

2018-2020
STRATEGIC PLAN

PROTECT

ENGAGE

ADVANCE



Professional Engineers
Ontario

PEO's 2018-2020 STRATEGIC PLAN

This plan builds on the success of its predecessor and provides the direction for PEO Council to set policies and goals to guide the association. The three focus areas and nine strategic objectives set by this plan will determine the priorities for our programs and activities, and assist PEO staff and volunteers in their implementation.

CONTENTS

3

Our Identity

4

Strategic Planning Process

5

Focus Areas

6

Strategic Objectives

7

Strategy Map





PEO 2017-2018 Council Executive Committee members (left to right): Bob Dony, PhD, P.Eng., F.I.E.E., F.E.C., president; George Comrie, M.Eng., P.Eng., C.M.C., F.E.C., past president; and David W. Brown, P.Eng., BDS, C.E.T., M.C.S.C.E., president-elect.



OUR IDENTITY

Our Mandate

Established on June 14, 1922, PEO is the licensing and regulating body for professional engineering in the province. PEO operates under the authority of the *Professional Engineers Act* to serve and protect the public interest by setting and upholding high academic, experience and professional practice standards for the engineering profession.

Individuals licensed by PEO are the only people permitted by law to undertake and assume responsibility for engineering work in Ontario.

Our Mission

Regulate and advance the practice of engineering to protect the public interest.

Our Vision

The trusted leader in professional self-regulation.

Our Core Values

PEO's core values are intended to inform the behaviour of its members, staff, and volunteer leaders.

- Accountability
- Respect
- Integrity
- Professionalism
- Teamwork

STRATEGIC PLANNING PROCESS

Development of PEO's 2018-2020 Strategic Plan began early in 2015 and concluded with the approval of the final plan by Council in the fall of 2017. Along the way, numerous consultation sessions were held with stakeholders—including PEO volunteers, staff, government ministries and our partners in the engineering community.




Public awareness of what PEO does (and does not do)


Communication to public and members


Consistency, clarity and efficiency in regulatory processes and decisions


Proactive and widespread enforcement activities


Transparency and public accountability about complaints and discipline processes


Government relations


Breadth and quality of stakeholder engagement


Use of technology across the organization

-THE PLAN- BY THE NUMBERS

3
year plan

28
consultation sessions

Over
400
strategic objectives proposed

3
final focus areas

9
final strategic objectives

FOCUS AREAS

Our 2018-2020 Strategic Plan is the result of three years of research, collaboration and engagement to ensure we remain relevant and responsive to our stakeholders. The plan has three areas of focus.

Protecting the Public Interest

PEO will focus its resources on regulatory functions that help protect the public interest. We will strive for excellence by rigorously and objectively reviewing the effectiveness and efficiency of all our regulatory instruments and operations in the public interest.

Engaging Stakeholders

PEO will communicate with stakeholders to identify current and emerging regulatory issues, gain a better understanding of professional practice issues and those who play a part in them, and seek collaborative solutions.

Advancing PEO's Mission

PEO will continuously monitor and research relevant changes in government, professional regulation and engineering practice to anticipate, plan for, and adapt to changes.



STRATEGIC OBJECTIVES

The nine strategic objectives identified under three focus areas in the plan summarize what we want to achieve as an organization over the next three years. These objectives were selected and prioritized through a lens of relevance and value added.

PROTECTING THE PUBLIC INTEREST

1. Refine the delivery of the PEAK program—PEO’s Practice Evaluation and Knowledge (PEAK) program will be continually refined through increased outreach efforts and streamlining to ensure all licence holders participate.

2. Heighten delivery and awareness of PEO’s enforcement efforts—PEO will better understand where, how and by whom professional engineering is being performed in Ontario, and under what conditions.

ENGAGING STAKEHOLDERS

3. Enhance PEO’s public image—PEO will be commonly recognized as the regulator of professional engineering in Ontario.

4. Engage chapters as a valuable regulatory resource—PEO chapters will operate as “branch offices” for delivery of regulatory outreach programs.

5. Increase influence in matters regarding the regulation of the profession—PEO will establish a co-regulator relationship with key provincial government ministries to collaboratively advance public safety protection, and will clearly define the circumstances under which an engineering licence is required.

ADVANCING PEO’S MISSION

6. Augment the applicant and licence holder experience—PEO will address any perceived barriers and friction points between itself and its applicants and licence holders, and build “customer satisfaction” into all its regulatory processes and initiatives.

7. Redefine the volunteer leadership framework—PEO-specific leadership values will be consistently practiced by volunteers, and promoted through recruitment, training, mentorship, term limits, succession planning and evaluation.

8. Create a seamless transition from student member to EIT to licence holder—PEO will establish coordinated and integrated systems and outreach programs to allow engineering students to seamlessly proceed through the licensure process.

9. Enhance corporate culture—PEO will consistently evaluate and review the presence of its core values in the performance of staff and volunteer activities, as well as regulatory decisions.

2018-2020 STRATEGY MAP



MISSION

Regulate and advance the practice of engineering to protect the public interest.

VISION

The trusted leader in professional self-regulation.

CORE VALUES

Accountability, Respect, Integrity, Professionalism, Teamwork

FOCUS AREAS

STRATEGIC OBJECTIVES

PROTECTING THE PUBLIC INTEREST

- Refine the PEAK program
- Heighten delivery and awareness of PEO's enforcement efforts

ENGAGING STAKEHOLDERS

- Enhance PEO's public image
- Engage chapters as a valuable regulatory resource
- Increase influence in matters regarding the regulation of the profession

ADVANCING PEO'S MISSION

- Augment the applicant and licence holder experience
- Redefine the volunteer leadership framework
- Create a seamless transition from student member to EIT to licence holder
- Enhance corporate culture



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