



Minutes

EXPERIENCE REQUIREMENTS COMMITTEE

Meeting Wednesday, October 26, 2016

PRESENT:

Members:

Santosh Gupta, Chair
David Kiguel, Vice-Chair
George Apostol
Frank Siguoin-Allan
Cam Mirza
Sat Sharma
David Kahn
Eric Nejat
Savio Desouza
Bosko Madic
John Smith

Staff:

Tibor Palinko
Julio Vilar
Eric Nejat
Leroy Lees
Mohinder Grover
Saleh Tadros
Ravi Gupta
Duncan Blachford
Galal Abdelmessih
Devinder Bahra

Michael Price, Deputy Registrar
Pauline Lebel
Faris Georgis
Brian MacEwen
Muna Labib
Sami Lamrad
Mark Hekimgil
Daniel Mandefro
Ann Pierre
Marsha Serrette

Regrets:

Bill Jackson
Rishi Kumar
Venkat Raman
Saverio Pota

Jim McConnach
George Chelavanayagam
Christian Bellini
Duncan Sidey

Barry Hitchcock
Mike Dang
Andrew Cornel
Huirong Min

Peter Jarett
Jeremy Carkner
Changiz Sadr
Eugene Puritch

1. Call to Order and Chair's Remarks

The meeting was called to order at approximately 1:40 pm by the Chair S. Gupta. The Chair introduced and welcomed the new Manager of Registration, Faris Georgis, P. Eng.

2. Approval of the Agenda

Duncan Blachford requested that one item be added to the agenda under item 15., Other Business - ERC Interview Fee.

MOTION:

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

CARRIED

3. Approval of Minutes of the August 26th, 2016 Business Meeting

MOTION:

The Minutes of the August 26, 2016 meeting be approved. The minutes were carried without being moved or seconded.

CARRIED

4. Matter(s) and Action Items Arising from the Minutes and the ERC Motions and Actions Lists

All action items are topics of discussion in today's meeting agenda.

5. Chair's Report

Santosh Gupta reported on the following items:

- The ERC subcommittee met on September 15, 2016. They discussed and resolved the ERC Work and the ERC Human Resources Plans for 2017.
- His term has expired on Council. A new Councillor liaison will need to be selected for a two-year term. Item will be discussed further in agenda item number 9.
- Subcommittee reviewed the progress report from the I3PWG it will be further discussed in agenda item number 11.
- The subcommittee discussed at length the comments on the chat forum regarding the ratification challenges and the recommendations of the limited licence working group. The subcommittee's discussions resulted in the following motion: In the case of Limited Licence applications, to meet the requirements of a three-person quorum, in addition to the two interview panelist, that one or more Subject Matter Experts (SMEs) be identified from the ERC membership to review the outcome of the interview for ratification purposes. This will be further discussed in agenda item number 8.
- He attended the LIC meeting on September 29, 2016 and provided comments on Appendix B to the LIC.
- Ravi Gupta's two-year term on the LIC will expire in December 2016. A member from the ERC is required to sit on the LIC. This will be discussed further under item number 10.
- He attended the ARC meeting on October 21, 2015. The ARC approved the updated non CEAB program information document in regards to B.Tech, programs.
- The ARC reviewed and revised CEQB syllabi section A&B (Boardsheets). A new boardsheet for mechatronics is under development.
- The ARC Chair, Leila Notash attended a two-day forum on accreditation on August 17&18, 2016.
- Daniel Mandefro has circulated the 2017, ERC meeting dates.
- He reminded members of the committee that inactive members might lose their membership on the committee. This committee has 165 members', inactive members is an ongoing challenge and how to address the problem of inactivity will be an agenda item at the next meeting.

6. Deputy Registrar's Report

Michael Price, Deputy Registrar reported on the following items:

- He introduced Faris Georgis, P. Eng. to the committee as the new Manager of Registration, and thanked Brian MacEwen for all his hard work and dedication to PEO. Brian will leave PEO at the end of November.

- The Ontario Fairness Commissioner's Annual report has been released and is available via the OFC website. It is not at the level of detail as it had been in previous years. The report gave examples of effective measures that regulators have taken in the last year. It also reported on three identified issues to watch. PEO has been identified. It states, the OFC continues to monitor issues related to Professional Engineers Ontario's requirement for one year of Canadian Experience for professional engineering licensing. Also, in July 2015, a regulation change came into effect that increased the length of the Canadian experience required for a limited licence from one year to four years and created a new licensed Engineering Technologist designation. The OFC will continue to advise PEO to consider alternatives to these Canadian experience requirements. PEO has not formally received the annual report from the OFC at this time.
- Today is PEO's annual Queen's Park day.
- The CEAB issue related to accreditation is still an open issue.
- The LIC committee will now meet November 3, 2016 due to a scheduling conflict with the original October 20, 2016 meeting date.

7. ERC 2017 Work Plan and Human Resources Plan

Pauline Lebel reported on the annual review of the HR plan and the Work plan. There were two additions to the plan for 2017. The equity and diversity module and engaging in training when offered as per the consultant's recommendations.

8. Limited Licence Process

Peter Jarett, Galal Abdelmessih, and Duncan Blachford were on a working group that produced recommendations on the ratification of Limited Licence interviews. Their recommendations were presented to the ERC Subcommittee which took them into consideration in developing a motion to be presented to the ERC to ratify Limited Licence Interviews.

The motion was moved by David Kiguel and seconded by George Apostol.

Motion: In the case of Limited Licence applications, to meet the requirements of a three-person quorum, (quorum is defined as two people being present with the candidate with a third person to be a subject matter expert to be identified by staff). In addition to the two interview panelist, that one or more Subject Matter Experts (SMEs) be identified from the ERC membership to review the outcome of the interview for ratification purposes.

The committee discussed at length the challenges, purpose and history of the ratification group.

CARRIED

15. Other Business - Interview Fee application

Duncan Blachford presented to the committee a proposal that an interview fee should be instituted for applicants who attend an ERC interview. A free interview could be seen by applicants as not providing enough incentive to prepare as per the instructions. Items with no cost to the applicant may be viewed as having little value. Applicants who do not prepare for the interview and fail as a result, are wasting ERC volunteer time, licensing staff resources, contribute to create a backlog of the licensure process and reduce interview capacity. The fee would help defray Licensure cost and may increase the motivational value to the applicant.

Duncan Blachford suggested a motion that PEO institute a fee of the same value as the PPE exam to be granted an ERC interview. Applicants who successfully pass the interview could have 50% of that fee credited to future PEO costs. (e.g. PPE exam fee, EIT or P.Eng. dues, etc.). The fee requirement would apply to confirmatory interviews and to staff referral experience reviews, repeat interviews would be full fee value with no opportunity for earned credit.

The committee discussed the pros and cons of instituting a fee. A suggestion was made that an applicant would prepare and submit what they are going to present in advance and the panel would review it before they are even accepted for an interview.

This issue was referred to the subcommittee for further discussions.

9. Election of ERC Councillor Liaison

Christian Bellini has accepted the role of Councillor Liaison.

It was moved by Ravi Gupta and seconded by Julio Vilar to accept Christian Bellini as Councillor Liaison.

CARRIED

10. Election of ERC member to LIC

The Committee voted on the appointment of an ERC member to join the LIC for a two-year term, commencing January 2017. The committee voted Ravi Gupta to continue as the LIC representative for the ERC.

11. Consultant's Recommendations Implementation Report

The Fairness Commissioner directed PEO to have a consultant assess and propose possible changes to the ERC Interviews. A consultant was hired that produced a report that was delivered to PEO in January 2016. There were a number of recommendations and a working group was formed (I3PWG) to develop an Implementation Plan for the recommendations that were endorsed by the ERC. The I3PWG also identified the tasks and activities that needed to be accomplished to implement the consultant's recommendations. As part of the implementation, there was a workshop with participation of ERC members to identify Engineering core competencies and indicators for each practice criterion to require applicants to demonstrate that they have used and understand.

12. ERC Procedures Manual Release

Deferred to the next committee meeting.

14. ERC Chat Topics

Please go to chat forum and submit your comments. There are items in the forum for members to participate.

16. Adjournment

The meeting was adjourned at 4:20 pm

Next Meeting: Friday, December 9, 2016