

2021 HUMAN RESOURCES PLAN

Experience Requirements Committee (ERC)

Committee: Experience Requirements Committee	Date Developed: September 16, 2020
Committee Review Date: [DATE]	Date Council Approved: November 20, 2020

Categories	Currently in Place	Required in 12 months (Identified “Gap” for each Core Competency)	Required in 2 to 5 years
Core Competencies <ul style="list-style-type: none"> • Skills • Abilities • Expertise • Knowledge 	<ol style="list-style-type: none"> 1. Practical experience in an engineering discipline. 2. Knowledge of the requirements of licensure with respect to experience (as expressed in the 5 criteria for licensure). 3. Experienced in the different types of interviews that the ERC conducts and the required outcomes of the interviews. 4. Knowledge in the various academic requirements for their discipline and familiarity with the syllabus. 	<p>All in place in existing active members. Less active members may need additional training.</p>	<p>Ongoing training to existing members.</p>
Volunteer Development Plans <ul style="list-style-type: none"> • List potential development opportunities 	<ul style="list-style-type: none"> • Ongoing training as required by committee members <ul style="list-style-type: none"> • Training on interview techniques/ best practices • Training on bias detection and elimination 	<p>Ongoing training as required by committee members</p>	<p>Look into training courses related to interviewing techniques.</p>
Committee Membership	<ul style="list-style-type: none"> • Approximately 160 active participating members with expertise in a wide range of disciplines. • New committee members are recruited by staff according to needs and are vetted by the committee chair. 	<p>Approximately 160 members who participate in interviews as required</p>	<p>Need individuals in all disciplines (currently, there is a need for individuals in petroleum engineering, engineering physics, biomedical engineering, chemical engineering, mining, Nano technologies, CIE).</p>

2021 HUMAN RESOURCES PLAN

Broad Engagement Career Stage	Mid / late / retired	Mid / late / retired	Need more in mid-career stage with practical work experience.
Disciplines	<ul style="list-style-type: none"> varied 	varied	Need individuals in all disciplines (currently, there is a need for petroleum engineering, engineering physics, biomedical engineering, chemical engineering, mining, CIE, Nano technologies)
Experience Level	practical engineering experience >10 years	practical engineering experience >10 years	Need more disciplines represented
Gender / Diversity	Representative of industry	Below industry levels with respect to gender	Recruit more women
Geographic Representation	<i>Ontario</i>		
Licensed –vs– Non-licensed	Licensed	Licensed	
CEAB Grads / Non-CEAB Grads	Majority of members are Non-CEAB Grads		
Succession Planning <ul style="list-style-type: none"> List the members 	As required <ul style="list-style-type: none"> To ensure that there is adequate pool of panel members to conduct interviews whose expertise matches the work experience of applicants and To identify members with leadership qualities and interest in ERC activities to invite them to join the ERC Sub-Committee 		
Continuous learning	<ul style="list-style-type: none"> Ongoing training as required by committee members Training on interview techniques/ best practices Look into training courses related to interviewing techniques. Training on Competency Based Experience Assessment Interviews Training on Conflict of Interest and Eliminating Bias Polices 		
Term of Office <ul style="list-style-type: none"> Chair Committee members 	<ul style="list-style-type: none"> Chair – elected for one year with a maximum of 3 years in the position Vice Chair – elected for one year with a maximum of 3 years in the position 		