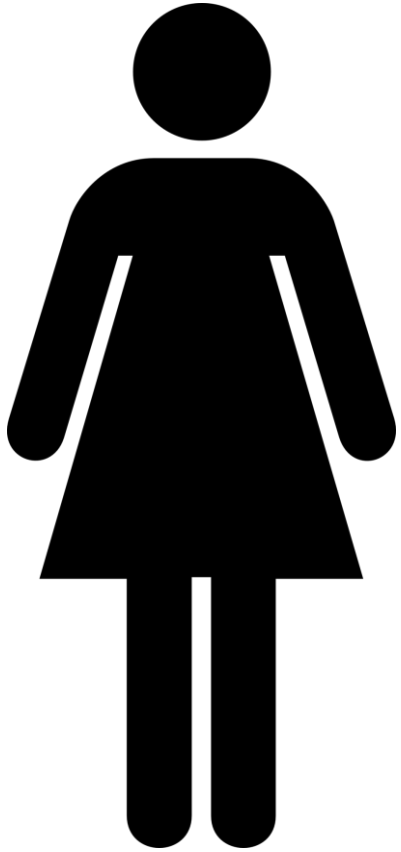


MTO Engineering Development Program

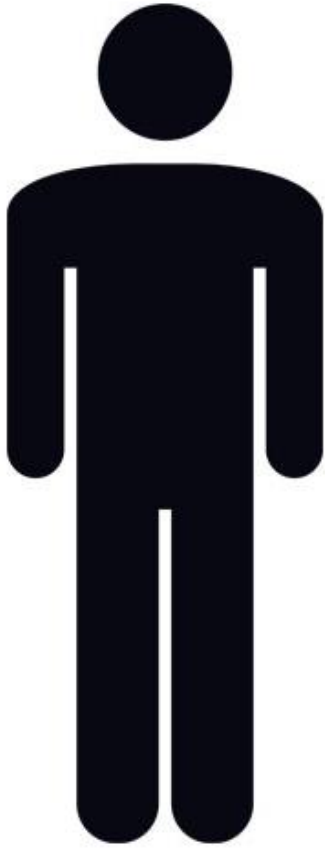
JENNIFER GRAHAM-HARKNESS, EXECUTIVE DIRECTOR

PROVINCIAL HIGHWAYS MANAGEMENT, MINISTRY OF TRANSPORTATION

Female Representation in the Program



26



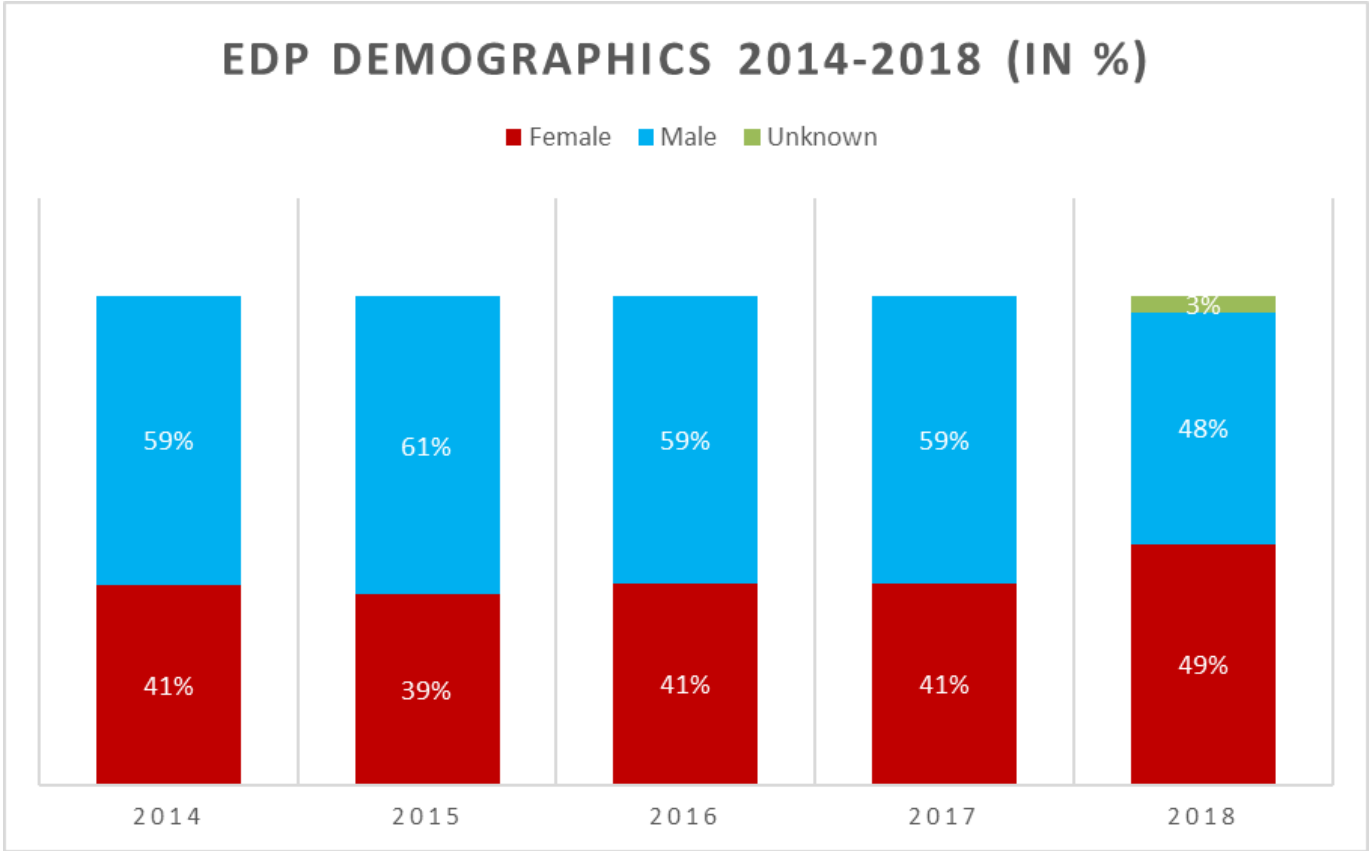
24



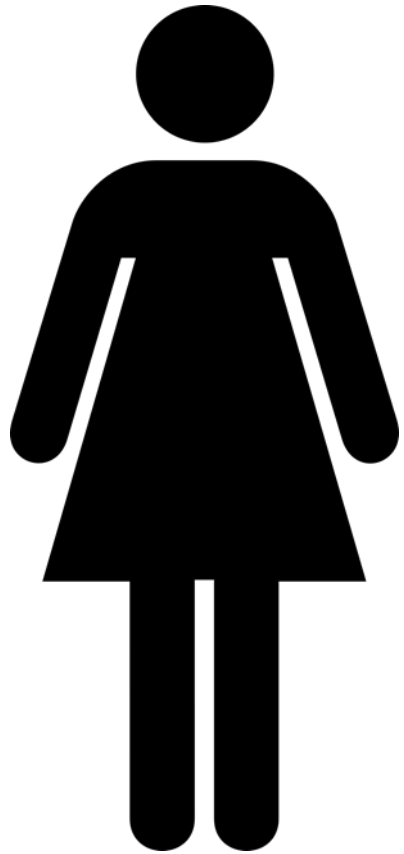
2

April 2019 Data

Females Recruited Into the Program 2010 - 2019



Credentialed Professional Engineers



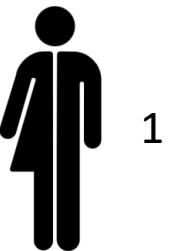
Bargaining
Engineers
105

Management
Engineers
36



Bargaining
Engineers
209

Management
Engineers
114



PROGRAM OVERVIEW

4 year development program

Practical, multi-disciplinary experiences through rotations in regional and provincial offices

- Highway Design
- Construction
- Traffic
- Bridge Engineering
- Environmental
- Engineering Materials
- Operations and Maintenance



Program Progression

PBE 4

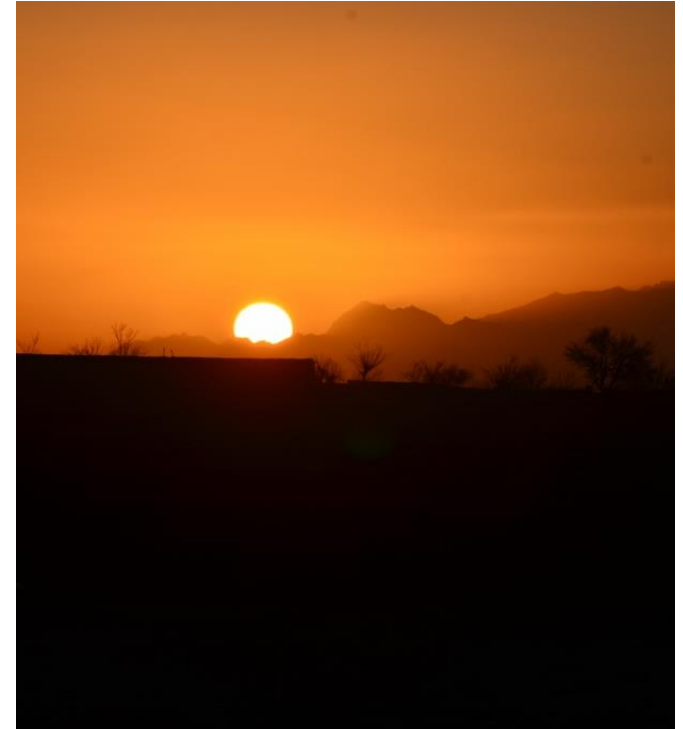
- Average 1 year
-

PBE 5

- 3-4 years
-

PBE 6 Licensure

- Receives license and applies for permanent position
- 4 years development; 2 years to secure a position
- Maximum time in program is 6 years



Program: Competency Based

Competency:

Specific and observable knowledge, skills and behaviours

Describes the “what” and the “how” of the job



Technical:

Specific knowledge/skills required to be effective

Behavioural:

Motive and personal attributes that shape behaviours

Competency Model

Levels of proficiency described as “scales” for assessment purposes

They are measurable and observable



Competency Model

Competency Based Recruitment



EDP Sample Job
Ad

Weighted Selection Criteria

Assessed through:

1. Presentation
2. Interview
3. Written assignment
4. References

Selection Criteria		
Order	Percentage	Criteria
1	0	Graduated with degree in 2017 or later (by spring 2019).
2	0	You must have a minimum of a four-year civil engineering degree with knowledge in geotechnical, traffic management, transportation, structural, construction and/or materials specialties.
3	0	Valid class G driver`s licence.
4	25	Effective communication skills (level 2) • Presentation skills (level 2) • Writing skills (level 2) • You have oral communication and active listening skills to explain complex policies, procedures and techniques and to help ensure information is understood • You have written communication skills to accurately document information and prepare reports • You have written and oral communication skills to prepare and present presentation material related to the engineering aspects of a project.
5	20	Well-developed analytical problem solving skills; good judgement • (level 3) • you are able to interpret data from a variety of sources, apply design, and resolve problems that arise during construction • you are able to contribute to the development of innovative design, construction staging and foresee adverse impacts of designs • you are able to analyze relationships among several parts of a problem or situation and make causal links • you are able to draw on your own experience, knowledge, and expertise to provide the best response in a critical or urgent situation.
6	20	Ability to work collaboratively (level 2 lead/participate on project teams • You are able to develop and maintain harmonious relationships, with diverse internal and external clients and respond in an appropriate and professional manner • You are able to establish mutual trust and credibility with colleagues and team members • You are able to support team successes and work to resolve issues or concerns by promoting the expression of diverse points of view • You are able to express positive expectations and you have an optimistic view about the team and its predicted accomplishments
7	15	Organizational Skills: (level 3) • You are able to set work priorities and allocate own time and that of other resources to achieve project objectives. • You are able to monitor progress towards deliverables and make specific changes in own work processes to meet business objectives and/or improve performance.
8	10	Concern for Quality and Standards (level 3) • You have integrity to ensure your actions are consistent with organizational values, policies and codes of conduct • You are able to monitor and evaluate work quality and processes against policies, standards and regulations
9	10	Technical Expertise: Knowledge in geotechnical, traffic management, transportation, structural, construction and/or materials specialties.

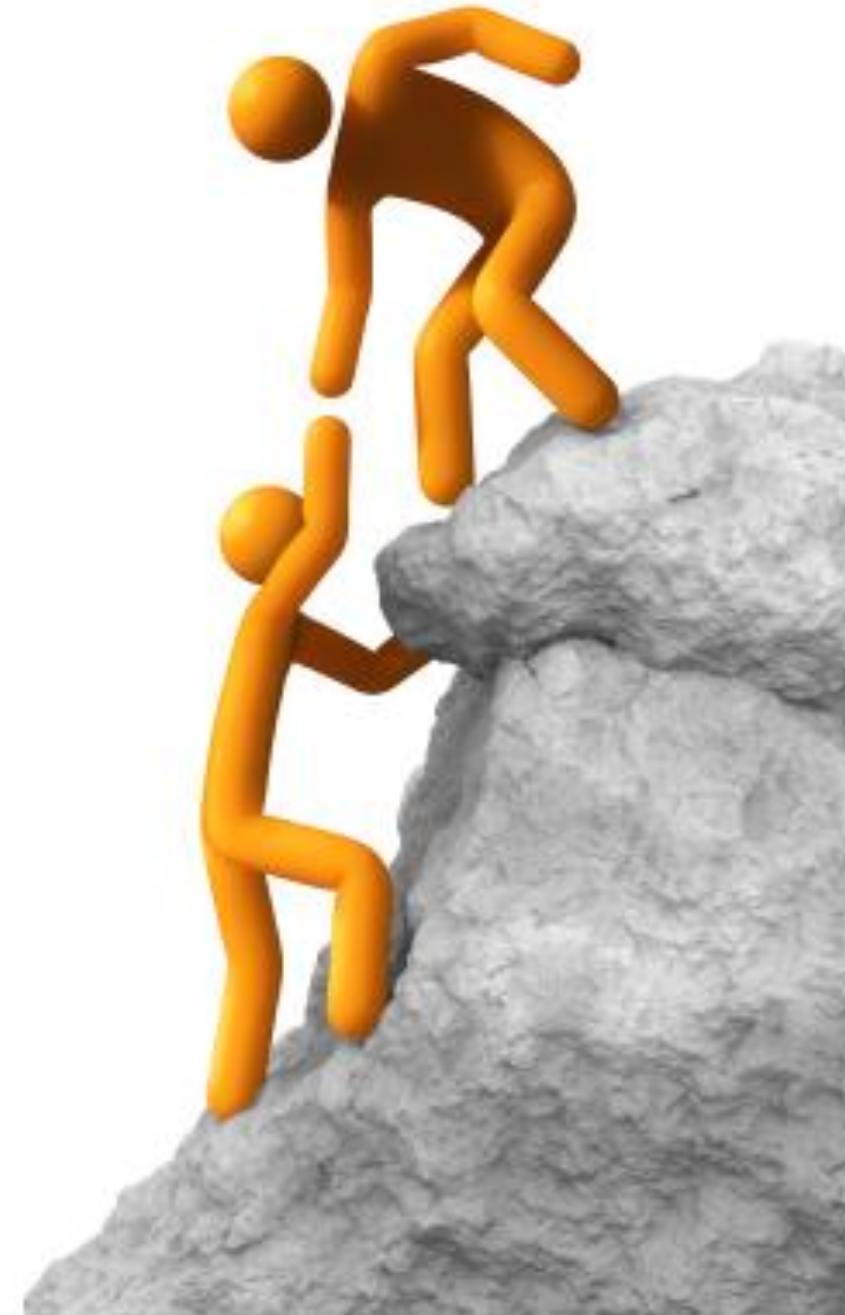
Mentors

Engineering Interns assigned a mentor for the duration of the program

Mentors are:

- not direct supervisors
- must be a professional engineer
- section heads, senior engineers, managers or graduate EDPs

Support available to guide mentors in their role



Female Role Models

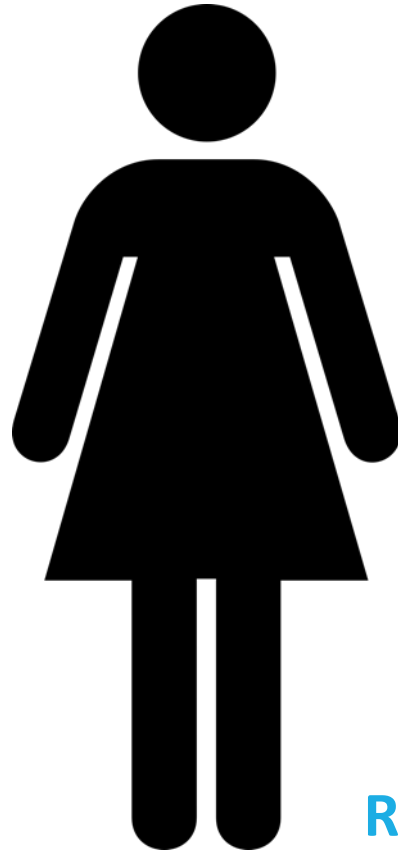
Inclusive Culture

**ROTATIONAL
ASSIGNMENTS**

In-house
Training

Flexible
Work Environment

Co-Op
Experience



KNOWN BRAND

Generations
of Families

Objective
Recruitment
Criteria

Perceived
Security