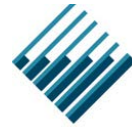


C-502-Plenary - i.
Appendix E



Professional Engineers
Ontario

Membership Survey on Continuing Professional Education

SEPTEMBER 2014

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PEO MEMBERSHIP SURVEY

Background and Objectives

- In March 2014, PEO council created the Continuing Professional Competency, and Quality Assurance Task Force to investigate options and prepare a plan for a comprehensive program of continuing professional development and quality assurance.
- The Task Force's mission was reinforced when Commissioner Belanger of the Elliot lake Inquiry recommended that PEO "should establish a system of mandatory continuing professional education for its members as soon as possible and in any event no later than 18 months from the release of this report." The Task Force has developed the basic criteria for a novel CPD program centred on the notion of the potential risk to the public associated with an individual practitioner's work.
- Ipsos was commissioned to conduct research among members to assist in tailoring a CPD program which mitigates the concerns of practitioners and contains messaging regarding the program that will drive support and compliance with such a program.
- The primary objectives of the research were to measure reaction to the six (6) guiding principles and to better understand members' experience with continuing professional development and quality assurance issues in the engineering profession.

PEO MEMBERSHIP SURVEY

Methodology

- The survey was executed using an online methodology and was located on Ipsos Reid's secure server.
- All PEO licence holders for whom PEO has an email address on file, were invited to participate in the survey. A total of 76,699 of the approximately 81,000 licence holders were invited to participate.
- Ipsos Reid sent each of the invited licence holders an email with a unique link to the survey.
- A total of 6,786 licence holders completed the survey. This represents a 8.8% response rate.
- Average survey length was 18 minutes.
- The survey was open between July 28th to August 14th 2015.

PEO MEMBERSHIP SURVEY

Key Findings (1)

- Quality assurance programs currently exist at the vast majority of employers and most also offer some form of CPD with technical skills training. A majority of practicing engineers have taken some form of CPD in the past 3 years.
- As a whole, PEO members are particularly confident in their own skills and knowledge in relation to the work they do, but much less so when considering all engineers practicing in Ontario and half of all members indicate having questioned the work on another engineer before.
- After being presented with the six (6) guiding principles, eight in ten members are supportive of PEO using them to develop a CPE program however the largest proportion of members are somewhat supportive highlighting a softness in opinion. Engineers who are currently practicing are less likely to support the development of a CPE program, while retired members are more likely to do so.
- The vast majority of members agree with the premise of the proposed CPE program that requirements should be based on a risk self-assessment and to a lesser extent that the onus is on the engineer to develop their own plan. Most feel that firms will likely adopt risk management procedures as alternatives to CPD.

PEO MEMBERSHIP SURVEY

Key Findings (2)

- While the majority would like to see PEO develop a CPE program (as opposed to one mandated by government, or not at all), a plurality feel the principles require further consideration and there remains work to be done to fully convince members of the merits of the guiding principles and the purpose of the CPE program.
- Support for each principle is relatively high and the vast majority feel the meaning are clear and that they are fair and reasonable. Members are less inclined however to agree that they would lead to improved public confidence or will lead to better protection of the public and half of members express concern that the principles don't go far enough and won't necessarily lead to greater protection to the public. More information is needed to reassure members about how the CPE program will lead to improvement in both areas.
- The principles do a good job of communicating that CPE requirements will be based on a risk self-assessment however more needs to be done to clarify that the onus is on the engineer to develop their own CPE plan and that firms may adopt risk management procedures as alternatives to CPD.
- Overall, members are most supportive of *principle #4* which address the diversity of practice, followed by *principle #2* that requirements be tied to the actual engineering services being provided, *principle #6* that any CPE program be evaluated for effectiveness and *principle #3* that an engineer would only need to maintain skills and knowledge commensurate to the risk of the work they do to the public.

DETAILED FINDINGS

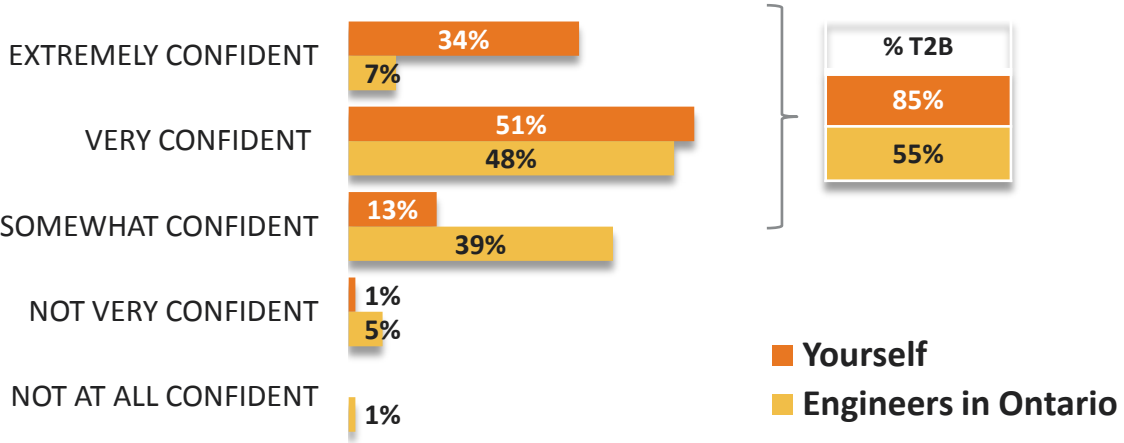


**EXPERIENCE WITH ENGINEERING
PROFESSION & CONTINUING
PROFESSIONAL EDUCATION (CPE)**

EXPERIENCE WITH ENGINEERING PROFESSION & CPE

Confidence in Current Skills and Knowledge

- Virtually all members are at least somewhat confident that their own skills and knowledge are adequate for the work they do, of which one-third are extremely confident, half very confident and around one in ten somewhat confident.
- In comparison, members are more likely to be only somewhat confident all engineers currently practicing in Ontario have adequate skills and knowledge. Nearly half are very confident, while four in ten are somewhat confident and one on ten extremely confident.



Q4. How confident are you that **YOUR** current skills and knowledge are adequate for the work you do?
 Q5. How confident are you that the **licensed engineers currently practicing in Ontario have** adequate skills and knowledge for the work they do?
 Base: All respondents (n=6786)

EXPERIENCE WITH ENGINEERING PROFESSION & CPE

Confidence in Current Skills and Knowledge

- Engineers from out of province and those currently practicing have a higher degree of confidence in their own skills and knowledge, while younger Engineers (25-34) are less confident. Engineers who work in the private sector are more confident, while retired engineers are less confident.

YOURSELF

%Confident (Top2Box)

ENGINEERS IN ONTARIO

REGION

REGION

Western	West Central	East Central	Eastern	Northern	Out of Province
n=579	n=880	n=1009	n=958	n=250	n=865
88%	86%	86%	83%	82%	90%

Western	West Central	East Central	Eastern	Northern	Out of Province
n=579	n=880	n=1009	n=958	n=250	n=865
58%	55%	54%	55%	55%	59%

AGE

AGE

25-34	35-44	45-54	55-64	65-74	75+
n=1260	n=1217	n=1548	n=1362	n=748	n=292
76%	88%	91%	91%	82%	65%

25-34	35-44	45-54	55-64	65-74	75+
n=1260	n=1217	n=1548	n=1362	n=748	n=292
54%	54%	60%	56%	47%	49%

CURRENT EMPLOYMENT STATUS

CURRENT EMPLOYMENT STATUS

Consulting Firm	Government	Public/ Non-Profit Org	Private Sector	Sole Practitioner	Other
n=1438	n=569	n=347	n=1696	n=418	n=143
90%	89%	89%	89%	92%	88%

Consulting Firm	Government	Public/ Non-Profit Org	Private Sector	Sole Practitioner	Other
n=1438	n=569	n=347	n=1696	n=418	n=143
53%	53%	56%	59%	51%	49%

CURRENTLY PRACTICING

CURRENTLY PRACTICING

Yes	No	Retired
n=4611	n=1299	n=622
90%	77%	70%

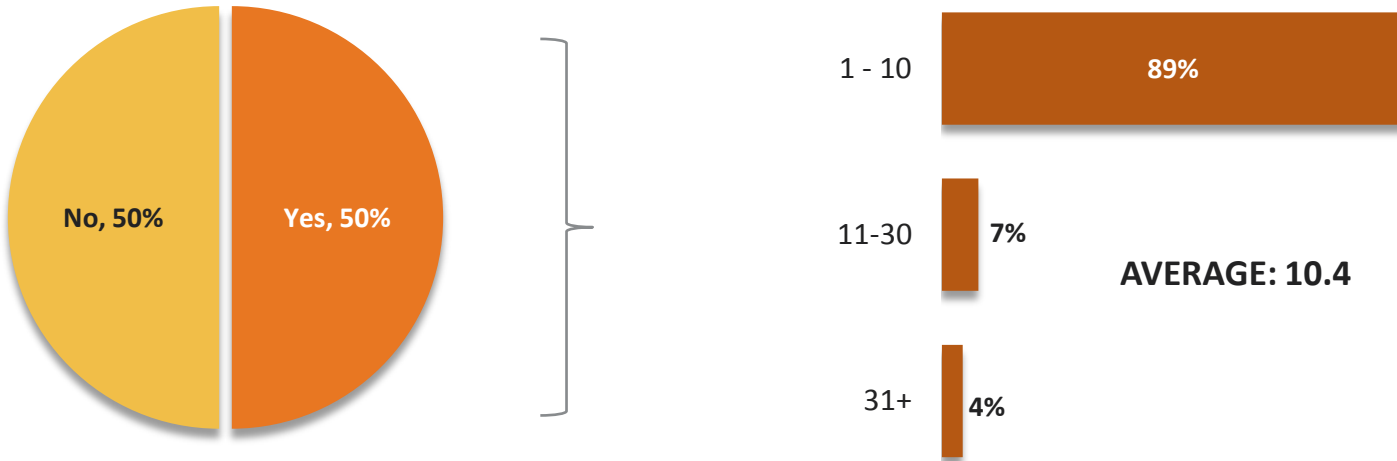
Yes	No	Retired
n=4611	n=1299	n=622
55%	57%	49%

Q4. How confident are you that **YOUR** current skills and knowledge are adequate for the work you do? Q5. How confident are you that the **licensed engineers currently practicing in Ontario** have adequate skills and knowledge for the work they do? Base: All respondents (n=6786)

EXPERIENCE WITH ENGINEERING PROFESSION & CPE

Questioned the Work Of Another Engineer

- Exactly half of members have questioned the quality of work undertaken by another professional engineers before.
- Of those who have, most report it happening between 1-10 times and on average it has happened just over 10 times.



Q6. Have you ever had an occasion to question the quality of the work undertaken by another professional engineer? Base: All respondents (n=6786)

Q7. How many times has this happened?

Base: Those who had an occasion to question the quality of the work undertaken by another professional engineer (n=3399)

EXPERIENCE WITH ENGINEERING PROFESSION & CPE

Questioned the Work Of Another Engineer

- Members from the Northern region, those who are currently practicing and those who work for a consulting firm, government or as a sole practitioner are more likely to have questioned the work of another engineer.

%YES

REGION					
Western	West Central	East Central	Eastern	Northern	Out of Province
n=579	n=880	n=1009	n=958	n=250	n=865
55%	52%	51%	46%	60%	50%

AGE

25-34	35-44	45-54	55-64	65-74	75+
n=1260	n=1217	n=1548	n=1362	n=748	n=292
50%	51%	50%	52%	52%	46%

CURRENT EMPLOYMENT STATUS

Consulting Firm	Government	Public/ Non-Profit Org	Private Sector	Sole Practitioner	Other
n=1438	n=569	n=347	n=1696	n=418	n=143
68%	62%	53%	44%	61%	52%

CURRENTLY PRACTICING

Yes	No	Retired
n=4611	n=1299	n=622
56%	35%	43%

AVERAGE # OF TIMES

REGION					
Western	West Central	East Central	Eastern	Northern	Out of Province
n=316	n=459	n=518	n=445	n=150	n=432
7	13.4	12.1	8.1	13.3	9

AGE

25-34	35-44	45-54	55-64	65-74	75+
n=625	n=616	n=775	n=703	n=386	n=133
6.2	11.4	11.9	10.6	9.8	6.2

CURRENT EMPLOYMENT STATUS

Consulting Firm	Government	Public/ Non-Profit Org	Private Sector	Sole Practitioner	Other
n=972	n=351	n=183	n=751	n=254	n=75
9.7	15.9	10.3	9.6	9.8	12.7

CURRENTLY PRACTICING

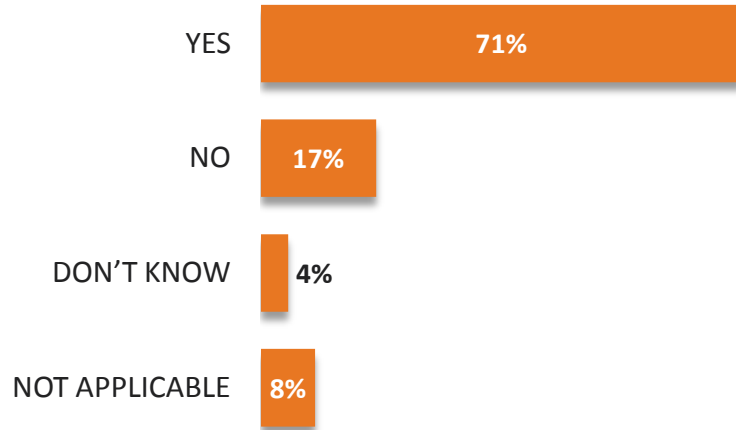
Yes	No	Retired
n=2586	n=449	n=270
10.6	6.7	9.9

Q6. Have you ever had an occasion to question the quality of the work undertaken by another professional engineer? Base: All respondents (n=6786) Q7. How many times has this happened? Base: Those who had an occasion to question the quality of the work undertaken by another professional engineer (n=3399)

EXPERIENCE WITH ENGINEERING PROFESSION & CPE

Presence of Quality Assurance Programs

- Seven in ten members who are currently practicing report their employer has a quality assurance program.
- Members who work out of province, younger members and those who work for a consulting firm are more likely to report such a program exists, while sole practitioners and older members are much less likely.



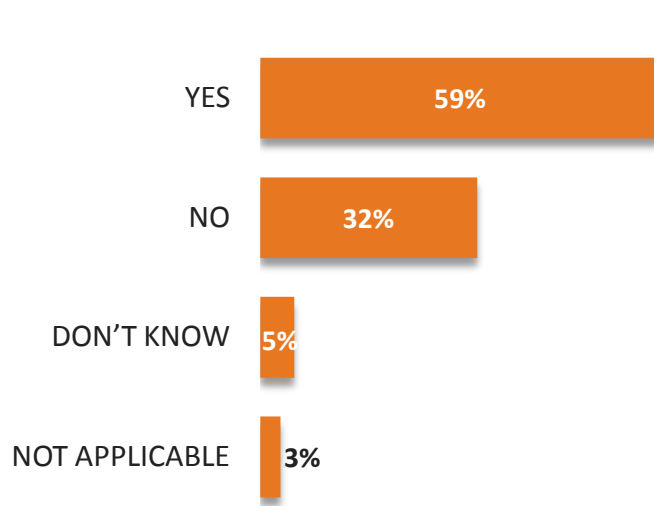
%Yes					
REGION					
Western	West Central	East Central	Eastern	Northern	Out of Province
n=430	n=585	n=665	n=638	n=181	n=625
72%	68%	71%	69%	66%	78%
AGE					
25-34	35-44	45-54	55-64	65-74	75+
n=755	n=996	n=1247	n=1013	n=314	n=68
79%	72%	70%	68%	59%	51%
CURRENT EMPLOYMENT STATUS					
Consulting Firm	Government	Public/ Non-Profit Organization	Private Sector	Sole Practitioner	Other
n=1438	n=569	n=347	n=1696	n=418	n=143
89%	61%	62%	67%	46%	55%

Q8. Does your employer (or you if you are a sole practitioner) have a quality assurance program, such as peer review, for the purpose of verifying the correctness of the engineering work prepared by you and your colleagues? Base: Those who are currently practicing as a professional engineer (n=4611)

EXPERIENCE WITH ENGINEERING PROFESSION & CPE

Presence of CPE Programs

- Six in ten members who are currently practicing report that their employer offers some form of CPE that involves technical engineering skills.
- Members working in the Western region, out of province or those working for a consulting firm are more likely to report that CPE is currently offered by their employer. Those in the public or private sector or older members are less likely.



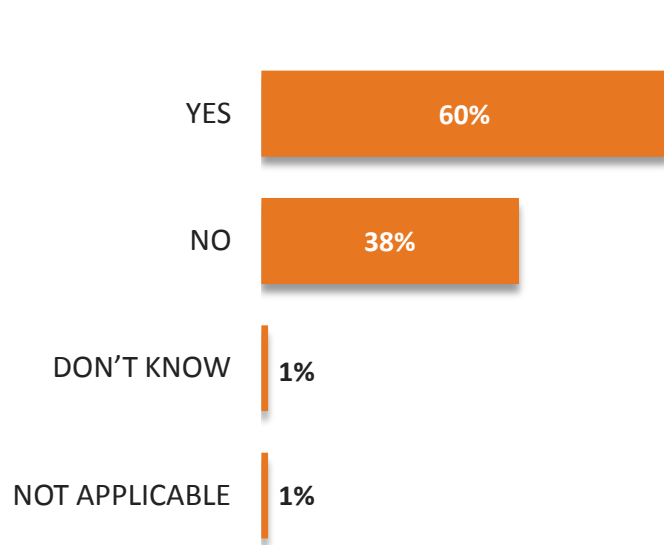
%Yes					
REGION					
Western	West Central	East Central	Eastern	Northern	Out of Province
n=396	n=518	n=609	n=568	n=164	n=567
66%	57%	56%	58%	53%	70%
AGE					
25-34	35-44	45-54	55-64	65-74	75+
n=745	n=968	n=1153	n=886	n=200	n=36*
55%	59%	62%	62%	51%	47%
CURRENT EMPLOYMENT STATUS					
Consulting Firm	Government	Public/ Non-Profit Org	Private Sector	Other	
n=1438	n=569	n=347	n=1696	n=143	
65%	59%	59%	55%	45%	

Q9. Does your employer currently offer any form of continuing professional education that involves technical engineering skills?
 Base: Those who are currently practicing as a professional engineer but are not employed as a sole practitioner (n=4193)

EXPERIENCE WITH ENGINEERING PROFESSION & CPE

Experience with CPE (in the past 3 years)

- Consistent with the presence of CPE programs, six in ten members who are currently practicing report that they have taken some form of CPE in the past 3 years.
- Members from out of province or those who work for a consulting firm are more likely to have done so.



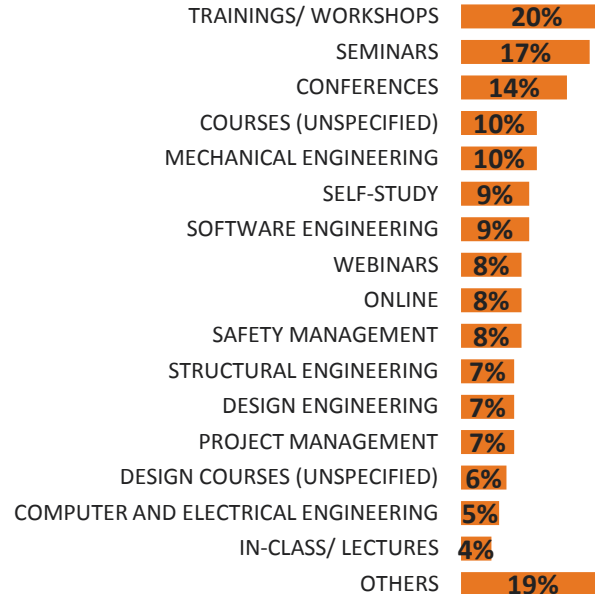
%Yes					
REGION					
Western	West Central	East Central	Eastern	Northern	Out of Province
n=430	n=585	n=665	n=638	n=181	n=625
64%	56%	54%	58%	56%	78%
AGE					
25-34	35-44	45-54	55-64	65-74	75+
n=755	n=996	n=1247	n=1013	n=314	n=68
61%	62%	60%	59%	54%	41%
CURRENT EMPLOYMENT STATUS					
Consulting Firm	Government	Public/ Non-Profit Org	Private Sector	Sole Practitioner	Other
n=1438	n=569	n=347	n=1696	n=418	n=143
67%	62%	61%	55%	57%	55%

Q10. In the last three years have you undertaken any form of continuing professional education that involves technical engineering skills
 Base: Respondents who are currently practicing as a professional engineer (n=4611)

EXPERIENCE WITH ENGINEERING PROFESSION & CPE

Experience with CPE (in the past 3 years)

- When asked to describe the type of CPE they have undertaken, the most common responses relate to the method of education specifically workshops, seminars or conferences. The most common subject matter mentioned is mechanical engineering, followed by software.



Q11. Please describe the continuing professional education that you undertook.

Base: Respondents who have undertaken any form of continuing professional education that involves technical engineering skills (n=789)

REACTION TO BÉLANGER COMMISSION RECOMMENDATION

REACTION TO BÉLANGER COMMISSION RECOMMENDATION

Information Provided to Members

As you may or may not know, PEO established a Continuing Professional Development, Competence and Quality Assurance task force on March 21, 2014 in response to a report prepared by OSPE (Ontario Society of Professional Engineers) which recommend that PEO adopt a modified version of the program used by the Association of Professional Engineers and Geoscientists of Alberta (APEGA). At the time, the Task Force was asked “to prepare a plan for a comprehensive program of continuing professional development and quality assurance”

On October 15, 2014 the Honourable Paul R. Bélanger, Commissioner of the Elliot Lake Inquiry, released his report on the collapse of the Algo Mall in Elliott Lake. Among the recommendations in the report one was the following:

Recommendation 1.24

The Professional Engineers of Ontario (PEO) should establish a system of mandatory continuing professional education for its members as soon as possible, and in any event no later than 18 months from the release of this Report.

While the Task Force concluded that PEO should not be compelled to respond to the directive from the Inquiry by rushing to implement an ill-considered plan they also recognized the possibility that, due to the high profile afforded to the incident at the Algo Mall by the media and the Inquiry, the government will pressure all parties to adopt the recommendations. As such, the Task Force will be prepared to respond to government by demonstrating a rigorous plan that suits the needs of the public, PEO and members.

Q10a. After reading Recommendation 1.24 of the Bélanger Commissioner, which most closely reflects your view?

REACTION TO BÉLANGER COMMISSION RECOMMENDATION

Point of View On Recommendation

- After being shown a description of recommendation 1.24 of the Bélanger Commissioner, nearly half of members feel that PEO should design a system of mandatory CPE ahead of the 18 month deadline, while closer to one-third feel that PEO should wait and see if the government passes legislation imposing a mandatory system.

PEO SHOULD DESIGN A SYSTEM OF MANDATORY CONTINUING PROFESSIONAL EDUCATION ITSELF AHEAD OF THE 18 MONTH DEADLINE.

45%

PEO SHOULD WAIT AND SEE IF THE GOVERNMENT PASSES LEGISLATION IMPOSING A SYSTEM OF MANDATORY CONTINUING PROFESSIONAL EDUCATION FOLLOWING THE 18 MONTH DEADLINE.

35%

OTHER

20%

MENTIONS RELATE MOSTLY TO A LACK OF ADEQUATE TIME TO DEVELOP A PROPER CPE PROGRAM, THAT SUCH A PROGRAM WON'T BE EFFECTIVE, SHOULDN'T BE MANDATORY OR THAT THE COST WILL BE TOO HIGH.

Q10a. After reading Recommendation 1.24 of the Bélanger Commissioner, which most closely reflects your view?
Base: All respondents (n=6786)

REACTION TO BÉLANGER COMMISSION RECOMMENDATION

Point of View On Recommendation

- Members from out of province, those who work for a consulting firm, members over the age of 65 or retired members are more likely to favour PEO implementing CPE before the deadline, while those from the Eastern region prefer waiting.

	REGION					
	Western n=579	West Central n=880	East Central n=1009	Eastern n=958	Northern n=250	Out of Province n=865
Design a system of mandatory CPE ahead of deadline	47%	43%	40%	46%	46%	50%
Wait to see if government imposes a system of mandatory CPE	31%	35%	41%	33%	30%	31%
	AGE					
	25-34 n=1260	35-44 n=1217	45-54 n=1548	55-64 n=1362	65-74 n=748	75+ n=292
Design a system of mandatory CPE ahead of deadline	49%	44%	41%	44%	52%	57%
Wait to see if government imposes a system of mandatory CPE	37%	37%	38%	32%	27%	23%
	CURRENT EMPLOYMENT STATUS					
	Consulting Firm n=1438	Government n=569	Public/ Non-Profit Org n=347	Private Sector n=1696	Sole Practitioner n=418	Other n=143
Design a system of mandatory CPE ahead of deadline	47%	40%	39%	40%	40%	38%
Wait to see if government imposes a system of mandatory CPE	32%	37%	37%	40%	31%	36%
	CURRENTLY PRACTICING			Retired		
	Yes n=4611	No n=1299		Retired n=622		
Design a system of mandatory CPE ahead of deadline	42%	48%		60%		
Wait to see if government imposes a system of mandatory CPE	36%	37%		21%		

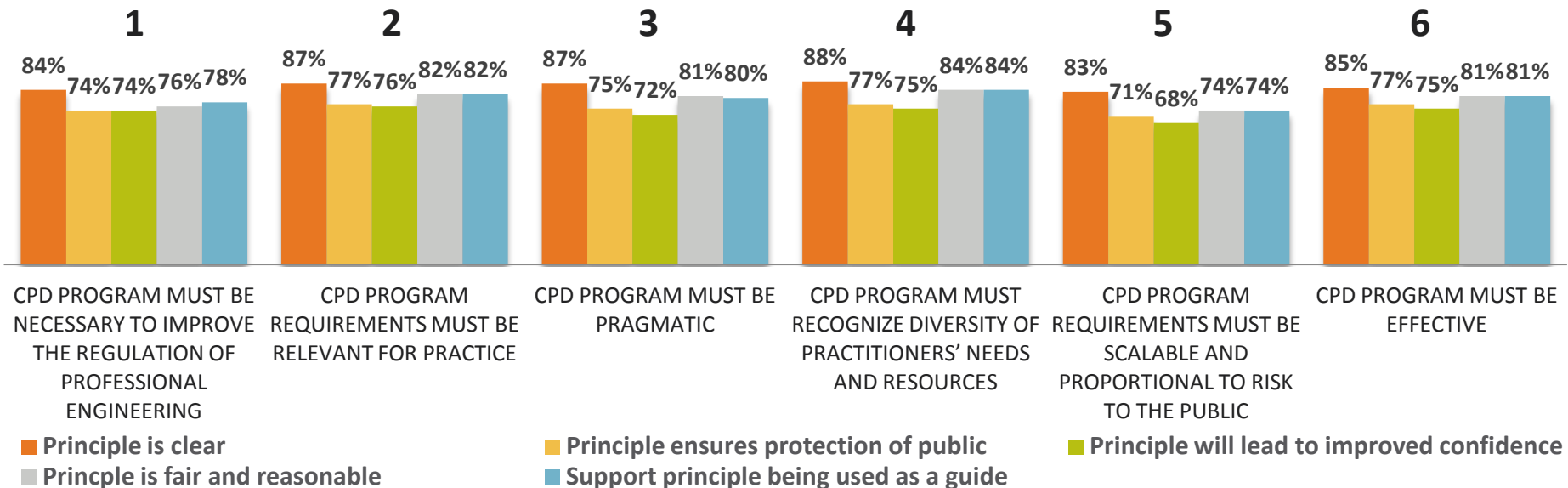
Q10a. After reading Recommendation 1.24 of the Bélanger Commissioner, which most closely reflects your view? Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

REACTION TO GUIDING PRINCIPLES

Agreement Summary (% Strongly/ Somewhat Agree)

- The principles are most likely to be seen as clear in their meaning, while a strong majority also feel they are fair and reasonable or support using them as a guide for a CPE program. Members are less likely to feel they will lead to improved public confidence or better protection.
- Members are most likely to support principle 4 being used as a guide for CPE, followed closely by 2, 6 and 3. Members are somewhat less likely to support principle 5, to feel it will lead to improved confidence or that it is fair and reasonable

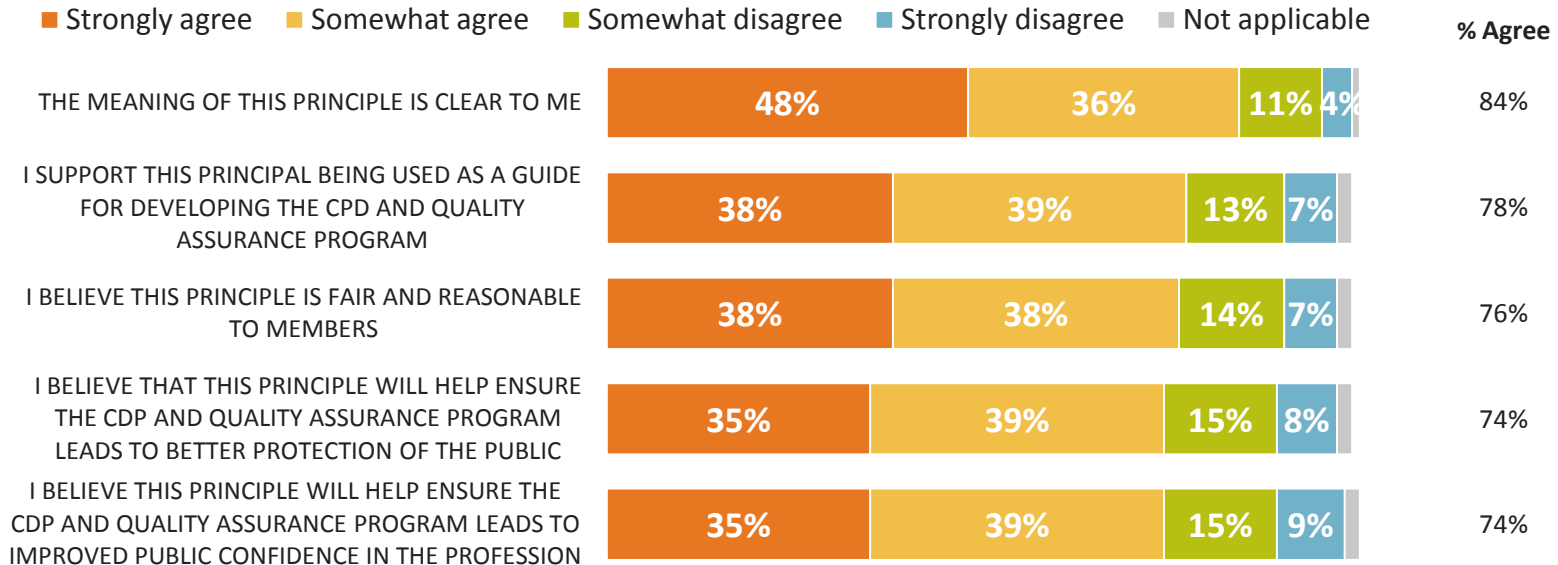


Q12. Do you agree or disagree with the following? Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

1. CPD Program must be necessary to improve the regulation of professional engineering

- At more than eight in ten, the vast majority of members feel that principle 1 is clear followed by nearly eight in ten who support the principle being used to guide a CPD program. Three quarters of members feel it is fair and reasonable, will help ensure better protection of the public or will lead to improved confidence in the profession.



<3% not labelled

Q12. Do you agree or disagree with the following? Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

1. CPD Program must be necessary to improve the regulation of professional engineering

- Younger members (25-34) or those over 65 are more likely to agreement to each aspect of principle 1.
- Members who are currently practicing or work as a sole practitioner are less likely to agree to each statement.

%Agree (Top2Box)	REGION						AGE						
	Western	West Central	East Central	Eastern	Northern	Out of Province	25-34	35-44	45-54	55-64	65-74	75+	
	n=579	n=880	n=1009	n=958	n=250	n=865	n=1260	n=1217	n=1548	n=1362	n=748	n=292	
Principle is clear	83%	81%	82%	84%	83%	84%	86%	83%	83%	85%	87%	88%	
Principle ensures protection of public	74%	70%	72%	75%	74%	73%	79%	74%	70%	72%	80%	84%	
Principle will lead to improved confidence	73%	71%	73%	75%	72%	72%	78%	75%	71%	74%	80%	82%	
Principle is fair and reasonable	77%	71%	75%	77%	77%	75%	80%	77%	72%	77%	82%	85%	
Support principle being used as a guide	75%	73%	76%	77%	80%	77%	82%	78%	74%	77%	84%	85%	

	CURRENT EMPLOYMENT STATUS						CURRENTLY PRACTICING		
	Consulting Firm	Government	Public/ Non-Profit Org	Private Sector	Sole Practitioner	Other	Yes	No	Retired
	n=1438	n=569	n=347	n=1696	n=418	n=143	n=4611	n=1299	n=622
Principle is clear	84%	83%	84%	84%	81%	87%	83%	86%	89%
Principle ensures protection of public	73%	74%	71%	71%	68%	69%	71%	82%	84%
Principle will lead to improved confidence	73%	74%	73%	72%	67%	69%	72%	81%	83%
Principle is fair and reasonable	75%	78%	75%	75%	71%	72%	75%	80%	86%
Support principle being used as a guide	75%	77%	74%	76%	73%	73%	75%	83%	86%

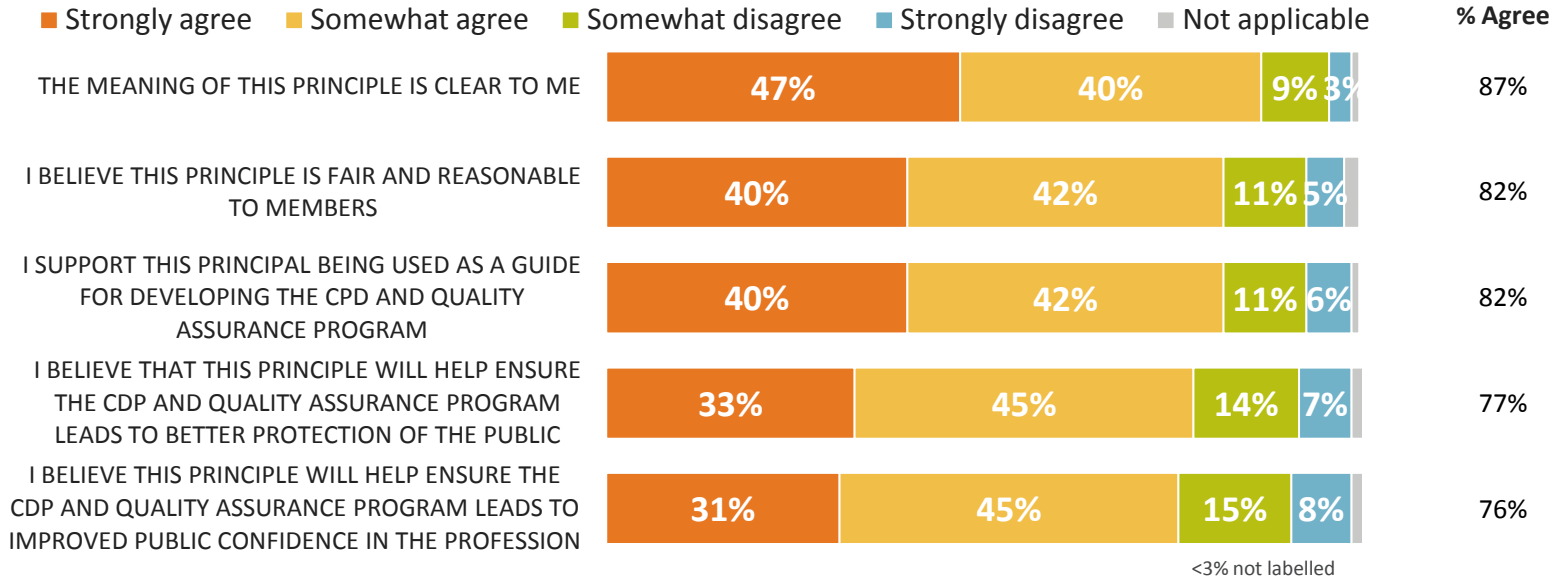
Q12. Do you agree or disagree with the following?

Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

2. CPD Program Requirements must be Relevant for Practice

- At nearly nine in ten, members are most likely to agree that principle 2 is clear, followed by more than eight in ten who support it being used to guide a CPD program or feel it is fair and reasonable. Closer to three quarters of members feel that it will help ensure better protection of the public or will lead to improved confidence in the profession.



Q12. Do you agree or disagree with the following? Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

2. CPD Program Requirements must be Relevant for Practice

- Younger members (25-34) and those over 65 are more likely to agreement to each statement (with the exception of clarity).
- Members who are currently practicing are less likely to agree to each statement.

%Agree (Top2Box)	REGION						AGE					
	Western	West Central	East Central	Eastern	Northern	Out of Province	25-34	35-44	45-54	55-64	65-74	75+
	n=579	n=880	n=1009	n=958	n=250	n=865	n=1260	n=1217	n=1548	n=1362	n=748	n=292
Principle is clear	86%	85%	86%	87%	88%	86%	87%	85%	87%	88%	90%	91%
Principle ensures protection of public	76%	73%	77%	78%	77%	75%	82%	76%	75%	78%	82%	84%
Principle will lead to improved confidence	77%	72%	74%	76%	71%	73%	79%	75%	74%	76%	79%	82%
Principle is fair and reasonable	83%	79%	82%	82%	84%	80%	80%	77%	72%	77%	82%	85%
Support principle being used as a guide	82%	79%	80%	82%	82%	81%	83%	82%	81%	83%	85%	89%

	CURRENT EMPLOYMENT STATUS						CURRENTLY PRACTICING		
	Consulting Firm	Government	Public/ Non-Profit Org	Private Sector	Sole Practitioner	Other	Yes	No	Retired
	n=1438	n=569	n=347	n=1696	n=418	n=143	n=4611	n=1299	n=622
Principle is clear	87%	86%	86%	85%	86%	87%	86%	88%	90%
Principle ensures protection of public	75%	78%	74%	75%	74%	79%	75%	84%	83%
Principle will lead to improved confidence	74%	76%	73%	74%	70%	75%	74%	82%	80%
Principle is fair and reasonable	81%	82%	82%	81%	78%	78%	81%	87%	87%
Support principle being used as a guide	81%	81%	82%	81%	78%	79%	81%	85%	86%

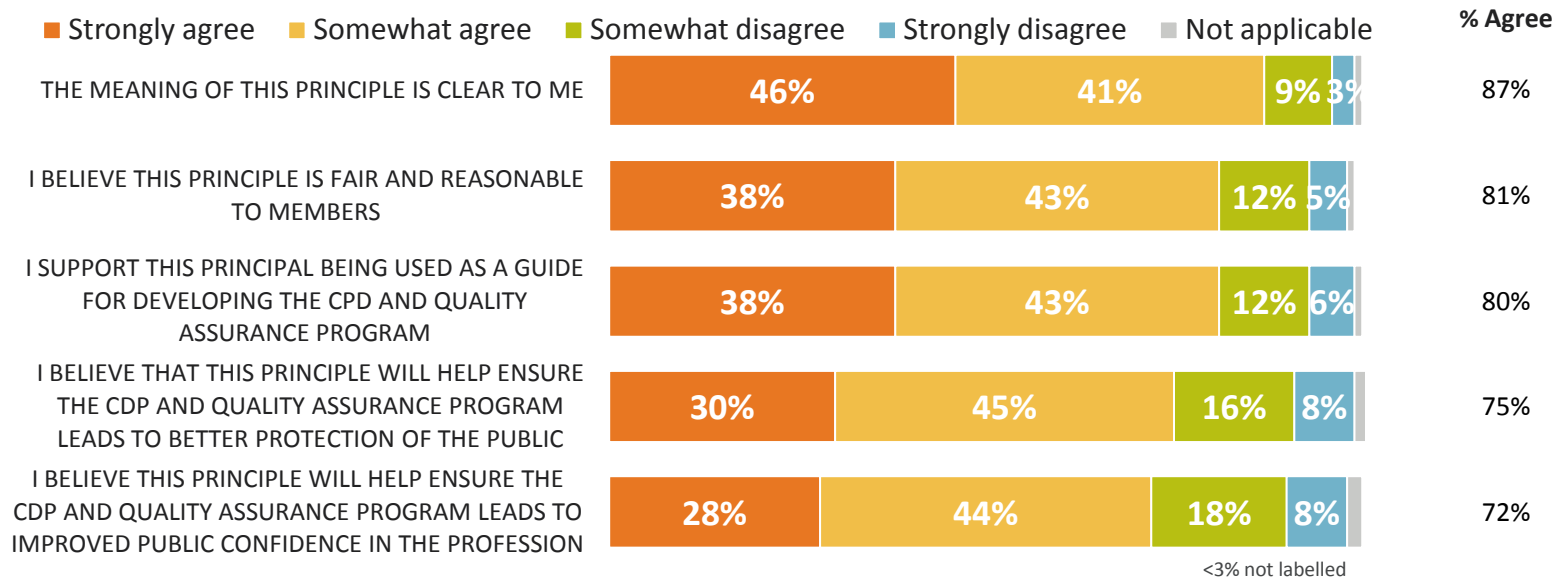
Q12. Do you agree or disagree with the following?

Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

3. CPD Program must be Pragmatic

- At close to nine in ten, the vast majority of members agree that principle 3 is clear, followed by eight in ten who feel it is fair and reasonable or support the principle being used to guide a CPD program. Three quarters of members feel that it will help ensure better protection of the public while slightly fewer agree it will lead to improved confidence in the profession.



Q12. Do you agree or disagree with the following? Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

3. CPD Program must be Pragmatic

- Aside from the principle being clear, members from the Western region are more likely to agreement to each aspect of principle 3. Members who are currently practicing or work in a consulting firm are less likely to agree to each statement.

%Agree (Top2Box)	REGION						AGE					
	Western n=579	West Central n=880	East Central n=1009	Eastern n=958	Northern n=250	Out of Province n=865	25-34 n=1260	35-44 n=1217	45-54 n=1548	55-64 n=1362	65-74 n=748	75+ n=292
Principle is clear	87%	86%	85%	86%	89%	85%	86%	86%	87%	90%	89%	88%
Principle ensures protection of public	76%	72%	74%	75%	72%	74%	75%	76%	75%	76%	80%	81%
Principle will lead to improved confidence	74%	68%	72%	72%	66%	72%	72%	72%	71%	74%	77%	77%
Principle is fair and reasonable	84%	78%	80%	82%	79%	78%	81%	82%	80%	84%	84%	83%
Support principle being used as a guide	84%	77%	80%	81%	76%	78%	78%	81%	80%	83%	83%	84%

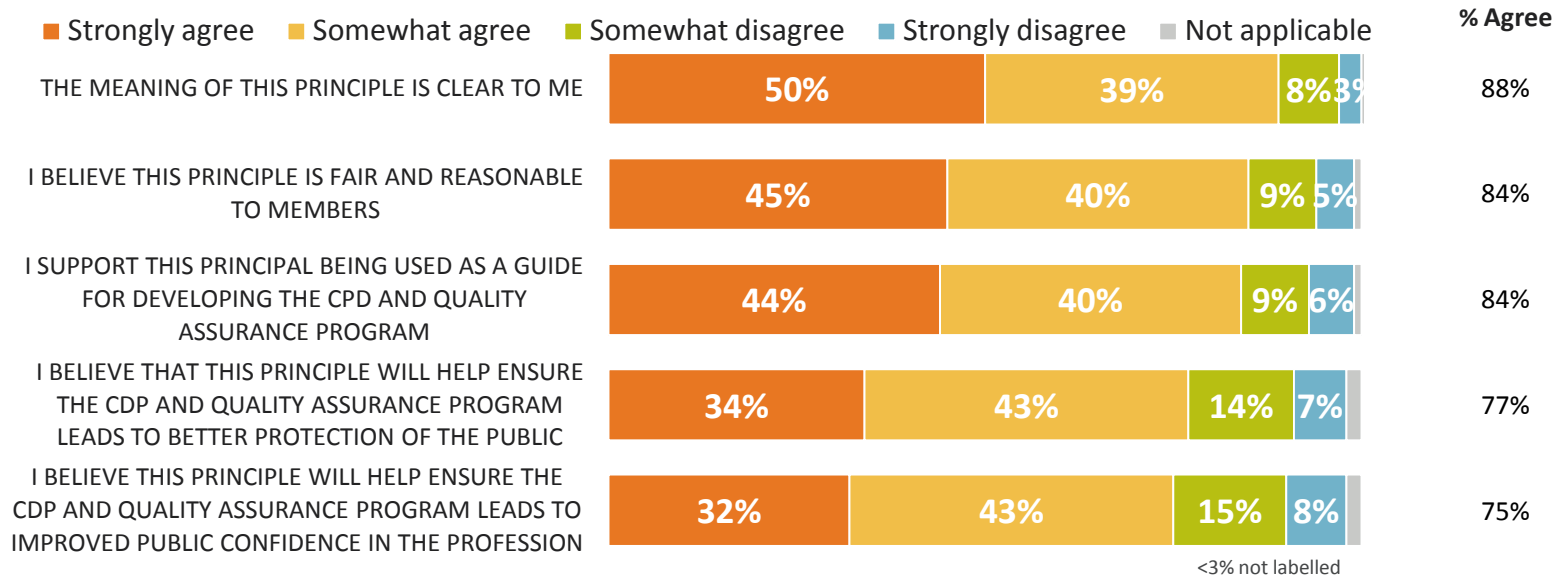
	CURRENT EMPLOYMENT STATUS						CURRENTLY PRACTICING		
	Consulting Firm n=1438	Government n=569	Public/ Non-Profit Org n=347	Private Sector n=1696	Sole Practitioner n=418	Other n=143	Yes n=4611	No n=1299	Retired n=622
Principle is clear	87%	85%	88%	87%	88%	82%	87%	88%	91%
Principle ensures protection of public	71%	75%	77%	74%	74%	69%	73%	79%	82%
Principle will lead to improved confidence	68%	72%	73%	72%	70%	65%	71%	76%	79%
Principle is fair and reasonable	78%	82%	82%	81%	79%	76%	80%	83%	87%
Support principle being used as a guide	77%	80%	81%	80%	80%	72%	79%	83%	85%

Q12. Do you agree or disagree with the following?
 Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

4. CPD Program must recognize Diversity of Practitioners' needs and resources

- At nearly nine in ten, members are most likely to agree that principle 4 is clear, followed closely by more than eight in ten who feel it is fair and reasonable or support the principle being used to guide a CPD program. Three quarters of members feel that it will help ensure better protection of the public while slightly fewer agree it will lead to improved confidence in the profession.



Q12. Do you agree or disagree with the following? Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

4. CPD Program must recognize Diversity of Practitioners' needs and resources

- Members over the age of 75 are more likely to feel principle 4 will lead to better protection of the public and improved public confidence. Members who are currently practicing are less likely to agree to each statement, while those who work for a consulting firm as less likely to feel it will lead to improved public confidence.

%Agree (Top2Box)	REGION						AGE						
	Western n=579	West Central n=880	East Central n=1009	Eastern n=958	Northern n=250	Out of Province n=865	25-34 n=1260	35-44 n=1217	45-54 n=1548	55-64 n=1362	65-74 n=748	75+ n=292	
Principle is clear	88%	86%	86%	89%	90%	87%	88%	88%	88%	90%	89%	91%	
Principle ensures protection of public	77%	76%	75%	77%	77%	75%	79%	78%	75%	78%	80%	84%	
Principle will lead to improved confidence	74%	72%	73%	74%	72%	73%	75%	75%	73%	76%	79%	81%	
Principle is fair and reasonable	84%	82%	83%	86%	85%	81%	86%	85%	84%	86%	86%	86%	
Support principle being used as a guide	85%	82%	83%	84%	85%	81%	85%	86%	83%	85%	86%	85%	
CURRENT EMPLOYMENT STATUS						CURRENTLY PRACTICING							
	Consulting Firm n=1438	Government n=569	Public/ Non-Profit Org n=347	Private Sector n=1696	Sole Practitioner n=418	Other n=143	Yes n=4611	No n=1299	Retired n=622				
Principle is clear	88%	86%	89%	88%	90%	89%	88%	89%	90%				
Principle ensures protection of public	75%	75%	76%	74%	78%	78%	75%	83%	84%				
Principle will lead to improved confidence	71%	74%	74%	72%	74%	78%	73%	80%	81%				
Principle is fair and reasonable	83%	85%	84%	84%	83%	85%	84%	89%	87%				
Support principle being used as a guide	82%	84%	85%	83%	85%	80%	83%	88%	87%				

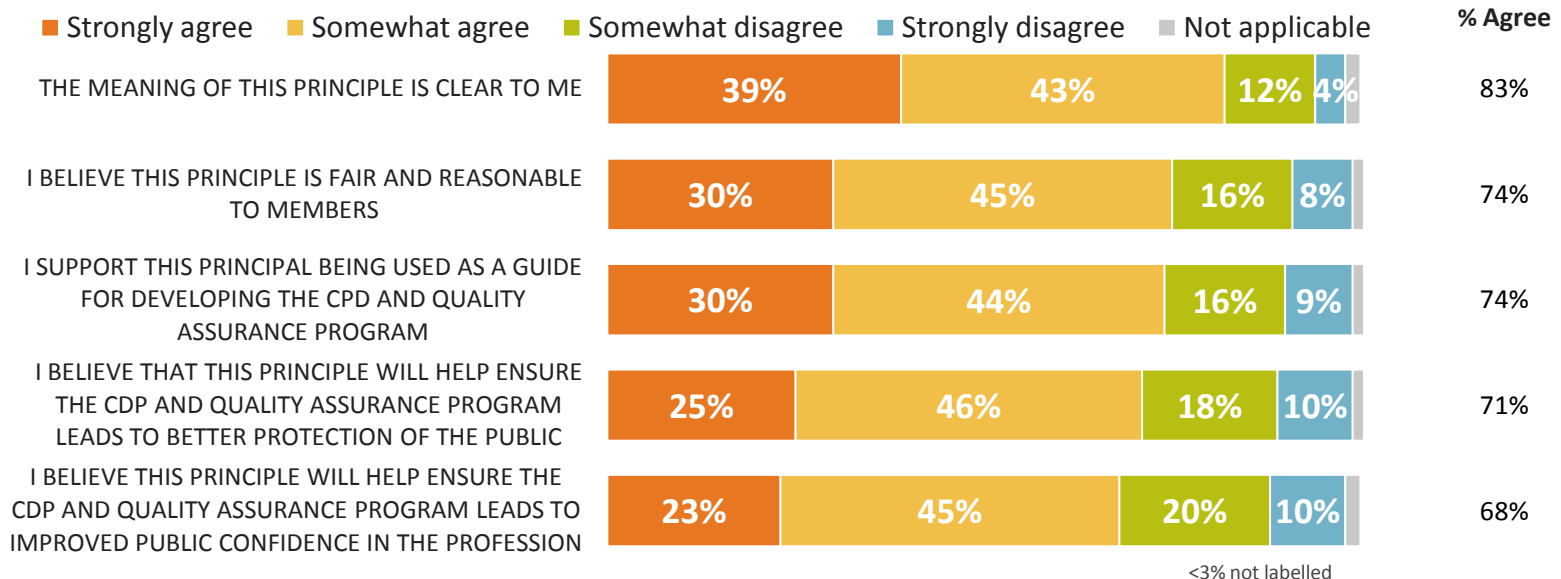
Q12. Do you agree or disagree with the following?

Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

5. CPD Program Requirements must be Scalable and Proportional to Risk to the Public

- At just over eight in ten, the vast majority of members agree that principle 5 is clear. Three quarters feel it is fair and reasonable or support the principle being used to guide a CPD program, while closer to seven in ten feel that it will help ensure better protection of the public or lead to improved confidence in the profession.



Q12. Do you agree or disagree with the following? Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

5. CPD Program Requirements must be Scalable and Proportional to Risk to the Public

- Members over the age of 65 are more likely to agreement to each aspect about principle 5.
- Aside from the principle being clear, members who are currently practicing, work in a consulting firm or are from the West Central or Northern region s are less likely to agree to each statement.

%Agree (Top2Box)	REGION						AGE						
	Western n=579	West Central n=880	East Central n=1009	Eastern n=958	Northern n=250	Out of Province n=865	25-34 n=1260	35-44 n=1217	45-54 n=1548	55-64 n=1362	65-74 n=748	75+ n=292	
Principle is clear	83%	80%	81%	84%	85%	79%	83%	82%	83%	83%	87%	83%	
Principle ensures protection of public	72%	67%	70%	72%	70%	67%	71%	71%	71%	70%	76%	73%	
Principle will lead to improved confidence	70%	65%	69%	69%	64%	64%	68%	67%	68%	69%	74%	72%	
Principle is fair and reasonable	76%	71%	74%	75%	71%	70%	74%	75%	75%	75%	80%	76%	
Support principle being used as a guide	75%	71%	74%	75%	70%	71%	73%	74%	75%	75%	79%	76%	

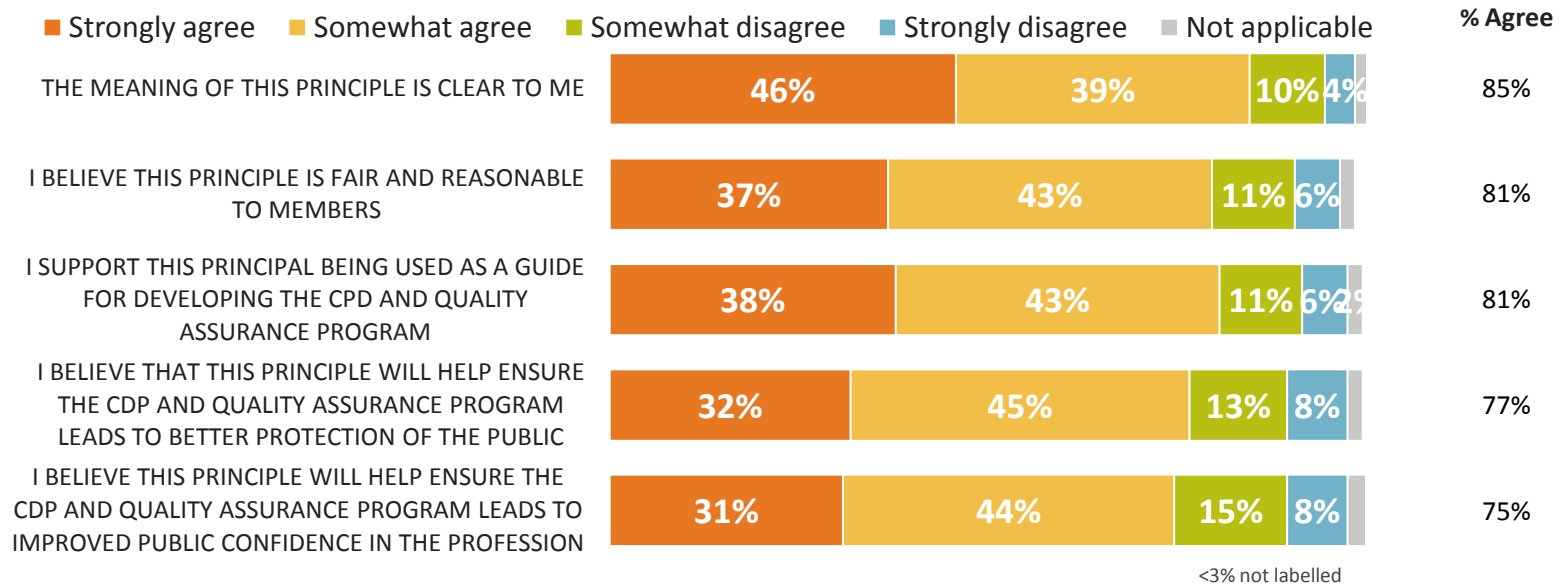
	CURRENT EMPLOYMENT STATUS						CURRENTLY PRACTICING		
	Consulting Firm n=1438	Government n=569	Public/ Non-Profit Org n=347	Private Sector n=1696	Sole Practitioner n=418	Other n=143	Yes n=4611	No n=1299	Retired n=622
Principle is clear	81%	79%	86%	84%	81%	80%	82%	84%	87%
Principle ensures protection of public	66%	69%	74%	70%	69%	64%	69%	75%	78%
Principle will lead to improved confidence	63%	66%	70%	69%	63%	68%	66%	73%	76%
Principle is fair and reasonable	69%	72%	76%	75%	72%	73%	73%	78%	82%
Support principle being used as a guide	69%	72%	75%	75%	74%	73%	73%	77%	79%

Q12. Do you agree or disagree with the following? Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

6. CPD Program must be Effective

- At more than eight in ten, members are most likely to agree that principle 6 is clear, followed by eight in ten who feel it is fair and reasonable or support the principle being used to guide a CPD program. Three quarters of members feel that it will help ensure better protection of the public while slightly fewer agree it will lead to improved confidence in the profession.



Q12. Do you agree or disagree with the following? Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

6. CPD Program must be Effective

- Members between the age of 45-54 are less likely to agree to each aspect of principle 6 (aside from clarity), while those from the West Central region are less likely to feel principle 6 will lead to improved public confidence
- Members who are currently practicing are less likely to agree to each statement.

%Agree (Top2Box)	REGION						AGE						
	Western n=579	West Central n=880	East Central n=1009	Eastern n=958	Northern n=250	Out of Province n=865	25-34 n=1260	35-44 n=1217	45-54 n=1548	55-64 n=1362	65-74 n=748	75+ n=292	
Principle is clear	82%	83%	83%	85%	85%	83%	86%	85%	84%	86%	87%	87%	
Principle ensures protection of public	76%	74%	75%	77%	76%	74%	81%	78%	74%	76%	80%	80%	
Principle will lead to improved confidence	75%	71%	75%	76%	73%	72%	79%	76%	73%	74%	79%	81%	
Principle is fair and reasonable	79%	78%	79%	82%	80%	78%	85%	83%	78%	80%	83%	83%	
Support principle being used as a guide	80%	80%	79%	82%	82%	79%	86%	83%	79%	81%	83%	86%	

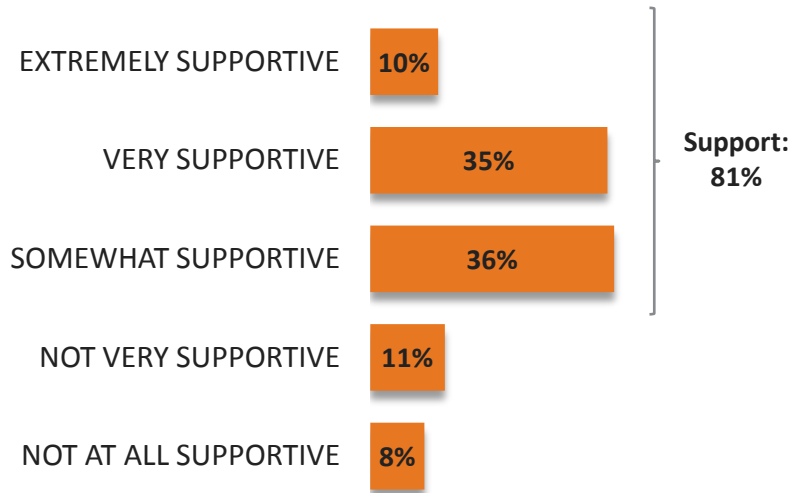
	CURRENT EMPLOYMENT STATUS						CURRENTLY PRACTICING		
	Consulting Firm n=1438	Government n=569	Public/ Non-Profit Org n=347	Private Sector n=1696	Sole Practitioner n=418	Other n=143	Yes n=4611	No n=1299	Retired n=622
Principle is clear	85%	83%	85%	83%	83%	84%	84%	87%	90%
Principle ensures protection of public	75%	75%	75%	74%	73%	71%	74%	82%	86%
Principle will lead to improved confidence	74%	75%	74%	72%	70%	69%	73%	80%	83%
Principle is fair and reasonable	80%	79%	80%	78%	76%	76%	79%	86%	87%
Support principle being used as a guide	80%	81%	81%	79%	76%	73%	79%	86%	88%

Q12. Do you agree or disagree with the following?
 Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

Support For CPE Program Based on Principles

- Eight in ten members support PEO drafting a CPE program based on the 6 guiding principles. Just over one-third of members are either very or somewhat supportive, while one in ten are extremely supportive.
- Members who are currently practicing or between the age of 45-54 are least supportive, however the vast majority still do.



Q13. Overall, how supportive would you be in PEO drafting a continuing professional education and quality assurance program based on the six (6) principles you were just shown? Base: All respondents (n=6786)

%Support (Top2Box)

REGION					
Western	West Central	East Central	Eastern	Northern	Out of Province
n=579	n=880	n=1009	n=958	n=250	n=865
80%	77%	79%	79%	79%	80%
AGE					
25-34	35-44	45-54	55-64	65-74	75+
n=1260	n=1217	n=1548	n=1362	n=748	n=292
84%	82%	78%	81%	85%	87%
CURRENT EMPLOYMENT STATUS					
Consulting Firm	Government	Public/ Non-Profit Org	Private Sector	Sole Practitioner	Other
n=1438	n=569	n=347	n=1696	n=418	n=143
77%	80%	78%	78%	79%	78%
CURRENTLY PRACTICING					
Yes	No	Retired			
n=4611	n=1299	n=622			
78%	87%	88%			

REACTION TO GUIDING PRINCIPLES

Point of View

- Having read the 6 principles members were again asked their point of view on PEO developing a CPE program and at just over one-third of members the largest proportion support PEO developing a CPE program but feel the principles require further consideration, followed by closer to three in ten who support them as presented. Two in ten prefer to wait to see whether the government mandates a program, while one in ten do not support a CPE program at all.

I SUPPORT PEO DEVELOPING A CONTINUING PROFESSIONAL EDUCATION AND QUALITY ASSURANCE PROGRAM BASED ON THE SIX (6) GUIDING PRINCIPLES AS PRESENTED.

31%

I SUPPORT PEO DEVELOPING A CONTINUING PROFESSIONAL EDUCATION AND QUALITY ASSURANCE PROGRAM BUT FEEL THE GUIDING PRINCIPLES FOR SUCH A PROGRAM REQUIRE FURTHER CONSIDERATION.

36%

I SUPPORT WAITING TO SEE WHETHER THE GOVERNMENT MANDATES A CONTINUING PROFESSIONAL EDUCATION AND QUALITY ASSURANCE PROGRAM FOR PROFESSIONAL ENGINEERS.

21%

I DO NOT SUPPORT THE DEVELOPMENT OF A CONTINUING PROFESSIONAL EDUCATION AND QUALITY ASSURANCE PROGRAM FOR PROFESSIONAL ENGINEERS AT ALL.

12%

Q14 . As mentioned earlier, due to the high profile afforded to the incident at the Algo Mall by the media and the Inquiry, the government may pressure all parties to adopt the recommendation and mandate the education of a continuing professional education program. Given this, which of the following is closest to your point of view: Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

Point of View

- Members from out of province and those over the age of 65 are more likely to feel the guiding principles require further consideration, while those from East Central are more likely to prefer to wait and see if the government mandates a program.
- Members 45-54 are least likely to support any form of CPE.

	REGION						AGE					
	Western n=579	West Central n=880	East Central n=1009	Eastern n=958	Northern n=250	Out of Province n=865	25-34 n=1260	35-44 n=1217	45-54 n=1548	55-64 n=1362	65-74 n=748	75+ n=292
Support developing a program based on the 6 guiding principles as presented.	33%	30%	28%	30%	32%	29%	32%	29%	29%	32%	37%	34%
Support developing a program but feel the guiding principles require further consideration	36%	36%	35%	37%	38%	41%	37%	36%	33%	37%	40%	46%
Support waiting to see if the government mandates such a program for professional engineers	18%	20%	24%	21%	17%	17%	21%	23%	22%	19%	15%	13%
Do not support the development of the program at all	13%	15%	13%	12%	13%	13%	9%	13%	15%	12%	8%	7%

Q14 . As mentioned earlier, due to the high profile afforded to the incident at the Algo Mall by the media and the Inquiry, the government may pressure all parties to adopt the recommendation and mandate the education of a continuing professional education program. Given this, which of the following is closest to your point of view:

Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

Point of View

- Members who are currently retired or work at a consulting firm are more likely to feel the guiding principles require further consideration, while those who are currently practicing are more likely to not support developing a CPE program at all.

	CURRENT EMPLOYMENT STATUS						CURRENTLY PRACTICING		
	Consulting Firm	Government	Public/ Non-Profit Org	Private Sector	Sole Practitioner	Other	Yes	No	Retired
	n=1438	n=569	n=347	n=1696	n=418	n=143	n=4611	n=1299	n=622
Support developing a program based on the 6 guiding principles as presented.	29%	29%	26%	27%	29%	21%	28%	36%	41%
Support developing a program but feel the guiding principles require further consideration	39%	35%	36%	34%	36%	43%	36%	35%	40%
Support waiting to see if the government mandates such a program for professional engineers	17%	24%	24%	23%	18%	22%	21%	22%	14%
Do not support the development of the program at all	15%	12%	14%	16%	16%	15%	15%	7%	6%

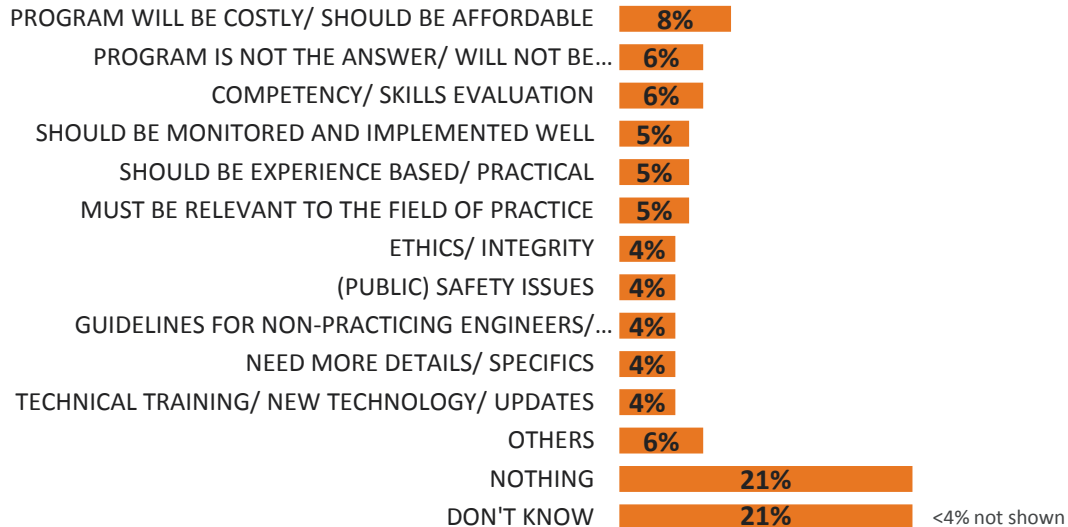
Q14 . As mentioned earlier, due to the high profile afforded to the incident at the Algo Mall by the media and the Inquiry, the government may pressure all parties to adopt the recommendation and mandate the education of a continuing professional education program. Given this, which of the following is closest to your point of view:

Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

Potential Gaps

- When asked about potential gaps in the principles, the most common responses are regarding concerns over program cost, the feeling that a CPE program will not be helpful or the need for a competency/ skill evaluation. Other common responses are concerns about program administration, that the CPE should be experience based/ practical and that it must be relevant to each engineers field of practice.



Q15. What, if anything, wasn't covered by the principles that you would like considered in the development of a continuing professional education and quality assurance program?

REACTION TO GUIDING PRINCIPLES

Communication Of Key Components

- Younger members are more likely to feel that the principles did a good job of communicating that CPE requirements are based on a risk self-assessment.

%Yes	REGION						AGE					
	Western n=579	West Central n=880	East Central n=1009	Eastern n=958	Northern n=250	Out of Province n=865	25-34 n=1260	35-44 n=1217	45-54 n=1548	55-64 n=1362	65-74 n=748	75+ n=292
CPE requirements based on a risk self-assessment	79%	78%	80%	78%	78%	78%	84%	81%	81%	79%	76%	75%
Firms/ individual practitioners may adopt risk management procedures as alternatives to mandatory CPE and quality assurance	63%	62%	61%	59%	59%	64%	59%	59%	63%	62%	64%	65%
Up to the individual to develop their own plan	58%	61%	60%	57%	64%	64%	61%	63%	63%	59%	57%	58%

Q16. Did the six principles you reviewed adequately communicate the following? Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

Communication Of Key Components

- Members who are not currently practicing are more likely to feel the principles did a good job of communicating that CPE requirements would be based on a risk self-assessment, while retired members are less likely to feel they did well at communicating that it is up to the individual engineer to develop their own CPE plan.
- Members who work in the private sector are more likely to feel the principles did a good job of communicating that firms may adopt risk management procedures as alternatives to CPE or that it is up to individual firms to develop their own plan.

	CURRENT EMPLOYMENT STATUS						CURRENTLY PRACTICING		
	Consulting Firm n=1438	Government n=569	Public/ Non-Profit Org n=347	Private Sector n=1696	Sole Practitioner n=418	Other n=143	Yes n=4611	No n=1299	Retired n=622
CPE requirements based on a risk self-assessment	78%	77%	79%	81%	78%	75%	79%	84%	77%
Firms/ individual practitioners may adopt risk management procedures as alternatives to mandatory CPE and quality assurance	59%	59%	60%	64%	60%	57%	61%	63%	63%
Up to the individual to develop their own plan	62%	58%	57%	64%	67%	55%	62%	60%	55%

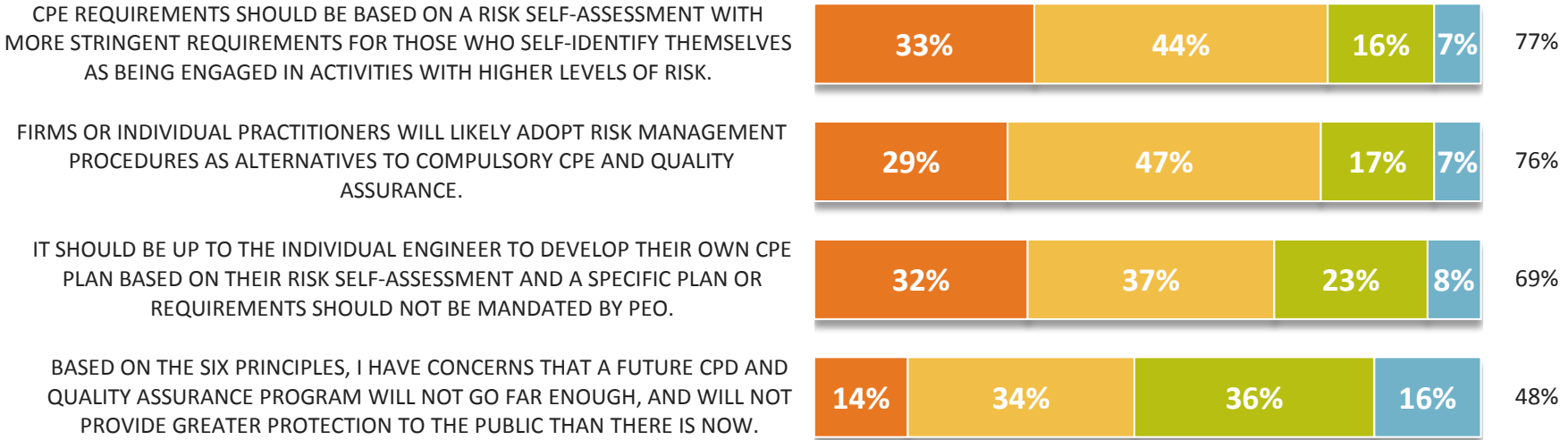
Q16. Did the six principles you reviewed adequately communicate the following? Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

Agreement with Key Components

- Three quarters of members agree that CPE requirements should be based on a risk self-assessment or that firms are likely to adopt risk management procedures as an alternative to CPE. Seven in ten agree that it should be up to the individual engineer to develop their own CPE plan while members are more split on whether the CPE program will provide greater protection of the public than there is now.

■ Strongly agree
 ■ Somewhat agree
 ■ Somewhat disagree
 ■ Strongly disagree
 % Agree



Q17. Do you agree or disagree with the following as part of a future CPD program?
 Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

Agreement with Key Components

- Members from the East Central region , older member or retired members are more likely to have concerns the CPE program will not go far enough. Older members or retired members are less likely to agree that it should be up to individual engineers to develop their CPE plan, while those who work as a sole practitioner are more likely.

%Agree (Top2Box)	REGION						AGE					
	Western n=579	West Central n=880	East Central n=1009	Eastern n=958	Northern n=250	Out of Province n=865	25-34 n=1260	35-44 n=1217	45-54 n=1548	55-64 n=1362	65-74 n=748	75+ n=292
Firms/ individuals will likely adopt risk management procedures	80%	76%	78%	75%	78%	70%	76%	76%	78%	76%	75%	78%
Requirements should be based on risk self-assessment	78%	75%	77%	79%	75%	72%	74%	76%	78%	80%	76%	79%
Up to the individual engineer to develop their own plan	73%	69%	69%	70%	69%	71%	65%	71%	73%	71%	62%	62%
I have concerns that a future CDP and quality assurance program will not go far enough	46%	46%	51%	47%	45%	51%	51%	49%	46%	45%	51%	57%

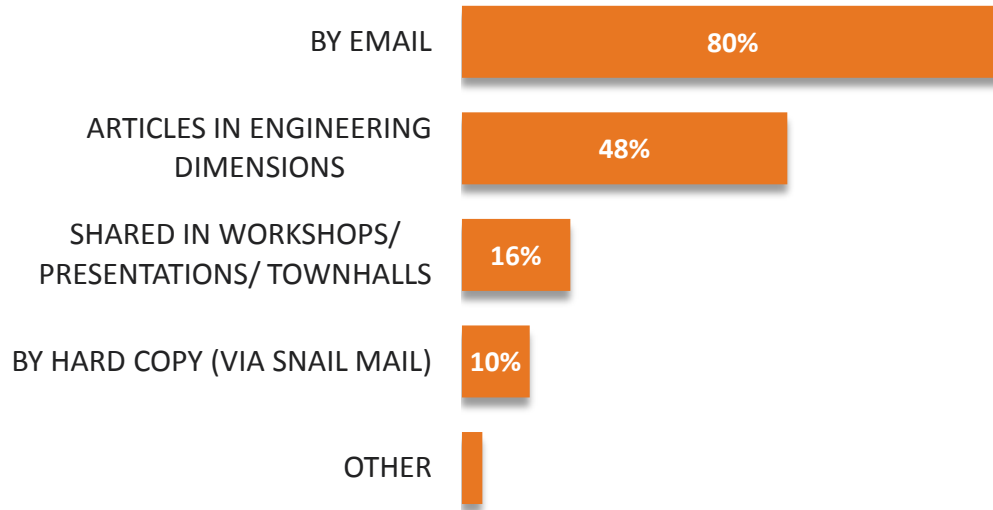
%Agree (Top2Box)	CURRENT EMPLOYMENT STATUS						CURRENTLY PRACTICING		
	Consulting Firm n=1438	Government n=569	Public/ Non-Profit Org n=347	Private Sector n=1696	Sole Practitioner n=418	Other n=143	Yes n=4611	No n=1299	Retired n=622
Firms/ individuals will likely adopt risk management procedures	75%	74%	79%	77%	76%	75%	76%	77%	76%
Requirements should be based on risk self-assessment	72%	75%	78%	79%	80%	83%	76%	79%	75%
Up to the individual engineer to develop their own plan	68%	66%	71%	75%	80%	72%	72%	66%	58%
I have concerns that a future CDP and quality assurance program will not go far enough	47%	48%	45%	46%	47%	43%	47%	51%	54%

Q17. Do you agree or disagree with the following as part of a future CPD program? Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

Preferred Channel of Communication

- Email is by far the most preferred channel of communication for future information about the CPE program, followed by half of members who would like to see articles in Engineering Dimensions. Fewer than two in ten prefer workshops or townhalls, while one in ten said they prefer hard copy information mailed to them.



Q18. How would you like future information of continuing professional education to be communicated to you?
Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

Preferred Channel of Communication

- Younger members are more likely to prefer email or hard copy, while older or retired members are more likely to prefer articles in Engineering Dimensions.

	REGION						AGE					
	Western	West Central	East Central	Eastern	Northern	Out of Province	25-34	35-44	45-54	55-64	65-74	75+
	n=579	n=880	n=1009	n=958	n=250	n=865	n=1260	n=1217	n=1548	n=1362	n=748	n=292
By email	83%	72%	79%	78%	83%	78%	88%	88%	83%	77%	67%	54%
Articles in Engineering Dimensions	46%	52%	47%	51%	50%	48%	39%	43%	47%	53%	61%	63%
Workshops/ presentations/ townhalls	17%	19%	16%	18%	14%	11%	19%	16%	16%	15%	16%	14%
By hard copy (via snail mail)	11%	10%	9%	11%	10%	8%	12%	10%	9%	8%	7%	7%
Other	2%	3%	3%	3%	*	4%	2%	2%	2%	2%	4%	4%

	CURRENT EMPLOYMENT STATUS						CURRENTLY PRACTICING		
	Consulting Firm	Government	Public/ Non-Profit Org	Private Sector	Sole Practitioner	Other	Yes	No	Retired
	n=1438	n=569	n=347	n=1696	n=418	n=143	n=4611	n=1299	n=622
By email	81%	85%	84%	83%	79%	76%	82%	82%	59%
Articles in Engineering Dimensions	47%	46%	46%	45%	54%	50%	47%	46%	63%
Workshops/ presentations/ townhalls	15%	20%	16%	14%	19%	20%	16%	18%	16%
By hard copy (via snail mail)	9%	10%	7%	10%	11%	12%	10%	10%	8%
Other	2%	3%	3%	2%	4%	3%	2%	2%	3%

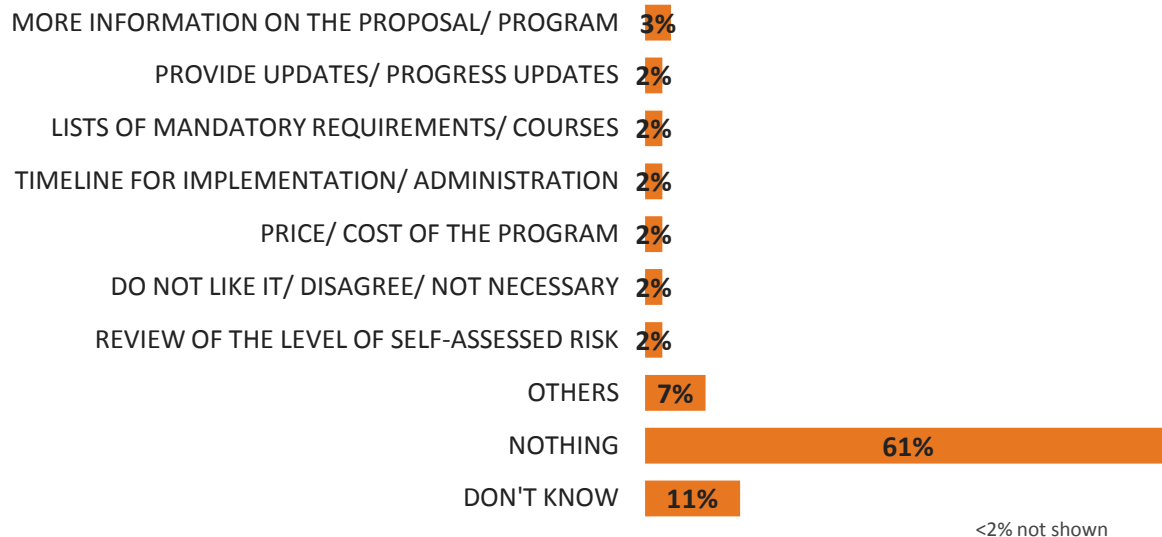
Q18. How would you like future information of continuing professional education to be communicated to you?

Base: All respondents (n=6786)

REACTION TO GUIDING PRINCIPLES

Additional Information Requests

- When asked what additional information members would like the vast majority provided no response. Of those who did provide a comment, the most were for more information on the proposed program in general, progress updates, a list of mandatory requirements, timelines, cost and a review of the risk self-assessment.



Q20. Is there any other information you would like about the proposed continuing professional development program?

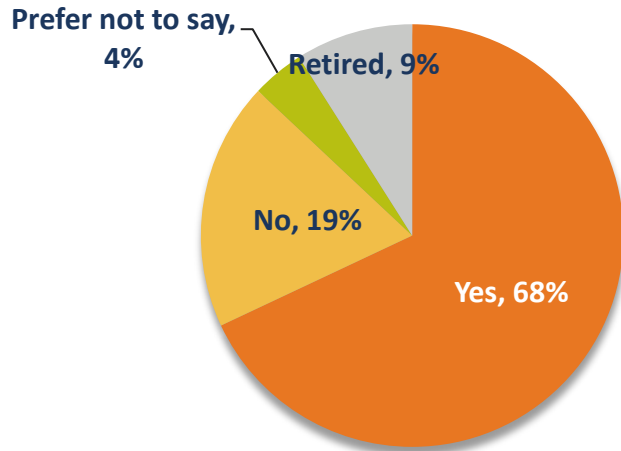
Base: n=2000 randomly selected responses were coded

PROFILE OF RESPONDENTS

PROFILE OF RESPONDENTS

Practicing Status

- Nearly seven in ten members report that they are currently practicing as a professional engineer, while two in ten are not and one in ten are retired.
- Members between the ages of 35-64 and those from the Western region or out of province are more likely to indicate currently practicing.



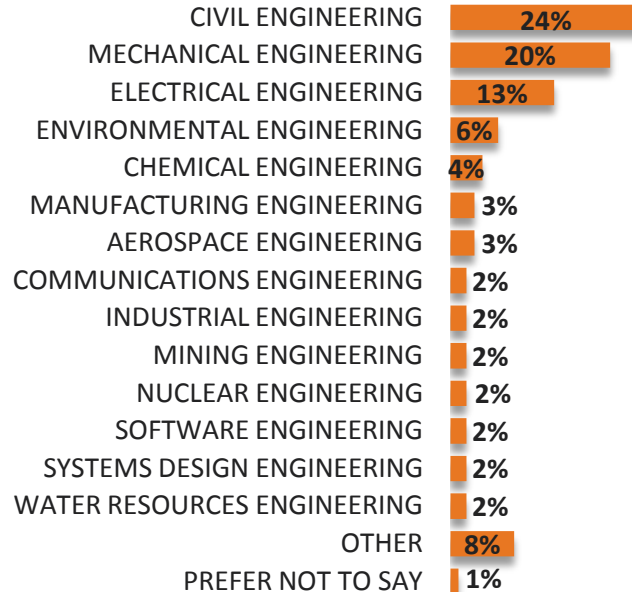
%Yes					
REGION					
Western	West Central	East Central	Eastern	Northern	Out of Province
n=579	n=880	n=1009	n=958	n=250	n=865
74%	66%	66%	67%	72%	72%
AGE					
25-34	35-44	45-54	55-64	65-74	75+
n=1260	n=1217	n=1548	n=1362	n=748	n=292
60%	82%	81%	74%	42%	23%

Q1. Are you currently practicing as a professional engineer?
 Base: All respondents (n=6786)

PROFILE OF RESPONDENTS

Current Field of Engineering

- Members are most likely to indicate working in the field of civil engineering, followed by mechanical and electrical.



Q2. Please indicate the field of engineering in which you are currently practicing?

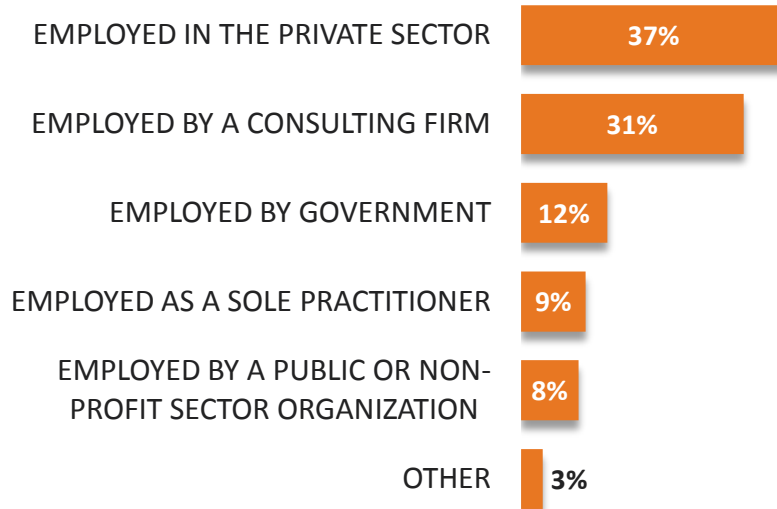
Base: Those who are currently practicing as a professional engineer (n=4611)

Statements <2 % not shown

PROFILE OF RESPONDENTS

Employment Type

- Four in ten members who are currently practicing work in the private sector, followed by three in ten for a consulting firm. Around one in ten are employed by the government, as a sole practitioner or by a public/ non-profit organization.



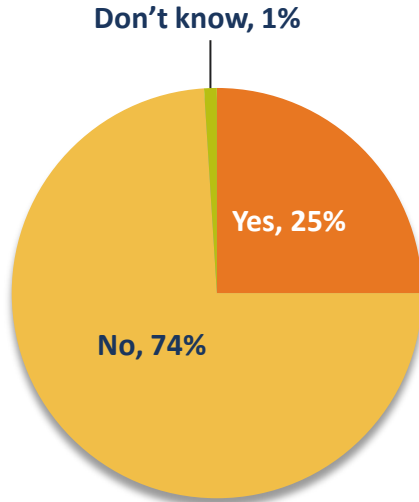
Q3. Which of the following best describes you?

Base: Those who are currently practicing as a professional engineer (n=4611)

PROFILE OF RESPONDENTS

Other Professional Designations

- One quarter of members currently have another professional designation.
- Currently practicing members, those who work for a consulting firm, as a sole practitioner or are from out of province are more likely to hold another designation, while those from the Northern region, are 25-34 or 75+ are less likely.



Q21. Aside from your P.Eng designation, are you currently certified by another organization for professional purposes (i.e. PMP, LEED, Six Sigma, CWB, etc.)? Base: All respondents (n=6786)

REGION					
Western	West Central	East Central	Eastern	Northern	Out of Province
n=579	n=880	n=1009	n=958	n=250	n=865
23%	25%	25%	22%	16%	34%

AGE					
25-34	35-44	45-54	55-64	65-74	75+
n=1260	n=1217	n=1548	n=1362	n=748	n=292
17%	27%	29%	26%	24%	17%

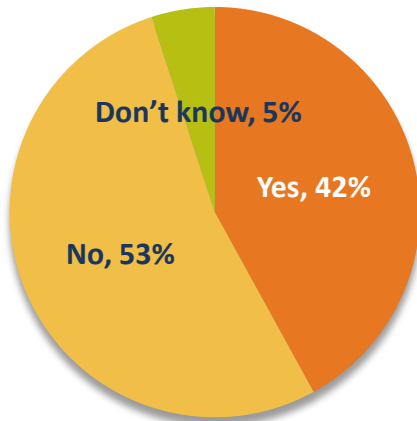
CURRENT EMPLOYMENT STATUS					
Consulting Firm	Government	Public/ Non-Profit Org	Private Sector	Sole Practitioner	Other
n=1438	n=569	n=347	n=1696	n=418	n=143
30%	27%	22%	25%	30%	23%

CURRENTLY PRACTICING		
Yes	No	Retired
n=4611	n=1299	n=622
27%	20%	15%

PROFILE OF RESPONDENTS

Voted In 2015 PEO Election

- Four in ten report having voted in the 2015 PEO election.
- Members from the Western or West Central region, are over the age of 65 or retired are more likely to have done so, while those not currently practicing as an engineer are by far the least likely.



Q22. Did you vote in this year's PEO elections?
Base: All respondents (n=6786)

REGION					
Western	West Central	East Central	Eastern	Northern	Out of Province
n=579	n=880	n=1009	n=958	n=250	n=865
50%	52%	46%	43%	42%	40%

AGE					
25-34	35-44	45-54	55-64	65-74	75+
n=1260	n=1217	n=1548	n=1362	n=748	n=292
22%	36%	44%	50%	59%	65%

CURRENT EMPLOYMENT STATUS					
Consulting Firm	Government	Public/ Non-Profit Org	Private Sector	Sole Practitioner	Other
n=1438	n=569	n=347	n=1696	n=418	n=143
41%	45%	44%	44%	55%	45%

CURRENTLY PRACTICING		
Yes	No	Retired
n=4611	n=1299	n=622
44%	26%	64%

DEMOGRAPHICS

Year Licensed

Before 1960	1%
1961-1970	4%
1971-1980	10%
1981-1990	15%
1991-2000	15%
2001-2010	19%
2010 or later	19%

Year Graduated

1950 or earlier	*
1951-1960	2%
1961-1970	7%
1971-1980	15%
1981-1990	20%
1991-2000	19%
2001-2010	21%
2011 or later	8%

Gender

Male	84%
Female	10%

Province of Education

British Columbia	1%
Alberta	2%
Saskatchewan	1%
Manitoba	1%
Ontario	66%
Quebec	6%
Nova Scotia	1%
New Brunswick	1%
Prince Edward Island	-
Newfoundland/ Labrador	*
Yukon/ Northwest Territories/ Nunavut	*
Outside of Canada	19%
Prefer not to say	1%

Region

Western Region	9%
West Central Region	13%
East Central Region	15%
Eastern Region	14%
Northern Region	4%
Out of province	13%

Age

25 – 34 years	19%
35 – 44 years	18%
45 – 54 years	23%
55 – 64 years	20%
65 – 74 years	11%
More than 74 years	4%
Prefer not to say	5%

Contacts

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