

Experience Requirements Committee (ERC)

Committee: Experience Requirements Committee	Date Developed: October 2, 2017
Committee Review Date: October 20, 2017	Date Council Approved: November 17, 2017

	Target / Ideal (To meet the need of the Committee)	Currently in Place	Gap [ST = Short-term Goal] [LT = Long-term Goal]
Core Competencies <ul style="list-style-type: none"> • Skills • Abilities • Expertise • Knowledge 	<ol style="list-style-type: none"> 1. Practical experience in an engineering discipline. 2. Knowledge of the requirements of licensure with respect to experience (as expressed in the 5 criteria for licensure). 3. Experienced in the different types of interviews that the ERC performs and the required outcomes of the interviews. 4. Knowledge in the various academic requirements for their discipline and familiarity with the syllabus. 	<p>All in place in existing active members. Less active members may need additional training.</p>	<p>On going training to existing members.</p>
Committee Membership	<ul style="list-style-type: none"> • 165 active participating members with expertise in a wide range of disciplines. • New committee members should be vetted by the committee chair. 	<p>Over 165 members who participate in interviews.</p>	<p>Need individuals in all disciplines (immediate need for petroleum engineering, engineering physics, biomedical engineering, chemical engineering, mining nano?, CIE?).</p>
Broad Engagement	<ul style="list-style-type: none"> • Mid/late 	<p>Mid/late/retired</p>	<p>Need more mid career stage with practical work experience.</p>
Career Stage Disciplines	<ul style="list-style-type: none"> • varied 	<p>varied</p>	<p>Need individuals in all disciplines (immediate need for petroleum engineering, engineering physics, biomedical engineering, chemical engineering, mining, CIE?, nano?).</p>
Experience Level	<ul style="list-style-type: none"> • practical engineering experience >10 years 	<p>practical engineering experience >10 years</p>	<p>Need more disciplines represented</p>
Gender / Diversity	<ul style="list-style-type: none"> • Representative of industry 	<p>Below industry levels with respect to gender</p>	<p>Recruit more women</p>
Geographic Representation	<ul style="list-style-type: none"> • Ontario 		

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Licensed –vs– Non-licensed	<ul style="list-style-type: none"> Licensed 	Licensed	
Volunteer Development Plans <ul style="list-style-type: none"> List potential development opportunities 	<ul style="list-style-type: none"> On going training as required by committee members Training on interview techniques/ best practices 	Ongoing training as required by committee members	Look into training courses related to interviewing techniques.
Succession Planning <ul style="list-style-type: none"> Time on Committee 	As required	As required	
Terms of Office: <ul style="list-style-type: none"> Chair/Vice Chair Committee members 	<ul style="list-style-type: none"> Chair: Maximum of 3 cumulative years, subject to annual renewal. Vice Chair: Maximum of 3 cumulative years, subject to annual renewal. Members: No term limits for Committee members 		