

EIT Credit Program aims for higher licence uptake

By MICHAEL MASTROMATTEO

Council has approved a new program aimed ultimately at increasing the number of engineering graduates becoming licensed professional engineers.

The Engineering Intern Training (EIT) Credit Program, approved by Council at its March 2 meeting, allows qualified applicants to have their P.Eng. licence application fee waived by PEO, as well as the cost of their first year membership in the EIT program.

The EIT program is designed to keep recent engineering graduates on the path to licensing while they fulfill all academic and experience requirements under the *Professional Engineers Act* and Regulations.

Qualified applicants include graduates of Canadian Engineering

The EIT Credit Program is aimed at addressing a lingering concern by PEO that not enough CEAB graduates ultimately apply for licensure.

Accreditation Board (CEAB)-accredited programs who apply within six months of graduation, and international engineering graduates (IEGs) who apply within six months of arriving in Ontario.

The program is set to launch May 1, to be available for 2007 graduates.

Graduates of CEAB programs are eligible to participate in the EIT program immediately on applying for their

P.Eng. licence. IEGs and graduates of non-CEAB programs are eligible to participate in the EIT program once they've been assigned a PEO examination program. PEO will then credit applicants with the normal \$230 P.Eng. licence application fee and the \$70 fee for the first year of the EIT program.

Although the EIT Credit Program is expected to cost PEO close to \$900,000 in foregone fees in the first year of operation, it is expected eventually to realize more than \$2.2 million in revenue annually, especially as more applicants enter the program.

Estimates prepared by PEO suggest the EIT Credit Program could increase the annual number of CEAB and IEG applicants to 4000 and 5000, respectively. In 2006, there were 1300 P.Eng. applications from CEAB graduates and 2000 from non-CEAB grads, including IEGs.

Although the increased number of applicants will require PEO to recruit more staff and volunteers to assess applicants' academic and experience backgrounds, it is expected these additional expenditures will be more than offset by increases in revenue as the program matures. The program also assumes the use of new online review and assessment tools by PEO staff and volunteers.

The EIT Credit Program is aimed at addressing a lingering concern by PEO that not enough CEAB graduates ultimately apply for licensure. At present, less than 20 per cent of Canadian engineering graduates apply to PEO for the P.Eng. licence.

No word yet on OBC legal challenge

By MICHAEL MASTROMATTEO

PEO is still awaiting word about the results of its legal challenge of the province's building code reforms.

At the end of October, the association presented its arguments in Ontario Divisional Court in the judicial review of the application to professional engineers of amendments to the *Ontario Building Code*. The amendments, which came into effect on July 1, 2006, require PEO-licensed engineers to undergo additional external qualification processes in order to continue design and general review practices, despite the fact engineers are already required to be familiar with all appropriate codes, statutes and by-laws under Regulation 941 to the *Professional Engineers Act*.

PEO argued the housing ministry's building code reforms do not enhance public safety, conflict with engineering self-regulation, and create unnecessary

duplication for engineers in the building and design sector.

The legal challenge was heard October 26 to 27 by Ontario Justices Dennis Lane, Sandra Chapnik and Patrick Smith. PEO was represented by Richard Steinecke and Lisa Braverman of the firm Steinecke Maciura LeBlanc. Attorney David Moore, of Bellmore and Moore, also argued against the legislation on behalf of the Ontario Association of Architects.

Dennis Brown and Sandra Di Ciano, of the Ontario attorney general's office, argued on behalf of the Ontario Ministry of Municipal Affairs and Housing.

At the conclusion of the hearing, the justices reserved judgment on the matter, and it is uncertain when a ruling will come down.

Watch the PEO website at www.peo.on.ca for information on the court's ruling and next steps as soon as they are available.

Hot issues make the rounds at town hall meetings

By MICHAEL MASTROMATTEO

PEO President Pat Quinn, P.Eng., is enjoying a short respite after an eight-week meeting and media blitz of several Ontario cities.

Entitled “The Future of Professional Engineering and Self-Governance,” President Quinn’s town hall-style meetings were aimed at soliciting input from licence holders to improve PEO operations. Meetings were held in Kingston, Ottawa, North Bay, Markham and Kitchener between January 12 and February 27. Where possible, they coincided with other high-profile events for the local engineering community and incorporated meetings with local politicians and media.

The tour kicked off January 12 in Kingston, where Quinn first addressed engineering undergraduate students at Queen’s University. At the Queen’s event, the President discussed his views on engineers taking greater responsibility for effective policymaking in Ontario.

The January 25 meeting in North Bay coincided with the 37th annual North Bay Engineers Day, which included a special supplement in the *North Bay Nugget*.

The tour concluded on February 27 in Kitchener-Waterloo with meetings with Kitchener Mayor Carl Zehr, Waterloo Mayor Brenda Holloran, and the business editor of the *The Record*, prior to the evening town hall meeting.

Licensing issues dominated much of the discussion at the town hall gatherings. Participants seemed open to the suggestion that PEO “widen the net” to include more individuals within its licensing regime.

There was also significant debate about whether PEO should consider introducing specializations or classes of licence, and paying some attention to continuing education and competence assurance programs.

Regarding engineering’s profile or “image” in Ontario, members were generally agreed that PEO should concentrate on promoting the value and public recognition of the P.Eng. licence. Although it was generally accepted that the P.Eng. designation enhances an individual’s stature, there was concern

CEO/Registrar Kim Allen, P.Eng. (left), and President Pat Quinn, P.Eng. (second from left), met with Sucha Mann, P.Eng. (second from right), and John Grefford, P.Eng. (right), at the Ottawa town hall meeting.

the public and policymakers are still uncertain about what constitutes professional engineering and its impact on the public interest.

The second prominent talking point centred on PEO’s governance structure. Several participants wondered if terms of office for the President and Councillors should be extended to enable them to follow through on important initiatives and changes of policy direction. In addition, some participants voiced support for a task force to study a new governance structure for the regulator (see President’s Message, p. 3, In Council, p. 31).

One observer who attended all of the meetings noted that members appeared to be highly engaged in the discussions, with varying levels of knowledge of the issues. Members also seemed appreciative of the opportunity to be informed of current issues facing the profession, and to have a chance to hear from PEO’s leaders, including President Quinn, and CEO/Registrar Kim Allen, P.Eng.



PEO makes more member information public

By PAULA HABAS

At its September 2004 meeting, PEO Council made a policy decision to increase the information about practitioners available to the public. Council adopted the Expanded Public Information Model (EPIM) following an analysis that indicated a public interest need to make available more information about practitioners than was then available. The EPIM is intended to enable PEO to better fulfill its regulatory mandate by enabling informed choice by, and greater protection for, the public, and by promoting professional accountability in practitioners. However, recognizing the rights of individuals to privacy, the EPIM was approved as part of PEO's overall Privacy Policy.

PEO's Privacy Policy, of which the EPIM is a part, deals with PEO's collection of personal information from its members and the public disclosure of this information to third parties.

Following the Council meeting, a working group reviewed the different kinds of information PEO collects for each data element's accuracy and reliability, whether it should be publicly available, and whether the collection and disclosure of the information supported PEO's regulatory mandate. A report and recommendations based on this review was debated and approved by Council.

The EPIM clarifies which kinds of PEO-collected information will remain private, and both PEO volunteers and staff have been trained, and systems developed, to ensure such personal information is not disclosed. Similarly, the EPIM clearly lays out which kinds of PEO-collected information can be made available through an online searchable form, and which kinds of information will require the submission of a "Request for Access to Practitioner Information Form" to PEO's privacy officer. Members wish-

ing to have their information withheld must complete and return a "Request to Withhold Information from the Public" form, available at www.peo.on.ca.

A current directory of P.Eng. licence holders has been a feature of the PEO website since 2003. When the decision was made to expand the information accessible, members were notified of this intention and have been able to update or correct errors in their own information since August 1, 2006.

The 2007 expanded online directory, released to the public on January 15, includes member profile (name, licence number, type and gender),

licence profile (licence status, description, date registered, date of first licensure and designation), employment profile (employer name, job title, business address) and, for the first time, an academic profile (program, degree,

institute name, country, city, graduation date and verification status).

Since fall 2006, those wishing to add an additional degree to their academic profile have been able to do so online, after first registering on the member's area of PEO's website. Once registered, members can access "View Member Profile," open their education profile, and add their degrees. Degrees reported to PEO as part of the licensing process are described as "Verified by PEO." Post-licensing degrees reported online are described as "Member Reported." PEO does not verify post-licensure degrees.

It is hoped all members will visit their member profile soon to ensure their information is accurate. If it is not, they should contact Irena Langenfeld in PEO's Document Management Centre by telephone at 416-840-1112 or by email at documentcentre@peo.on.ca.

At present, there are still gaps and omissions in some academic data, and PEO is working to clean up the data and fill in the gaps in 2007. PEO also plans to launch its Voluntary Annual Reporting project in 2007, which will allow members to report their profes-

sional development activities and areas of practice to the directory. Participants who choose to report their professional development and areas of practice will have the opportunity to make some or all of this reported information public

through the EPIM. The Expanded Public Information Model is a growing and evolving approach to meeting PEO's regulatory functions. Members are encouraged to review their profiles and provide feedback.

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Brownfields development pressure could spur MOE

BY MICHAEL MASTROMATTEO

The Ontario housing ministry's efforts to move forward with a legislative framework for Brownfields redevelopment could force the environment ministry to get moving on its list of who is eligible to certify the safety of once contaminated sites.

Brownfields redevelopment is the cleanup of properties that had been contaminated by industry for safe, primarily residential use. The aim is to reclaim decaying inner-city property as a healthy alternative to continuing urban sprawl.

The original *Brownfields Statute Law Amendment Act, 2001* was designed to remove barriers to cleanup and redevelopment of Brownfields sites. Regulations to implement the act have come in stages since 2001, but with some elements proving to be problematic.

Ontario's Ministry of Municipal Affairs and Housing is eager to settle the liability, legal and administrative issues surrounding Brownfields redevelopment, but must coordinate efforts with the environment ministry, which is yet to make a final determination of who will qualify to perform environmental site assessments (ESA) and file records of site condition (RSC).

Ontario's Ministry of Municipal Affairs and Housing is eager to settle the liability, legal and administrative issues surrounding Brownfields redevelopment, but must coordinate efforts with the environment ministry.

Under Ontario Regulation 153/04 of the Brownfields act, professional engineers are listed as qualified persons (QPs), but holders of a PEO limited licence are expressly excluded. Under Regulation 153/04, these initial qualified person provisions were intended to sunset in October 2006 in favour of an environment ministry certification regime for QPs. The ministry has yet to unveil this regime, however.

While the environment ministry continues to prepare its new QP list, the housing ministry is moving forward with its plans to finalize all elements of Brownfields redevelopment legislation. Meanwhile, the province has established a Brownfields Coordinator position to deal with inter-ministry issues. In addition, the housing ministry has organized Brownfields Stakeholder Group meetings to discuss obstacles in the path of finalizing the rules and conditions of Brownfields work.

PEO Registrar Kim Allen, P.Eng., and staff from PEO's Standards and Regulations department have been involved in these stakeholder meetings since February 2006.

While some of the issues, such as who is liable for the environmental safety of properties undergoing redevelopment, do not have direct regulatory implications for engineers, PEO hopes the housing ministry's interest in fast-tracking all elements of Brownfields legislation might prod the environment ministry to move on its qualified persons list.

Indeed, PEO has expressed its willingness to work with the environment ministry to pursue additional changes to the QP list. The regulator remains concerned the environment ministry still does not accept that limited licence holders have the same regulatory obligations as professional engineers within the conditions of their limited licences, which restrict their areas of practice.

Second PEO Queen's Park Day in the works

BY MICHAEL MASTROMATTEO

Professional Engineers Ontario has tentatively selected Monday, April 16 as the date of its second Engineering for Ontarians Day at Queen's Park.

A high-profile component of the regulator's far-reaching Government Liaison Program (GLP), the Queen's Park event is an opportunity for PEO GLP spokespeople to discuss the value of engineering licensing and self-regulation with members of provincial parliament.

The inaugural Queen's Park event held June 6, 2005 attracted more than 40 MPPs from all three major political parties, and 60 PEO members and staff. Among the special guests was Ontario Attorney General Michael Bryant, whose ministry is responsible for the *Professional Engineers Act*. At the time, Bryant affirmed the importance of

self-regulation in the public interest, and paid tribute to PEO members for their efforts in keeping legislators apprised of engineering-related concerns.

It is anticipated the 2007 edition of Engineering for Ontarians Day will include meetings between members of PEO Council and key legislators, introduction of PEO officials in the legislature, and a late afternoon reception. PEO members interested in how government operates are encouraged to attend the public gallery at Queen's Park that day.

For information on how you can become a PEO spokesperson or a member of your chapter's GLP subcommittee, please contact David Smith, PEO manager, communications, at 416-840-1068, 800-339-3716, ext. 1068, or dsmith@peo.on.ca.

Electricity as currency highlights energy forum

By MICHAEL MASTROMATTEO

Engineers remain crucial to developments in the energy sector, especially as emerging technologies addressing conservation, the environment and supply issues come increasingly to the fore.

The link between engineering and a safe, reliable and environmentally sustainable energy supply was the focus of the annual Engineering Innovations Forum, March 1 at the Ontario Science Centre in Toronto.

The annual innovations forum is a joint project of PEO, the Ontario Society of Professional Engineers (OSPE), and the Ontario Association of Certified Engineering Technicians and Technologists (OACETT). The forum is also a key part of the annual National Engineering Week (NEW), which this year ran from February 24 to March 4.

Speakers at this year's forum included Jan Carr, P.Eng., CEO, Ontario Power Authority (OPA); William Smith, P.Eng., vice president, power generation, Siemens Canada Ltd.; Scott Rouse, P.Eng., managing partner, Energy@Work; and Mark Romoff, president and CEO, Ontario Centres of Excellence.

Popular radio and television personality Dennis Trudeau acted as moderator of the forum.

Prior to the speakers' presentations, PEO President Pat Quinn, P.Eng., described the forum as one of the highlights of National Engineering Week. He said the innovation focus of the annual forums is key in inspiring younger people by showing them the importance and significance of engineering to the public interest.

Each of the main speakers offered perspectives on the engineering challenges involved as new technologies are considered in response to electricity supply constraints and the hunt for reliable, environmentally sustainable sources of power generation.

Jan Carr of OPA outlined the historical factors that led to Ontario's public monopoly of electricity generation and distribution. As electricity became a source of public currency, he said, it would only be a mat-



Jan Carr, P.Eng., CEO of OPA, spoke at the 2007 Engineering Innovations Forum.

ter of time before economic and technological innovations would begin to disrupt the energy industry status quo.

He called on the engineering community and public policymakers to look for innovative ways of linking electricity with hydrogen-based power generation, as one solution to the increasing demand for safe, affordable and reliable energy.

Energy issues have gained prominence for the public and for the engineering profession over the last decade due to concerns over global

warming and greenhouse gas emissions. As a contribution to the public dialogue, last spring PEO convened a blue ribbon panel of energy and value engineering experts and published *Sorting Through the Noise, a Unique Decision-Making Approach for a Secure Energy Future*, a discussion paper focused on helping the government sort through the options to address Ontario's energy supply issues.

The paper was delivered to the Ontario energy minister last May, and although it is no longer expected the energy ministry will act on the paper and take up PEO's offer to co-sponsor a value engineering analysis of the energy conservation challenge, the exercise positioned the engineering community as an authoritative, non-partisan resource for helping develop sound public policy where engineering is concerned.

The Engineering Innovations Forum was initiated in 1990 under the name Engineering Action Forum as part of National Engineering Week, to focus on current issues of public concern from the engineering point of view so as to highlight engineering's benefits to society. The 2006 innovations forum was devoted to robotics. Other forums have highlighted nanotechnology, green energy, housing, computers, virtual reality, food, construction and biomedicine.

Labour inspection conference comes to North America

By VIC PAKALNIS, P.ENG.

The International Association of Labour Inspection Conference will hold its meeting in North America for the first time when it hits Toronto from April 18 to 20. Delegates, including engineers, from over 130 countries are expected to attend the event, which will provide an international forum for exchanging experience in, and views about, labour inspection and the implementation of occupational health and safety legislation.

The focus of the conference is strengthening accountability, developing and implementing practical tools, and building a partnership-based approach to managing health and safety. Specifically, engineers will learn about emerging hazards, how to address challenges for labour inspection in the rapidly changing workplace, how best to apply limited

inspection resources, and how to achieve compliance with performance-based and prescriptive regulation.

Keynote speakers include: Malcolm Sparrow, PhD, of Harvard University and author of *The Regulatory Craft: Controlling Risks, Solving Problems, and Managing Compliance*, and the Honourable Perrin

On April 17, a special one-day session on OSH supply chain management, "From the Supplier's Supplier to the Customer's Customer," will feature an international roster of business speakers. Well-known humanitarian Stephen Lewis will be speaking on the international health and safety challenge, and the role of corporate social responsibility.

A PEO-sponsored roundtable and reception [provides] a chance to exchange ideas and experiences with professional engineer colleagues.

Beatty, president, Canadian Manufacturers and Exporters, who will share his perspective on business results through health and safety. I will chair a panel consisting of Leo Gerard, international president, United Steelworkers of America, and Chris Hodgson, president, Ontario Mining Association.

Included in your registration will be a PEO-sponsored roundtable and reception, a chance to exchange ideas and experiences with professional engineer colleagues from across the country and around the world, on Thursday, April 19, 2007 from 4:00 p.m. to 6:00 p.m. For more information, visit www.iapa.ca/iali.

Funding to help IEGs achieve licensing faster

By MICHAEL MASTROMATTEO

PEO is a key player in the development of a new program providing international engineering graduates (IEGs) an opportunity to fast-track achievement of the academic requirements for engineering licensure.

The Internationally Educated Engineers Qualification Bridging Program will be offered at Ryerson University in Toronto beginning this September.

Funding for the program is part of a \$29-million investment by the Ontario Ministry of Citizenship and Immigration to assist internationally trained

among universities, regulators such as PEO, and other stakeholders.”

Colle, who described the Ryerson program as “a real jewel” of the government’s latest funding agreement, said the bridging program will result in faster attainment of academic requirements, work experience opportunities, and more effective networking for immigrant engineers in Ontario.

The Ryerson program allows international engineering graduates to enter one of two streams, either advanced standing to one of seven engineering programs offered at Ryerson, or a personalized aca-

Professional Engineers and Geoscientists of Manitoba’s (APEGM) academic requirements for a P.Eng. licence. Upon completion of the IEEQ, participants can also register with APEGM’s engineer-in-training program.

PEO CEO/Registrar Kim Allen, P.Eng., who attended the February 1 funding announcement, said involvement with Ryerson University is part of the engineering regulator’s longstanding effort to help international engineering graduates who wish to become licensed.

“PEO has been working closely with Minister Colle and the Ministry of Citizenship and Immigration so that IEGs are better able to use the skills, education and experience they bring with them,” Allen said.

Stalin Boctor, P.Eng., dean of engineering at Ryerson University, said key elements of the new program are its flexibility and the opportunities it provides students in finding co-op work placements.

“An important part of the new program is the co-op placement, which gives international graduates a leg up in securing a job, or at least being exposed to the Canadian system,” Boctor said. “This will be four months of the one year of the Canadian experience factor, assuming that PEO will continue with the one-year Canadian experience requirement.”

Boctor said Ryerson will be working closely with PEO’s Academic Requirements Committee (ARC) in helping develop personalized educational programs for Ryerson engineering students.

The Canadian Council of Professional Engineers (CCPE) has expressed support for both the Ryerson and University of Manitoba IEG bridging programs.

“The CCPE is delighted that Ryerson has received financial support for the Internationally Educated Engineers Qualification Bridging Program,” says CCPE CEO Marie Lemay, P.Eng. “This initiative, which will be instrumental in helping immigrants prepare for licensure and in providing them

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Stalin Boctor, P.Eng., dean of engineering, Ryerson University

professionals to find career-related work in the province.

Ryerson University will receive \$5 million from the ministry for the engineering qualification and bridging program.

In making the funding announcement February 1 at Ryerson, Citizenship and Immigration Minister Mike Colle praised PEO entering into partnerships with the province and universities to accommodate the needs of international engineering graduates.

“We need to break down barriers and offer newcomers to Ontario a fair chance,” Colle said, “and that comes about through effective partnerships

demic program designed to include academic courses, assigned by PEO, to overcome gaps or deficiencies in the graduates’ academic preparation for licensing.

Through co-op placement, participants will also gain paid engineering employment experience, develop contacts, and apply the knowledge gained in their university courses.

The program is similar to the Internationally Educated Engineer Qualification Pilot Program (IEEQ) at the University of Manitoba. The one-year IEEQ program, which includes academic study and a four-month work experience component, satisfies elements of the Association of

Ontario Citizenship and Immigration Minister Mike Colle (left), and PEO CEO/Registrar Kim Allen, P.Eng., discuss Ryerson University's new qualification program for international engineering graduates.

with the experience required to work in the engineering profession, implements several of the recommendations from CCPE's From Consideration to Integration (FC2I) project."

CCPE facilitated a Human Resources Skills Development Canada (HRSDC)-funded project to promote Manitoba's IEEQ pilot program nationally.



Strong turnout at 2007 North Bay engineering symposium

By MICHAEL MASTROMATTEO

Engineers with PEO's North Bay Chapter chose a "building on solid foundations" theme for this year's annual Engineers Day symposium.

The 37th symposium, held January 25 to 26, attracted more than 75 engineers from throughout the chapter.

Speakers included PEO President Pat Quinn, P.Eng.; Ken McMartin, P.Eng., president, Canadian Council of Professional Engineers (CCPE); Chris Cragg, P.Eng., past chair, Ontario Society of Professional Engineers; and David Tsang, C.E.T., president-elect, Ontario Association of Certified Engineering Technicians and Technologists.

Speakers from industry included Tim Ollivier of Canadian Manufacturers and Exporters, John Naccarato, P.Eng., of Algoma Steel, Derrick Toigo, P.Eng., of Infrastructure Canada, Captain Frank Bird of the Canadian Armed Forces Disaster Assistance Response Team (DART), and Duncan Millar, P.Eng., of Conestoga-Rovers & Associates.

Guests from the three levels of government included North Bay MP Anthony Rota (Nipissing-Timiskaming), Nipissing MPP Monique Smith, Ontario Infrastructure Minister David Caplan, and North Bay Mayor Victor Fideli.

Alan Korell, P.Eng., chair of the symposium committee and past-chair of the chapter, said the event featured a healthy mix of elected officials, local engineering

practitioners, and PEO staff. He described the day as an opportunity to bring practitioners and policymakers together to share local and profession-wide concerns.

In his remarks to the symposium, Quinn emphasized the need for engineers to consider becoming more involved in political leadership and policy formation. He discussed the scarcity of professional engineers in elected office, and urged practitioners to make their concerns known to local, provincial and federal leaders.

Engineering outreach to politicians is part of PEO's active Government Liaison Program, which aims to promote the value and significance of engineering self-regulation in the public interest.

As is traditional, the North Bay Engineers Day festivities included a 16-page engineering supplement in the January 24 edition of the *North Bay Nugget*, which included a front-page article by President Quinn and articles and photos about local engineering projects.

Alberta closes in on one-act model

By MICHAEL MASTROMATTEO

Alberta's engineers and technologists have moved a step closer to approving a proposal to regulate both groups under a one act-two association model.

In a December 18 Memorandum of Understand (MOU) between the Association of Professional Engineers, Geologists and Geophysicists of Alberta (APEGGA) and the Association of Science and Engineering Technology Professionals of Alberta (ASET), the two groups brought an end to nearly two years of negotiations to resolve issues surrounding regulation of engineers and technologists.

The MOU, which was unanimously approved by both councils January 25, will be presented to APEGGA and ASET in the spring for a final vote. Approval of the MOU is likely the final hurdle to creation of legislation under Alberta's *Engineers, Geologists and Geophysicists Act* (EGGP) to allow ASET to regulate technologists operating under supervision.

Highlights of the MOU include recognition of ASET's professional technologist (P.Tech) designation, licensing and joint regulation of technologists by APEGGA and ASET, permission for technologists to practise independently within a specified scope of practice, creation of joint boards and committees to regulate professional technologists, development of a common code of ethics for both associations, and harmonization of processes and practice standards.

Under the proposal, both associations commit themselves to compulsory professional development for members, and agree to the development of a dispute resolution mechanism.

Negotiations toward the one act-two association framework have been accompanied with extensive communication with membership in both associations. In addition to issuing at least three joint communiqués, the two groups have published updates on both association

websites. As well, ASET and APEGGA conducted an "electronic town hall meet-

ing" February 6 to gather member input into the MOU.

Officials with APEGGA and ASET stress the purpose of the one act-two association regulatory model is to better protect the public interest and to assure the competence of engineers and technologists across two "intertwined" practices. Technologists coming under the regulatory framework of the EGGP Act would be subject to the same requirements of professionalism now expected of professional engineers, professional geologists and professional geophysicists.

The purpose of the one act-two association model...to better protect the public interest and to assure the competence of engineers and technologists across two "intertwined" practices.

Irish engineers visit PEO



PEO President Pat Quinn, P.Eng. (second from right), was among a group of PEO officials who hosted a February 19 visit from a delegation from Engineers Ireland. At right is Engineers Ireland Registrar Denis McGrath. At the far left is former Engineers Ireland Registrar Michael Higgins, and next to him is the organization's registration manager, William Grimson. The three Irish engineers visited PEO to gather information on the Ontario regulator's licensing and registration process. The visit, which also included a meeting with PEO Registrar Kim Allen, P.Eng., featured an overview of PEO procedures and attendance at several Experience Requirements Committee interviews with licence applicants. In late January, PEO Deputy Registrar, Licensing and Registration Michael Price, P.Eng., hosted a similar visit by a group of Australian engineers.

TV ads highlight plight of immigrant professionals

By MICHAEL MASTROMATTEO

PEO had a role in developing a series of television advertisements highlighting the plight of new Canadians finding career-related employment in the regulated professions.

The 30-second advertisements, sponsored by the Toronto Region Immigrant Employment Council (TRIEC), began airing in southern Ontario in late January. One ad features an international engineering graduate describing his work experience while being interviewed for a job at a fast food restaurant. The ad concludes with a shot of an impressed-looking young interviewer and a sad-eyed mid-career immigrant sporting a defeated, ironic look.

Ontario's engineering regulator has long been involved with TRIEC by taking part

in its discussions with representatives of other senior professions about eliminating barriers to employment. PEO Registrar Kim Allen, P.Eng., also served as chair of TRIEC's Occupational and Licensing Bridge Working Group, which examined ways of providing more information to immigrant professionals about licensing issues, mentoring programs, and other forms of assistance.

Known collectively as the Hire an Immigrant series, the TV ads encourage employers and the public to look to new Canadians as a source of talent and experience in addressing shortages in Ontario's labour market.

Ratna Omidvar, executive director of TRIEC's Founding Board, said the aim of

the campaign is to demonstrate problems in the labour market, without assigning blame to any one sector. "Instead," Omidvar said, "the ads are designed to encourage people to think how the skills, ability and enthusiasm of immigrant professionals can be better used." Allen said that during development of the campaign, he suggested the ads not portray regulators, such as PEO, as excluding qualified immigrants from licensing or being a barrier to their employment.

TRIEC is now measuring the impact of the first flight of the campaign, with a report expected by late February or early March. It is also monitoring local radio stations and newspapers for feedback and is checking the number of hits on the TRIEC and hireimmigrants.ca websites.

Equity and diversity paper received by PEO Council

By MICHAEL MASTROMATTEO

At its March 2 meeting, PEO Council voted to receive a new diversity position paper developed by the regulator's Equity and Diversity Committee (EDC).

The EDC position paper contains recommendations for the regulator to consider in bringing a stronger sense of diversity throughout its operations.

The paper is the culmination of equity and diversity activities started by PEO in 2003 to address the concerns of women, aboriginal members and other under-represented groups within PEO relating to licensing and regulation.

The EDC was established in February 2004 to recommend an action plan to integrate equity and diversity values and principles into the general policy and business operations of PEO. PEO Councillor Márta Ecsedi, P.Eng., chairs the EDC.

The position paper recommends that PEO develop a policy on equity and diversity (E&D) and that Council show leadership by reviewing its own processes and training activities.

The paper also recommends the EDC draw up a three-year action plan that includes a review of existing policies, a survey of member views and attitudes on diversity, communication efforts, and a mechanism to monitor compliance with, and the effectiveness of, a diversity policy.

The plan would also include training for staff and volunteers and efforts to incorporate E&D ideals into organizational decision-making.

The EDC position paper based its recommendations on the findings of two *Towards Fairness* studies, which it commissioned from equity and diversity consultant Anne Holmes & Associates. The studies compare the equity and diversity practices of the 12 leading regulators and professional associations in Canada.

"PEO has a dual role as an employer and as a provider of services to its members," the consultant's report says. "Members have a right to ask their professional association to be accountable to

equity and diversity principles in its own hiring and practices. By implementing an internal E&D plan, PEO can demon-

"Members have a right to ask their professional association to be accountable to equity and diversity principles in its own hiring and practices. By implementing an internal E&D plan, PEO can demonstrate to members that it is following these principles with its own staff."

Towards Fairness report

strate to members that it is following these principles with its own staff."

In a briefing note accompanying the position paper, the EDC suggests the Ontario government's recent *Fair Access to Regulated Professions Act* (Bill 124/06) is an impetus to ensure PEO's application and admissions process is fair and bias-free. "The lessons learned from any subsequent audits or operational changes may be applied to other aspects of PEO operations," the EDC says.

The committee also stresses that E&D issues should not be used to change the requirements for professional licensure. "It is about the processes and methods of carrying out activities, not about the criteria to become a professional engineer," the EDC says.

In voting to table the position paper, Council members suggested the Equity and Diversity Committee proceed with an action plan for implementation of an equity and diversity policy, pending final approval of the paper by Council. Upon approval, the paper will be distributed to PEO members, staff, volunteers and the public for additional consideration and input.