



Minutes

LICENSING COMMITTEE MEETING

March 12, 2020

PEO Offices

Members:

Santosh Gupta, P. Eng. (Vice-Chair)
Christian Bellini, P. Eng. [*until 6:00 p.m.*]
Guy Boone, P. Eng.
George Comrie, P. Eng. [*via teleconference*]
Roydon Fraser, P. Eng. [*via teleconference until 5:05 p.m.*]
Mohinder Grover, P. Eng. [*via teleconference*]
Lola Hidalgo, P. Eng. [*via teleconference from 4:45 p.m.*]
David Kiguel, P. Eng.

Staff:

Bernie Ennis, P. Eng., Director, Policy and Professional Affairs

Guests/Observers:

Peter DeVita, P. Eng.
Roger Jones, P. Eng.
Leila Notash, P. Eng.
Greg Pope [*via teleconference at 3:30 p.m.*]
Changiz Sadr, P. Eng. [*via teleconference*]
Greg Wowchuk, P. Eng.

Regrets:

Barna Szabados, P. Eng. (Chair)

1. CALL TO ORDER AND CHAIR’S REMARKS

In the absence of the Chair, the Vice-Chair called the meeting to order at 3:11 p.m.

An introduction of all members was made to clarify representation on the Committee. L. Notash is a representative of the Legislation Committee.

The Committee members were advised that G. Pope would be calling into the meeting at 3:30 p.m.

2. APPROVAL OF THE AGENDA

The following item was added to the agenda under Item 7:

- Report from Emerging Disciplines Task Force

A motion was made to approve the agenda as modified.

Moved by: D. Kiguel

Seconded by: C. Bellini

CARRIED

3. APPROVAL OF THE DECEMBER 5, 2019 MEETING MINUTES

A motion was made to approve the Minutes of the December 5, 2019 meeting as written.

Moved by: G. Comrie

Seconded by: M. Grover

CARRIED

4. REVIEW OF ACTION ITEMS LOG

There was a discussion regarding the action item on fitness to practice. The scope is getting bigger.

Action: G. Comrie to draft a problem statement on fitness to practice as part of the licence renewal question and discuss at the next meeting who is dealing with this.

5. MATTERS ARISING FROM THE MINUTES

There were no matters arising from the Minutes of the December 5, 2019 meeting.

6. PSYCHOMETRIC EVALUATION OF EXAMINATIONS

A presentation was made to the Committee by Greg Pope, Director of Examinations, APEGA, on the methodology behind the psychometric evaluation of examinations.

Questions and Comments

- L. Notash: Clarify why multiple-choice type examinations are better than essay type.
- G. Pope: A psychometrically validated multiple-choice examination is both fairer and better at assessing the actual assessment criteria.
- G. Comrie: Of view that there are things that multiple-choice cannot assess, such as: How do you think? What are the thought processes? The purpose of testing is not just to assess skill not just knowledge.
- G. Pope: Pointed out that many professions and occupations use multiple-choice type questions to assess skill, such as correctly interpreting x-rays; that is, if the exam questions are properly constructed, coming to the correct answer is possible only if one has the appropriate skill.
- R. Fraser: Ethics competence cannot be measured.
- C. Bellini: Maybe should be looking at experience, rather than testing, since we are concerned with competence.

7. REPORTS FROM OTHER COMMITTEES: STAFF / EXPERIENCE REQUIREMENTS COMMITTEE (ERC) / 30 BY 30 TASK FORCE

Staff reported on recent discussions with the Ontario Fairness Commissioner (OFC). PEO submitted the annual report required by the Commission, providing statistics on the licensing process. PEO also requested clarification from the OFC on whether the requirement for psychometric evaluation of examinations included technical examinations. The OFC replied that “the regulated professions are required to ensure that all their assessment methods be valid and reliable... Unless PEO conducted a psychometric review of its technical exams in the last three years, the OFC strongly encourages that PEO do this to ensure that the exams are transparent, objective, impartial and fair.”

The ERC is conducting a Quality Review of randomly selected interview video recordings. Findings show that some panel members have not completely adhered to the interview procedures, indicating that more training to ERC volunteers is needed. Actions taken: at all ERC meetings, a reporting of best practices for interviews will continue. The audit

found members of the ERC who had not conducted interviews or attended meetings. Only 75% of the ERC members completed the AODA training. The ERC is changing its Terms of Reference to require all members to participate in training in order to remain on the Committee.

The regulatory filter identified 8 activities carried out by the ERC that fall into the following categories:

- 2 core regulatory - activities prescribed by the Act or Regulations
- 5 regulatory policy - activities that involve development of regulatory policies or operational processes
- 1 neither - training of ERC members

Engineering Disciplines Task Force (EDTF) Presentation

P. DeVita gave a presentation regarding the EDTF's position on the need to change PEO's licensing process, qualifications and requirements in order to license people practicing engineering outside the traditional fields.

The following are highlights from the presentation:

- The Hamilton review of the engineering profession conducted in 2000 (a copy of the report will be part of the next meeting agenda package) reported that the profession is promoting discipline-specific licensure.
- PEO needs to know what is going on in each discipline.
- Licensing Committee proposed umbrella regulation in 1952.
- Horizon-watching committee - Council motion 2002 (DiStefano).
- The presenter raised the question: Are we going to go to "big tent" or "small tent"? If we do not expand tent, PEO will become irrelevant.
- It is not possible to tackle this all once. PEO should focus on a single example, such as cyber security.
- The presenter ran through the seven motions that are in the Briefing Note that is going to Council on March 20, 2020.

Note: After deliberation on the motions put in front of Council at the March 20, 2020 meeting, the motions were disposed of as follows:

That the motion be amended to strike motions 1 through 7 and insert:

1. Council tasks the Executive Committee to consider the EDTF report in conjunction with their work on the governance roadmap and the SPTF recommendations; and
2. That Council stand down the Emerging Disciplines Task Force.

AMENDMENT CARRIED

Council then voted on the motion as amended.

AMENDED MOTION CARRIED

- The problem, according to the EDTF, is that PEO is regulating less and less of the activities covered by the Act.
- The EDTF also claims that the licensing process may be inadequate for fitting those people who do not fit the traditional engineering mold. The licensing option given to those practicing Communications Infrastructure Engineering was an example of promoting an alternative approach for accommodating people in non-traditional engineering activities.
- The EDTF also noted that there is no professional designation for cyber security and asked: Why shouldn't PEO take this on? Otherwise, PEO will become irrelevant.
- The EDTF noted that PEO has good brand recognition.
- The EDTF asked whether PEO should have the current apprentice-based licensing system. Need to tackle this problem first since it is not serving the public or the profession.

Questions and Comments:

- D. Kiguel: This is two different problems:
(1) Capturing emerging disciplines.
(2) Not capturing engineering graduates.
- C. Bellini: Council preference is to bundle all licensing changes into a whole makeover to deal with the issues arising from the Cayton report.
- D. Kiguel: Need to add these items and other things coming from the Cayton report.

8. REMEDIAL PROCESS FOR EXPERIENCE REQUIREMENTS

There was no time to deal with this item.

9. OTHER BUSINESS

9.1 Terms of Reference

A motion was made to ask Council to approve the Terms of Reference, as amended, to include a representative from the Regional Councillors Committee (RCC).

Moved by: L. Notash Seconded by: D. Kiguel CARRIED

10. ADJOURNMENT

The meeting was adjourned at 6:07 p.m.

The next meeting is scheduled for April 2, 2020 at 3:00 p.m.