

# Career Development Manitoba

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Qualification Recognition, Alternative  
Careers, and Training Options

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**Licencing  
Process for  
Veterinarians**

**Alternative  
Careers**

**Training  
Options**

## What Roles do Veterinarians in Canada Perform?



## Veterinarians

[NOC website](#)

### Job Duties

- Diagnose diseases or abnormal conditions in individual animals, herds and flocks through physical examinations or laboratory tests
- Treat sick or injured animals by prescribing medication, setting bones, dressing wounds or performing surgery
- Vaccinate animals to prevent and treat diseases
- Perform routine, emergency and post-mortem examinations
- Advise clients on feeding, housing, behaviour, breeding, hygiene and general care of animals
- Provide a range of veterinary services including obstetrics, dentistry and euthanasia
- May supervise animal health technologists and animal care workers
- May be responsible for overall operation of animal hospital, clinic or mobile service to farms
- May conduct veterinary research related to areas such as animal nutrition, health care products development and disease prevention and control
- May enforce government regulations in disease control and food production including animal or animal-based food inspection.

## Veterinarians

[NOC website](#)

### **Employment requirements**

- Doctor of veterinary medicine
- Two years of pre-veterinary university studies or completion of a college program in health science and a four to five-year university degree in veterinary medicine and successful completion of an examination leading to a national certification are required.
- A provincial license to practice is required.

### **Veterinary Specialists**

- Completion of a degree in veterinary medicine and three to four years of additional postgraduate studies or residency programs in the specialty of their choice are required.
- Veterinary specialists must be accredited by the American College of Veterinary Internal Medicine (ACVIM) or the American Board of Veterinary Practitioners (ABVPA provincial license to practice is required).

### **Research veterinarian**

- Two years of pre-veterinary university studies or completion of a college program in health science and a four to a five-year university degree in veterinary medicine and successful completion of an examination leading to a national certification are required.
- Entry into research positions may require postgraduate study.
- A provincial license to practice is required.

Manitoba Veterinary Medical Association (MVMA) Veterinary professionals in Manitoba are governed by provincial law as well as the By-Laws established by the MVMA. It is essential that veterinary professionals familiarize themselves with their responsibilities under these regulations.

The Canadian Veterinary Medical Association (CVMA) is the national organisation of veterinarians in Canada. Membership in the CVMA is voluntary and is open to all veterinarians who are licensed to practice in any province. The CVMA acts as a forum on national veterinary issues and provides many services to veterinarians across Canada, including a national practice insurance plan, public relations, two scientific and professional journals and the operation of the National Examining Board



Canadian Veterinary Medical Association (CVMA) The National Examining Board is responsible for the administration, in Canada, of a three-part veterinary licensing examination process. Completion of the exams is a requirement to be eligible to apply for license from any of the provincial veterinary licensing bodies. On behalf of some of the provincial licensing bodies, the NEB reviews and evaluates credentials of graduates of non-Canadian colleges of veterinary medicine who wish to obtain a license to practice veterinary medicine in Canada. Like the CVMA, however, the NEB does not have the power to license or discipline veterinarians.

The CVMA, in collaboration with the American Veterinary Medical Association-Council on Education (AVMA-CoE), grants accreditation to university programs designed to educate students to become veterinarians. The below pdf contains the only official online list of schools and programs accredited by the AVMA COE. The list is updated biannually. Accredited Colleges List:  
<https://www.avma.org/education/center-for-veterinary-accreditation/accredited-veterinary-colleges>

## National Examining Board (NEB)

The first step for internationally educated veterinarians is to register using the [NEB Candidate Portal](#) if you have been trained by an approved American Veterinary Medical Association-Council on Education or Canadian Veterinary Medical Association.

In addition to your online NEB application, you must send supporting documents

The NEB examination process comprises four exams measuring entry-level competence in the theory and practice of veterinary medicine in a North American context:

- the Basic and Clinical Sciences Examination (BCSE);
- the North American Veterinary Licensing Examination (NAVLE);
- the Preliminary Surgical Assessment for the CPE (PSA);
- the Clinical Proficiency Examination (CPE).

All NEB requirements must be completed within a 7-year period starting when the candidate registers.

Exam Dates and Fees: <https://www.canadianveterinarians.net/accreditation-and-national-examining-board/national-examining-board/policies-and-procedures/schedule-of-fees/>



## Language Requirements

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Internet-based TOEFL (iB-TOEFL), with a minimum of 23 in Reading, 25 in Listening, 22 in Speaking, 22 in Writing and no minimum overall score is required. Candidates **MUST** achieve at least the minimum passing scores for each of the four sections of the internet-based TOEFL.

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~~International English Language Testing System (IELTS)~~; Academic version with an overall score of no less than 6.5, with at least 6.5 in the Listening band, 6.0 in the Writing band and 7.0 in the Speaking band.

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Canadian Academic English Language (CAEL & CAEL-CE) Assessment with an overall score of no less than 60, with a least 60 in the Listening band, 50 in the Writing band and 60 in the Speaking band

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Exam of French of the Office de la langue française (OLF) of the Government of Quebec. The examination comprises four parts: oral comprehension, writing, writing comprehension and oral communication. The score for each part is 60%.

## CVMA Certificate of Qualification

**CVMA Certificate of Qualification** Candidates who successfully complete the NEB Examination are granted a Certificate of Qualification (CQ). Successful completion of the NEB Examination or receipt of a Certificate of Qualification is a prerequisite to apply for a general license to practice from any of the provincial veterinary licensing bodies of Canada.

## Alternative Pathways to the Certificate of Qualification (CQ) for Graduates From Non-CMVA/AVMA Accredited Programs

### Available Pathways

#### The Regular NEB Process

- Registration with NEB
- NEB Credential assessment
- BCSE
- NAVLE
- PSA/CPE

#### ECFVG Transfer to NEB

- Registration with NEB
- NEB Credential assessment
- BCSE score transfer from ECFVG
- CPE score transfer from ECFVG
- NAVLE score transfer through AAVSB or completion of the exam through NEB
- [Website Link](#)

## NEB + PAVE Option\*

- Registration with NEB
- NEB Credential assessment
- Successful completion of the PAVE through AAVSB (QSE + Evaluated Clinical Experience)
- NAVLE (if not passed within three attempts the PSA/CPE must also be completed)

\*only applicants that have successfully passed the QSE since September 2014 are eligible for this pathway. For candidates who completed the PAVE before 2014 please contact us.

## NEB + Clinical Year Option\*\*

- Registration with NEB
- NEB Credential assessment
- BCSE
- successful completion of the final (clinical year) in a CVMA/AVMA accredited program
- NAVLE (if not passed within three attempts the PSA/CPE must also be completed)

\*\*only applicants that have successfully passed the BCSE are eligible for the final (clinical year) in a CVMA/AVMA accredited program

- Info about PAVE: <https://www.aavsb.org/PAVE/>

If you have graduated from an educational institution that is not accredited by the CVMA or AVMA you may be eligible for unrestricted membership upon successful completion of the Clinical Proficiency Examination (CPE) and granting of a Certificate of Qualification from the NEB.

## **Program for the Assessment of Veterinary Education Equivalence (PAVE®)**

PAVE is an alternative pathway for veterinarians who are graduates of international, non-accredited veterinary programs, to practice in the United States and Canada.

<https://www.aavsb.org/pave/>

## **International Pathway Program for the Assessment of Veterinary Education Equivalence**

Step 1: Check your jurisdiction

Step 2: Complete the application

Step 3: Take the Qualifying Science Exam

Step 4: Complete Evaluated Clinical Experience

Step 5: Obtain your PAVE certificate

Step 6: Take the NAVLE and obtain your licensure

## Manitoba Veterinary Medical Association Registration Process

**Step 1:** To apply for MVMA membership as a veterinarian you must:

Task 1: Complete and submit the [Registration Application Form](#)

Task 2: Submit all accompanying documents including:

- A copy of your Diploma
- A copy of your Government-issued photo identification (passport, driver's license)
- Proof of entitlement to work in Canada (Canadian Passport/Canadian Citizenship Card/Canadian Permanent Resident Card/Canadian Birth Certificate/Canadian Work Permit)
- If applicable, Letter(s) of Standing sent directly from the issuing jurisdiction(s)
- If applicable, a copy of your Diplomate credentials

Task 3: Pay your membership dues upon receipt of the invoice

[July 1, 2025 – June 30, 2026 Veterinarian Membership Fees](#)

Please do not send payment prior to receiving an invoice as some fees are prorated.

**Timeline:** average is two weeks to process a membership

## Manitoba Veterinary Medical Association



### General Enquiries

Telephone: 204-832-1276

Email: [mvmainfo@mvma.ca](mailto:mvmainfo@mvma.ca)

1590 Inkster Blvd

Winnipeg, MB R2X 2W4

Hours: 9:00 am to 4:00 pm



Online: <https://www.mvma.ca/>



## Canadian Veterinary Medical Association



General Enquiries

Telephone: 1-800-567-2862

Email: [admin@cvma-acmv.org](mailto:admin@cvma-acmv.org)

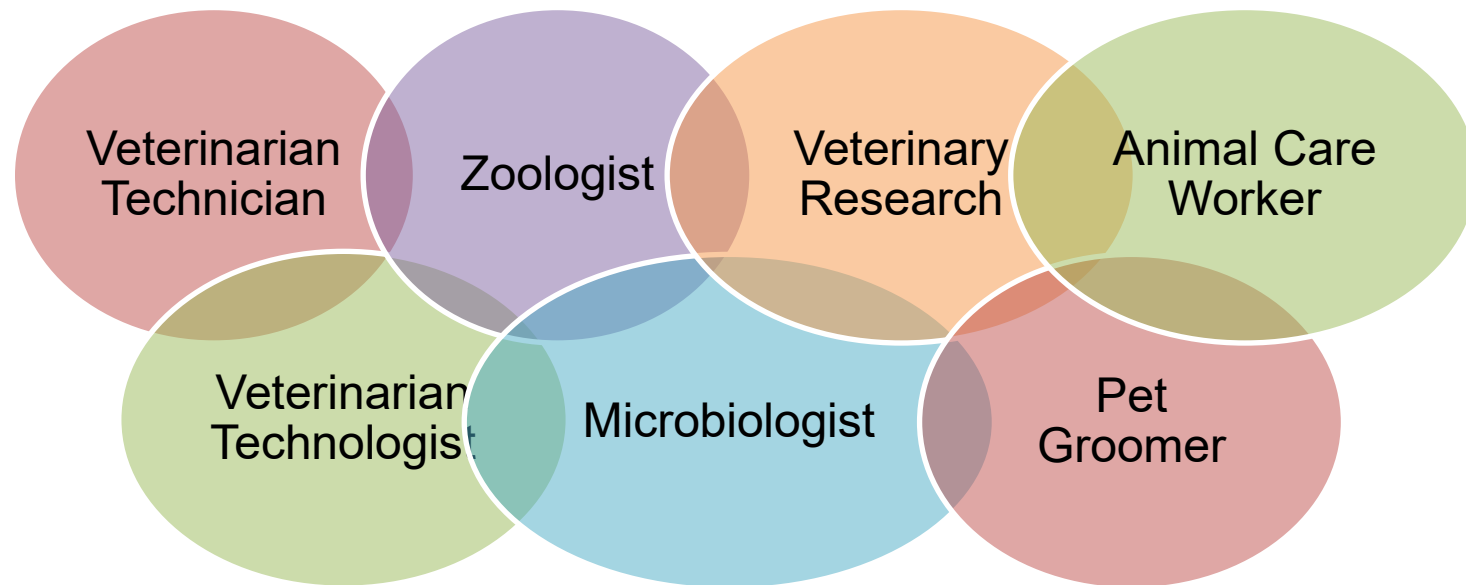


Online: <https://www.canadianveterinarians.net/>

## Alternative Careers for Veterinarians

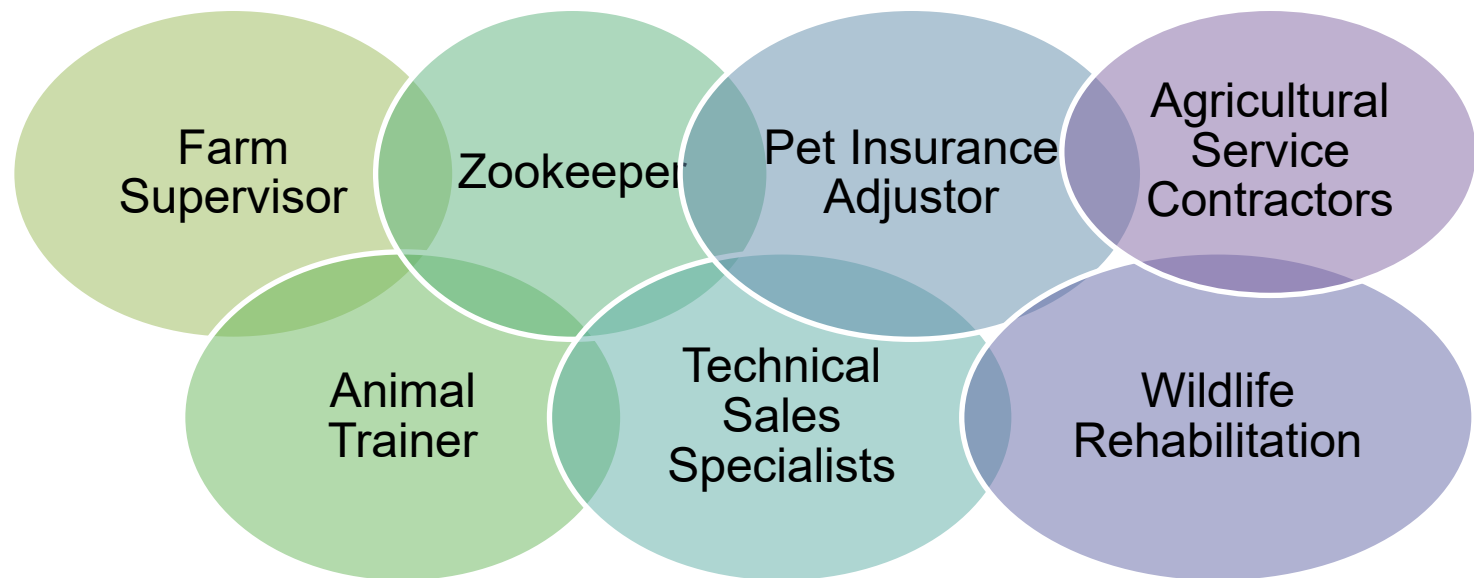


## Alternative Careers for Veterinarians



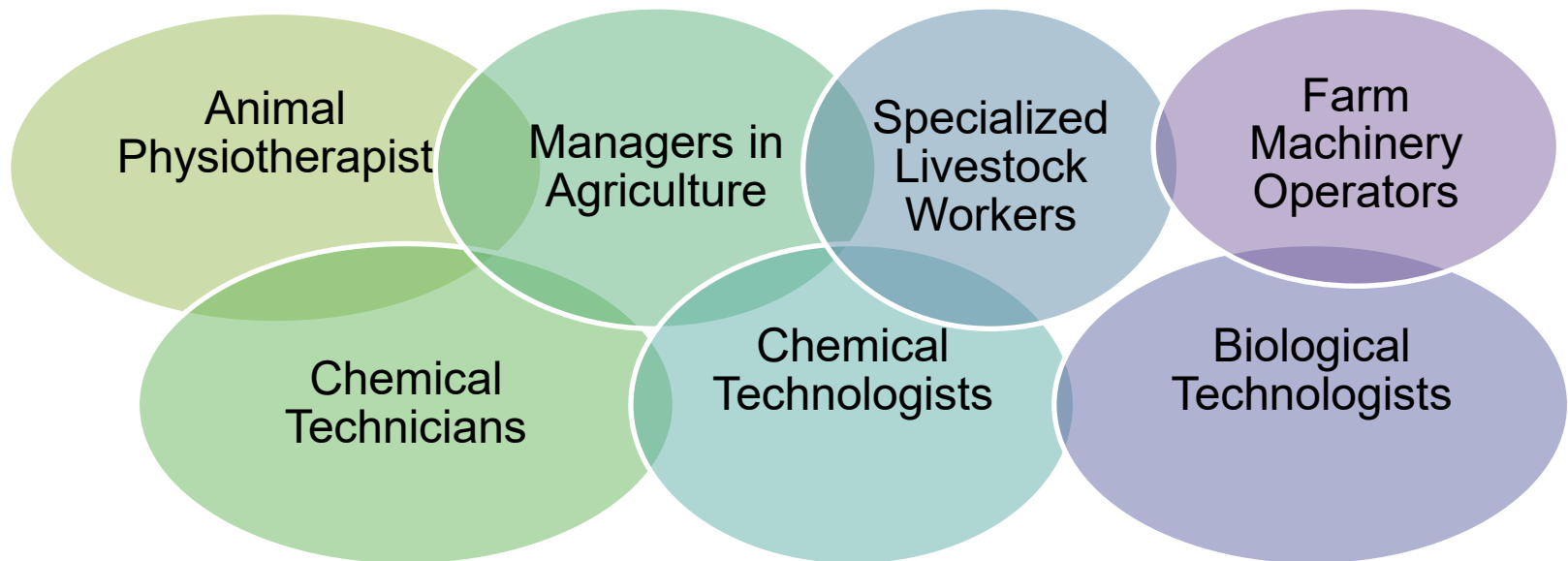
For more information visit [NOC website](#)

## Alternative Careers for Veterinarians



For more information visit [NOC website](#)

## Alternative Careers for Veterinarians



For more information visit [NOC website](#)

## Training Options for Veterinarians

Veterinary Technology Diploma, 2-years  
Full-Time, Red River College Polytech

Grooming Certification, Canadian  
Professional Pet Stylists

Master Degree in Agriculture Economics,  
University of Manitoba

## Training Options for Veterinarians

Master Degree in Agribusiness, University of Manitoba

Diploma in Agriculture, 2-years, University of Manitoba

Master Degree in Biological Sciences, 2-year, University of Manitoba

## Career Planning Can Help You

**Enter the workforce**

**Plan for education**

**Deal with changing workplace demands**

**Anticipate trends or changes**

**Upgrade or maintain your skills**

**Develop skills for managing your career**



## Reflecting on Barriers and Strengths



What's getting in  
my way?

Where I am today?

What's  
pushing me  
forward?

## Setting Short and Long-term Goals

**Set SMART  
Goals**  
What? When?  
How?

**How much time  
do you have  
to complete  
each step?**

**What resources  
might you  
need?**  
Who can help?

## Career and Education Plan

Name and Client ID: Jon Doe (157896)

### Short Term Goal 1

Veterinarian Technician

### Short Term Goal 2

Pet Insurance Adjuster

### Long Term Goal

Veterinarian

#### Achieving and Maintaining Long-Term Employment

- Maintaining long term employment and Career Management – An ongoing process:
  - a. Continuous learning – develop new skills or refine existing skills
  - b. Professional development – take courses, attend workshops, read, network, volunteer
  - c. Balancing work and life – reflect on values, priorities and life circumstance
- Other: Complete Licensure process to become a Manitoba Veterinarian

#### Researching Post Secondary Training

- Research education and training options
- Identify post-secondary institution
- Verify admissions requirements
- Research funding options (Employment MB, SEED Recognition Counts, Student Aid, etc.)
- Other: Book a meeting with at Manitoba Skills Development Centre

#### Qualification Recognition

- Research your regulated profession or trade
- Contact regulatory body
- Identify necessary requirements (language level, transcript, syllabus, etc.)
- Research Funding Options (Immigrant Access fund, Employment MB, SEED Recognition Counts, MB Student Aid, bursaries, financial institutions, etc.)
- Other: Attend Qualifications Recognition webinar/information session at Manitoba Start

#### Skill Development

- Research job specific training (First Aid/CPR, fork lift, security guard license, etc.)
- Complete computer assessments sent by facilitator/coach; consider computer training
- Consider volunteering (visit [www.volunteermanitoba.ca](http://www.volunteermanitoba.ca))
- Language assessment at WELARC
- Obtain Driver's license
- Other:

#### Job Search Preparation

- Complete Career Development Workshop at Manitoba Start
  - Finalize marketing materials (resume, cover letter, references)
  - Apply for Security Clearance Checks (criminal record check, child abuse registry, adult abuse registry, immunizations record)
  - Other:
- Discuss the QR process for Veterinarians with career coach on May 24, 2023

# Thank you!

If you require additional information about qualification recognition, please contact your Career Coach.

If you are not currently a Manitoba Start client, register with us:

- Call front desk at 204-944-8833
- Visit in person
- Complete our online [registration form](#) to receive career development support.

Good luck with your career planning and work search!