

# HUMAN RESOURCES PLAN – 2021

## LICENSING COMMITTEE (LIC)

Committee: <b>Licensing Committee</b>	Date Developed: xx, 2020
Committee Review Date: <b>xx, 2020</b>	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
<b>Core Competencies</b> <ul style="list-style-type: none"> <li>• Skills</li> <li>• Abilities</li> <li>• Expertise</li> <li>• Knowledge</li> </ul>	<ul style="list-style-type: none"> <li>• Professional engineers with extensive knowledge of the <i>Professional Engineers Act</i> and Regulation 941.</li> <li>• Knowledge of PEO’s mandate, core values, governance and committee structure.</li> <li>• Knowledge of licensing criteria and processes acquired through collaboration and volunteering on the ARC, ERC, LEC, and REC.</li> <li>• Familiarity with the ARC Licensing and Registration Policies and Guidelines.</li> <li>• Understanding of PEO’s association with the Canadian Engineering Accreditation Board (CEAB) and its role on behalf of the provincial and territorial engineering regulatory bodies.</li> <li>• Understanding of PEO’s association with the Canadian Engineering Qualifications Board and how it relates to the development of national guidelines that provide advice on regulatory practices.</li> </ul>	<p>All members have these core competencies to successfully carry out the Committee’s mandate as per its Terms of Reference.</p>	<p>None</p>

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	<ul style="list-style-type: none"> <li>• Because of the importance of retaining a solid base of domain knowledge with respect to licensure, Committee members are expected to have in-depth knowledge of licensure.</li> <li>• Professional engineers who have rendered conspicuous service to the engineering profession.</li> <li>• Professional engineers who have a solid understanding of PEO's relationship with various stakeholders: Engineers Canada (EC) and its other Constituent Associations; Ontario Association of Certified Engineering Technicians and Technologists (OACETT); Council of Ontario Deans of Engineering (CODE); Office of Ontario Fairness Commissioner (OFC).</li> </ul>		
<b>Volunteer Development Plans</b>	N/A	N/A	N/A
<b>Committee Membership</b>	10 Members	None	None
<b>Broad Engagement</b>	Most positions are filled by stakeholder committee appointments. LIC also has members-at-large which allows for flexibility as to diversity and gender.	N/A	N/A
<b>Succession Planning</b> <ul style="list-style-type: none"> <li>• <b>List of members below</b></li> </ul>	List of member service to Committee: Terms below	Search/appoint new members as needed	Search/appoint new members as needed.

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<b>Term of Office</b> <ul style="list-style-type: none"><li>• <b>Chair and Vice-Chair</b></li></ul>	<p>The Chair and Vice-Chair are elected annually for a one-year term, from January to December. They may be re-elected to their positions to serve a maximum of three (3) consecutive years. To ensure continuity, it is desirable, but not mandatory, that the Vice-Chair succeed to the position of Chair when the Chair's term of service ends. Once the Chair and/or Vice-Chair have served for the maximum term for their respective positions, they are not eligible for reappointment to those positions until they have been off the Committee for at least six (6) years. Once having served as Chair, a committee member may serve thereafter only as a general member, and only to a maximum of ten (10) years of cumulative committee service.</p>		
<ul style="list-style-type: none"><li>• <b>Committee Members</b></li></ul>	<p>The objective for term lengths and limits on the Committee is to strike a balance between continuity of knowledge and experience, on the one hand, and proper succession and introduction of new members, on the other hand.</p> <p>With the exception of the LEC appointee (an annual appointment, since LEC members are appointed annually by Council), a term on this Committee is either two (2) or three (3) years, with the variation in term length designed to stagger turnover and ensure continuity.</p> <p>Committee members may be reappointed but shall retire from the Committee for at least six (6) years after ten (10) years of cumulative service.</p>		