

Consultation: Proposed By-Law Amendments to Enable Limited Licensure via the Limited Licensure Competency Assessment Pathway

September 17, 2026

Purpose and Background

The Manitoba Veterinary Medical Association (MVMA) Council is seeking member feedback on its intention to request by-law amendments at the 2027 Annual General Meeting (AGM) to enable two new licence subclasses that support the Limited Licensure Competency Assessment Pathway (LLCAP). In reaching this decision, Council has reviewed the LLCAP pilot project final report and associated psychometric reports.

Canada is experiencing a growing shortage of veterinarians. Traditional licensure pathways require broad, multispecies competency at entry level, which can be a barrier for internationally educated veterinarians (IEVs) who are experienced practitioners with focused, advanced skills in a specific area. The LLCAP was developed as an alternative, competency-based pathway to assess such IEVs and allow them to obtain limited licensure based on demonstrated competence in limited areas of practice (production animal (beef, swine, poultry, etc), small companion animal, or equine practice).

The LLCAP pilot was initiated by the CCVR with funding support from the Canadian Veterinary Medical Association's Workforce Shortage Project. Its primary objective was to create and evaluate a sustainable, defensible competency-based assessment model aligned with the [North American Essential Competency Profile for Veterinary Medicine](#) (2022).

This consultation closes **October 27, 2026**.

The LLCAP Assessment Tool

The LLCAP consists of two core components:

- **Portfolio submission:** Candidates compile evidence of their competencies (e.g., case logs, continuing education, references, procedural logs) mapped to the Essential Competency Profile domains. At this stage, candidates are not eligible to engage in veterinary practice in Canada. Evidence of veterinary practice is provided for veterinary care provided outside of Canada.
- **Supervised practice assessment:** Candidates demonstrate skills in a real-world veterinary setting under a trained supervisor/assessor, with structured evaluation of performance against defined competencies. At this stage, candidates provide veterinary care in Manitoba (or another Canadian jurisdiction).

The framework is performance-based and designed to support defensible inferences about candidate competence for limited scope practice.

The LLCAP is intended for veterinarians who are beyond entry level practitioners and have more focused experience. Eligibility requirements for the LLCAP include:

- Proof of graduation from a veterinary medicine program;
- A minimum of five years of veterinary practice in another country;
- Focused experience in production animal (beef, swine, poultry, etc), small companion animal, or equine practice; and,
- Recent veterinary practice; candidates who have gaps in their practice in the 5 years leading up to the application date must demonstrate how they have maintained their knowledge and skills.

As the LLCAP pathway is not intended to replace the National Examining Board examination route (Basic and Clinical Sciences Examination, NAVLE, Clinical Proficiency Examination), a candidate may complete the assessment for a maximum of two focused practice areas only.

Pilot Results and Key Findings

- **Participation:** 22 candidates entered the pilot; 17 progressed to the supervised practice phase.
- **Completion:** 12 candidates successfully completed the supervised practice assessment.
- **Portfolio value:** The portfolio process helped identify competency gaps and clarified expectations before supervised practice.
- **Supervised practice insights:** Assessors gained meaningful data on candidates' clinical decision-making, adaptability, and integration into practice environments.
- **Psychometric defensibility:** Specific design elements were incorporated to maximize reliability and validity for a non-standardized, performance-based assessment.

The pilot concluded that the LLCAP is a viable, fit-for-purpose model for limited licensure of experienced IEVs, while highlighting areas for refinement (e.g., assessor objectivity, candidate preparedness, and standardization).

Proposed By-Law Amendments

Following a review of member feedback, Council may seek member approval to amend MVMA by-laws to enable the following:

1. **Short-term supervised licences** for candidates actively undergoing the LLCAP assessment process, allowing them to practice under supervision while completing requirements.
2. **Limited scope licences** restricted to the area of assessed competence: production animal (beef, swine, poultry, etc), small companion animal, or equine) for candidates who successfully complete the LLCAP.

Questions for Member Consultation

Your feedback will inform Council's final recommendations and implementation planning. Please consider the following:

- Do you have any questions about the assessment tool that would better inform your decision making?
(e.g., portfolio requirements, assessor training, supervision standards, appeal processes, language proficiency, or how competencies are mapped and evaluated)
- Do you have any concerns about the MVMA adopting the proposed by-law changes?

Next steps

Following the consultation period, MVMA Council will review the feedback received from members and consider whether changes should be made to the proposed approach.

If Council determines that amendments should proceed, the proposed bylaw amendments will be developed and brought forward to the 2027 AGM.

Please [click here](#) to access the consultation feedback form.

This consultation closes **October 27, 2026**.

References and Supporting Documents

- [CCVR LLCAP Pilot Executive Summary](#) (March 2025)
- [North American Essential Competency Profile for Veterinary Medicine \(2022\)](#).