



 **Professional Engineers
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MPPs **Lorne Coe** (Whitby) (centre right) and **Jennifer French**, MPP (Oshawa) (left) both participated in the PEO Centennial Celebration event to celebrate PEO's 100-year birthday on October 24. Also in the photo are Lake Ontario GLP Chair **Pankaj Panchal**, P. Eng., (centre left), Lake Ontario Chapter Chair **Rohan Service**, P.Eng., (centre), and GLP Rep **Wintta Ghebreiyesus**, P.Eng. (right).

TWO MPPS PARTICIPATE IN PEO LAKE ONTARIO CHAPTER CENTENNIAL CELEBRATION

OSHAWA - PEO Lake Ontario Chapter held a Centennial Celebration last week on October 24. It was held at Ontario Tech University. 60 attendees were present for the event including MPPs **Lorne Coe** (Whitby) and **Jennifer French** (Oshawa).

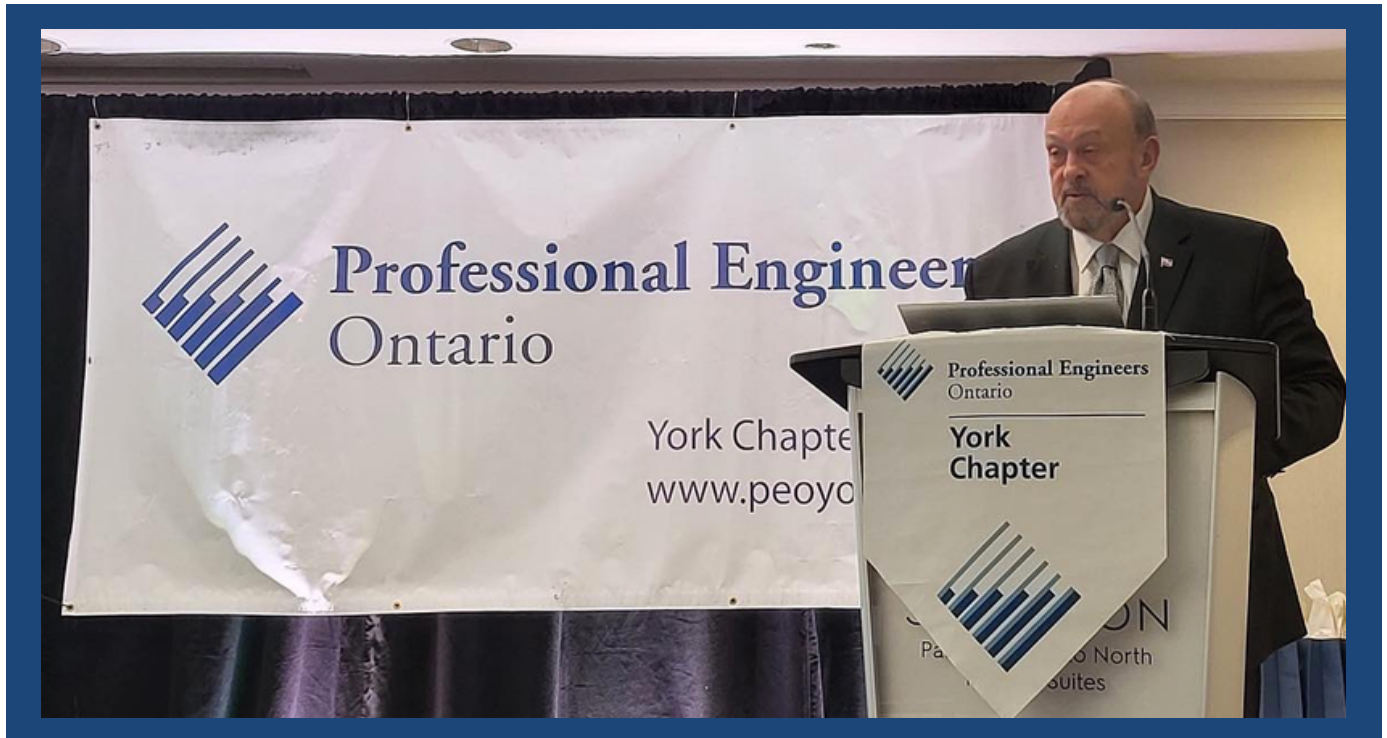
The event included keynote speakers, a wind tunnel tour, and a cake cutting ceremony.

For more on this story, see page 3.

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MINISTER SPEAKS AT PEO YORK CHAPTER LICENSING CEREMONY



Michael Tibollo, MPP (Vaughan-Woodbridge), Associate Minister of Mental Health and Addictions, was the keynote speaker at the licence certificate ceremony on October 30.

RICHMOND HILL - Hon. **Michael Tibollo**, MPP (Vaughan-Woodbridge) was the keynote speaker for the new class of graduating professional engineers on October 30 at the Sheraton Parkway Hotel presented by the PEO York Chapter.

On his Twitter account, Minister Tibollo said that it is his tradition to meet and induct the new licensees and was honoured to be a part of the celebration.

He previously spoke at the 2019 PEO winter licence ceremony and discussed the importance of engineering especially as it relates to shaping the future of Ontarians.

MPP Tibollo is the Associate Minister of Mental Health and Addictions and was first elected in 2018. For the last 10 years, he has been working and advocating for Caritas, which is a residential, therapeutic community seeking to help those suffering from addictions and mental health.

Outside of the Italian-Canadian community, he created an event in the city of Vaughan known as, "Festival of Light", an event consisting of understanding tradition, custom and mutual respect among 14 different communities including First Nations, Christians, Jews, Muslims, Sikhs, Hindus, and Africans.

Prior to his election, Mr. Tibollo worked for over 30 years as a lawyer.

TWO MPPS PARTICIPATE IN PEO LAKE ONTARIO CHAPTER CENTENNIAL CELEBRATION



Lake Ontario Chapter Executives and Ontario Tech University students with MPPs **Lorne Coe** (Whitby) (third from the left) and **Jennifer French**, MPP (Oshawa) (centre right) participated in cake cutting ceremony for PEO 100th anniversary on October 24. Also in the photo are Lake Ontario GLP Chair **Pankaj Panchal**, P. Eng., (centre left), Lake Ontario Chapter Chair **Rohan Service**, P.Eng., (second from the right), and GLP Rep **Wintta Ghebreyesus**, P.Eng. (right).

OSHAWA - PEO Lake Ontario Chapter hosted PEO's 100th anniversary celebration at Ontario Tech University on October 24. Participants included local MPPs **Lorne Coe** (Whitby) and **Jennifer French**, MPP (Oshawa).

They also participated in the Wind Tunnel tour and cake cutting ceremony, as well as spoke at the event to celebrate PEO's 100th birthday.

Lake Ontario Chapter Chair **Rohan Service** said "the ongoing support the community and the PEO local chapter has received from MPPs makes a big difference to the members who attend the events."



MPP French speaking at the centennial celebration in Oshawa on October 24.



MPP Coe speaking at the centennial celebration in Oshawa on October 24.

MPP Coe is the Parliamentary Assistant to the Premier and Chair on the Standing Committee on Justice Policy. He was first elected in 2016 and served on the Whitby Town Council and at Durham Regional Council for 13 years.

MPP French was first elected in 2014 and is the Chair on the Standing Committee on Procedure and House Affairs as well as the NDP critic for Infrastructure and Highways. Prior to her election, she was an educator and active member of the Elementary Teachers' Federation of Ontario (ETFO) in Durham.

ONTARIO FAIRNESS COMMISSIONER SHARES THOUGHTS WITH PEO GLP REPS



Ontario Fairness Commissioner **Irwin Glasberg** speaking on FARPACTA at GLP session on October 21.

Ontario Fairness Commissioner **Irwin Glasberg** spoke at the PEO GLP training session on October 21. His office kindly provided a summary of his speech. *GLP Weekly Times* has boldfaced certain sections to highlight specific comments.

We are pleased to share them with our readers. They read as follows:

On October 21, 2022, **Irwin Glasberg**, the Fairness Commissioner for the Province of Ontario made a presentation at the *A New Century In Regulating Professional Engineering in the Public Interest* event on the topic of “Why Fairness is Important in Regulating Professions and Trades”. In greeting the audience, the Commissioner made reference to his 20 plus years of involvement with PEO pursuant to his various roles within the Ontario provincial government. He began by discussing the statutory mandate of the Office of the Fairness Commissioner (OFC), which he leads, noting that he had shared a slide presentation on his office’s roles and responsibilities with the organizers of today’s event, which provides more details on this topic.

The Commissioner stated that his office’s core role is to help ensure that the registration practices of regulated professions, health colleges and Skilled Trades Ontario adhere to fair registration practices. He pointed out that, under the *Fair Access to Regulated Professions and Skilled Trades Act (FARPACTA)*, professional regulators are required to implement registration practices that that a transparent, objective, impartial and fair. These are referred to as fair registration general duties and they serve as guideposts to inform the commission’s work.

These provisions are supplemented by a number of specific duties, such as the requirement to provide information to applicants, make timely registration decisions and train individuals who make assessment and registration determinations.

To undertake its mandate, the OFC (1) reviews the practices that regulated professions have adopted to assess the qualifications of individuals and to then register them, (2) provides advice and recommendations to regulated professions on how to comply with the legislation, (3) advises ministers on matters that fall under the legislation, including registration practices for internationally trained individuals, and (4) undertakes education and outreach activities.



As a regulatory agency, the OFC also has order-making authority but it is not permitted to become involved with individual registration complaints.

The Commissioner then discussed several recent statutory amendments that will change how many professional regulators process applications from internationally trained professionals (ITPs), in particular.

The first amendment prohibits a regulator from imposing a Canadian experience requirement (CER) as part of its registration process for ITPs, unless the regulator can establish that such a requirement serves a valid public health and safety purpose. Absent an exemption, existing CERs will lapse in December 2023.

The Commissioner noted that CERs are problematic since ITPs have experienced persistent challenges in obtaining employment positions that would enable them to fulfill this requirement.

This is a “last mile” obligation that, unfortunately, causes many candidates to abandon their applications after investing considerable time and resources into the process. The Commissioner expressed the view that there are less burdensome approaches available to obtain the experiential competencies necessary to practice as a professional engineer.

The second amendment establishes maximum time limits for various steps in the registration process for both domestic mobility and internationally trained applicants. The amended legislation sets out specific time limits for discrete elements of the registration process. For example, a regulator must make a registration decision for ITPs within a maximum of six months, in 90 percent of all cases, once it has received a complete application. The period is much tighter at 30 days for domestic mobility applicants.

In the case of both the CER and time limit provisions, should a regulator seek an exemption from these obligations, it must file its application with the Fairness Commissioner who must then provide a recommendation to the Minister of Labour, Immigration, Training and Skills Development on how to respond to the request.

The Commissioner then offered some insights on how the regulatory environment for the registration of ITPs is changing and what regulators can do to adapt to these trends. He noted that the available statistics indicate that Ontario’s workforce is aging. Experts agree that the province requires trained workers to replenish employees who have retired or are about to leave the workforce.

For example, net migration (derived from both immigration and inter-provincial movement) is projected to account for a full 83 per cent of all population growth in the province over the 2019 to 2046 timeframe. This means that only 17 per cent of this growth will come from in-province increases in population.

Given this trend, it is critical that professional regulators remove barriers that inappropriately restrict access for internationally trained individuals to the professions and trades, both as part of a fair access regime and a strategic labour-market plan.

The Commissioner then went on to discuss several related themes that regulators will need to consider. **First, the provincial government has become much more focused on filling positions that require skilled professionals and tradespersons.** There are hundreds of thousands of job openings in the province that remain vacant, and skilled immigrants have become an increasingly important source of talent to fill them.

He noted that governments across the continent are becoming much more proactive in finding ways to attract and employ people to occupy these positions. As an example, he made reference the directives that Health Minister Sylvia Jones issued to the College of Physicians and Surgeons and the College of Nurses to find ways to register internationally trained physicians and nurses more efficiently. The colleges responded with some innovative new ideas, some of which the government has already implemented through regulation.

The two important takeaways are that labour supply shortages will motivate governments to take decisive action and that regulators need to rethink how they incorporate labour market considerations into their mandates.

The Commissioner then made reference to a growing disconnect between the strategy to bring substantially more skilled immigrants into the country and the assessment practices of professional regulators that often serve to undervalue this talent and, thereby, keep many ITPS out of the professions.

He also pointed to growing interest in discussing how the entire system can become more integrated and focus on achieving targeted registration and employment goals. He referred to these deliberations as ecosystem thinking. This wording means that everyone needs to apply system-wide solutions that follow internationally trained applicants through the various steps of their journeys .

This ecosystem, the Commissioner noted, should embrace all aspects of the immigration to employment continuum and integrate the silos of immigration, settlement, ways to enable applicants to easily fulfill educational and language gaps, the availability of bridge training programs, and results-driven approaches to allow qualified applicants to complete their registration / licensure requirements promptly, with the objective of finding meaningful employment.

There is also a need to consider system-wide goals and everyone in the ecosystem needs to be rowing in the same direction. It will become increasingly risky for a regulator to not have its oar in the water.

This conversations leads to the third theme of relentlessly Identifying and eliminating registration barriers and process inefficiencies. While the establishment and enforcement of tight registration time limits is a critical first step, more needs to be done. As an example, he made reference to a study that the OFC conducted several years ago, which investigated the time required for internationally trained applicants to secure the documentation necessary to begin the assessment and registration process.

The study revealed that, for 24% of the candidates, it took more than six months to obtain these materials and, for an additional 52%, from one to six months. Only 24% of applicants were able to obtain their documentation in less than a month. This means that there are a large number of candidates stuck in limbo waiting for their documents to arrive.

He recommended that regulators apply a risk-informed registration framework to identify the situations where the applications of these individuals could reasonably proceed to the next step while their documents catch up, noting that such an approach could potentially shave months from an application process. He described this practice as moving from a serial or sequential, to a parallel, registration process. He also noted that PEO is actively considering a more robust parallel processing methodology.

Finally, he invited professional regulators to keep an eye on the broader labour market and supply and demand characteristics of their professions, as well as the needs of employers who will provide jobs to new licensees. He then provided an example of the need for this robust environmental scanning.

The Commissioner made reference to the proposed Canada Dental Benefit, which will impact the dental and dental hygiene professions. This program, if approved, would provide eligible parents or guardians with direct, up-front tax-free payments to cover dental expenses for their children under 12-years-old. While the parameters of this program have yet to be finalized, it has the potential to spin off significant numbers of new visits to dentists and dental hygienists. Understandably, as the legislation evolves, conversations are occurring on how the professions can meet this new demand. This is a tough issue as any profession will experience challenges in bringing a sizeable number of new practitioners into its ranks quickly.

On the employment side of the equation, the Commissioner commented that regulators should be aware particularly of the skillsets that are in demand in a profession and any unfounded concerns or stereotypes about the qualifications of ITPs. He pointed out that, without a relevant job, an immigrant's journey will be incomplete and, ultimately, end badly.

In closing, he reminded the audience that professional regulators are responsible for exercising their responsibilities in the public interest. They are typically knowledgeable, credible, and innovative institutions with deep experience in their fields. They are uniquely positioned to plot the future of their professions and to ensure their long-term vigour and sustainability. He invited everyone in the audience to accept this challenge.



Ontario Fairness Commissioner **Irwin Glasberg** (centre left) was the guest speaker at the 549th PEO Council Meeting on September 23 at PEO Headquarters in Toronto.

MEET YOUR MPPS

This week, the PEO *GLP Weekly Times* features one newly elected MPP, **John Jordan**, MPP (Lanark-Frontenac-Kingston), Parliamentary Assistant to the Minister of Long-Term Care and **Doly Begum**, MPP (Scarborough Southwest), Deputy Leader for the Official Opposition so PEO licence holders can get to know their representatives.

For a full list of MPPs, [click here](#).

JOHN JORDAN, MPP



John Jordan, MPP (Lanark-Frontenac-Kingston)

John Jordan represents the Progressive Conservative Party. He is the Parliamentary Assistant to the Minister of Long-Term Care and a member on the Standing Committee on Social Policy. He was first elected in the June 2022 general election.

MPP Jordan was born and raised in Lanark County and is the son of former MPP Leo Jordan who represented Lanark-Renfrew, now Renfrew-Nipissing-Pembroke.

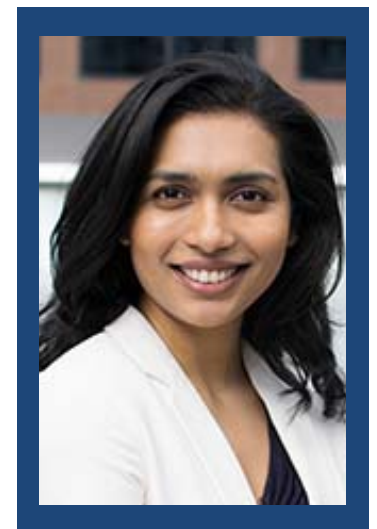
Prior to his election to the Legislature, he was the CEO of ConnectWell Community Health for 20 years and a Manager of Finance for the North Lanark Community Health Centre. He holds a BA in Economics and an Executive MBA.

DOLY BEGUM, MPP

Doly Begum is a member of the New Democratic Party and is one of parties two Deputy Leaders. She is also her party's critic for Immigration Services and International Credentials.

She met with **Lorraine Fraser**, P.Eng., the new PEO Scarborough Chapter GLP rep for her riding, on September 2nd.

Prior to MPP Begum's election to the legislature in 2018, she was the chief coordinator for the Keep Hydro Public campaign, former Co-Chair of the Scarborough Health Coalition and Vice-Chair of Warden Woods Community Centre.



Doly Begum, MPP
(Scarborough Southwest)

She is a graduate of the University of Toronto and has a Masters in Development, Administration and Planning from University College London. She is the first Canadian of Bangladeshi origin to hold elected office at any level in Canada.

GLP TRIVIA CONTEST

CONGRATULATIONS to PEO Scarbrough Chapter's **Narayana Asogan**, P.Eng., for being the first to submit the correct answer to:

Last week's question: Who were the three MPPs that spoke at the PEO GLP Training Event on October 21?

This week's question: Who were the two MPPs that spoke at the Lake Ontario Chapter celebration on October 24?

Join the Contest: Test your knowledge of the *GLP Weekly Times* with our weekly trivia question! Send your answers to Howard Brown at howard@brown-cohen.com by Monday, November 7.

You may only win once in a four-week span.



Narayana Asogan, P.Eng., is the winner of this week's Trivia Contest.

UPCOMING MPP EVENTS

Sunday, November 13 - Meet and Greet with NDP Leadership Candidates In Person featuring **Marit Stiles**, MPP (Davenport). Location: TBD. Cost: TBD. To register, [click here](#).

Monday, November 21 - Virtual Women's Breakfast featuring **Sandy Shaw**, MPP (NDP — Hamilton—Ancaster—Dundas) and **Mary-Margaret McMahon**, MPP (Liberal — Beaches-East York). Cost: \$40. To register, [click here](#).

Tuesday, November 22 - Environment Industry Day featuring **David Piccini**, MPP (Northumberland-Peterborough South) Minister of the Environment, Conservation and Parks, and **Parm Gill**, MPP (Milton) Minister of Red Tape Reduction. Location: Charbonnel Lounge - St. Michael's College at the University of Toronto. Cost: Tickets \$400. To register, [click here](#).

Wednesday, November 23 - Beaches-East York Liberal Holiday Party featuring **Nathaniel Erskine-Smith**, MP (Beaches-East York) and **Mary-Margaret McMahon**, MPP (Liberal Beaches-East York). Location: Jawny Bakers 804 O'Connor Dr, Toronto. Cost: Free.

Through the *Professional Engineers Act*, PEO governs over 90,000 licence and certificate holders and regulates and advances engineering practice in Ontario to protect the public interest. Professional engineering safeguards life, health, property, economic interests, the public welfare and the environment.

Past issues are available on the PEO Government Liaison Program (GLP) website at <https://www.peo.on.ca/index.php/aboutpeo/glp-weekly-newsletter>

Deadline for submissions is the Thursday of the week prior to publication. Our next issue is November 11.

If you have any comments, additions or questions about The *GLP Weekly Times* please call or email: Howard Brown, President, Brown & Cohen Communications & Public Affairs Inc. 321 Brooke Avenue | Toronto, ON M5M 2L4 | Direct line: 416-783-1140 | Cell: 416-844-1180, howard@brown-cohen.com | www.brown-cohen.com