

## HUMAN RESOURCES PLAN - 2020

### CONSULTING ENGINEER DESIGNATION COMMITTEE (CEDC)

Committee: Consulting Engineer Designation Committee (CEDC)	
Committee Review Date: October 24, 2019	Approved by Council: November 15, 2019

Categories	Currently in Place	Required in 12 months (Identified "Gap" for each Core Competency)	Required in 2 to 5 years
<b>Core Competencies</b> <ul style="list-style-type: none"> <li>• Skills</li> <li>• Abilities</li> <li>• Expertise</li> <li>• Knowledge</li> </ul> <i>[See Appendix A]</i>	Key objectives & core competencies are listed in Appendix A	No gap	No gap
<b>Committee Membership</b>	10 Members +1 CEO Representative Visitor + 1 Past Chair Visitor	2 Members	No gap
<b>Broad Engagement</b> Career Stage	At least 15 years of Canadian experience as CED.	No gap	No gap
Disciplines	Need as broad a coverage as possible (there are potentially 30 disciplines, but only about 9 Members)	Most disciplines now represented, but possibility may arise that CEDC will require additional reps. from emerging engineering disciplines.	Minimum one member from emerging engineering disciplines. Search continues.
Experience Level	All E level or greater	No gap	No gap
Gender / Diversity	All committee members are male.	All males	At least 1 female member. Search is ongoing.
Geographic Representation	Western, Toronto, Eastern, Southern, Northern (5 Regional Subcommittees)	No gap in CEDC.	No gap.
Licensed -vs- Non-licensed	All P. Engs, Majority CEDs	No gap	No gap

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<p><b>Volunteer Development Plans</b> List Potential development opportunities</p>	<ul style="list-style-type: none"> <li>• Advancement to Chair/Vice Chair</li> <li>• Lateral moves to other committee/task force</li> <li>• Election to Council</li> <li>• Appointment to external agencies or boards</li> <li>• Equity and diversity training</li> </ul>	<p>Several members are active in other PEO committees and on external agencies.</p>	<p>Members are encouraged to participate and provide outreach to external agencies and associations.</p>
<p><b>Volunteer Training</b></p>	<p>New members are trained for necessary skills to perform their duties.</p>		
<p><b>Succession Planning</b>  Time on Committee</p>	<ul style="list-style-type: none"> <li>• At least 2 members with 0 to 5 years on committee</li> <li>• At least 2 members with 5 or more years on committee</li> <li>• Past Chair visitor</li> </ul>	<ul style="list-style-type: none"> <li>• 0 to 5 years = 7</li> <li>• 5 to 10 years = 1</li> <li>• Past Chair visitor</li> </ul>	
<p><b>Terms of Office</b></p> <ul style="list-style-type: none"> <li>• Chair/Vice Chair</li> <li>• Committee members</li> </ul>	<ul style="list-style-type: none"> <li>• Chair: Maximum of 3 cumulative years, subject to annual renewal.</li> <li>• Vice Chair: Maximum of 3 cumulative years, subject to annual renewal.</li> <li>• Members: Appointed annually for a one-year term, from January to December. May be re-appointed to a maximum of 10 years.</li> </ul>		

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**HR Plan APPENDIX A**

**A. Key objectives and core competencies (as per the Work Plan)**

List top 3-5 Committee Work Plan	List core competencies for each Work Plan outcome:
<p><b>Outcomes:</b></p> <p>1. Review and recommend to Council 4 times each year that Council approve selected applications for Designation, Re-designation and Permission to Use the title "Consulting Engineers"</p>	<ul style="list-style-type: none"> <li>- Possess a good knowledge of the role of the Consulting Engineering practice as defined by the PE Act and Regulation 941</li> <li>- Be knowledgeable of the nature of the practice of consulting engineering</li> <li>- Be knowledgeable of PEO and Committee structure</li> <li>- Secure expertise from new members in areas of emerging engineering disciplines as needed</li> </ul>
<p>2. Measure success in increased recognition of CED by governments, client groups and the public and through increased number of new engineers entering the profession</p>	<ul style="list-style-type: none"> <li>- Be familiar with the issues affecting consulting engineers in the marketplace.</li> <li>- Conduct research, collect and interpret data, summarize results and initiate recommendations where indicated</li> </ul>
<p>3. Introduce appropriate means to measure success in the 3 areas specified in the Work Plan, i.e.:</p> <p>Measure A: Number of CEDs expressed as a percentage of the number of P.Engs. on C of As.</p> <p>Measure B: Number of proven discipline and complaints cases per CED expressed as a percentage of the number of proven discipline and complaints cases per all P.Engs.</p>	<ul style="list-style-type: none"> <li>- Provide training resources and advise on methodologies to enable fulfillment of this Work Plan outcome.</li> </ul>
<p>4. Maintain the Interpretive Guideline to ensure it remains current and relevant</p>	<ul style="list-style-type: none"> <li>- Possess a good knowledge of the role of the Consulting Engineering practice as defined by the PE Act and Regulation 941</li> <li>- Be knowledgeable of the nature of a consulting engineering practice.</li> </ul>