

Revised Brownfields Regulation now law, but concerns remain

By MICHAEL MASTROMATTEO

PEO is reserving detailed comment pending a full review of the impact of an Ontario environment ministry regulation that spells out the responsibilities of those involved in cleaning up contaminated sites under the *Environmental Protection Act*. In its initial response to Ontario Regulation 153/04, which gives effect to sections of the *Brownfields Statute Law Amendment Act, 2001*, PEO offers no opinion on the regulation beyond reiterating its continuing willingness to work with the government to achieve site remediation regulations that recognize both the PEA and professional engineers' commitment to public protection.

Regulation 153/04 was filed with the Registrar of Regulations on June 1, published in the Ontario *Gazette* on June 19

engineers, licensed professional geoscientists, certified engineering technologists and applied science technologists were defined as equally able to assume responsibility. In the latter category, qualifications for undertaking risk assessments were defined in terms of education and experience, without regard to certification or licensure.

In its response to the draft (see *Engineering Dimensions*, May/June 2003, p. 17), PEO stated its view that while many groups might have the education and experience to undertake work in the area of environmental assessment of contaminated sites, "the necessary public accountability to enable certified practitioners to sign Records of Site Condition (RSCs) can only be provided by having their education and experience validated through a regulatory body established

tions/Brownsfield/Brownsfield_response.html).

Regulation 153/04 differs from the previous draft by:

- adding agrologists, chartered chemists and architectural technologists to the list of qualified persons;
- specifying roles and limitations for the various QPs, with specific references to who can complete the RSC certifications;
- including a revocation date for the section dealing with QPs, suggesting that MOE may set up its own certification/qualification regime;
- making insurance mandatory for all QPs at all times, and for two years after the date the QP ceases to act as a QP. Insurance limits are \$1 million indemnity limit per claim and \$1 million aggregate policy with an exemption for any QP undertaking work for property owned by the QP's employer;
- broadening risk assessment qualifications to include bachelor degrees in applied technology granted by postsecondary institutions; and
- expanding the two-year experience requirement for those preparing or supervising risk assessments to include similar experience on behalf of a public authority.

"The public accountability of licensed professionals, such as professional engineers and professional geoscientists, is backed by their regulatory bodies' delegated authority to license and regulate their professional practice on behalf of the government of Ontario."

—PEO

and is now law. Portions of the legislation, including those defining Qualified Persons (QPs) for contaminated site assessment, remediation and the certifying of Records of Site Condition (RSCs) under the *Environmental Protection Act*, will come into force October 1, 2004. Sections of the regulation involving the filing of site condition records in the environment ministry's site registry come into force in 2005.

The new regulation is a reworking of a previous draft on which PEO commented in April 2003. The draft regulation defined two kinds of QP: one qualified to sign RSCs, the other to conduct risk assessments. In the former category, licensed professional

by statute in the public interest and accountable to the people of Ontario....

"The public accountability of licensed professionals, such as professional engineers and professional geoscientists, is backed by their regulatory bodies' delegated authority to license and regulate their professional practice on behalf of the government of Ontario," PEO wrote. "There is no parallel delegated authority imposed by statute on certification bodies." This view was echoed in the responses of the Association of Professional Geoscientists of Ontario and the Canadian Bankers Association (see PEO's Brownfields response page at [The new regulation addresses some of PEO's concerns by defining roles and limitations for QPs. Qualified persons for Phase I assessments are defined as registered professional engineers, professional geoscientists, chartered chemists, professional agrologists, certified engineering technologists, applied science technologists or architectural technologists. QPs for Phase II environmental assessments are defined as P.Engs, P.Geos, agrologists and chartered chemists. Only professional engineers and professional geoscientists are defined as QPs for the purpose of certifying an RSC where a risk assessment has been carried out and the](http://www.peo.on.ca/publica-</p>
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RSC is being filed on the basis that the property meets the standards specified in the risk assessment. This significant change from the draft regulation appears to confirm MOE's commitment to recognize that increased public protection in the area of brownfields remediation begins by working within the existing statutory frameworks in Ontario.

However, PEO is concerned that the new regulation in its final form is significantly different from the draft with no opportunity for feedback on the changes.

In a June 14, 2004, letter to Ontario Environment Minister Leona Dombrowsky, PEO Registrar Kim Allen, P.Eng., expressed surprise at the expansion of the list of qualified persons, pointing out that "at no time during PEO's involvement ... on the development of Regulation 153/04 was the issue of expanding the list of potential QPs ever introduced. The consultation process followed by the MOE in this regard raises issues of transparency."

Allen added that while PEO notes that the regulation ensures that only licensed practitioners (P.Engs and P.Geos) take responsibility for certification of records of site condition where a risk assessment has been carried out, the association is puzzled by the exclusion of PEO's limited licence holders from the ultimate list of QPs: "Since all licensed practitioners, including limited licence holders, are regulated and governed by effective public statutes, there is no reason for their exclusion. It continues to be our position that licensed practitioners provide a greater level of public accountability than those persons who hold only reserved titles."

Allen said the regulation as it now stands fails to recognize that under the *Professional Engineers Act* (PEA), limited licence holders "are legally permitted to practise and take responsibility for professional engineering work within Brownfields remediation," thereby creating conflict between the *Environmental Protection Act* and the PEA.

Other aspects of the new regulation of particular concern to PEO are:

- section 6, which allows several categories of QP to perform or supervise risk assessments, since professional engineers or professional geoscientists are required under section 5 to sign all RSC certifications involving risk assessments and the PEA requires P.Engs to sign and seal only documents resulting from services they provided or supervised;
- the certification notices included in the RSC requirements, which may introduce additional liability concerns on the signatory; and
- the insurance requirements, because PEO will need to confirm that the requisite insurance is available and does not pose further restrictions or conflicts with the Certificate of Authorization regime under the PEA.

Meanwhile, Lou Locatelli, C.E.T., vice-president, Ontario Association of Certified

Engineering Technicians and Technologists (OACETT), said OACETT is pleased Regulation 153/04 includes “certified technologists as qualified persons for Phase I environmental site assessments.” He said OACETT is also encouraged that the definition of a QP for risk assessment now “includes persons who hold a bachelor’s degree in applied technology from a postsecondary institution, thus removing the original restriction to university graduates.” He said OACETT will consider seeking an intervention with the environment minister on the exclusion of OACETT-certified practitioners from the list of those qualified for Phase II environmental site assessments.

In a June 17 statement, MOE said that by outlining the qualifications for those overseeing site clean-up—and by clarifying environmental liability issues for the owners of contaminated properties—the regulation “removes a key barrier to brownfield redevelopment.” The statement also referred to the QP qualifications defined by the regulation as being interim and said that over the next two years, the ministry will establish its own certification program to oversee regulated qualifications, accountability systems and registration for those undertaking work as qualified persons.

PEO’s next steps will be for the Environment Committee (or a delegated subcommittee) to review, seek input from practitioners and comment on aspects of Regulation 153/04 that impact on the practice of professional engineering. Insurance providers will also be asked for input. A comprehensive “regulatory impact” analysis of Regulation 153/04 will be undertaken once the practice issues have been identified.

In the meantime, as expressed in the Registrar’s letter, PEO wishes to continue to work with MOE to ensure that site remediation regulations recognize both the PEA and professional engineers’ commitment to public protection. PEO staff have requested a meeting with MOE staff to be briefed on the new regulation.

Responsiveness, relevance mark 2004 AGM debate

BY MICHAEL MASTROMATTEO

The speed of Council’s response to member input and greater association efforts to define and promote the role of engineering as a guarantor of public safety were the dominant themes of the resolution session at PEO’s 2004 Annual General Meeting.

The April 24 meeting included a keynote address from Member of Provincial Parliament David Zimmer (Willowdale), the parliamentary assistant to Ontario Attorney General Michael Bryant, a report by outgoing President Ken McMartin, P.Eng., and the swearing in of new President George Comrie, P.Eng.

The feisty spirit of some members was established at the outset when Nick Gurevich, P.Eng., put forward a resolution calling on Council to respond to or implement resolutions passed at annual meetings within a year of their passage. The motion also included a call for Council to give full reasons for a failure to act on resolutions that have not been acted on.

In rallying support for the resolution, Gurevich and seconder Jeff Mark, P.Eng., suggested that delays in acting on resolutions put forward at regional congresses

and chapter leaders conferences often leave members feeling confused and disenfranchised. The motion generated lively debate among members, with various suggestions for slight rewording. Eventually, however, notwithstanding that resolutions passed at AGMs are not binding, the resolution was carried.

Meanwhile, Paul Ballantyne, P.Eng., brought forward two resolutions emphasizing the importance of PEO being more proactive in technical issues impacting on public health and safety.

The first cited the contaminated water supply situation in Ontario as an example of where a more proactive engineering presence might have lessened hardship, and called for the creation of one or more task forces to review and identify critical technical or engineering-based issues that could impact on public safety. It also urged PEO to prepare formal briefings on such issues, to promote within government and the public policies addressing situations affecting safety and health. The resolution passed by a wide margin.

The second Ballantyne resolution focused on the need for a clearer defini-

tion of engineering work as a safeguard against declining respect for the value of a professional engineering licence. Referring to examples of traditional engineering work being undertaken by non-licensed individuals, the resolution called on PEO to prepare "a guideline that provides examples of activities that must be performed by a professional engineer registered in Ontario, including a list of work covered by existing acts and regulations (demand-side legislation) and where a P.Eng. seal is required for work affecting the safety of the public." Again, the resolution was carried.

Another resolution urged PEO to "vehemently oppose" Bill 124 and its changes to the *Ontario Building Code Act*. Presented by Chris Kan, P.Eng., Porcupine Chapter, the resolution was carried despite it being pointed out by several speakers that Bill 124 had been passed into law in 2002 and the accompanying Regulation 305/03, detailing the building code knowledge exam requirements, implementation timetable and insurance requirements, had become law in July 2003. Speakers also noted that PEO had initially taken the position that a P.Eng. licence should be the sole qualification required of engineers submitting designs for a building permit, and had decided to work with the government in administering the exams for professional engineers only when it became apparent that the qualification/registration program was going forward.

A resolution initially tabled at the 2003 annual general meeting ran its course this

year. Brought by Michael Hogan, P.Eng., the resolution called for PEO's representatives on the Canadian Council of Professional Engineers (CCPE) board of directors to be elected by members at large, through a procedure similar to the election of PEO Councillors. After a report on the process by which PEO's directors are selected, discussions between PEO and CCPE over the past year, and CCPE activities and restructuring, the motion failed to win support from the members and was defeated.

Keynote address

In his remarks to the business meeting, MPP David Zimmer told members that many of the provincial government's objectives depend on the cooperation and support of professional engineers. In many ways, the message served to follow up on Zimmer's address at last November's Ontario Professional Engineers Awards gala.

Zimmer reminded engineers that population growth, public infrastructure renewal and the integration of internationally trained professionals into the local economy present unique challenges for both the Ontario government and the engineering community.

"PEO has long been a leader in recognizing the importance of helping foreign-trained engineering graduates integrate into the Ontario workplace," Zimmer said. "You are the model here. I want to commend PEO on its leadership in eliminating these

barriers that hindered internationally trained engineers from contributing to their full potential and contributing to the full potential of this province."

Likewise, Zimmer added, the government and engineers have common cause in upgrading and improving Ontario's aging roadways, hospitals, schools, transit systems and water treatment facilities.

"Engineers have got a real role to play in infrastructure renewal and in planning to accommodate this tremendous population influx," Zimmer said. "One way or another, governments, whether they are municipal, federal or provincial, have got to ensure that this infrastructure renewal happens, the new structures are built, and that they are maintained."

Zimmer commended the engineering community's willingness to help overcome problems surrounding the integration of internationally trained professionals into the economy, and its support of infrastructure renewal. In both cases, PEO has maintained active liaison with key provincial officials and it has responded to opportunities to consult with all relevant stakeholders.

Outgoing President's report

A final highlight from the 2004 AGM was outgoing President Ken McMartin's thoughts on a year in office. He referred to his "change and progress" message published in the March/April 2004 issue of *Engineering Dimensions*, which listed organizational change, raising awareness of the value of the P.Eng. licence, and PEO-provincial government cooperation as key priorities of his term as President.

At the podium however, McMartin took on a more reflective tone. "For all the members who don't think our profession is properly managed, all you need to do is walk in these shoes, and to meet the dedicated engineers across the country that I have met," he said. "You might not agree with the decisions or lack of decisions made, but all these people—mostly volunteers—do it for the profession [and they] do it to make the profession stronger, more inclusive and more relevant."

Prior to presenting retiring Council members with certificates of appreciation, McMartin thanked his family and his employer, Carleton University, for their support of his work on behalf of PEO.



Outgoing PEO President Ken McMartin, P.Eng. (right) presents new President George Comrie, P.Eng. with the Badge of Office at the April 24 inaugural meeting of the PEO Council 422.

Engineering's "state of the union" message

By MICHAEL MASTROMATTEO

Improving access to the engineering profession for internationally trained professionals, and the changing nature of the engineering team appear among the top concerns for engineering regulators across the country.

As indicated by reports made during PEO's annual general meeting (AGM) April 24 in Toronto, issues of access, enhancing the self-governing model, and raising the public profile of the P.Eng. licence are also priority areas across the professional engineering spectrum.

The reports, made by officials of the engineering regulatory bodies in British Columbia, Saskatchewan, Manitoba and Quebec, offered snapshots of each one's latest initiatives and objectives. In addi-

tion, Daniel Young, P.Eng., then president and chair, Ontario Society of Professional Engineers (OSPE), and Marie Lemay, P.Eng., chief executive officer, Canadian Council of Professional Engineers (CCPE) were on hand to offer updates from the Ontario advocacy organization and the national federation of regulators, respectively.

Bill Gilmartin, P.Eng., president, Association of Professional Engineers and Geoscientists of British Columbia (APEG-BC), reported that the merger of professional engineers and technologists in the province (see *Engineering Dimensions*, May/June 2004, pp. 42-44) is the top issue for the west coast association. Gilmartin said that despite some limited opposition from BC-based engineers, the merger plan

is scheduled to go ahead by the spring of 2005. He said the impending move is an effort to bring the province's technicians and technologists into APEGBC under a revised legislative and professional practice regulation.

The BC president also listed a review of governance practices, the potential creation of new engineering classifications and professional mobility arrangements with neighboring jurisdictions as among the latest key ventures for APEGBC.

Dennis Paddock, P.Eng., executive director and registrar, Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS), said initiatives in that province centre on refinements in the discipline and regulatory areas, and on improved relations with the Saskatchewan government.

"We've also spent considerable effort training our members of the investigation and discipline committee in the areas of the principles of natural justice and the Canadian Charter of Rights and Freedoms," Paddock said.

Meanwhile, the engineering regulator in Manitoba is concentrating on new governance policy models and the relationship between professional engineers and technologists.

David Silk, P.Eng., president-elect of the Association of Professional Engineers and Geoscientists of Manitoba (APEGM), reported that the association has held several meetings with the provincial technologists' group, with a view to clarifying functions and defining roles for the two members of the engineering team.

"We are continually examining the BC and Alberta models in developing our Manitoba model," Silk said. He added, however, that the province's architects appear uninterested in joint undertakings with engineers. "During the past year, a memorandum of understanding developed over the past four years by the joint board of architects and engineers was accepted by our council, but summarily dismissed by the architects' council," Silk said. "We have also heard that many of the architects on this board are re-evaluating whether they wish to continue with the board. This appears to have put us back to square one again."

For Gaétan Lefebvre, P.Eng., president, Ordre des ingénieurs du Québec (OIQ), one highlight of 2003 was OIQ's legal victory against Microsoft Canada over Microsoft's improper use of the term "engineer," with the court ruling that the Microsoft Corporation is, in fact, violating the Quebec Professional Code through the use of the word "engineer" in its Microsoft Certified Systems Engineer (MCSE) certification.

"This decision marks a red-letter day in our common effort to ensure that our professional title retains its full value across Canada," Lefebvre said. "If Microsoft's appeal is heard, the OIQ intends to continue its defence of these principles."

Lefebvre said OIQ has implemented a strategy to help Quebec P.Engs and their employers better understand the role of the regulatory body. It also anticipates some progress on its recommendation to the Quebec government that the province's engi-

neering act be reviewed and updated.

"Our organization has begun to review the strategic issues it faces," Lefebvre said. "We have defined our main priorities—greater visibility, dissemination of information, professional practice and professional development."

OSPE's Daniel Young, told PEO members that his organization remains committed to an improved image of the engineering profession among policymakers and the public at large. He said OSPE can point to increasing membership and the introduction of initiatives designed to better facilitate the society's lobbying function. He said the initiatives will clarify the distinct roles between advocacy and regulatory bodies, and help avoid any previous overlap that might have occurred between OSPE and PEO. Young also discussed implementation

of a new OSPE program devoted to professional development for P.Engs.

Marie Lemay, of CCPE, updated the meeting on CCPE's latest efforts to bring a unified voice to the professional engineering community coast to coast. Comprising representatives from each of Canada's engineering regulatory bodies, CCPE is charged with developing national programs that ensure high standards of engineering education, professional qualifications and professional practice.

Lemay briefly discussed CCPE's From Consideration to Integration project (see news item, p. 20), a federal government-assisted initiative to help integrate the skill and experience of internationally trained engineering graduates into the Canadian workplace. She also paid tribute to PEO for its support of all of CCPE's projects.

Encouraging future engineers



The PEO-initiated Engineer-in-Residence (EIR) program received a major boost with news of a grant from the Natural Sciences and Engineering Research Council (NSERC). NSERC's 'PromoScience' grant will help EIR in its efforts to promote science and engineering to Ontario students. Established in 1997, the EIR brings engineers into classrooms to help students learn some of the practical applications of engineering. Today, EIR is represented in 72 schools throughout Ontario. Kate Gilpin, EIT (left) of the Ontario Ministry of Transportation, an EIR at Keelesdale Jr. Public School in Toronto, shares her experience of the EIR program. With her is Keelesdale's Primary Contact Teacher, Elaine Gonneau.

Low profile hinders P.Engs at policy table

By MICHAEL MASTROMATTEO

A leading researcher says that despite being virtually shut out in the development of Canada's National Innovation Strategy, professional engineers should stand ready to bring their talent and expertise to bear in helping the country meet the research and development challenges essential to an improved standard of living.

Dr. Tom Brzustowski, P.Eng., president, Natural Sciences and Engineering Research Council of Canada (NSERC), discussed the link between engineering and innovation during PEO's Annual General Meeting in Toronto. Brzustowski, who was licensed by PEO in 1962, was keynote speaker at the AGM's April 24 luncheon.

The Canadian Innovation Strategy was announced by former Prime Minister Jean Chrétien in February 2002. It's a 10-year

plan to move Canada to a leading position among nations in terms of per capita research and development efforts. According to the innovation strategy website, the program is aimed at ensuring Canada becomes "a world leader in developing and applying new technologies of the 21st century, creating and commercializing new knowledge, promoting continuous learning, training skilled workers, ensuring a strong and competitive business environment, and strengthening the social economy."

In its innovation strategy discussion papers, the government completely overlooked the contributions of professional engineers, Brzustowski said. "Why is it that in a document which essentially makes the point that the future of our country's prosperity depends on the productive use of our brain power, of our ingenuity and of our

knowledge, the words engineering and design did not appear?" he asked. "Why is it that in the public consciousness, in the message that whoever wrote this within the government wanted to convey to the public, they didn't feel obliged to include the words engineer or engineering design?"

Although he offered no concrete reasons why engineers weren't consulted in the development of the innovation strategy, Brzustowski hinted that the answer could lie in the engineering community's low profile in policymaking circles. He also suggested that confusion in the public mind about the nature of engineering work, and about the differences between research and development, could also account for the failure to solicit engineers' input in the development of the innovation strategy.



Dr. Tom Brzustowski, P.Eng.

He defined engineering as the professional activity of creating artifacts and systems to meet people's material needs with design as the central creative process, scientific knowledge and economic considerations as essential inputs, and public safety as the overriding concern.

It is central, he added, to the development side of the innovation formula, in that it is primarily a private sector activity involved with short-term projects, specific goals, the use of trade information and patents, financial risk and the consumption of assets. Successful development projects, in turn, lead to innovation and wealth creation through sales of new goods and services.

Research, on the other hand, falls more to the public sector domain, and is usually led by scientists rather than engineers. While research can lead to innovation, this tends to be rare and unpredictable.

In his presentation, Brzustowski said economists measure research and development "intensity" as a percentage of gross expenditure on research and development (GERD) divided by the gross domestic product (GDP). In 1990, the Canadian figure stood at 1.51 per cent, while the innovation strategy target figure for the year 2010 is 3 per cent.

Brzustowski said that to meet the country's innovation strategy targets, Canada will have to increase gross expenditure on R & D by about 150 per cent, or from \$20 billion to \$50 billion per year. Because the private sector is expected to fund about 60 per cent of this work, money for the increased expenditures will have to come from increases in sales of Canadian products in those companies engaged in research and development.

"The announced national innovation strategy really puts a heavy onus on the Canadian private sector to get going on this," Brzustowski said.

"In this whole innovation activity, engineers and engineering are absolutely essential and deserve a much higher profile than they have received," Brzustowski added. "This whole system could not work without engineers, and that is why I felt it was very unfortunate that engineers were so little visible in the whole discussion of the innovation strategy."

The failure to obtain engineering input in the national discussion of innovation could have implications for meeting the strategy's goals, Brzustowski warned, especially as Canada moves away from a natural resources-based economy to one combining resources with value-added innovation and wealth creation.

Despite these oversights, however, Brzustowski said Canada still enjoys strategic advantages. Among these are the country's track record in creating new companies that produce "world-first" innovation, the prevalence of Canadian college and university students with "old world" connections enabling greater trading networks in the future, and the opportunities inherent in combining the country's natural resource abundance with an aggressive application of the innovation formula.

In a follow-up interview with *Engineering Dimensions*, Brzustowski reiterated his view that government leaders and policymakers have a poor understanding of engineering and its contribution to innovation, technological progress and the overall standard of living. "There are very few engineers involved in policy making in government," he said, "and it takes one to know one. But the goals of the innovation strategy cannot be met without the significant and active participation of engineers."

Brzustowski's address at the AGM was preceded by the presentation of the PEO awards for academic achievement to two recently licensed professional engineers who were licensed through the PEO examination program. Brian Robert Graham, P.Eng., received the V.G. Smith Award for receiving the highest marks in any three technical examination papers of any engineer licensed by examination the previous year. Peter James Fay, P. Eng., took the S.E. Wolfe Thesis Award for excellence in the preparation of an engineering report.

Regulators make inroads on access to professions

By MICHAEL MASTROMATTEO

Regulators are exploring new levels of collaboration in working to integrate internationally trained professionals into the Ontario workforce.

A progress report of sorts occurred June 7 at a Steering Committee of Ontario Regulators for Access (ORA) forum in Toronto. ORA comprises representatives of Ontario's major occupational regulatory bodies to share information and ideas about improving access to the professions while maintaining standards for public safety.

Roger Barker, P.Eng., PEO deputy registrar, Regulatory Compliance, has been active in ORA for several years, and helped organize the June 7 forum. In his welcoming remarks, Barker said it is well documented that international candidates face additional barriers to professional licensing and cer-

tification in Ontario. These include difficulties in finding work placements to gain local experience, unfamiliarity with licensing requirements, and confusion and uncertainty as to the value of academic credentials.

Among the major regulators, PEO has been especially active in identifying access issues and in working with other stakeholders in finding solutions to existing problems, Barker said. The integration of internationally trained professions is of special significance to the engineering community in that one



Roger Barker, P.Eng., deputy registrar, regulatory compliance for PEO, introduces Mary Anne Chambers (centre), Ontario's Minister of Training, Colleges and Universities at a June 7 Regulators for Access forum in Toronto. At left is Jan Robinson, chair of the College of Physiotherapists of Ontario.

third of PEO's 66,000 licence holders are foreign trained, and many new Canadians with professional training have indicated an interest in working as engineers or in a related field.

Barker said immigration advocates and community leaders are generally pleased with many of PEO efforts in the access area, citing in particular PEO's offering of provisional licences to prospective engineers, beginning in February 2003. By issuing a provisional licence, PEO recognizes that applicants have satisfied the academic and professional practice and ethics exam requirements for licensing as a professional engineer in Ontario, as well as most of the experience requirements. The provisional licence provides internationally trained engineers greater opportunity to obtain one year of local experience under a licensed P.Eng., the final step in their eligibility for full licensure.

Mary Anne Chambers, Ontario's minister of training, colleges and universities, attended the June 7 ORA forum to outline the government's initiatives in helping internationally trained professionals gain access to the professions.

"One of the goals of the province is the elimination of barriers to employment for the internationally trained within one year," Chambers said. "However the government can't realize this objective alone. It requires the input of all stakeholders, and I am happy

to note that regulators recognize the problem and are working together to create a level playing field for internationally trained immigrants to become full participants in Ontario's economy."

Chambers revealed that a "report card" on the province's success in meeting access-related objectives is due in the next few months. Meanwhile, she said, the province is investing \$9.5 million in 2004 for access objectives. This figure will climb to more than \$12 million in 2005.

The forum also included reports from Ontario's teachers, pharmacists, physicians, physiotherapists and other regulated professions on progress in meeting access objectives. Overall, participants noted that regulators across the board recognize the importance of overcoming barriers to licensing and accreditation, and are combining forces to find solutions. Regulators were urged to commit themselves to the principles of fairness, objectivity, transparency, accountability

and collaboration.

Also attending the forum from PEO were CEO and Registrar Kim Allen, P.Eng., and Michael Price, P.Eng., deputy registrar, licensing and registration.

In addition to Barker and Price's role with ORA, PEO is active with the Toronto Region Immigrant Employment Council (TRIEC), an organization of regulators, government officials, educators and community groups working on the access issue.

OSPE Board of Directors elects new chair and president

The board of directors of the Ontario Society of Professional Engineers (OSPE) elected board member Annette Bergeron, P.Eng., as its chair and OSPE president during the organization's annual general meeting May 29 in Carlisle, Ontario.

Bergeron, director of first-year studies, faculty of applied science, Queen's University, joined the OSPE board in 2002, and served as vice chair and secretary in 2003-2004. A former PEO chapter executive, she succeeds Daniel Young, P.Eng., who remains on the OSPE board as past chair.

Seven directors began their terms at the AGM, elected by OSPE members from among 13 candidates. First-time directors are John F. Clayton, P.Eng., and Peter M. DeVita, P.Eng. Returning to the board for a second consecutive term are Catherine Karakatsanis, P.Eng. (secretary), Cindy Krenosky, P.Eng., (treasurer) and Young. Newly elected Jennifer Moylan, P.Eng., and M. Clare Morris, P.Eng., served as directors in 2000-2001 and 2001-2003, respectively. Continuing on the 12-person board are Chris Cragg, P.Eng. (vice-chair), Walter Bilanski, P.Eng., Paul Martin, P.Eng., and Anne Sado, P.Eng.

Delegates to the 2004 AGM were told that the Society has turned a corner since its inception in 2000. While the early years were devoted to defining goals, finding office space, recruiting staff and establishing an identity, the organization today believes it has reached viability in acting as a voice for professional engineers in Ontario. Bergeron says she intends to build on OSPE's three-part platform of advocacy, member services and professional development for its 13,000 members.

Highlights of OSPE operations in 2003 included publication of its first advocacy plan, formation of a government relations and issue-specific committees, and the launch of its professional development programs.

In addition to routine business, the AGM included



passage of a resolution reducing the number of P.Eng. signatures required for nomination for election to the OSPE board from 25 to six, and introduction of Sharon Glover, its new chief executive officer, who took over the reins earlier in the month.

Annette Bergeron, P.Eng.

Recommendations provide boost to foreign-trained engineers

By SHARON ASCHAIK

International engineering graduates (IEGs) who have had difficulty applying their skills in the Canadian job market received a huge boost in May during the annual general meeting of the Canadian Council of Professional Engineers (CCPE) with the approval by the CCPE board of recommendations designed to ease the transition.

Part of the national From Consideration to Integration (FC2I) project being helmed by CCPE, the 17 recommendations set out a plan to address the various employment challenges of IEGs in Canada by helping them better understand the licensing process, workplace culture and more.

Of significance is the recommendation to establish provisional licences—which are already in use in Ontario—across the country, to assist IEGs in obtaining the required

one year of Canadian work experience to be licensed here.

“This has definitely been very successful for the short time it has been in place, and the purpose of this recommendation is that a similar concept be implemented in other engineering regulatory bodies across Canada where it does not already exist,” said Marie Lemay, P.Eng, CCPE chief executive officer. “The idea is that the provisional licence says that IEGs have achieved everything required for licensing except Canadian experience.”

Another recommendation is that accurate and timely information about the engineering profession, the licensing process, the employment situation across the country and IEG support agencies be provided through a single-source website.

“The one thing we realized is that accurate labour market information is not avail-

able to IEGs,” said Lemay, noting that many IEGs consequently settle in areas where there is little demand for their particular expertise. “Enabling them to access accurate information prior to their arrival is crucial. The site could have information about how the profession is legislated in Canada, the licensing process and where the demand is.”

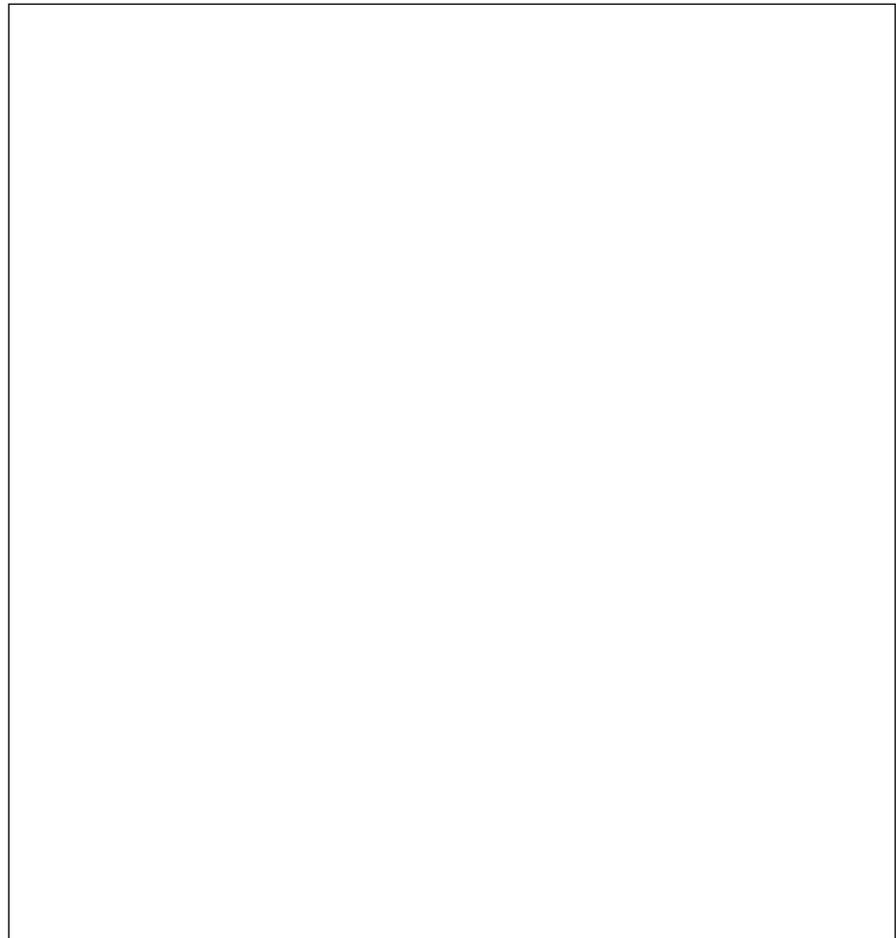
Also recommended is the development of stronger relationships between immigrant-serving agencies and provincial engineering regulatory bodies to ensure foreign-trained engineers have access to up-to-date information.

“It’s to make sure that the correct information about the licensing process is being delivered to the immigrants these agencies serve, because they are the front line in providing employment support,” said Michael Price, P.Eng, deputy registrar, licensing and registration, Professional Engineers Ontario, and a member of the steering group for FC2I.

Other recommendations include developing English- and French-language standards of proficiency; allowing IEGs to train for and write Professional Practice Exams at any point during the licensing process; enabling them to complete some aspects of the licensing process before they immigrate; creating a “Working in Canada” seminar to acclimatize them to the Canadian engineering workplace; developing a mentoring system; and continuing to research licensing challenges.

The FC2I project was conceived in October 2002, when CCPE’s constituent members, the provincial engineering regulatory bodies, agreed on the need to cooperate to enable internationally educated engineering graduates to become licensed more quickly, without compromising admission standards or public safety.

Release of the recommendations marks the end of phase two of the initiative. CCPE is now working with stakeholders to develop strategies to implement the recommendations.



Award recipients share strong professional dedication

BY NICOLE AXWORTHY

This year's Ontario Professional Engineers Awards will honour nine dedicated professionals in areas including engineering excellence, entrepreneurship, management, research and development, as well as contribution to society. Co-hosted by Professional Engineers Ontario and the Ontario Society of Professional Engineers, the awards will be presented at a gala dinner and ceremony on Saturday, November 20, 2004, in Toronto.

The Professional Engineers Gold Medal will be presented to Pierre Lassonde, MBA, P.Eng., president and director, Newmont Mining Corporation. Lassonde's drive and persistence has led to many outstanding accomplishments in the gold mining industry and in society. His innovative business style has grown his firm into a top world gold producer with operations on five con-

tinents. He serves on several boards and has been honoured with many awards for his social philanthropy and expertise in mining and precious metals, including the Order of Canada in 2003 and the "Mining Developer of the Year" award in 1999 by the Prospectors and Developers Association of Canada. He has contributed time, energy and financial resources to the Canadian Mining Hall of Fame and to education, and has received honorary degrees from the University of Montreal and the University of Toronto.

Mohamed A. Khattab, PhD, P.Eng., and Douglas W. Scott, P.Eng., will each receive the Engineering Medal in the Engineering Excellence category. Khattab, the resident consultant of National Steel Car Ltd. (NSC), is known for the design of freight cars in North America and is considered an expert in steel weldment design. He is the author

of nine published papers on the subject and a book, *Track Train Dynamics, Fatigue Analysis of Freight Cars* (not yet published). He is also author and holder of six U.S. patents, eight Canadian patents and three open publication patents, and has contributed to another 96 patents.

Scott, who is the manager of engineering for the City of Thunder Bay, has a long and distinguished career in engineering, in both consulting and managing. He has directed many municipal projects in northwestern Ontario, including sewage treatment and water supply facilities in Keewatin, and Thunder Bay's Island Drive Bridge, the Neening McIntyre Floodway, and the Thunder Bay Waterfront Park.

Receiving the Engineering Medal in the Entrepreneurship category will be Mark J. Chamberlain, P.Eng., former president and CEO of Wescam. Chamberlain's business started with an idea for one product that might sell one unit a year, and grew to a \$200-million Canadian success. During his tenure at Wescam, Chamberlain emphasized research and development and provided the vision to lead his organization through the years of business growth.

President and CEO of Canada Lands Company Ltd. (CLC), Kathy Milsom, P.Eng., will receive the Engineering Medal in the Management category for her efforts in both internal and external management of CLC. Milsom led initiatives that have significantly improved CLC's opportunities within the Government of Canada. She has also applied a unique management style to internal issues, which has resulted in increased cooperation, enthusiasm and employee retention.

Praveen K. Jain, PhD, P.Eng., will receive the Engineering Medal in the Research and Development category, to recognize his natural ability to come up with new designs and solutions for complex technical problems in the university laboratory. As a professor of electrical and computer engineering and Canada research chair of power electronics at Queen's University, Jain's work has resulted in 25 patents and over 200 publications. He has been honoured for his out-

standing contributions to global technology developments in the field of power electronics.

Receiving the Engineering Medal as a Young Engineer will be Susan L. Tighe, PhD, P.Eng., associate professor of civil engineering, University of Waterloo. Tighe is a researcher, teacher and practitioner who has achieved national and international recognition. She has written over 50 technical publications in the areas of infrastructure, pavements and transportation. She is also co-chair of the university's Women in Engineering Committee, and has recently been appointed to the Canadian Council of Professional Engineers' Women in Engineering Advisory Group.

Bob Loree, P.Eng., and Murray C. Temple, PhD, P.Eng., will each receive the Professional Engineers Citizenship Award. Loree, who was director of Engineering 1 from 1999-2004 at McMaster University, is recognized for his commitment to the education of future engineers and to the engineering community. Most notably, he created and developed the "McMaster Fireball Show," which is a multi-media traveling show that aims to inspire high school students to consider a career in engineering. He has also received several awards for his teaching excellence.

Temple, chair of the Board of Directors of Windsor's Hotel-Dieu Grace Hospital, is a distinguished academic and professional who has made significant contributions to the community. Most notably, Temple played an active role in the development of an historic alliance between the Salvation Army and the Religious Hospitallers of St. Joseph, which created Hotel-Dieu Grace Hospital. Temple has also contributed to research, to the teaching of engineering students, and served the engineering profession through participation on PEO Council, committees and task groups.

The Ontario Professional Engineers Awards gratefully acknowledges its 2004 gala sponsors: ABB Inc., Canada Life, Celestica, Jordan Engineering, Manulife Financial, ScotiaMcLeod, The Personal Insurance of Canada Inc., and XL Insurance. For further information on the Ontario Professional Engineers Awards, check PEO's website at www.peo.on.ca. Look for an online ticket order form in September.

