

## 2007 PEO Council election results are in

By JENNIFER COOMBES

PEO's 2007 election closed February 28 and the new Council took office on April 28.

This year, 16 per cent of members voted for candidates for President-elect, a position for which all members are eligible to vote. This figure is down slightly from the 17 per cent of members who voted in 2006. Sixteen per cent voted in 2005, and 18 per cent in 2004.

David Adams, P.Eng., was elected President-elect. Diane Freeman, P.Eng., was elected Vice President.

Members also elected the following to Council:

- Councillor-at-Large—Peter M. DeVita, P.Eng., and Richard H. Weldon, P.Eng.;
- Eastern Region Councillor—Nicholas P. Colucci, P.Eng. (by acclamation);
- East Central Region Councillor—Corneliu E. Chisu, P.Eng.;
- Northern Region Councillor—Seimer H.L. Tsang, P.Eng. (by acclamation);
- Western Region Councillor—Roydon A. Fraser, PhD, P.Eng.; and
- West Central Region Councillor—Philip Maka, P.Eng.

The election mailing also included ballots for confirmation by members of amendments to By-Law No. 1. Under the *Professional Engineers Act*, Council may make or amend PEO by-laws, but they do not become effective until confirmed by members in a mail ballot.

### By-law confirmation #1

Members confirmed repealing and replacing sections 8 and 45 of By-law No. 1, which would permit certain chapter executive members to sign particular contracts on behalf of PEO.

The question, “Do you confirm amendment of By-law No. 1 as follows:

(a) Repeal section 8 and replace it with:

‘8(1) Subject to section 8(2), none of the governing body of a chapter, the officers of a chapter or the members of a chapter

shall have any power or authority as such to contract in the name of the association or to assume any obligations on behalf of the association.

8(2) A chapter shall be entitled to enter into a contract on behalf of the association provided that:

- (i) the chapter is named in the contract;
- (ii) the contract only pertains to, or is required by, the chapter's annual business plan as approved by the Regional Councillors Committee for such chapter and which is based on the chapter budget approved by the Council of the association (hereinafter collectively called the ‘Business Plan’);
- (iii) the contract does not require the expenditure of any money by the chapter other than in accordance with its Business Plan; and
- (iv) such contract is executed by any one of the Chair, Vice Chair, Secretary or Treasurer of the chapter who have signing authority under the chapter by-law and who are members;

(b) Repeal section 45 and replace it with:

‘45. Subject to section 8(1), deeds, transfers, contracts and other instruments requiring the signature of the association shall be signed by one of the president, president-elect or the past president and either the registrar or the treasurer?’ received 9935 votes in favour and 771 votes against.

### By-law confirmation #2

Members confirmed repealing and replacing section 46 of By-law No. 1, which would replace bonding requirements with insurance.

The question, “Do you confirm amendment of By-Law No. 1 to repeal section 46 and replace it with:

‘46. The association shall purchase insurance coverage for acts of dishonesty, disappearance and destruction by any employee or any volunteer signing officer and in such amounts as may be approved or determined by the Council. The cost of all such insurance shall be paid by the association?’ received 9286 votes in favour and 1443 votes against.

### By-law confirmation #3

Members confirmed repealing and replacing section 45 of By-law No. 1, which permits certain members of staff to execute contracts having an aggregate value of less than \$20,000.

The question, “Do you confirm amendment of By-law No. 1 to repeal section 45 and replace it with:

‘45(a) Subject to section 8(1) and subject to section 45(b), deeds, transfers, contracts and other instruments requiring the signature of the association may be signed by one of the president, president-elect, or the past president and either the registrar or the treasurer,  
(b) deeds, transfers, contracts and other instruments requiring the signature of the association and which have an aggregate expenditure there under of less than \$20,000 may be signed by any two of the registrar; treasurer; deputy registrar; licensing and registration; deputy registrar, standards and regulations; deputy registrar, regulatory compliance; director, communications and chapters; director, governance; director, human resources and volunteer management; or director, information and technology services?’ received 9689 votes in favour and 1086 votes against.

## Another term as President



Incoming President Walter Bilanski, PhD, P.Eng. (left), accepts the gavel from outgoing President Pat Quinn, P.Eng., at PEO's Annual General Meeting on April 28 in Toronto. This is Bilanski's fourth term as President over a span of 16 years on PEO Council. Full coverage of the meeting will appear in the July/August issue of *Engineering Dimensions*.

At the first meeting of Council on April 28, John Vieth, P.Eng., was elected to the position of Vice President elected by and from the members of Council, and Cliff Knox, P.Eng., and Catherine Redden were elected by Council as additional members of the Executive Committee.

Council also approved initiating an investigation into how candidate statements were disseminated with chapter newsletters during the 2007 election. The subject was the basis of a member submission made at that morning's AGM, and in the interest of expediency, Council decided to authorize an investigation immediately, rather than have the Executive Committee consider the matter first, which is the procedure outlined in the guidelines for member submissions. A task force chaired by John Vieth, newly elected chair of the Regional Councillors Committee, will now investigate the cause and extent of any problems and ways to minimize any

chance of anything similar occurring in the future. The task force is to report to Council in June.

## By the numbers

### President-elect

J. David Adams	6333
Maximus Perera	2797
Nicholas Monsour	2040

### Vice President

Diane L. Freeman	6650
Kenneth G. Lopez	4581

### Councillor-at-Large

Peter M. DeVita	5873
Richard H. Weldon	5825
Denis Dixon	5053

### Eastern Region Councillor

Nicholas P. Colucci	acclaimed
---------------------	-----------

### East Central Region

#### Councillor

Corneliu E. Chisu	1458
Jeff M. Mark	1227

### Northern Region Councillor

Seimer H.L. Tsang	acclaimed
-------------------	-----------

### Western Region Councillor

Roydon A. Fraser	1677
Len C. King	801

### West Central Region

#### Councillor

Philip Maka	2093
Alberto De-Santis	420

## Twelve join Order of Honour to recognize service

By NICOLE AXWORTHY

On Friday, April 27, 2007, 12 members were inducted into PEO's Order of Honour, the association's highest form of recognition for contribution, support and guidance to the profession. The ceremony was held in conjunction with PEO's Annual General Meeting at the Marriott Eaton Centre Hotel in Toronto.

**George R. Comrie, MEng, P.Eng., CMC**, was invested as a Companion of the Order. Comrie was made an Officer of the Order of the Sons of Martha (now the Order of Honour) in 1982 to recognize his then already substantial commitment to the engineering profession. He has been a member of the Etobicoke Chapter since he was licensed in 1973, serving on its executive since 1990, including three terms as chair. Comrie served on PEO Council for over six years, including a term as President in 2004-2005, and has been involved in task forces relating to governance (Election Procedures Task Force), emerging engineering disciplines (Ontario Software Engineering Task Force and External Groups Task Force—Software), and admission to the profession (Licensing Process Task Force). He also served on PEO's Education Committee for 10 years, including three as chair, where he pioneered the Engineer-in-Residence program. Comrie has also represented PEO as one of three PEO directors on the board of the Canadian Council of Professional Engineers (CCPE).

**Bruce E. Clarida, P.Eng.**, manager, special projects at Peter Kiewit Sons Co., was invested as an Officer of the Order. Clarida joined the Algoma Chapter executive in 1991 as its secretary and over the next six years also served as chair (twice), past chair (twice), and education coordinator. For years, Clarida was a strong voice on PEO Council for the vast Northern Region, while a member of the Executive Committee, as a Councillor-at-Large, and as a Regional Councillor. In the latter role, he was influential in the Chapter Structure

and Revitalization Team (START) reports, including the establishment of the association's first-ever regional office at Lakehead University. For more than a decade, Clarida also brought enthusiasm and energy to core committee work, including the Discipline Committee, the Regional and Central Nominating committees, the Regional Councillors Committee and the Professional Practice Committee.

**Allen K. Lucas, P.Eng.**, utilities engineer at Utilities Kingston, was also invested as an Officer of the Order. Lucas has been a tireless champion of PEO's chapter system, chairing the Regional Councillors Committee for three years, and as a member of START committees. An active member of the Quinte Chapter executive for 10 years, he was among those involved in creating PEO's first regional office, and was the driving force behind several Chapter Leaders' Conferences. His tenure on PEO Council includes four years on the Executive Committee, three years as the Council-appointed Vice President and one year as the member-elected Vice President. Lucas's additional service includes the Discipline Committee, Environment Committee, Nominating Committee, Regional Nominating Committee, which he chaired for two years, Licensing Process Task Force and Chapter Boundaries Task Force.

**Anthony (Tony) Bonney, FIET, P.Eng.**, a telecommunications engineer, was invested as a Member of the Order. His participation on the Brampton Chapter executive began in 1986. He has organized at least one event each year for chapter members, including licence certificate presentations, plant tours and the chapter's annual "Walk in the Woods" family outing. Working at a larger scale, as a board member of the Canadian Society of Professional Engineers (CSPE), Bonney brought his CSPE experience to PEO's Advocacy Task Group and Joint Advocacy Implementation Committee, which laid the groundwork for the creation of the

Ontario Society of Professional Engineers (OSPE). As president of a reconstituted CSPE since 2000, he has transitioned it into a federal umbrella organization of provincial engineering advocacy bodies. He also oversees the CSPE Trust, which annually awards engineering student scholarships. Bonney has been an active member of PEO's Advisory Committee on Volunteers since 2002.

**Alberto De-Santis, P.Eng.**, was invested as a Member of the Order. As a long-time volunteer to PEO, he was a key contributor to the Admissions, Complaints, Discipline, and Enforcement study and its outcomes, and has served on the Academic Requirements Committee (ARC) since 1990. An international engineering graduate (IEG) himself, De-Santis was devoted in his work on an ARC subcommittee dealing with the difficulties experienced by international graduates in understanding the requirements of PEO's Professional Practice Exam. He continued his advocacy work as a member of the board of Skills for Change and the Maytree Foundation, in addition to involvement with several other community agencies that assist newcomers in integrating into Canadian society and the Ontario workforce. De-Santis also served on the Joint Advocacy Implementation Committee, the Evolution of Engineering Admissions Task Force and the Governance Task Force.

**Thomas A. Etches, P.Eng.**, owner of T.A. Etches Engineering, was invested as a Member of the Order. Etches has held numerous positions on the North Bay Chapter executive, including chair in 1991-1992 and as a director for over 13 years. He has helped organize several North Bay Engineers Day initiatives, and chaired the annual event in 1991. An advocate of his chapter's educational outreach initiatives, Etches helped organize its first bridge-building contest for students in 2000, and co-chaired the event for three years. He helped to extend the concept to a charity bridge-building contest for local engineers to raise funds to



Twelve dedicated volunteers to the engineering profession were recognized at PEO's annual Order of Honour gala ceremony April 27 in Toronto. Front row, left to right: Colin McLellan, P.Eng. (Member); Daniela E. Iliescu, P.Eng. (Member); George R. Comrie, P.Eng. (Companion); Malgorzata S. Zywno, PhD, P.Eng. (Member); and Allen K. Lucas, P.Eng. (Officer). Back row, left to right: William H. Veitch, P.Eng. (Member); Anthony Bonney, P.Eng. (Member); Stephen G. Jack, P.Eng. (Member); Bruce E. Clarida, P.Eng. (Officer); and Bryan J. Parkinson, P.Eng. (Member). Not pictured are Alberto De-Santis, P.Eng. (Member), and Thomas A. Etches, P.Eng. (Member).

sponsor recreational activities for mentally challenged children. Etches also annually sponsors a high school student at North Bay's student night, and for several years has been a judge for the local annual science fair. Etches has demonstrated his commitment to the profession for the past six years on PEO's Complaints Committee.

**Daniela E. Iliescu, P.Eng.**, manager of the electrical department at Colt Engineering Corporation, was invested as a Member of the Order. Immigrating to Canada in 1975, Iliescu has used the insight gained from her experiences to mentor other IEGs. A staunch supporter of women in engineering, she was involved in the Women in Engineering Advisory Committee for many years. Also interested in PEO's broader scope, Iliescu used her over 40 years of experience as an electrical engineering specialist to bring a wealth of knowledge to PEO Council for 13 years. During that time, she was a Lieutenant Governor-in-Council Appointee, a Councillor-at-Large and an East Central Region Councillor, in addition to serving on the Regional Councillors Committee and the East Central Regional Nominating Committee. Retiring from Council in 2006,

today she serves the association through active participation on the Discipline Committee, of which she's been a member for the past 14 years.

**Stephen G. Jack, P.Eng.**, was invested as a Member of the Order. Jack's long history of service to the profession began in 1977 when he joined the staff at PEO as chapter manager. He supported many PEO committees and task forces, including the Advisory Committee on Salaries, the Professional Engineers Awards Committee and the PEO/Ontario Association of Certified Engineering Technicians and Technologists Joint Management Board. He was instrumental in establishing National Engineering Week (NEW) in Ontario, and was the staff representative on the NEW Ontario Steering Committee. Prior to his retirement from PEO, Jack was seconded to OSPE, where his experience and understanding of the profession were invaluable during its startup years. He continues to support the profession by chairing the Professional Engineers Foundation for Education and managing the Engineers Benevolent Fund.

**Colin McLellan, P.Eng.**, facilities engineering project manager at the Wind-

sor Assembly Plant, DaimlerChrysler Canada Inc., was invested as a Member of the Order. A tireless promoter of PEO chapters, McLellan has chaired the Windsor-Essex Chapter twice, in addition to terms as past chair, treasurer and as a director. In addition, he took on the time-consuming task of being his chapter's webmaster for the past five years. He has also organized plant tours and social events, and is a frequent attendee at the Western Regional Congress. To help promote the chapter's education outreach programs, McLellan has participated as a judge for the annual Windsor Regional Science, Technology and Engineering Fair, assisted the Chapter Education Committee, and now contributes his experience to the Chapter Boundary Task Force.

**Bryan J. Parkinson, P.Eng.**, was invested as a Member of the Order. A long-time member of the Sudbury Chapter executive, including two terms as chair, Parkinson is most noted for his innovative contributions to student outreach programs. Chief among them was the chapter's Engineering-for-a-Day program that pairs high school students with professional engineers at their workplaces. Under Parkinson's leadership, the event grew from 40 student pairings to nearly

80. As the chapter's past chair, he worked to establish practical succession plans to ensure the continuous strength of the chapter's leadership. He continued to serve the association in new capacities, including as Northern Region Councilor for two terms, a member of the

Professional Practice Committee, and a member of the Discipline Committee for over a decade. Regarded as a mentor to young members of the profession, he also provides leadership to those registered in PEO's Engineering Intern Training program and other junior staff

members at J.L. Richards & Associates Limited, where he is a director.

**William H. Veitch, P.Eng.**, president of Veitch Consulting Limited, was invested as a Member of the Order. With nearly 20 years of dedicated service to the profession, Veitch has been involved in such educational outreach programs as National Engineering Week and bridge-breaking competitions, and mentors new engineers by attending and speaking at licence certificate ceremonies. Veitch served on the Lambton Chapter executive for two years before joining the London Chapter in 1989. In 1998, he jumped in as vice chair of the chapter at a time of crisis, was able to form a strong executive team, and continued the momentum on assuming the chair one year later. The chapter's annual golf tournament, which he arranged, has become a fixture within the local engineering community and now attracts more PEO members than any other chapter event.

**Malgorzata S. (Gosha) Zywno, PhD, P.Eng.**, was invested as a Member of the Order. Since obtaining her P.Eng. licence in 1984, Zywno has worked tirelessly to bring more women and IEGs into the Ontario engineering profession. As a professor in the department of electrical and computer engineering at Ryerson University, Zywno is a passionate educator dedicated to improving the quality of engineering education for students and has been one of the key members of the Ryerson Women in Engineering Committee. Her work has been recognized with many teaching and achievement awards, including the CCPE Medal for Distinction in Engineering Education and the Sharon Keillor Award for Women in Engineering Education from the American Society for Engineering Education. An active volunteer with PEO for more than 15 years, and an IEG herself, she brought that perspective to her work on the Academic Requirements Committee, where she has served since 1993. She also served as a member of the Task Force on Admissions to the Profession.

# Public policy role dominates 2007 annual meeting

By MICHAEL MASTROMATTEO

Participants at this year's PEO Annual General Meeting no doubt came away from the activities with an increased appreciation of how the engineering profession can contribute to policy making for the greater public interest.

At the same time, the annual meeting underlined the ongoing debate about the regulator's role, both in upholding standards for a self-governing profession, and in acting as a channel for members' self-interest.

Held April 27 to 28 in Toronto, the 85th annual meeting included a forum dedicated to a discussion of the engineering and public policy link, PEO's Order of Honour Awards Gala, and the annual meeting of members, which included introduction of new, and tributes to departing, members of PEO Council, and remarks from outgoing President Pat Quinn, P.Eng., and incoming President Walter Bilanski, PhD, P.Eng.

New Council members for 2007-2008 include Corneliu Chisu, P.Eng., Peter DeVita, P.Eng., and Roydon Fraser, PhD, P.Eng. Those members of the 2006-2007 Council retiring from Council are Bob Goodings, P.Eng., Gul Nawaz, FCA, Ken Lopez, P.Eng., Denis Dixon, P.Eng., and Jeff Mark, P.Eng.

Activities concluded April 28 with the inaugural meeting of the new Council.

Bob Rae, Liberal party candidate and former Ontario premier, was keynote speaker at the April 28 annual meeting luncheon. Rae's address, the role of the engineering profession in the creation of public policy, focused on the self-interest of professional organizations as a legitimate justification for efforts to influence public policy.

"If you're not defending the interests of professional engineers, if you're not defending the interests that you have as individuals, don't expect anyone else to do it for you," Rae said. "No one is going to look out for yourself as much as you [and] if you're not prepared to stand up for yourself, then don't be surprised if government makes unwise decisions."

Rae added, however, that efforts to influence public policy formation should take a community focus, rather than a narrow self-interest perspective.

He said that given its longtime interest in public safety and protection, the engineering profession belongs at the heart of public policy formation on the national stage. "If your mission resonates with the values of the majority of Canadians, then you've got a great opportunity to succeed," Rae said.

Just prior to Rae's address, freshly minted President Bilanski presented the V.G. Smith and S.E. Wolfe Thesis awards to newly licensed engineers Shi Lin (Allen) Zheng, P.Eng., and Raffaele (Ralph) Curitti, P.Eng. Both were licensed via the technical examinations program. Zheng achieved the top three exam scores of those licensed by exams in 2006, Curitti the highest mark on an engineering report.

Earlier in the day, AGM delegates had the opportunity to present submissions and ask questions of the outgoing Council. The lone member submission concerned some confusion involving candidate statements distributed with chapter newsletters during the recent PEO Council elections. Although member submissions presented at the annual meetings are not binding on Council, the submission was put before Council later in the afternoon, at which time Council voted to authorize a full investigation, to be spearheaded by Councillor John Vieth, P.Eng., newly elected chair of the Regional Councillors Committee.

Questions from delegates ranged from the status of PEO's search for a new corporate headquarters, to whether government communications initiatives of PEO and the Ontario Society of Professional Engineers are overlapping, to efforts by the regulator to show more leadership in environmental sustainability initiatives.

In turning over the reins of office to new President Bilanski, outgoing President Quinn returned to a common theme in his presidency: the need for the engineer-

ing profession to welcome and embrace change if it is to have any relevance for the future. A willingness to take note of emerging trends in the wider regulatory landscape, Quinn added, will put PEO on a more proactive footing.

"We're legislated into submission where the government sees us as restrictive and unyielding to societal demands. We see this with the appointment of a fairness commissioner [in regulated professions], with the issue of internationally trained engineers, and with the *Ontario Building Code* reforms," Quinn said, adding that current trends in globalization point to more deregulation, rather than being a ringing endorsement of the existing models for self-regulated professions.

Quinn later offered his thanks for the support and assistance he received during his term as President. He cited his predecessor Bob Goodings, P.Eng., CEO/Registrar Kim Allen, P.Eng., and members of PEO staff for their efforts in helping realize some of his agenda.

In his incoming remarks, new President Bilanski emphasized the work of the chapters in helping realize many of PEO's objectives. He also cited a review of the elements of engineering education as the foundation for licensure as one of his key objectives for the year. "My first priority is to bring engineering education and registration into the 21st century," Bilanski said, adding that he will be hosting a forum on engineering education June 21 at PEO headquarters.

Just prior to adjournment, PEO presented Bilanski with a new licence certificate to mark the 50th anniversary (April 28, 1957) of his licensing as a professional engineer.

Look for more detailed coverage of the annual meeting weekend in the July/August issue of *Engineering Dimensions*.

***"If you're not defending the interests of professional engineers, if you're not defending the interests that you have as individuals, don't expect anyone else to do it for you."***

Bob Rae, former Ontario premier

# Engineering Intern Financial Credit Program launches

BY MICHAEL MASTROMATTEO

On May 1, PEO launched its new program to encourage engineering graduates and newcomers to Canada to apply for licensure as a professional engineer by removing any potential economic hurdles.

Under the Engineering Intern Training Financial Credit Program (FCP), approved by Council on March 2 (see *Engineering Dimensions*, March/April 2007, p. 12) graduates of engineering programs accredited by the Canadian Engineering Accreditation Board (CEAB) and international engineering graduates (IEGs) with a bachelor of engineering or bachelor of applied science degree may be eligible to apply for their professional engineer licence at no cost. If eligible, they will also be registered at no cost in the Engineering Intern Training program for the first year.

“This program further demonstrates our commitment to ensure all qualified applicants in Ontario are given a fair and equal opportunity to obtain their P.Eng. licence,” said Past President Pat Quinn, P.Eng., who championed the program.

Graduates of CEAB-accredited programs are eligible for the FCP if they apply online at [www.peo.on.ca/FCP/FCP1.html](http://www.peo.on.ca/FCP/FCP1.html) within six months of the date their degree was conferred. Within this six-month application window, PEO must also receive all the required documentation, including acceptable academic documents, acceptable proof of age, acceptable status in Canada, a valid email address for all PEO communications with them, and a signed declaration of application as per the online FCP application form. Further information defining document acceptability in each case is available online.

Those who graduated between November 1, 2006 and April 30, 2007 will have until October 31, 2007 to apply, so as not to disqualify those whose degrees were conferred in the six months before the program's launch.

International engineering graduates are eligible for the program if they have a bachelor of engineering degree or a

bachelor of applied science degree acceptable for PEO, and apply online for the program within six months of their landing in Canada. Within this six-month window, PEO must also receive the required documentation, including acceptable academic documents, acceptable proof of age, acceptable status in Canada, a valid email address, a signed declaration of application as per the online FCP application form, and a work experience summary, if the applicant has at least five years of engineering experience since graduation. Again, more information on document acceptability is available online.

Those who arrived in Canada between November 1, 2006 and April 30, 2007 will have until October 31, 2007 to apply.

PEO's registrar reserves the right to determine at his sole discretion if any applicant for the program meets the program requirements.

It is estimated the FCP could increase the annual number of applicants from CEAB-accredited programs to 4000 and the annual number of international applicants to 5000, leading over time to almost 2000 additional professional engineers licensed annually over the current 2500.

## PEO adds new payment options

BY NICOLE AXWORTHY

PEO licence holders can now take advantage of upgraded electronic payment methods to pay licence and other fees.

Online payment methods were first introduced in 2004 to offer the convenience of paying licence renewal fees by credit card. In 2005, PC and ATM banking were added for licence renewals, Ontario Society of Professional Engineers membership fees, and donations to the Ontario Professional Engineers Foundation for Education and the Canadian Engineering Memorial Foundation. These payment methods have now been expanded to include exam, registration and reprint fees. Payments can be made online at the PEO website ([www.peo.on.ca](http://www.peo.on.ca)) by credit card and through PC banking, telephone banking and ATM banking.

Currently, professional engineers, Certificate of Authorization holders, other licence holders, and engineers-in-training (EITs) may take advantage of these payment methods. PC banking and telephone banking allow funds to be deducted from an individual's account on a prescribed date and can be submitted through most chartered banks. If members choose to pay

by this method, licence holders use their PEO licence number as their account number and EITs use their file number. Anyone making payments for multiple licence holders, such as companies, for example, needs to set up a separate payment for each fee. Those wanting to make more than one type of payment—a licence renewal fee and a charity donation, for example—must register their account numbers for each payment. Generally, PEO is notified one business day after the payment is deducted from the bank account and a receipt is issued by mail within a few days.

PEO encourages members to use the PC/telephone/ATM banking options for paying their annual renewal fees, since they are more cost-effective for PEO to process than credit card payments.

Members who supply their email addresses to PEO can also begin to receive their licence renewal reminders electronically instead of by mail. Members can add or update their email addresses using the change of address form on the PEO website.

For additional information, visit the website, or contact Accounting Representative Jenny Melendez at 416-840-1091.

# New resources aid transition to Ontario professions

By MICHAEL MASTROMATTEO

A combination of new information resources and university-based qualification programs is making it easier for international engineering graduates (IEGs) to integrate into the Ontario workforce.

The December 18 opening of the provincial government's Global Experience Ontario (GEO) centre and introduction of university programs allowing IEGs to fast track upgrading of their academic qualifications are seen as important steps in easing the transition of internationally trained professionals into the regulated professions.

Both initiatives are part of the Ministry of Citizenship and Immigration's *Fair Access to Regulated Professions Act*, which was enacted last December.

Described as a one-stop information and referral centre, Global Experience Ontario provides its clients with information about the registration and admissions processes for Ontario's 34 self-regulated professions. GEO focuses on regulated non-health professions, including engineering, accounting, teaching and law, and is co-located with HealthForce Ontario, an agency of the Ministry of Health and Long-term Care, which delivers similar information about the health professions, including medicine, dentistry, pharmacy and occupational therapy.

*Described as a one-stop information and referral centre, Global Experience Ontario provides its clients with information about the registration and admissions processes for Ontario's 34 self-regulated professions.*

GEO works one-on-one with clients, outlining the licensing requirements of the profession in which they're interested, and helping them to map out an individual program should they decide to apply for a licence. In addition, the centre refers them

to various networking, mentoring and career bridging programs to aid in their obtaining Canadian work experience.

Citizenship and Immigration Minister Mike Colle told *Engineering Dimensions* *continued on p. 20*

## PEO readies for future of engineering education conference

By MICHAEL MASTROMATTEO

PEO is set to host a June 21 conference dedicated to an examination of the future of engineering education in Canada and abroad.

The education conference, spearheaded by PEO President Walter Bilanski, PhD, P.Eng., will bring together regulators, engineering educators, government officials, members of engineering societies and major employers of engineers for a wide-ranging discussion of the challenges and opportunities inherent in the preparation of future engineers.

It will include interactive panel discussions, selected plenary sessions and a question and answer wrap-up. It's expected that material generated at the conference will be turned over to the Canadian Council of Professional Engineers (CCPE), which plans to organize a Canadian Engineering Leadership Conference in late 2007 or early 2008.

The conference will also include a discussion paper, *The Regulators' Requirements of Engineering Education in the Future*.

Among the invited guests are PEO Councillors and committee members, and representatives of the CCPE, the Council of Ontario Deans of Engineering (CODE), the Canadian Engineering Accreditation Board, the Canadian Academy of Engineering, the Engineering Institute of Canada, and Consulting Engineers of Ontario. As well, officials with several U.S.-based organizations, such as the National Council of Examiners for Engineering and Surveying, State Board Regulators from Michigan and New York, and the National Soci-

ety of Professional Engineers, have been invited to participate.

The engineering education conference was first proposed by President Bilanski at the 2006 Chapter Leaders' Forum, and received additional support from CODE at its February 2007 gathering.

In proposing the conference, Bilanski raised concerns about engineering education not keeping pace with the needs and expectations of a global economy and heightened concerns about accountability and public protection.

Bilanski also expressed concern about the engineering community's lack of progress in updating its registration requirements compared to other senior regulated professions. In addition, some engineering deans have questioned current accreditation practices that appear to favour academics and education delivery systems over a more experience-based approach to evaluating an applicant's suitability for licensing.

In a recent note to PEO Council, Bilanski outlined some of his expectations for the conference. "My final vision of the registered professional engineer of the future is of quality, rather than quantity," Bilanski said. "However...Canadian engineering standards have not been upgraded in keeping with what other professions have done or are doing. Some other countries are also looking toward upgrading their engineering standards by mandating a master's degree as the minimum requirement for registration."

PEO Council has already allocated \$45,000 for the development of the conference, which will be held at the Renaissance Toronto Hotel Airport.

*continued from p. 19*

GEO is part of a partnership approach involving government, regulators, universities, community groups and advocacy organizations to take full advantage of the skills and experience of internationally educated professionals.

"I thought that what you need is a multi-faceted partnership," Colle said. "You need trained professionals on the ground offering support, advice and direction as a help centre, to make these partnerships happen, because part of GEO's job is to encourage mentorship and referrals for a retraining initiative. It's an actual workplace and not just a paper-chasing place."

The immigration minister said the plan is for GEO to be replicated in other cities, with a London, Ontario, office now up and running.

Nuzhat Jafri, manager of GEO, said that in the first three months of operation, the centre has assisted more than 300 people, with engineers and engineering paraprofessionals comprising more than one-third of clientele. Data over the last several years indicates that a large number of immigrants settling in Ontario describe their former careers as in engineering.

Jafri has already met with officials from a number of Ontario regulators, including PEO, to gather information on how best to advise clients on the processes for admissions, registration and licensing.

Jafri emphasized that GEO aims to fill in any gaps in information and referral services in the regulated professions and trades. While general employment counselling, settlement and referral services exist throughout the province, none to date has concentrated specifically on the regulated professions.

GEO now has a staff of 10, who determine clients' individual circumstances and aspirations, and prepare detailed action plans. The centre also researches and analyzes regulated profession hiring trends, and liaises with colleges, trade associations, and advocacy and community groups to keep clients abreast of mentoring and internship opportunities.

### Academic upgrading

Meanwhile, colleges and universities are setting up new programs directly beneficial to IEGs looking to apply for the P.Eng. designation.

A 2006 pilot program by the University of Manitoba and the Canadian Council of Professional Engineers (CCPE) allows IEGs to take approved university courses in lieu of writing some engineering exams. The program includes a work placement component that counts towards the required 12 months of Canadian experience for licensing.

In Ontario, Ryerson University in Toronto recently established its own Internationally-



Ontario Immigration Minister Mike Colle says the opening of the Global Experience Ontario office reflects the province's commitment to helping internationally educated professionals make a smoother transition to the Ontario workforce.

Educated Engineers Qualification Bridging Program, which offers an alternative to PEO's largely self-directed examination programs for licensure applicants who have been offered such programs.

Scheduled to launch in September 2007 and currently accepting applications, Ryerson's program is the product of cooperation among PEO, Ryerson and the immigration ministry. It's aimed at immigrants with international engineering education credentials who have applied to PEO for licensure, whose academic qualifications have been determined not to fully meet the requirements for licensure, and who have been offered a PEO examination program as a result. The Ryerson program includes a four-month, paid, co-op work term in an industry or organization employing engineers, to aid licensure applicants in gaining the required Canadian work experience. Information and application forms for the program are available from PEO's website at [www.peo.on.ca](http://www.peo.on.ca).

PEO CEO/Registrar Kim Allen, P.Eng., said GEO and the emergence of qualification bridging programs indicate the regulator's willingness to engage other stakeholders in providing greater information about access to the profession.

In terms of the global experience centre, Allen said PEO will provide



Staff of the newly opened Global Experience Ontario office in Toronto include (clockwise from bottom left) Dhalia Phillips, Nuzhat Jafri (manager), Thierry Guillaumont, Iva Guedeonova, Danette Steele, Laura Alonso-Irujo and Samreen Beg.

training and advice to GEO staff on how best to meet the needs of IEGs visiting the centre.

“I have said the [FARPA] legislation and these initiatives had to be done with the full support of some key partners, and Kim Allen and the leadership from PEO was essential for this to happen,” Minister Colle said in saluting PEO’s efforts in this area. “I think it will go down in history as a real landmark initiative and PEO was there front and centre.”

## PEO adopts Engineers Ontario as official mark

By MICHAEL MASTROMATTEO

PEO has adopted Engineers Ontario as an official mark to help promote greater awareness of the engineering regulator throughout the province.

Official marks are granted under the *Federal Trade-marks Act* to public authorities and other entities providing services to the public and specific clients.

The official mark will be used to establish a stronger link between PEO and its administration of the *Professional Engineers Act*. Engineers Ontario is now being reserved for PEO’s possible use as an alternative corporate title.

On March 2, 2007, PEO posted a fact sheet about its new official mark on its corporate website, [www.peo.on.ca](http://www.peo.on.ca). “As a public authority, PEO has adopted the following official mark under section 9 of the *Federal Trade-marks Act* as part of PEO’s intent to develop its regulation-making powers. PEO intends to introduce regulations pursuant to section 7(1)8 of the *Professional Engineers Act*, and the official mark will be used to designate and provide one of the privileges for the intended classes of persons referred to under section 7(1)(8) of the *Professional Engineers Act*,” the fact sheet says, in part.

The PEO effort coincides with a move by the Canadian Council of Professional Engineers (CCPE) to obtain an official mark for the name Engineers Canada.

## Volunteers make Engineering Week a big success

By JULIE COHEN

Across the province, volunteers celebrated National Engineering Week (NEW) 2007, February 24 to March 4, by donating their time, energy and expertise to hundreds of activities and events. At five science centres and museums in Kitchener, London, Ottawa, Sudbury and Toronto, hundreds of engineering volunteers assisted at the K'NEX Family Construction Workshops, where participants spent hours building bridges using the popular colour-coded toy, only to have them tested to destruction to determine their weight-to-load ratios.

PEO chapters around the province held their own activities and events to celebrate NEW, all organized and run by engineering volunteers. Activities held in Ontario included:

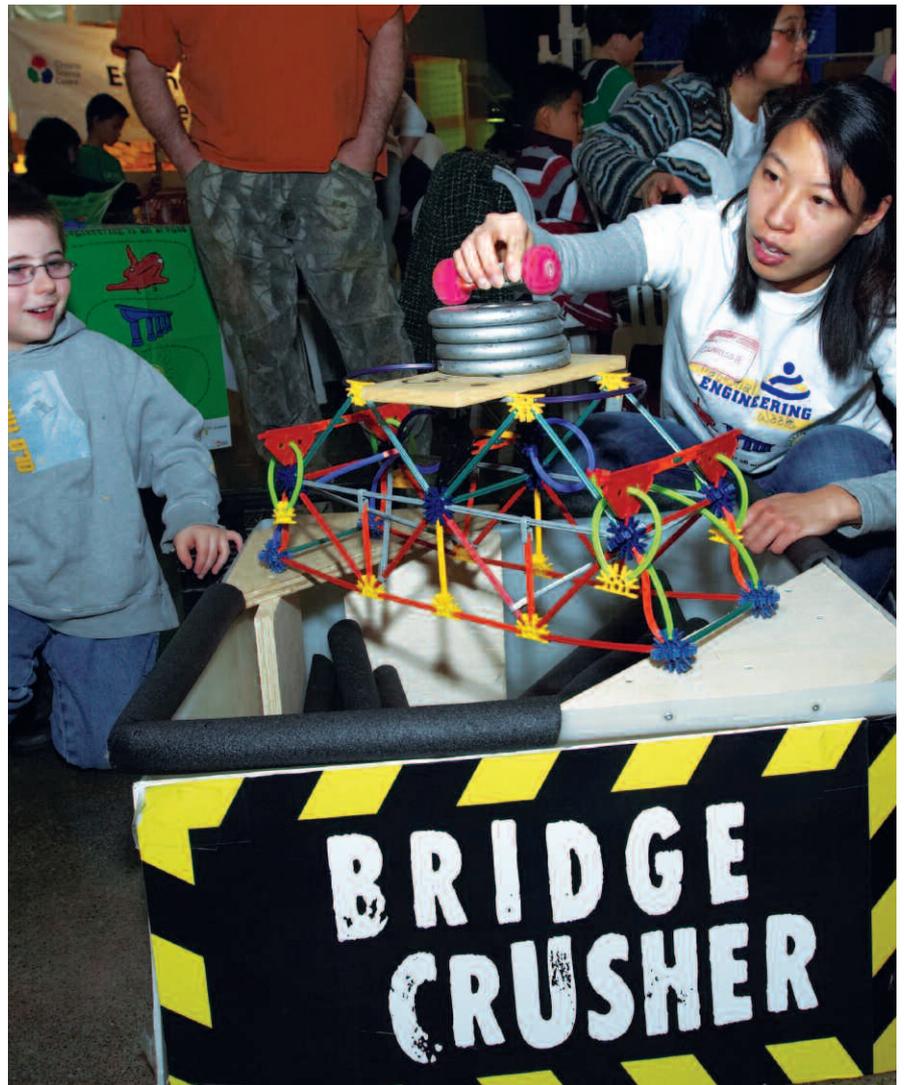
- **Scarborough Chapter** held its Fourth Annual Popsicle Stick Bridge-Building Contest on Saturday, March 3, in the Council Chamber of the Scarborough Civic Centre. This event was organized to promote awareness of an engineering education as a career choice. Students from two groups, grades 4 to 6 and grades 7 and 8, built bridges weighing less than 300 grams. Following judging, the bridges were tested to destruction by an engineer-built load-testing machine that determined the maximum load-bearing capability.
- **Ottawa Chapter** teamed up with the National Research Council and local teachers of grades 4 to 6 students to conduct the Engineering Challenge 2007. More than 2000 students participated in a problem-solving activity in which student "engineering" teams designed and constructed a Vehicle for Obstacle Bowling (VOB) from readily available craft supplies and recycled materials. Volunteer engineers visited classrooms in early February to help the students with their design and building work, and

the finale was held at the Canada Science and Technology Museum on February 27.

- **London Chapter's** 14th Annual Bell Old South Elementary School Challenge brought students in grades 5 and 6 together on March 1 to answer a technical challenge previously unknown to them, using limited materials. Students were challenged to build a working lifting crane for a fictitious

floating research facility, using North Atlantic winds (a common hair dryer) as the only power source.

The National Engineering Week Ontario Steering Committee (NEWOSC) would like to thank all volunteers. "Once again, the contributions of the many dedicated volunteers were the key to the success of Engineering Week in Ontario," said Don Cleghorn, P.Eng., chair of NEWOSC.



An engineering volunteer tests a bridge at the K'NEX Construction Workshop held at the Ontario Science Centre during National Engineering Week.

# Former MP appointed first fairness commissioner

By MICHAEL MASTROMATTEO

Ontario's first-ever fairness commissioner is taking a conciliatory approach to ensuring that regulators' admission practices meet a provincial standard for openness, transparency and accountability.

Long-time Liberal MP Jean Augustine was appointed to the fairness commissioner position in March 2007. She comes to it after more than 40 years' experience in federal politics and education.

The role is a key component of the Ontario government's *Fair Access to Regulated Professions Act* (FARPA), aimed at overcoming obstacles to employment for new Canadians in the professions and trades.

The act came into effect last December with unanimous approval from all political parties. In addition to establishing the fairness commissioner position, the new law calls for audits of regulators' admission and registration practices to ensure fairness, openness and transparency. The commissioner may impose fines of up to \$100,000 on regulatory bodies failing to comply with FARPA expectations.

In a March 19 interview with *Engineering Dimensions*, Augustine said a top priority is to compare the registration and admission practices of Ontario's 37 regulated professions to see how they measure up against the fairness test.

"The first order of business for me is to find out what is happening," Augustine said. "Let's look at the bill; let's see what's going on; let's see how transparent the operations are, how fair is it to individuals, how accountable it is and what willingness there is to ensure that we not only do the economic thing, but we do the moral thing."

Augustine also pledged initially to take a cautious approach.

"I'm not the kind of person who is coming in with some kind of club and saying 'Watch out everyone.' That's not my style of working," she said. "If there are people doing good things, if there are people who are moving things along, if within the parameters of the

bill there are some good things happening, then let's just keep on the march forward. What all of us want is to have people work to their full potential, and that once they select Canada as a place to live, then they can use their experience, qualifications and talent that they've brought with them and that they were trained for."

Augustine isn't anticipating any strong opposition on the part of regulators to an examination of their sometimes long-standing registration practices. In fact,

designed to help internationally educated professionals assess their credentials and navigate the regulatory landscape (see p. 19).

Augustine says the experience centre, coupled with FARPA-inspired initiatives allowing regulators to partner with colleges and universities in developing academic programs tailored to internationally educated professionals, are part of a real commitment to best use the talent and experience of new Canadians.

*"Let's look at the bill; let's see what's going on; let's see how transparent the operations are, how fair is it to individuals, how accountable it is and what willingness there is to ensure that we not only do the economic thing, but we do the moral thing."*

Jean Augustine, fairness commissioner

she expects a sense of cooperation and partnership will prevail.

"It would be in their [regulators'] interest to ensure that they spell out their practices and concerns clearly so that I can understand as commissioner precisely what they are doing and what is happening, and if their practices are within all of the major criteria [of FARPA], and whether an audit needs to be done, or are things already there. We use them as models and as examples for others."

The Ontario government's fair access legislation also includes a Global Experience Ontario (GEO) office, which is

"We've all seen the statistics and we all know that our dependence for future economic advantage is on the basis of bringing in new people," she said.

In his March letter to Augustine on her appointment, PEO CEO/Registrar Kim Allen, P.Eng., congratulated her on behalf of PEO Council and said PEO is "proud that qualified international graduates play a vital and growing role in the engineering profession and we look forward to working with you and your office colleagues in a cooperative and supportive manner to ensure that PEO's registration practices continue to be transparent, objective, impartial and fair."

## UOIT turns out first engineering grads

By MICHAEL MASTROMATTEO

The University of Ontario Institute of Technology (UOIT) in Oshawa is set to graduate the first class of students from the school's engineering program.

The graduation will include approximately 80 students from the school's manufacturing and nuclear engineering programs. The institute was created in partnership with the Ontario government and industry with a mandate to prepare students for technological careers in key market sectors.

UOIT is now awaiting accreditation of its engineering programs from the Canadian Engineering Accreditation Board (CEAB). One of the criteria for CEAB accreditation is a school's history or "track record" in turning out high-performing future engineers, so accreditation must wait until a program has graduated its first students.

UOIT was founded as a market-oriented university, with a special emphasis on preparing its graduates for work in such areas as

energy, nuclear technology, manufacturing and automotive technology.

The first class of engineering students from the mechanical, energy and mechatronics streams will graduate in 2008, with the first class of electrical, software and automotive engineering students set to graduate in 2009.

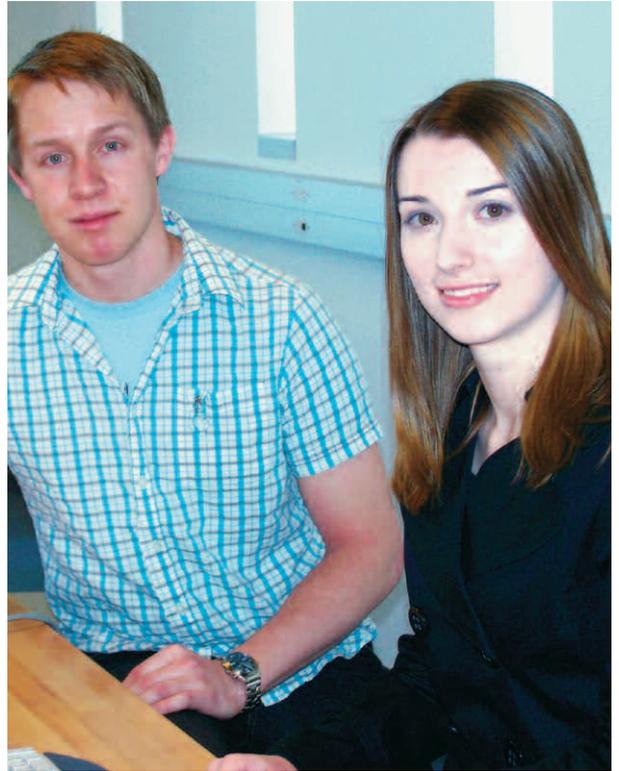
Marc Rosen, P.Eng., professor and dean of the faculty of engineering and applied science at UOIT, said key steps in preparing the school's first crop of engineering graduates included assembling the right team of instructors and developing innovative programs and teaching methods.

"Through our hiring, we wanted to establish the foundation for creating innovative and high-quality education programs and methods which combine theory and practical skills, and carrying out high-calibre research in issues of immense importance to Ontario, Canada and the world," Rosen said.

The school then had to convince prospective students that a UOIT engineering education would leave them well situated to find employment in key sectors.

"All the while, we were doing our utmost to ensure our engineering programs are of the calibre required to obtain accreditation," Rosen

Marc Rosen, P.Eng., dean of the faculty of engineering and applied science at the University of Ontario Institute of Technology.



2007 UOIT engineering graduates Adam Kraehling (left) and Kimberly Christian.

added. "We had to build up relations with pertinent industry, government bodies and professional associations and societies like PEO, and to ensure we became increasingly recognized. Finally, we had to offer relevant and top-notch education and help our students gain real-world experience where possible through internships and co-op work terms."

A high percentage of UOIT's first class of engineering graduates intends to go on to further studies in master's programs in mechanical, electrical, computer or automotive engineering. UOIT is also planning to institute a PhD-level engineering program in the coming years.

Remon Pop-Iliev, P.Eng., associate professor of manufacturing and mechanical engineering at UOIT and a member of PEO's Academic Requirements Committee, told *Engineering Dimensions* that



UOIT's novelty compared to more established Ontario engineering schools allowed for the use of advanced teaching practices, without abandoning traditional ones.

Pop-Iliev, who is also UOIT's NSERC-GMCL chair in innovative design engineering, said course content was especially selected to give students a more accurate understanding of real-world scenarios.

"The ultimate educational objective of the variety of design engineering projects extending throughout the engineering curricula at UOIT is to gradually build engineering design competence by exposing students to engineering design problems with increasing levels of complexity and scope," he said. "UOIT's students are expected to work as part of a team to solve a relatively challenging and practical design and build problem within a limited budget by making a broad application of the engineering skills developed by the curriculum."

And there is evidence of success. As Rosen noted, "At this year's Ontario Engineering Competition, UOIT's junior engineering design team won, and its senior engineering design team placed third. I find this achievement incredible for such a new university, given there were 15 teams competing in each category from across Ontario."

For Ibrahim Dincer, EIT, UOIT professor of mechanical engineering, the international flavour of the current engineering faculty is another important asset for the first crop of engineering students. He said some 80 per cent of instructors are licensed professional engineers, and that the faculty and administrators made it a point to understand the requirements for CEAB accreditation.

UOIT engineering students Nawal Chishty (nuclear engineering), Kimberly Christian (manufacturing) and Adam Kraehling (manufacturing) are unconcerned that they are about to graduate from an institute yet to obtain accreditation from the CEAB. The trio say they were attracted to the school for its emphasis on technology and innovative program delivery methods.

UOIT recently opened a new 40,000 square foot engineering building on its Oshawa campus. The building is being

funded in the amount of \$10 million by Ontario Power Generation, in recognition of UOIT's emphasis on nuclear and related

technology and its commitment to engineering programs dedicated to the technologies of the future.

## PEO supporting human factors research project

BY MICHAEL MASTROMATTEO

PEO is supporting a research project studying the link between engineers and human factors specialists in the design of safer, more productive workplaces.

The research project, Human Factors and Engineering Design Tool Use Among Professional Ergonomists and Engineers, is a two-year collaborative effort among Ryerson University, the University of Waterloo, and the Swedish National Institute for Working Life.

It is being funded in the amount of \$209,000 by the Workplace Safety and Insurance Board (WSIB) of Ontario.

Saeed Zolfaghari, P.Eng., associate professor of industrial engineering, Ryerson University, is part of a five-person interdisciplinary research team led by Patrick Neumann, assistant professor of human factors engineering at Ryerson's department of mechanical and industrial engineering, and including a sociologist and biomechanist from the University of Waterloo and a Swedish production engineering researcher.

Neumann describes the project as an effort to identify gaps in the practice of human factors (or ergonomics) and engineering as they relate to assessing risk and human performance in the design of workplaces.

"The project lays the groundwork for the integration of human factors into a company's work system design processes," Zolfaghari says, "with the objective of reducing risk to employee health, while improving performance. We're also creating a detailed inventory of evaluation tools that are available to both ergonomists and engineers, as well as trying to better understand tools and practices that are actually in use today by members of these professional groups."

Ultimately, the team hopes to use this research to improve how human factors knowledge is used in the design of modern workplaces and production systems.

Phase one, which began in January 2007, involves a survey of ergonomics practitioners; phase two will concentrate on the experience of engineers.

Results from Ontario will be compared with similar research in Sweden, which is considered a world leader in the study of human factors. This will enable establishment of an Ontario benchmark in the ergonomics-design process area. Neumann is heading up the human factors portion of the research project. He said 45- to 60-minute telephone interviews are already underway for ergonomists, and a protocol is being developed for engineers.

PEO CEO/Registrar Kim Allen, P.Eng., said benefits of the research to the engineering community "will be the improved processes and approaches to sustainable production systems from a human perspective. Tool utilization amongst engineers and ergonomists will be an important venture, which seeks to join two separate disciplines together for better communication and understanding. PEO hopes that the project will raise the profile of tool usage issues among the professional community and facilitate a better process for management decision making."

The two researchers hope to recruit professional engineers from all disciplines and sectors to participate in the study. PEO members involved in work design processes are especially encouraged to take part in the surveys.

"By sharing your experiences with us, you can help improve engineering practice in Canada," Zolfaghari told *Engineering Dimensions*. "If you are an active engineer engaged in design, we would like to hear from you."

For more information, contact Saeed Zolfaghari at [szolfagh@ryerson.ca](mailto:szolfagh@ryerson.ca) or Patrick Neumann at [pneumann@ryerson.ca](mailto:pneumann@ryerson.ca), or visit [www.ryerson.ca/hfe](http://www.ryerson.ca/hfe).

# Public losing trust in institutions, regulators told

By MICHAEL MASTROMATTEO

Regulators like Professional Engineers Ontario (PEO) and the Law Society of Upper Canada should prepare for new trends in regulation as a result of an erosion in public trust in existing social institutions.

In an address on emerging trends in the regulation of professions and occupations in Canada, policy analyst and consultant Frances Picherack said traditional regulatory frameworks are being shaken by calls for additional stakeholders to have a role in defining and working toward the public interest. Picherack, president of Petrine Consulting Inc. of Vancouver, was speaking at the Future of Professional Regulation in Canada conference, April 16 to 17 in Toronto. The conference was organized by the Canadian Network of National Associations of Regulators (CNNAR), a group of organizations—including the Canadian Council of Professional Engineers (CCPE)—whose members are identified in enabling statutes as responsible for the protection of the public through self-regulation of professions and occupations.

In her address, Picherack emphasized the trend to “meta-regulation” in professions and trades, which she describes as an enlargement or expansion of the number of players with some stake in public safety and protection.

She said calls for increased fairness, accountability and transparency on the part of professional regulatory bodies have set the stage for increased scrutiny by governments, advocacy organizations and even human rights groups.

“The whole regulatory industry is being reshaped by pressures which see regulation in an entirely new way,” Picherack said. Among these pressures are the provincial governments’ tendency to complete more extensive public consultation in advance of legislative initiatives, concerns over Canada’s economic competitiveness in a free trade-global environment, and issues of liability in working towards safer, risk-averse communities.

Despite these concerns, she suggested provincial governments will always look to the regulated professions, such as engineering, medicine and law, to help develop or enhance regulatory models.

Other topics discussed during the conference included national and international mobility among licensed professionals, and the need for regulators to step up efforts to accommodate inter-

## PEO backs national name change

By MICHAEL MASTROMATTEO

At its March 2 meeting, PEO Council gave thumbs up to a move by the Canadian Council of Professional Engineers (CCPE) to change its “operating style name” to Engineers Canada/Ingénieurs Canada.

The proposal came following a study by the federation of engineering licensing bodies that the CCPE name is not widely recognized by government or other stakeholder organizations, and that a newer, easy-to-remember name might promote greater recognition and appreciation of CCPE and its objectives. The use of Engineers Canada would also avoid ongoing use of a lengthy acronym, which some marketing experts believe hinders effective branding and public recognition.

The move to rebrand as Engineers Canada was approved at CCPE’s February 2007 board of directors meeting. The corporation’s legal name, mandate and objectives will remain unchanged. CCPE

has applied for official marks under the *Federal Trade-marks Act* for the new name.

Although CCPE does not require consent of its constituent members for the name change, it asked for feedback from all 12 Canadian engineering regulators, and indicated it would dispense with the name change plan if it encountered significant opposition from constituent members. To date, only the Association of Professional Engineers, Geologists and Geophysicists of Alberta has objected, based on the word “professional” not being part of the new name.

In a February 12, 2007 letter to the presidents of its constituent members, CCPE President Ken McMartin, P.Eng., said the name change is an opportunity to give a younger, more relevant look to CCPE. “[The name change] has an inclusive feel, keeping in mind that CCPE is not a regulator, and that a significant portion of its activities are about promoting the profession, before, during and after licensing,” he said.

In looking at a potential operating name change, CCPE was influenced in part by the successful experience of the Institution of Engineers of Ireland, which in October 2005 rebranded itself as Engineers Ireland. The 22,000-member organization, dedicated to promoting the engineering profession and establishing standards for education and training in Ireland, noted increased media recognition as a result of its updated moniker.

CCPE is scheduled to launch its new brand at its annual general meeting in Winnipeg on May 24.

*The CCPE name is not widely recognized by government or other stakeholder organizations...a newer, easy-to-remember name might promote greater recognition and appreciation of CCPE and its objectives.*

nationally trained professionals into regulated professions.

Corinne Prince-St-Amand, director of the federal government's newly created Foreign Credential Recognition Agency, outlined progress at the federal level in helping accommodate IEGs and other skilled professionals in the local labour force. The federal government's most recent budget earmarked funding for creation of the agency and its efforts to coordinate federal-provincial efforts in this area.

Prince-St-Amand said engineers were one of the three main professional groups targeted by the federal government in its credential recognition efforts and that, on the whole, the engineering profession has taken the lead in helping IEGs obtain licensing.

John Wood, P.Eng., of the University of Manitoba, outlined that institution's Internationally Educated Engineers Qualification (IEEQ) pilot program, which helps streamline the confirmatory examination process for IEGs seeking licensure in Manitoba. The program has graduated 24 IEGs, seven of whom have obtained their P.Eng., and 11 of whom are enrolled as engineers-in-training (EITs).

Ryerson University in Toronto has also embarked on a similar engineers' qualification program, which will welcome its first participants in September 2007.

Others making presentations at the CNNAR conference included Marie Carter, P.Eng., CCPE director, professional and international affairs, who discussed national and international

mobility arrangements for engineers, and Deborah Wolfe, P.Eng., CCPE's director, education, outreach and research, who outlined national accreditation and

mutual recognition agreements, the Canadian Engineering Accreditation Board accrediting practices, and international equivalency assessment.

## Engineering labour market focus of new study

BY MICHAEL MASTROMATTEO

The Canadian Council of Professional Engineers (CCPE) and the Canadian Council of Technicians and Technologists (CCTT) have commissioned a new engineering and technology labour market study aimed at providing fresh insights into job trends for practitioners.

The study, which began in January and is scheduled to run until the fall of 2008, is being conducted by Prism Economics, a research company specializing in employment market trends. The project is being supported by Human Resources and Skills Development Canada.

Ken From, P.Eng., of CCPE and Robert Okabe of CCTT, head up the project steering committee.

The research will be divided into five components: a current demand forecast; a demographic analysis; employer attitudes toward the engineering licence, certification and competence assurance; a diversity study; and an examination of Canada's competitive position in engineering and technology in a more global environment.

Bill Empey of Prism Economics is project manager for the study. He describes the effort as an attempt to shed more light on labour market issues affecting engineers and engineering technologists.

"The objective of the labour market study is to collect and analyze market information and assess supply and demand conditions for specific disciplines, industries, regions and sectors," Empey said. "Results will identify skill shortages, retirement patterns, requirements for post secondary education programs and the potential for immigration and mobility across Canada."

Empey said the study's five research components will be combined as a starting point for a labour market information

and forecasting system, comprising a computer-based system containing the first forecast, analysis of market supply/demand balances, and instructions on how new economic and demographic data can be used to update the system.

Hanan Jibry, P.Eng., former director of policy and government relations at the Ontario Society of Professional Engineers (OSPE), is research manager for two of the project's five research components.

PEO's interest in the study relates mainly to employer attitudes toward licensing, competence assurance, diversity in the engineering workplace, and the overall preparation of new engineers to deal with the challenges of globalization. The report is also expected to shed new light on the shifting boundaries between engineers, technologists and other members of the engineering team.

In addition to its final report, expected in October 2008, the study will consist of an extensive literature review, interviews with key employers and other appropriate personnel, and development of "competitiveness indicators" in engineering and technology.

Study leaders say industry participation is a key part of the project, and community leaders will be contacted with requests for assistance.

Prism Economics recently completed *Literature Review of Labour Market Conditions for Engineers, Technicians, and Technologists*, an extensive review of labour market issues. In 2005, Prism was engaged by the CCPE to study interprovincial mobility of professional engineers and examine issues around licensing of international engineering graduates. It has also produced studies of the changing dynamic between professional engineers and paraprofessionals in the evolving engineering team.

On the whole, the engineering profession has taken the lead in helping IEGs obtain licensing.

## BC regulator's registration review progressing

By MICHAEL MASTROMATTEO

While PEO prepares to review the recommendations in the upcoming report of the Licensing Process Task Force, the Association of Professional Engineers and Geoscientists of British Columbia (APEGBC) is also in the midst of a core review of its registration policies.

In May 2006, the BC regulator hired two law students to review all of its registration policies for compliance with administrative law and best practices in the wider regulatory regime in Canada.

The review included a policy examination by the regulator's Registration Task Force and its Registration Committee, which made recommendations for revision or update to APEGBC's governing Council.

According to Gillian Pichler, P.Eng., APEGBC director of registration, the review was motivated in part by the regulator's interest in updating its registration policies, and by provincial government studies of the problems facing internationally educated professionals in obtaining licensure in the regulated professions. Two of the most prominent of these provincial initiatives were the 2004

Ontario government Thomson Report on regulators' appeal processes, and the 2005 BC report, *Solutions for Access (Improving Access to Licensure for Internationally Trained Professionals)*.

"Several organizations in BC and across Canada have done studies of the policies and procedures of regulatory bodies from the perspective of fairness, consistency, compliance with the tenets of administrative law, human rights legislation, [and] minimization of artificial barriers to evaluation and registration," Pichler said. "In 2005, APEGBC's Governance Committee recommended that a core review of all its regulatory policies and processes be carried out and repeated at regular intervals. A review of our investigation and discipline policies and processes was completed in June 2006, and the registration review began the same summer."

Pichler says the latter review will eventually examine more than 60 of APEGBC's existing policies and practices related to admissions. Task force members were asked to consider if existing policies measure up against increasing

expectations for fairness, transparency and accountability.

"The recommendations are being reviewed, over time, by the Registration Task Force, which makes recommendations to the Registration Committee, and then to Council," Pichler said.

Significant policy and procedural changes to date include an updated Canadian environment experience policy, a marking scheme and mark sheets for interviews, a reduction of the experience threshold for APEGBC's "Looking to Exempt" interview for international engineering graduates (from 10 years to seven years) and acceptance of up to one additional year of pregraduation experience, under certain circumstances, for technologists who have returned to school to complete the academic requirements for professional engineer registration.

Institution of a pregraduation experience form, similar to that used by other jurisdictions, is another outcome.

"This is an ongoing process and we have upwards of 40 modified and new policies yet to review," Pichler said. "We are also, through our involvement in the National Admissions Officials Group, keeping a watching brief on policy development in other Canadian jurisdictions."

One key policy change already approved by APEGBC's Council involves a possible reduction of the one-year Canadian engineering experience requirement. The new policy would permit a candidate with less than one year of satisfactory engineering experience in a Canadian environment, in certain circumstance, to be deemed, at the discretion of APEGBC's Council, to have satisfied this requirement. In these cases, the one-year experience requirement would be shortened if the applicant has the appropriate undergraduate or postgraduate background, obtains the support from two Canadian or U.S. professional engineer references (within the same discipline as the experience cited), and is deemed be able to accept full professional responsibility.

