

HR Plan for Professional Standards Committee 2021

Committee: Professional Standards Committee	Date Developed: August 25, 2020
Committee Review Date: October 6, 2020	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 	<ul style="list-style-type: none"> • Understanding of the <i>Professional Engineers Act</i> and PEO processes • Extensive experience in providing engineering services to clients and employers 	None	None
Volunteer Development Plans <ul style="list-style-type: none"> • List potential development opportunities 	Legal review of practice standards processes.	Presentation by legal firm on issues pertaining to practice standards processes.	None
Committee Membership	<ul style="list-style-type: none"> • 8 members including one councilor who serves as Council liaison. 	2	2
Broad Engagement			
Career Stage	Split of late and mid-career; none in early career	None	None
Disciplines	Members should be from a wide range of disciplines and work environments	Practitioners from specific disciplines required for guidelines and standards are recruited on as needed basis for subcommittees (LT)	None
Experience Level	Levels D – F only	Level F: Level E: 8 Level D:	None
Gender / Diversity	Percentages of male and female should reflect the percentage of each in membership	Male: 5 Female: 3	None

Geographic Representation	Standards of practice do not vary across the province; greatest variation of practice areas is present in the GTA so majority of the membership will be from the GTA	GTA: 4 Other areas: 4	None
CEAB Grads/ Foreign-trained	No preferences	CEAB: 7 IEG: 1	None
Licensed –vs– Non-licensed	All members of PSC must be licensed	All members of PSC are licensed	None
Succession Planning • List the members	As per 2020 PEO ANNUAL COMMITTEES AND TASK FORCES MEMBERSHIP ROSTER	N/A	N/A
Continuous learning	Presentations by legal firms on issues involving practice standards.		
Term of Office • Chair • Committee members	<ul style="list-style-type: none"> • As per PSC Terms of Reference • As per PSC Terms of Reference 		