

MINUTES

30 x 30 TASK FORCE

Monday, January 21st, 2018, 7:30-9:00 p.m.

Attendees

Chair: Helen Wojcinski, P.Eng.
Council Liaison: Bob Dony, P.Eng. (via teleconference)
Lola Hidalgo, P.Eng.
Christian Bellini, P.Eng.
Staff Advisor: Jeannette Chau, P.Eng.
Guest: Paula Grcevic, EIT
Jean McDermott

1. Call to Order

The meeting was called to order at 7:35 p.m.

2. Conflicts of interest

The chair asked if there were any conflicts of interest.
Lola Hidalgo declared that she works for MTO.

3. Approval of the Agenda

Moved by Christian Bellini, seconded by Lola Hidalgo
That the Agenda be approved. APPROVED.

4. Introduction of Special Guests – Jean McDermott and Paula Grcevic, EIT

Helen Wojcinski introduced Jean McDermott and Paula Grcevic, EIT from MTO (Ministry of Transport Ontario) who were there to give us information on their EDP (Engineering Development Program).

5. Special Presentation of MTO EIT/EDP Program

Jean McDermott and Paula Grcevic spoke about the MTO EIT/EDP Program. The intent of the program is designed to give the EITs the engineering experience to obtain licensure. The EITs are not hired as permanent employees. They are hired for six years. They are treated the same as a permanent employee while they gain their experience for four years and then they have two years to find a permanent position within MTO. MTO's hire those who have graduated within two years. They are evaluated based on competencies, must do a presentation to demonstrate verbal skills and also to demonstrate written communications. Close to 600 applicants for 19 positions. Approximately 50/50 split male/female applicants. Currently have a total of 80 EDPs in progress. Based as three hiring competitions. The EDPs go through a rotation, so must also work in Corporate as well as their region. They look at the schedules and projects and lay out a schedule of rotation for their four years. They are assigned a mentor to make sure that they don't miss a critical part of their

experience. The mentors are volunteer engineers. Tours of duty are approximately six to twelve months in duration, so they will have four to eight tours within their four years. The number of meetings with mentors is fluid and determined by the EIT's needs. There is also informal mentoring by many others who have been through the EDP Program. Professional development is also offered. EDPs are prioritized for courses that they require. Lola Hidalgo spoke about after the EDP Program. Competitions for jobs are all competency based. Behavioural and technical competencies must be demonstrated. Helen Wojcinski asked what types of metrics MTO tracks regarding the number of females. Jean McDermoot will check to see what she is able to provide. Retention – MTO tracks when they leave, whether before or after they obtain their licence, and whether they stayed or left MTO. MTO used to have a retention rate of 80% but this has dropped in recent years, particularly in Toronto because they are in demand and they get jobs elsewhere. This is a model that could be showcased to show how they can achieve 30x30.

6. Approval of the Minutes of the December 6, 2018 Meeting

Moved by Christian Bellini, seconded by Bob Dony.

That the Minutes of the December 6, 2018 meeting be approved. APPROVED.

Helen reviewed the action items from the last meeting.

7. Recent Developments

a. Women in Infrastructure November event attended by C. Bellini

Christian Bellini gave an overview of the event. It was a panelist discussion. The panelists spoke a lot so there was not a lot of time for Q&A. The panelists were primarily non-technical. The event was good but was not focused on engineering or licensure. Many people in Infrastructure are not engineers and don't require a licence.

b. Update from Equitable Participation in the Profession Face-to-face meeting

Helen Wojcinski attended the Equitable Participation in the Profession meeting in Ottawa and has obtained a lot of material which can be used in the 30x30 presentations.

8. Discussion of Communication Strategy/Stakeholder Groups

a. Communication Products and Invitee List

Helen reviewed a presentation Template which she has developed that can be used when giving presentations. She has a list of invitees.

b. Scheduling of Committee Meetings and Awareness Sessions

ERC – February 22 by Christian Bellini

Licensing – March 14 by Lola Hidalgo and Christian Bellini with Helen as a guest

ARC – March 15 by Bob Dony

RCC – April 6 by Lola Hidalgo

March 7 - Women's Groups – requires booking of room

April 11 – Special Chapter Leadership session

May 3 – Volunteer Leadership Conference

May 9 – Employers (e.g. Hydro One, OPG, Metrolinx, etc) – requires room

June – CODE

c. Scheduling of Task Force Meetings

Action: Sylvia to send a Doodle poll to determine a meeting date before Feb 21st.

9. Other Business

There was no other business

10. Next Meeting Date

TBD

11. Adjournment

The meeting was adjourned at approximately 10:05 pm