



Minutes

EXPERIENCE REQUIREMENTS COMMITTEE

Meeting February 26, 2016

PRESENT:

Members:

Santosh Gupta, Chair
David Kiguel, Vice-Chair
Sat Sharma
Savio Desouza
Reda Fayek
Mohinder Grover
Ravi Gupta
Duncan Blachford
Branislav Gojkovic
Soharab Bhuiyan
Andrew Poray
George Apostol
Roberto Floh
Bosko Madic
George Chelavanayagam
Mohammad Khalid
Galen Li
Andrew Cornel
LeRoy Lees
Bahram Mirpourian

Gabriel Oprea
Antonio Paz
Changiz Sadr
Ravi Ravindran
Cam Mirza
Saleh Tadros
Bill Jackson
Frank Sigouin-Allan
Tibor Palinko
George Oprea
Berta Krichker
Balaji Kumar
Galal Abdelmessih
Rabiz Foda
Shah Alamgir
Milorad Dimitrijevic
Rishi Kumar
Uthayan Thuraiajah
Christian Bellini

Staff:

Michael Price, Deputy Registrar
Pauline Lebel
Lawrence Fogwill
Jasmina Kovacevic
Muna Labib
Sami Lamrad
Mark Hekingil
Daniel Mandefro
Nancy Matar
Ann Pierre
Marsha Serrette
Michael Mastromatteo

Regrets:

Tahir Shafiq
Moody Farag
Eugene Puritch
Peter Jarrett
Jeremy Carkner
John Smith
Betty Anne Butcher
Barry Hitchcock
Duncan Sidey
Venkat Raman

1. Call to Order and Chair's Remarks

The meeting was called to order at approximately 1:30 pm by the Chair S. Gupta.

2. Approval of the Agenda

It was suggested that the agenda be rearranged to accommodate the number of items that were up for discussion. Rearrangement of the agenda is as follows. Items 7 through 10 will be deferred to

the end of the meeting and item 12 will be deferred to the next meeting. Item 11 will be discussed immediately after item 5.

MOTION:

It was **moved** by George Apostol and **seconded** by Berta Krichker that the agenda be approved, as amended.

CARRIED

Volunteer Recognition Awards

Michael Price, Pauline Lebel, Santosh Gupta and David Kiguel presented members with volunteer service awards. Members were celebrated for their years of PEO service ranging from 5 to 25 years.

5 Years - Shah Alamgir, Mohammad Khalid
10 Years – Milorad Dimitrijevic, Reda Fayek, Galen Li
15 Years – Rabiz Foda, George Oprea, Ravi Ravindran, Francis Sigouin-Allan
20 Years – Roberto Floh
25 Years – Saleh Tadros

New ERC members were introduced Balaji Kumar, an aeronautical engineer, and Uthayan Thuraiajah a mechanical engineer.

3. Approval of the Minutes of the December 18, 2015 Meeting

MOTION:

It was **moved** by Andrew Poray and **seconded** by Mohinder Grover that the December 18, 2015, meeting minutes be approved.

CARRIED

4. Matter(s) and Action Items Arising from the Minutes and the Experience Requirements Committee Motions and Actions List

David Kiguel suggested that the Limited Licence update should be deferred to next meeting as Peter Jarrett is not present at this meeting to report.

5. Chair's Report

Santosh Gupta reported on the following items:

- The ERC Subcommittee met on February 2, 2016. Leila Notash (ARC Chair) and Bill Jackson (ERC member) also attended this meeting via teleconference. The committee discussed at length the consultant's report. The final report has been delivered to PEO and includes 10 recommendations on how to improve the ERC interviews process, clarity, transparency and reliability. This is an agenda item to be further discussed in Item 9.
- The subcommittee also discussed the concerns raised by Bill Jackson regarding the special confirmatory exams interviews. The subcommittee came to two conclusions that will be further discussed in item, 11.
- The ERC Subcommittee is looking for two additional members this will be further discussed in item 13.
- The Procedure Manual will be discussed in item 14.
- Council met on Friday, February 5, 2016. Items of interest to the ERC will be discussed later in agenda items 8 and 12.
- The Chair attended the LIC meeting in February. This will be discussed in agenda item 10.

11. Special Confirmatory Exams Concerns and ERCSC recommendations

Bill Jackson expressed his concerns about applicants who received engineering training from some schools in the Philippines. The ARC initiated a Pilot project in 2013 to address the issue with these applicants. Within the Pilot project, these applicants are assigned 6 confirmatory exams. The pilot was to last one year and be reviewed.

Mr. Jackson suggested that there needs to be a better communication between ARC and ERC. With any concerns that are being raised by the ARC that the ERC should know about should be shared via crib sheet, etc.

The Committee discussed at length the suggestions of Mr. Jackson. Views were expressed stating that:

- This system could possibly become too bureaucratic and create more problems instead of a solution.
- We should have a standard system not based on an individual person, consistent and applicable to everybody.
- The ERC should not be concerned with what is assigned as a special confirmatory or ordinary confirmatory. The ERC does not have to know if a special confirmatory is assigned.
- What the ERC explores in an interview is the experience through the work that the applicant has done. That should not change and it is straightforward.

The Chair, Santosh Gupta informed the committee that at the last ERC subcommittee meeting it was decided that as an individual member of the interview panel it is that person's prerogative to participate or not in some types of interviews. The subcommittee also decided that the ERC is not going to suspend the special confirmatory exam interviews. Also ERC members do not have to know when interviewing if it is special or regular confirmatory exam program

MOTION:

It was **moved** by Bill Jackson and **seconded** by Duncan Blachford that, the ERC no longer accept interview request from the ARC regarding applicants who have been assigned a special confirmatory exam program or a special directed confirmatory exam program. Furthermore all interview requests from ARC should be accompanied by the ARC assessment notes detailing ARC concerns about the applicant. The ERC should use this document as input to the interview planning and to ensure the interview addresses ARC specific concerns within a general experience assessment. These notes shall be provided to the scheduled ERC interviewers with the information packages sent to the interviewers in advance to the interview

DEFEATED

6. Deputy Registrar's Report

The Deputy Registrar, Michael Price reported on:

- His attendance at the CODE meeting on January 30th as well as the CEAB meeting on February 6th. Both meetings dealt with issues concerning accreditation.
- Upcoming Council Meeting will be looking at a new item for the strategic plan. A strategy on communication and licensure for the discipline of communication infrastructure engineering. It will involve both, the ERC and the ARC in the discussion
- The Ontario Fairness Commission annual filing is due on March 1st. Statistical numbers will be provided at the next ERC meeting.

- National admission officials also met last week when they also discussed the CEAB criteria issue and procedures for convention refugees without documentation.
- CPDCQA is no longer required as an agenda item as it has been replaced by CPCP task force. They will have their first meeting on February 29th, 2016

9. Consultants Report – Next Steps

Pauline Lebel presented a summary of the report findings from the consultant. The ERC subcommittee will look further into the report and come up with recommendations of next steps that will be presented at the next meeting.

- The report will be put on the chat forum and will be sent by email. Pauline Lebel will send this information out to members for comments within two weeks.
- The ERC subcommittee will review the comments submitted by the committee in their next meeting.
- The Subcommittee will have the task of developing a set of recommendations about which of the consultant's recommendations to move forward.

13. Call for new ERC Sub-Committee (ERCSC) Members

Currently the subcommittee has 5 ERC members at large, in addition to the current Chair, Vice-Chair and immediate Past-Chair. The ERCSC terms of reference states, there should be up-to 7 members at large, representing a diversity of disciplines and genders. If interested in becoming an ERCSC member, committee members were asked to send an email to Daniel Mandefro within the next two weeks. Daniel Mandefro will send out an email to the committee, the email will outline what disciplines are not represented and the time commitment required.

14. ERC Procedures Manual Update

The taskforce has made significant progress; Part A is finished completed and edited. Part B is in the editorial process and will be ready for the larger committee to review by the next meeting. The manual will be a living document. Cam Mirza would like to extend a special thanks to the members of the taskforce for all the hard work they have put in to this document.

7. Licensing Regulations Update

To be removed from future agendas as standing item.

8. Engineers Canada Update

Nothing to report

10. Licensing Committee

The Licensing Committee (LIC) met twice between the last ERC business meetings. The Licensing Committee has endorsed a document titled, Interpretative Statement on Equivalent Engineering Qualifications. This document clarifies the assessment of non CEAB graduates. It clarifies how PEO evaluates "equivalent." The committee is also reviewing the issue of Mobility between PEO and other provincial licensing bodies.

16. Adjournment

It was moved by M. Grover and seconded by G. Abdelmessih

Meeting adjourned at 4:10pm.

Next Meeting: April 22, 2016
June 15, 2016