiar with the testing regime. Upon successful completion of the full program, participants will be given eligibility to write the national exam by the CLPNM.

While the exam prep course is run as part of the PNQR Pilot Program, ACC can make it available as a stand-alone offering, for a fee, for those who do not require gap training, so as to maximize its accessibility and impact.

The five main components of the class room portion of the gap training are:

1. Physical Health Assessment
2. Pharmacology Review
3. Nursing Skills Review
4. Canadian Healthcare Culture and Communication
5. CPNRE preparation
6. Individual gap training
International Technologist Bridging Program
For Internationally Educated Medical Laboratory Technologists

The International Technologist Bridging Program is run by Diagnostic Services Manitoba (DSM) with funding support from Health Canada under the Internationally Educated Health Professionals Initiative and Manitoba Health, Healthy Living and Seniors.

The first intake began in 2007. The program accepts six applicants per year.

Program Status: pilot

Contact Information:
The contact information for the regulator is:

College of Medical Laboratory Technologists of Manitoba
146-2025 Corydon Avenue
Winnipeg, Manitoba
R3P 0N5 Canada
Telephone: (204) 231.0311
Fax: (204) 489-7300
E-mail: cmltm@cmltm.ca
Phone: 1-877-331-0311

Contact information for this bridging program is:

1502-155 Carlton Street
WINNIPEG MB R3C 3H8
Phone: 204.926.8005
Toll Free: 1.866.320.8796
Fax: 204.940.1761

Application Process:
In order to apply to the International Technologist Bridging Program, applicants must meet the following requirements:

1. Contact the College of Medical Laboratory Technologists of Manitoba or Diagnostic Services Manitoba, who will refer eligible applicants to the Canadian Society for Medical Laboratory Science (CSMLS) in order to complete the CSMLS' prior learning assessment. This is a prerequisite of the gap training program. See http://www.cmltm.ca and http://www.csmls.org
2. Hold a temporary, permanent or casual position as a Medical Laboratory Assistant (MLA) with Diagnostic Services of Manitoba (preferred) *
3. Have Medical Laboratory Technologist (MLT) credentials from a country outside Canada
4. Be a permanent Canadian resident or have landed immigrant status

*Employees from other employers will also be considered with employer support for participation in the program.
The application deadline is May, for an August start date.

**General Program Information:**

*Length:* This is approximately a 12-month bridging program, including 10 months of course work and 18 weeks of a clinical placement.

*Fees:* Funding, provided by DSM in partnership with Manitoba Health, Healthy Living and Seniors and Health Canada, covers the costs of tuition and books for the one-year program (an amount of approximately $4,000). Clinical refreshing, simulated training and any required language upgrading is also covered (an amount of approximately $3,500).

There is a cost to complete the CSMLS’ prior learning assessment, which is a pre-requisite of the gap training program. Potential participants must pay for this cost themselves. See [http://www.csmls.org/](http://www.csmls.org/) for more information.

*Return-of-Service:* NOTE: Funding is provided to participants in exchange for a Return of Service commitment. Program participants must agree to work with DSM /their employer for a period of three (3) years.

**Program Components:**
The program involves two components.

The first component is coursework, which is completed through distance learning with Mohawk College of Applied Arts and Technology. Topics of instruction include discipline theory, instrumentation, quality control and safe work practices.

Note: Currently, there is limited information about essential/relational skills or the culture of the Canadian workplace in the course work portion.

Applicants are encouraged to contact DSM for information about available local resources such as the Communication for Internationally Educated Health Professionals course and the Professional Practice Seminars for Internally Educated Allied Health Professionals.

**Practicum and Clinical Placement**

Coursework is followed by 18 weeks of clinical rotation, which are delivered at DSM labs as well as at Canadian Blood Services. In order to prepare participants for the lab techniques that will be performed during the clinical rotation, participants attend a four-day lab intensive weekend in Hamilton, Ontario.

**Program Completion:**

After participants have successfully completed the International Technologist Bridging program, they are eligible for conditional licensure with the CMLTM. Conditional licensure allows practice
(with restrictions) as a medical laboratory technologist while the internationally educated medical laboratory technologist is preparing to write the CSMLS certification exam or is awaiting the results of the exam.

Participants must complete the Canadian Society for Medical Laboratory Science Medical Laboratory Technologist Certification Exam. Upon successful completion of the exam, participants are eligible for full registration as an MLT with the CMLTM.

Graduates must fulfill their Return of Service commitment and work as an MLT with DSM for three years.

**Resources for MLTs:**

Credit Union Teller Training (Immigrant Integration Program)

The Immigrant Integration Program for Credit Union Tellers is offered jointly through Assiniboine Credit Union, Cambrian Credit Union, Portage la Prairie Credit Union, and Westoba Credit Union, with the support of Manitoba Start. The program began in 2004, and is currently being run with the funding support of the Federal Government and Credit Union partners, and the administrative support of Manitoba Start.

Contact Information:

Contact information for the program is as follows:

Dale Klassen
English at Work Coordinator
MB Immigration and Multiculturalism
Dale.Klassen@gov.mb.ca

Eligibility Requirements:

Successful applicants should meet the following criteria:

- Banking experience from home country (preferred)
- Customer service and/or sales and referral experience
- Cash experience
- Detail orientated
- Education equivalent to Canadian grade 12
- Canadian Language Benchmarks of 7 for R,W,L,S (preferred but not limited to these)

Application Process:

In order for potential participants to gain information about the program, information sessions are held in the summer. Also, it is helpful when the panel of CU HR Reps actually meet the individual in person as there are around 200 applications that flow through this program.

The application process involves the following steps:

1. Information sessions – information on submitting resumes and/or IIP applications at Manitoba Start.
2. Shortlisted for telephone interviews
3. Candidates from telephone interviews are shortlisted again for face to face interviews. This will take place sometime in August or September.
4. Successful candidates will start the program in late September.
Program Components:

There are two main components to the program:

1. Pre-training – 4 weeks. This program component is paid, and is essential to help IEPs learn the culture of Canadian banking or ‘credit unioning’.
2. Work Experience – 12 weeks. This program component is also paid, and involves training, coaching, and mentoring to be able to successfully perform within the Member Service Representative role.
3. There is a mid-point meeting where these individuals will meet with the credit union representatives, facilitator, and coordinator to express what is going well and what challenges they are experiencing, which the coordinator cites as a successful program component.

The program is paid. At the end of training, trainees may be offered a permanent position if one is available and if the trainee showed good promise as a future employee. If trainees choose to move on to a different opportunity at another employer they are free to do so and do not have to repay any training costs. There is no ‘return-of-service’ agreement.

Program Completion:

All graduates of the program will receive a certificate of completion. There is no guarantee of employment at the end of the program, however, past history has seen successful hires.
Early Childhood Educator: Internationally Educated Qualifications Program

The ECE: IEQ Program runs through the Department of Manitoba Family Services.

Contact Information:

General contact information for the program is as follows:

Website: http://www.gov.mb.ca/fs/childcare/ece/become_classified.html
Telephone: 204-945-0776
Toll-Free: 1-888-213-4754
Michelle Andrea, Qualifications Specialist
Email: Michelle.Andrea@gov.mb.ca

Application Criteria:

Eligible individuals must meet the following requirements:

- A minimum CLB 7 in each language skill
- A minimum of two years of international education with a focus on early learning and child care
- Experience working in the area of early learning and child care prior to entering Canada
- Currently employed in a licensed child care centre
- Working a minimum of 20 hours per week directly with the children.

Interested candidates must complete the Early Childhood Educator: Internationally Educated Qualifications Application to apply to the program. Eligible applicants will then have to participate in an interview process to determine admission into the program.

General Program Information:

Length: If no learning gaps are identified, 14 weeks in length.

Fee: The program is free of cost.

Program start time varies depending on program interest and intake volumes. Typically, the coordinators wait for a group of 5 or 6 people to start at the same time. The numbers vary from year to year.

Program Process & Components:

The program involves the following components:

- An orientation session for the program
- Workshops and a minimum of two networking meetings
- An ongoing work placement, with two workplace observations done by an Advisor Assessor and a Peer Assessor
• A complete documentation file
• If learning gaps are identified, then they must be addressed through an appropriate post-secondary program. Workshops might be required or taking a course at the college might be required. It is tailored to the individuals’ learning styles and their skills.
• A final profile meeting

The ECE: IEQ program is completely run through the Department of Manitoba Family Services. The Department has an agreement with colleges that a person may not require the prerequisites for a particular course, if we have recommended they take it before receiving their classification.

Program Completion:

The outcome of the Program is decided in a final assessment meeting. The team members meet to share information about the competence of the Participant according to the Program Outcomes and Standards of Performance. A profile is developed indicating competence as well as identifying learning gaps. A unanimous vote for overall competence is required for successful completion of the process and the awarding of an ECE II classification.

Resources for Early Childhood Educators:

• Publications from Manitoba Family Services & Labour: [http://www.gov.mb.ca/fs/childcare/publications.html](http://www.gov.mb.ca/fs/childcare/publications.html)
• Resources for Internationally Educated Applicants: [http://www.gov.mb.ca/fs/childcare/ece/resources.html](http://www.gov.mb.ca/fs/childcare/ece/resources.html)
Environmental Immigrant Bridging Program

In 2007, ECO Canada conducted a feasibility study for a Foreign Credential and Recognition program for the Canadian environmental sector. As a result of this study, ECO Canada decided to create an Environmental Immigrant Bridging Program. Although the program was run initially in Canada in 2009/10, it was offered for the first time in Manitoba in February 2013. The program is not affiliated with a post-secondary institution; instead, it is offered through Success Skills Centre.

Contact Information:

Email: ssc@successskills.mb.ca
Phone Number: (204) 975-5111
Success Skills Centre
330 Portage Ave Winnipeg, MB R3C
Website: http://www.successskills.mb.ca/Eco.html

General Program Questions: immigration@eco.ca

Program Eligibility & Application Process:

The program is available to professional newcomers with a minimum of five years of work experience in the environmental sector, a degree or diploma in the environmental field, English or French language proficiency equal to a Canadian Language Benchmark of 7, underemployed or unemployed, and eligible to work in Canada.

Interested applicants must send their completed application, resume, and a letter of interest to Success Skills Centre in order to apply. Success Skills Centre will be responsible for assessing applications and selecting the finalists for the program. Selected applicants will be required to do an in-person interview as part of the assessment process.

General Program Information:

The purpose of the Environmental Immigrant Bridging Program is to provide skills to internationally trained immigrants with the knowledge and soft skills necessary to be successful in the environment sector in Canada. The goal of the program is to help skilled immigrants learn verbal and written communication skills, sector-specific language, and the workplace culture of Canadian environmental companies in order to bridge the gap towards a successful career. The EIB Program is not a technical training program and is currently only available in English.

Length: The Program is 7 weeks of in-class work, and 6-12 weeks of work experience.

Fee: The program is free of cost.

Program Components:

The Environmental Immigrant Bridging Program involves the following components:

- 180 hours of course work (in person). The coursework is focused on communication skills, Canadian workplace culture, and the sector-specific language of the environment.
Bridging Program is not a technical training program. The EIB Program curriculum is a total of 180 hours and participants will attend approximately seven weeks of classroom training. The course runs full-time, Monday to Friday, from 9:00 a.m. to 4:00 p.m.

- 6-12 weeks work placement. Paid and unpaid opportunities are available, but placements are not guaranteed.
- Industry guest speakers and career and networking events
- Informational interviews
- Job shadowing
- Mentorship opportunities

The program will run again if sufficient interest is available.

**Resources for Internationally Educated Environmental Professionals:**

Certified Teacher Education Program & Immigrant Teacher Education Program (ITEP)

The University of Winnipeg offers two opportunities for internationally educated teachers (IETs): the Certified Teacher Education Program and the Immigrant Teacher Education Program (ITEP).

Contact Information:

Website: http://education.uwinipeg.ca/future_students/international_teachers.html

The following contact information is for IETs who have not yet been admitted into one of the above programs:

Admissions Office
Phone: (204) 786-9967

Program Eligibility:

This program is available to individuals who were educated as a teacher in another country and hold a 5-year Bachelor of Education degree. Additionally, they must have had their credentials assessed by the Manitoba Teachers Certification Board (MTCB), with gaps in training identified for the Certified Teacher Education Program. However, for the ITEP, it is encourage that applicants have received a provisional teaching license, so they are able to work immediately in a K-12 classroom (provided the required coursework is completed within a 3 year period, and the teachable areas have been completed.)

Successful applicants must also meet the language proficiency requirements of the University of Winnipeg.

Note: Students who apply to the program, but do not meet the language proficiency requirements are referred to the English for Specific Purposes Program at The University of Winnipeg. Typically, students are recommended to take either “English for Academic Writing” to meet language proficiency requirements to enter the Faculty, or “English for Internationally Educated Teachers”. More information can be found on their website: http://uwinnipeg.ca/elp/esp/english-for-professional-purposes.html#teaching

Application Process:

In order to apply to the Certified Teacher Education Program, IETs must complete the general application form for the University of Winnipeg, selecting specifically “Certified Teacher Program” under section “C4” of the application form available here:
http://education.uwinipeg.ca/future_students/application.html

Once students are accepted into this program, they work with an academic advisor to complete the courses that are needed to obtain permanent certification with the MTCB.
For the ITE Program, there is no application process. Individuals are selected for this program, either from students who are enrolled within the Certified Teacher Education Program, or from referred from a school division. This program is partnered with the Winnipeg School Division and 7 Oaks School Division, and administrators will generally refer EAs to this program who are Manitoba certified IETs who have been unable to secure a teaching position. Typically, applicants are accepted more readily if they have been trying multiple avenues to enter the school system (volunteering, substitute work, educational assistant work) over a longer period. However, acceptance is granted at the discretion of the Academic Advisor for this program. A flow chart of the admission process to the ITE Program is included in Appendix A.

**Program Information:**

*Length:* The length of the ITEP is flexible. It is generally 6 months – a maximum of 2 years. If a student receives a job offer, then it can end immediately when the offer is made. The length of the Certified Teacher Education Program depends on the number of courses to be completed. This is usually about 1 year.

*Tuition:* Students in the ITEP must pay for any classes they need to take to complete the requirements established by the MTCB, or that are recommended by the program coordinator to gain the knowledge needed to meet Manitoban teaching standards. However, for students who have been referred by Winnipeg School Division (and are currently employed by that division), the division will pay for their courses. The internship (work experience) is paid, both by 7 Oaks and Winnipeg School Division (the only divisions that partner with this program for work experiences).

*Dates:* The dates for application times are posted on the Faculty of Education website: [http://education.uwinnipeg.ca/future_students/application.html](http://education.uwinnipeg.ca/future_students/application.html)

*Objective:* The objective of the ITE Program is to help make teachers more employable, rather than only to gain the basic certification.

**Program Components:**

The Certified Teacher Education Program allows participants to complete coursework required to obtain a Permanent Certificate through the MTCB. This may involve a practicum component, if it is required. If it is not required, a student cannot elect to enrol into a practicum, but two courses are available as electives to provide an opportunity for practical experience: Service Learning and Learning Theory. These courses involve either observation in a classroom, or formal volunteer experience. There is no additional language or soft skill support involved in this program. Students are referred to the ‘English for Specific Purposes Program’ for this additional support.

The Immigrant Teacher Education Program is a flexible program with variable components, depending on the needs and availability of students. The two primary components of the program are the work placement and the coursework:

- *Work experience:* Students are matched with a teacher mentor, who they will shadow and then support as an EA, or as a ‘practicum teacher’ for a period of up to two years (shorter if they are hired). The mentor supports the student with understanding of soft skills for the
Canadian classroom, as well as the opportunity to apply technical teaching skills. The student is paid for this period.

- **Coursework:** For students who have mandatory courses to complete as determined by MTCB, they are placed into classes as needed. Some sections of classes are opened for IETs, but for most classes, students are integrated into existing classes. Generally, all students are advised to take a class on classroom management, assessment, and Aboriginal education, even if they have met all the requirements for their permanent license.

**Program Completion:**

The Certified Teacher Education Program is ‘completed’ when all coursework needed to gain permanent licensure has been met. Students do not receive a Bachelor of Education after program completion, unless they have particularly applied for credit transfer and completed all necessary courses in order to do so.

The ITE Program is successfully ‘complete’ once students have been offered a position (term), or when they have reached the program limit of 2 years. No certification is issued at this time. If students have completed coursework to gain permanent teaching license, they would receive their Permanent License after sending in necessary documentation to the MTCB.

Students are advised to take Post-Bacc courses, if applicable, to meet coursework requirements so that they will be able to complete a PDBE with only minimal additional work.
Appendix A

PATHWAY TO ITEP PROGRAM

**Requirements**
- Provisional or Permanent Certificate from Manitoba Teachers Certification Board (MTCB)
- Admission to University of Winnipeg
- Placement at one of the partnering school divisions

**No Professional Certificate**
- Contact Manitoba Cert Branch
  1 (604) 667-2373 or
  1 (204) 773-2998
- Address:
  Manitoba Teacher's Certification Board
  402 Main Street, P.O. Box 700
  Russell, Manitoba R0J 1W0
  Fax: 1 (204) 773-2411

**Have the Professional Certificate**

**Admission to University of Winnipeg**

**Document Check List**
- Application
- Letter from MTCB
- Original Transcripts
- Proof of English Language Requirement
  - CAEL
  - TOEFL
  - IELTS

**English Language Requirement Met**

**English Language Requirement Not Met**

**Contact English for Specific Purposes**
- Free English Classes
  204.982.1818
- www.esp.uwinnipeg.ca

**Enroll in Certified Teacher Education Program in Faculty of Education at the University of Winnipeg**

**Successful ITEP Candidate**
Register in education courses and workshops created for immigrant teachers in the ITEP program