

College of Medical Laboratory Technologists of Manitoba

Board of Assessors

Policy Title	Policy Number
Language Proficiency	BOA-17
	Date of Approval
	September 22, 2017
Responsible Authority	Date of Revisions
CMLTM Council	March 29, 2018, April 18, 2020, April 17, 2021, February 8, 2023, April 10, 2024
(Board of Assessors)	Page(s)
	1 of 3

Purpose:

The purpose of this policy is to state the English language proficiency requirements for initial registration pursuant to the *Medical Laboratory Technologists Act*, *Medical Laboratory Technologists Regulation 179/2006*, section 4(1)(c).

Policy:

Research has confirmed that a high degree of proficiency in reading, writing, listening, and speaking is extremely important for providing safe Medical Laboratory services.¹ Therefore, a demonstration of the required threshold level of English language proficiency is required as one measure of competency for Medical Laboratory Technology practice.

The Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) conducted an updated benchmarking research project² to validate the language proficiency required to practice as an MLT.

English Language Proficiency

- 1 An applicant for registration as a Medical Laboratory Technologist in Manitoba who meets one or more of the following criteria is deemed to be *proficient* in the English language when they have:
 - a. graduated from an approved Medical Laboratory Sciences (MLS) education program where English was the language of instruction for classroom and clinical components; or
 - b. notarized evidence or official transcript of graduation from a post-secondary education program (diploma or degree) in Canada where English was the language of instruction.
 - c. current registration and evidence of practice as an MLT in a Canadian jurisdiction.

¹ Grant, M. (2008). *Investigation of Language Assessment Tools and Benchmarks Necessary for Success for IEMLTs*. CSMLS.

² Centre for Canadian Language Benchmarks (2022), *Revisiting the English Language Benchmarks for MLTs, Benchmarking Report*. CAMLPR

- d. Achieve the minimum score in each language skill area (writing, speaking, listening, and reading) from one of the approved language assessments listed in this policy.
- e. The language assessment must be submitted directly by the assessment agency within two years of the date of completion. If the official language assessment result is received before an application, the assessment results must still be valid (i.e. less than two years old) at the time the application is received.
- f. The application process can begin prior to receiving proof of language proficiency in English, but the final results letter will not be issued until proof of language proficiency has been provided.

Labor mobility exception

The policy does not apply to labour mobility applicants, who are assessed for English proficiency in another regulated province and deemed competent. The applicant's English proficiency is stated in a Letter of Standing from another Canadian Medical Laboratory Technologist regulator if it was part their registration.

Notwithstanding that an applicant may be deemed to be proficient in the English language, where the Registrar has reasonable grounds to determine that the applicant for registration does not meet the English language proficiency requirements, the Registrar shall provide applicant with:

- a. Written reasons upon which the Registrar has made this determination.
- b. Notice that the applicant has the right to request that the Board of Assessors (BOA) review the reasons for the determination.
- c. Notice that the request for review made must be submitted to the Registrar by the applicant within 30 days of the reasons being sent to the applicant.

At the conclusion of the review, if the BOA has reasonable grounds to determine that the applicant for registration does not meet the English language proficiency requirements, the CMLTM reserves the right to request the applicant provide evidence of proficiency in English by meeting one of the standards outlined in the English Proficiency options below.

- 2 All other applicants must meet the minimum score in each language skill area (writing, speaking, listening, and reading) for one of the approved language assessments listed below. All scores must meet the minimum requirements in one sitting. [IELTS One Skill Retake](#) will be accepted.

English Language Proficiency Assessments

- [TOEFL iBT](#) Test of English as a Foreign Language - Internet Based Test
 - [IELTS-AC](#) International English Language Testing System – Academic
 - [IELTS-G](#) International English Language Testing System – General
- Leadership, Integrity, Accountability

- [IELTS One Skill Retake](#) provides an equitable solution for test takers who demonstrated a high degree of English proficiency on the IELTS test day, but who did not perform to the best of their ability on one section of the assessment. They may opt to retake one skill (listening, reading, writing, or speaking), rather than having to sit the test in its entirety. They have sixty (60) days from the original test date to retake the one skill.
- [MELA](#) Michener English Language Assessment
- [CELPIP G](#) Canadian English Language Proficiency Index Program General

	CELPIP G	IELTS G	IELTS AC	TOEFL (iBT)	MELA	CLB
Listening	9	7.0	7.5	24	8	8
Reading	8	6.5	6.5	24	8	8
Speaking	8	7.0	6.5	23	8	8
Writing	8	6.5	6.0	21	7	7
OVERALL	-	-	6.5-7.0	92	-	8

Individual scores from components of one of the English language tests cannot be combined with the individual scores from components of another English language test to achieve an overall passing score.

All language test results are considered current for two years from the date the test was taken.

References;

1. Centre for Canadian Language Benchmarks (CCLB), Revisiting the English Language Benchmarks for MLT, Benchmarking Report, 2022
2. Canadian Alliance of Physiotherapist Regulators (CAPR) [Language Proficiency Policy](#)
3. Pharmacy Gateway for Internationally educated pharmacists, National Association of Pharmacy Regulatory Authorities ([NAPRA](#)) [Language Proficiency Requirements for Licensure](#)
4. College of Nurses of Ontario (CNO) [Accepted Language Proficiency Tests](#)
5. College of Licensed Practical Nurses of Alberta (CLPNA) [English Language Proficiency Policy-ID-53156](#)
6. [Association of Canadian Occupational Therapist Regulatory Organization](#) (ACOTRO)