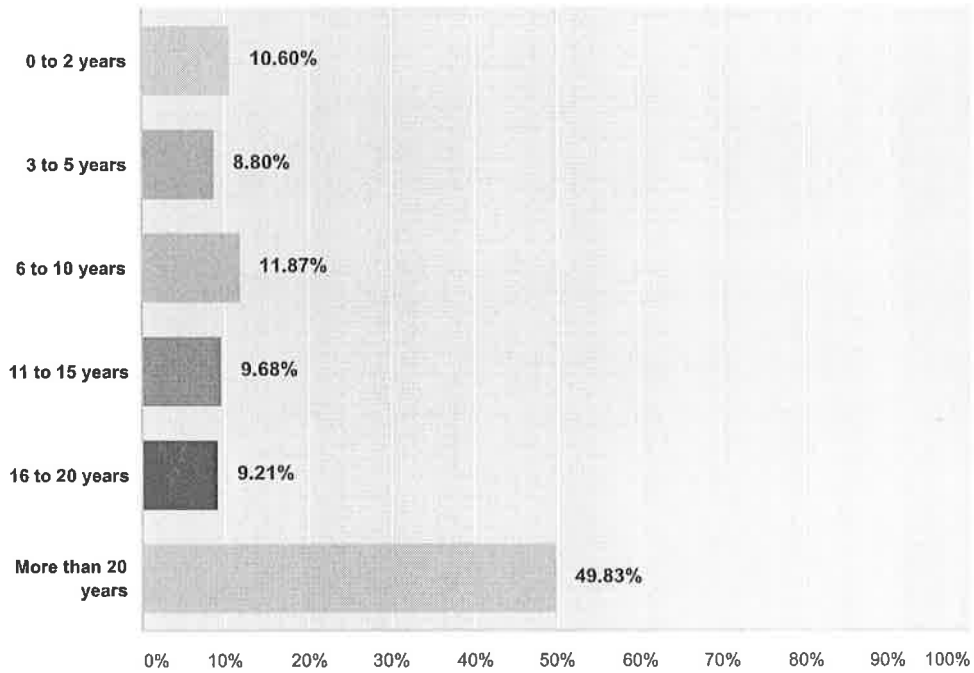


2015 PEO Member Satisfaction Survey

Q1 How many years have you been licensed as a professional engineer in any jurisdiction?

Answered: 3,885 Skipped: 0

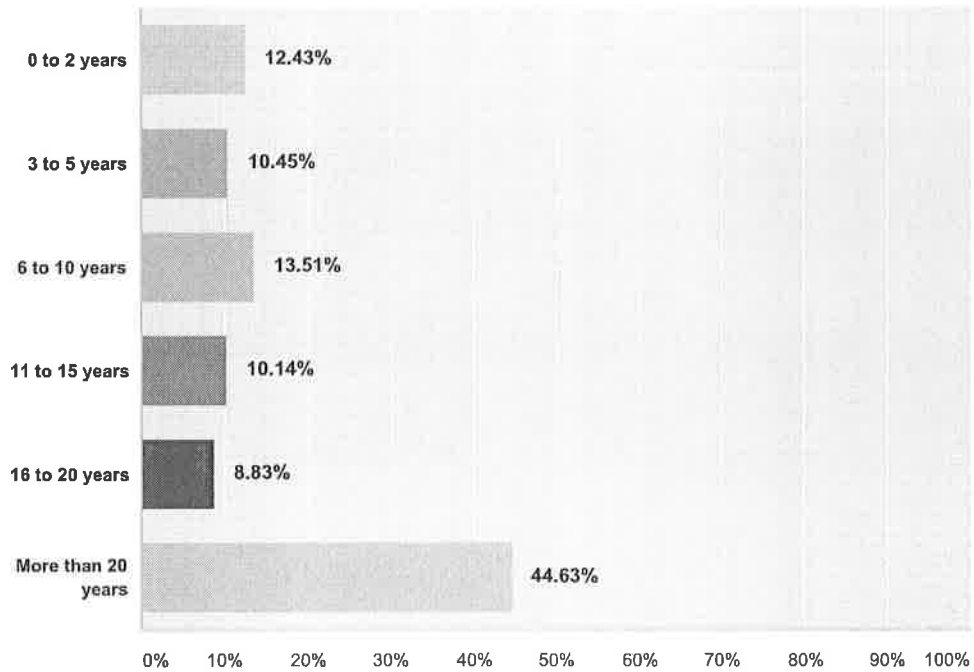


Answer Choices	Responses	Count
0 to 2 years	10.60%	412
3 to 5 years	8.80%	342
6 to 10 years	11.87%	461
11 to 15 years	9.68%	376
16 to 20 years	9.21%	358
More than 20 years	49.83%	1,936
Total		3,885

2015 PEO Member Satisfaction Survey

Q2 How many years have you been licensed by PEO?

Answered: 3,885 Skipped: 0



Answer Choices	Responses	Count
0 to 2 years	12.43%	483
3 to 5 years	10.45%	406
6 to 10 years	13.51%	525
11 to 15 years	10.14%	394
16 to 20 years	8.83%	343
More than 20 years	44.63%	1,734
Total		3,885

**Q3 What other professional association(s)
do you belong to (separate by commas, or
leave blank if none)?**

Answered: 1,533 Skipped: 2,352

Q3. What other professional association(s) do you belong to (separate by commas, or leave blank if none)?

There were **1533** respondents. Associations are ranked by occurrence in descending order. Many respondents listed more than one association.

Association	Occurrences
Ontario Society of Professional Engineers	218
Project Management Institute	204
Association of Professional Engineers and Geoscientists of Alberta	165
Institute of Electrical and Electronics Engineers	112
Ordre des ingénieurs du Québec	108
Association of Professional Engineers and Geoscientists of British Columbia	86
Association of Professional Engineers and Geoscientists of Saskatchewan	84
American Society of Mechanical Engineers	58
Association of Professional Engineers and Geoscientists of Manitoba	57
American Society of Heating, Refrigerating, and Air-Conditioning Engineers	36
Professional Engineers & Geoscientists of Newfoundland & Labrador	36
Society of Automotive Engineers	22
Institute of Transportation Engineers	21
Canadian Society for Civil Engineers	20
Institute of Engineering and Technology UK	18
Ontario Association of Certified Engineering Technicians and Technologists	17
American Society for Quality	16
Northwest Territories and Nunavut Association of Professional Engineers and Geoscientists	16
American Water Works Association	15
Canadian Institute of Management	15
Municipal Engineers Association	13
Society for Mining, Metallurgy, & Exploration	13
Society of Mining Engineers	13
Pakistan Engineering Council	12
Canadian Institute of Mining, Metallurgy and Petroleum	11
Society of Fire Protection Engineers	11
American Society of Civil Engineers	10
Canada Green Building Council	10
Chartered Professional Accountants Ontario	10
Association of Energy Engineers	9
Michigan Professional Engineers	9
Ontario College of Teachers	9
Law Society of Upper Canada	8
Canadian Geotechnical Society	7
Canadian Nuclear Society	7
Consulting Engineers Ontario	6
Institution of Chemical Engineers	6
Ontario Building Officials Association	6
Ontario Public Works Association	6
American Public Works Association	5
American Welding Society	5
Board of Canadian Registered Safety Professionals	5
Canadian Geotechnical Society	5
Canadian Professional Sales Association	5

Institute of Industrial Engineers	5
Leadership in Energy and Environmental Design	5
APICS	4
Association of Professional Engineers of Yukon	4
Certified Management Consultants	4
Society of Reliability Engineers	4
Technical Standards & Safety Authority	4
Technical Standards and Safety Authority	4
AACE International	3
ADR Institute	3
Air & Waste Management Association	3
American Institute of Aeronautics and Astronautics	3
American Institute of Steel Construction	3
Association of Consulting Engineering Companies	3
Australian Institute of Engineers	3
Canadian Academy of Engineering	3
Canadian Military Engineers Association	3
Canadian Society for Chemical Engineering	3
CSA Group	3
Institute of Engineers, Bangladesh	3
Institution of Civil Engineers	3
Institution of Structural Engineers	3
International Information System Security Certification Consortium	3
Master Builders Association	3
National Fire Protection Association	3
Ontario Association of Architects	3
Ontario Water Works Association	3
Society of Manufacturing Engineers	3
Society of Women Engineers	3
Texas Board of Professional Engineers	3
ARMA International	2
Association of Ontario Land Surveyors	2
ASTM International	2
Board of Certification of Professional Ergonomists	2
Building Owners and Managers Association	2
California Society of Professional Engineers	2
Canadian Association of Heritage Professionals	2
Canadian Association of Physicists	2
Canadian Concrete Pipe And Precast Association	2
Canadian Dam Association	2
Canadian Engineering Education Association	2
Canadian Institute of Quantity Surveyors	2
Canadian Society of Professional Engineers	2
Canadian Space & Aeronautics Institute (ASI)	2
Canadian Water Resources Association	2
Chartered Engineering Council UK	2
Chemical Institute of Canada	2
Engineers Ireland	2
Engineers Nova Scotia	2
Human Factors and Ergonomics Society	2
Information Systems Audit and Control Association	2
Institution of Professional Engineers New Zealand	2
Intelligent Transportation Systems Canada	2

International Commission on Large Dams	2
International Council on Systems Engineering	2
International Society for Automation	2
NACE International	2
National Society of Professional Engineers	2
Ontario Building Envelope Council	2
Ontario College of Trades	2
Ontario Professional Planners Institute	2
Ontario Secondary School Teachers Federation	2
Royal Aeronautical Society	2
Royal Statistical Society	2
The Institute of Materials, Minerals and Mining	2
Water Environment Association Ontario	2
Acoustical Society of America	1
American Association of Physicists in Medicine	1
American Board of Industrial Hygiene	1
American Petroleum Institute	1
American Railway Engineering and Maintenance-of-Way Association	1
American Society for Engineering Education	1
American Society of Agricultural and Biological Engineers	1
Association for Environmental Health and Sciences	1
Association for Iron & Steel Technology	1
Association of Canadian Ergonomists	1
Association of Canadian Ergonomists	1
Association of Financial Agents and Advisers	1
Association of Municipal Managers, Clerks and Treasurers of Ontario	1
Association of Old Crows	1
Association of Professional Engineers of Trinidad & Tobago	1
Auditing Association of Canada	1
BICSI	1
Board of Engineers of Trinidad & Tobago	1
Canadian Acoustical Association	1
Canadian Association of Municipal Administrators	1
Canadian Fire Alarm Association	1
Canadian Institute of Forestry	1
Canadian Library Association	1
Canadian Logistics Institute	1
Canadian Meteorological and Oceanographic Society	1
Canadian Precast / Prestressed Concrete Institute	1
Canadian Radiation Protection Association	1
Canadian Registration Board of Occupational Hygienists	1
Canadian Ski Instructors' Alliance	1
Canadian Society for Biological Engineering	1
Canadian Welding Association	1
Certified Construction Contracts Administrator	1
Citizenship and Immigration Canada	1
Coaches of Canada	1
College of Canadian Certified Ergonomists	1
College of Canadian Certified Ergonomists	1
Computer Measurement Group - Canada	1
Council for Continuing Pharmaceutical Education	1
Council on Environmental Quality	1
CREA-BA	1

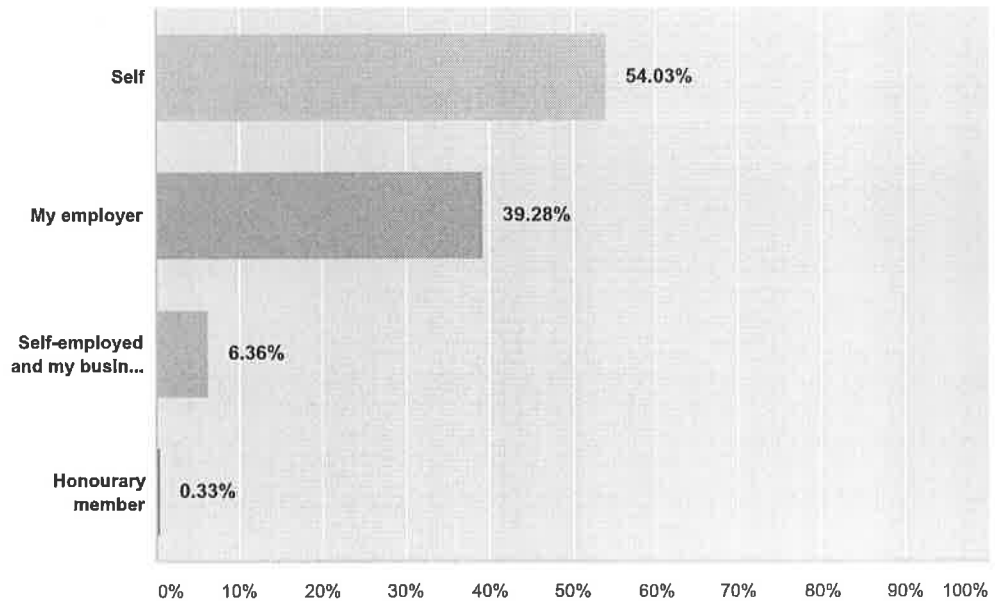
Crea-SP	1
Danish Engineering Society	1
Disaster Recovery Institute	1
ECSA South Africa	1
Egyptian Association of Professional Engineers	1
Electrical Contractor Registration Agency	1
Electrical Safety Authority	1
Engineering Institute of Canada	1
Engineering Syndicate	1
Engineers & Geoscientists New Brunswick	1
Engineers Prince Edward Island	1
Federal National Superannuates Association	1
German Wastewater Engineers	1
Heating, Refrigeration and Air Conditioning Institute of Canada	1
Home Builders Association	1
Human Factors Engineering Society	1
Illuminating Engineering Society	1
Institute of Acoustics	1
Institute of Corporate Directors	1
Institute of Integrated Electrical Engineers, Philippines	1
Institute of Noise Control Engineers	1
Institute of Production Engineers	1
International Association of Business Communicators	1
International Association of Electrical Inspectors	1
International Association of Mapua Alumni	1
International Building Performance Simulation Association	1
International City/County Management Association	1
International Facility Management Association	1
International Institute of Minerals Appraisers	1
International Society for Automation	1
International Society for Ecological Economics	1
Israeli Association of Engineers	1
Korean Construction Association	1
LSP Association	1
Member of Institute of Marine Engineering, Science & Technology	1
National Association of Elevator Safety Authorities International	1
National Board of Professional Engineering - COPNIA	1
Natural Resources Canada	1
New Jersey Site Remediation Professional Licensing Board	1
North American Die Casting Association	1
North American Die Casting Association	1
Ohio Society of Professional Engineers	1
Ontario Federation of Anglers and Hunters	1
Ontario Municipal Administrators' Association	1
Precast Concrete Institute	1
Professional Engineers and Architects Panama	1
Professional Engineers Government of Ontario	1
Professional Engineers Iran	1
Professional Home and Property Inspectors of Canada	1
Professional Institute of the Public Service of Canada	1
Prospectors & Developers Association of Canada	1
Pulp and Paper Technical Association of Canada	1
Registered Insurance Brokers of Ontario	1

Regulatory Affairs Professional Society	1
Risk & Insurance Management Society	1
Scrum Alliance	1
Six Sigma	1
Society for the Advancement of Material and Process Engineering	1
Society for the Environment	1
Society of Broadcast Engineers	1
Society of Cable Telecommunications Engineers	1
Society of Flight Test Engineers	1
Special Libraries Association	1
State Registration Board for Professional Engineers, Land Surveyors and Geologists	1
Structural Engineers Association of British Columbia	1
Suzuki Association of the Americas	1
System Safety Society	1
Teaching English as a Second Language Ontario	1
Toastmasters International	1
Toronto Police Association	1
Venezuelan Professional Engineers	1
Women in Nuclear	1
Women's Executive Network	1
World Safety Organization	1
WTS International	1
Total	1812
Total Organizations	225
None / Rather Not Say / Unclear / Listed PEO	131

2015 PEO Member Satisfaction Survey

Q4 Who pays your licence fee?

Answered: 3,885 Skipped: 0

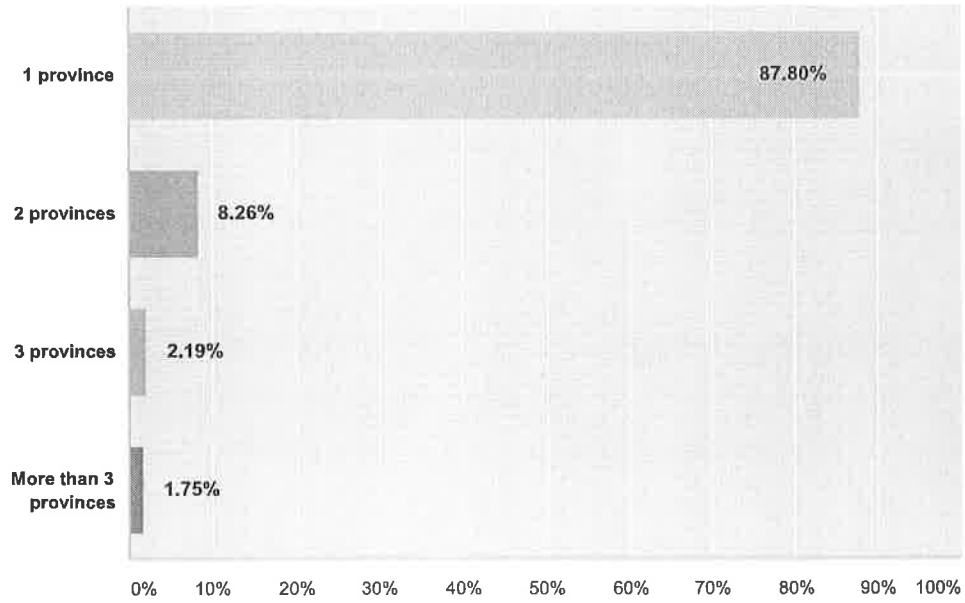


Answer Choices	Responses	
Self	54.03%	2,099
My employer	39.28%	1,526
Self-employed and my business pays	6.36%	247
Honourary member	0.33%	13
Total		3,885

2015 PEO Member Satisfaction Survey

Q5 In how many provinces do you hold a professional engineering licence?

Answered: 3,885 Skipped: 0

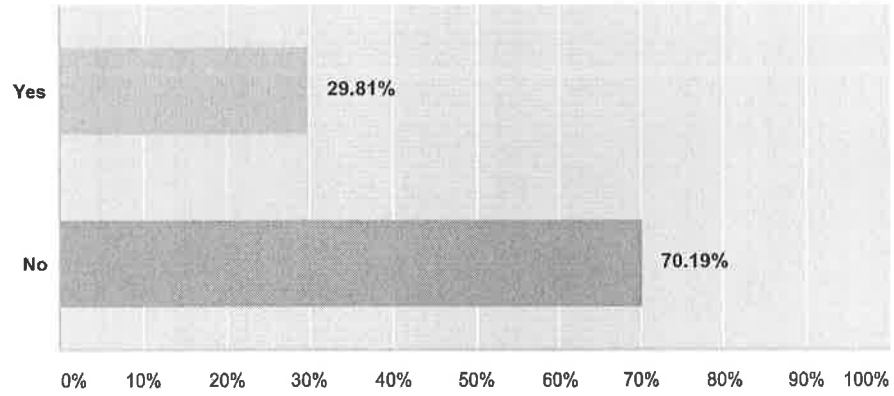


Answer Choices	Responses	
1 province	87.80%	3,411
2 provinces	8.26%	321
3 provinces	2.19%	85
More than 3 provinces	1.75%	68
Total		3,885

2015 PEO Member Satisfaction Survey

Q6 Are you an internationally educated professional?

Answered: 3,885 Skipped: 0

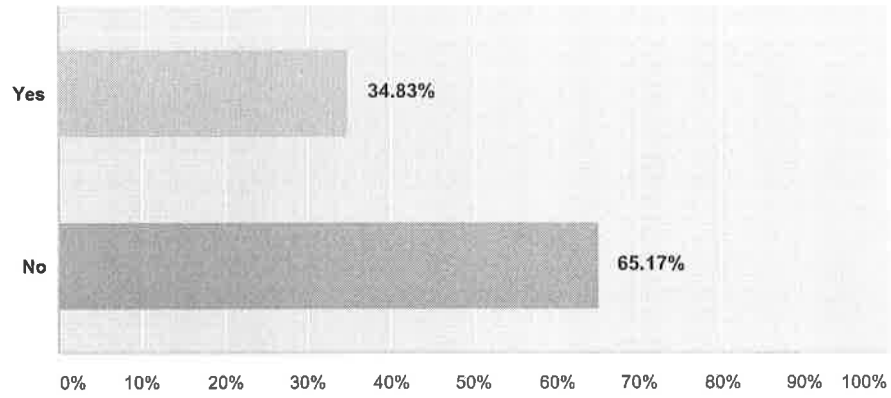


Answer Choices	Responses	
Yes	29.81%	1,158
No	70.19%	2,727
Total		3,885

2015 PEO Member Satisfaction Survey

Q7 Were you registered in the Engineering Intern (EIT) program during the PEO licence application process?

Answered: 3,885 Skipped: 0

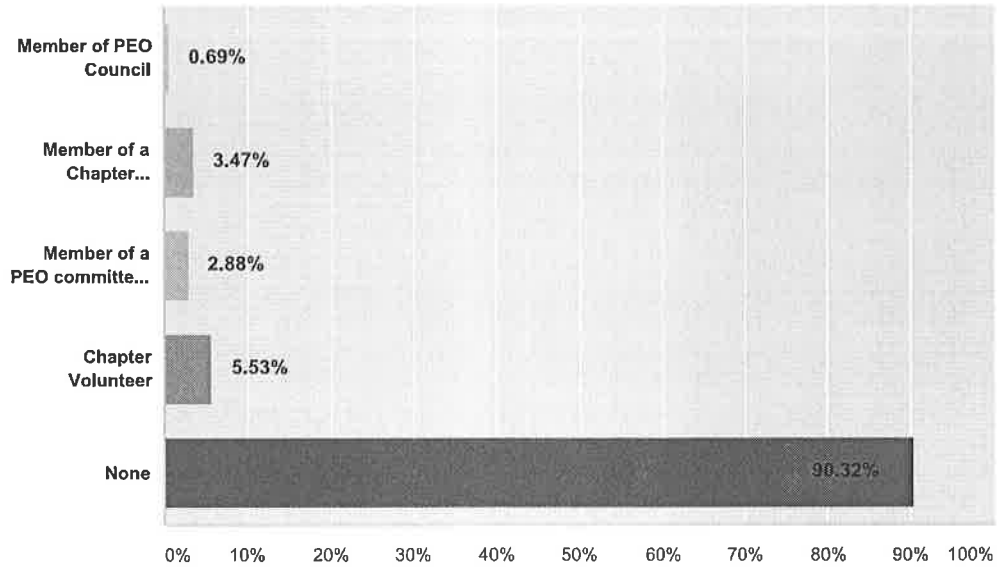


Answer Choices	Responses	
Yes	34.83%	1,353
No	65.17%	2,532
Total		3,885

2015 PEO Member Satisfaction Survey

Q8 Besides being a Professional Engineer (P.Eng.), please indicate your connection to PEO. (select all that apply)

Answered: 3,885 Skipped: 0

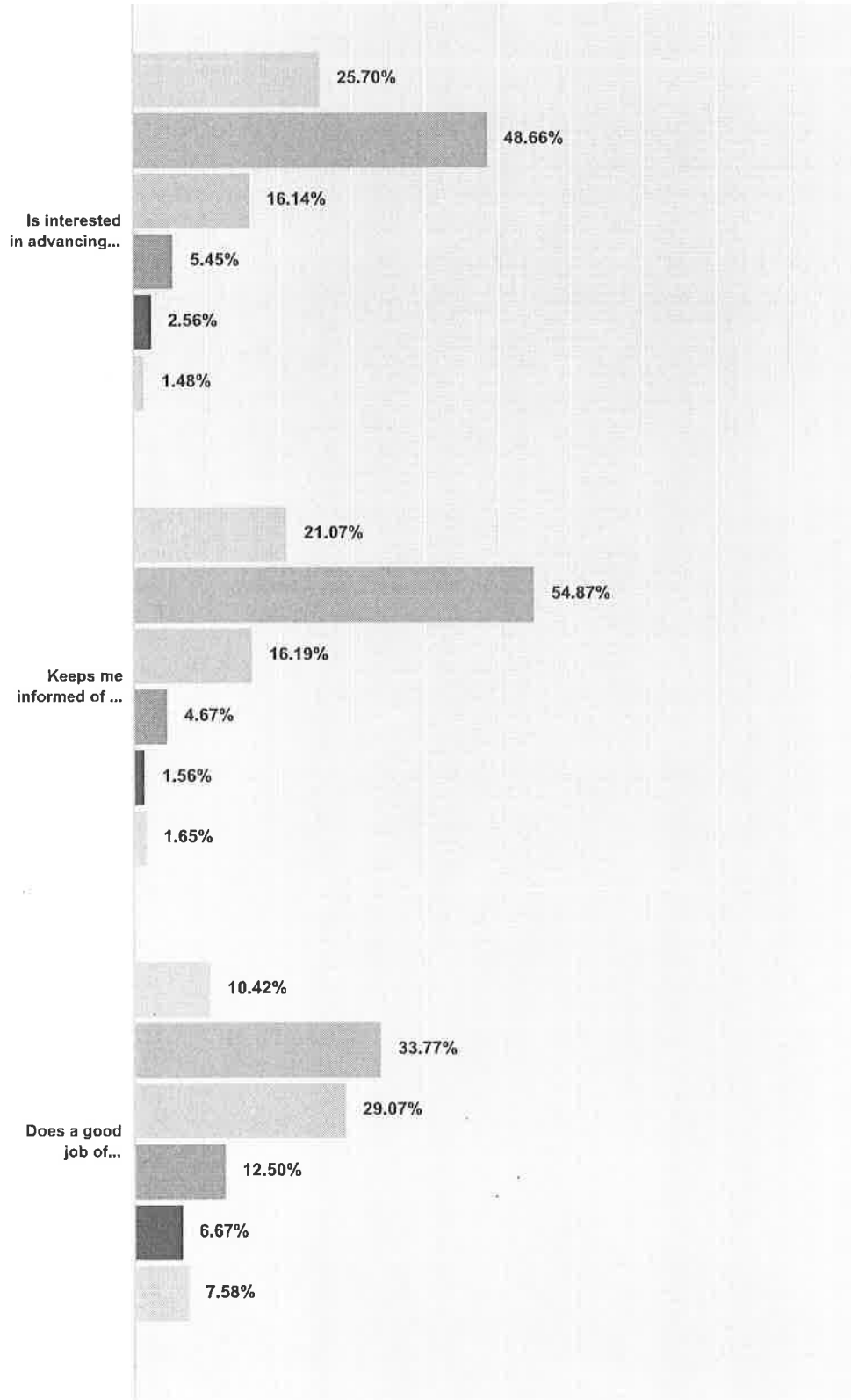


Answer Choices	Responses
Member of PEO Council	0.69% 27
Member of a Chapter Executive	3.47% 135
Member of a PEO committee or task force	2.88% 112
Chapter Volunteer	5.53% 215
None	90.32% 3,509
Total Respondents: 3,885	

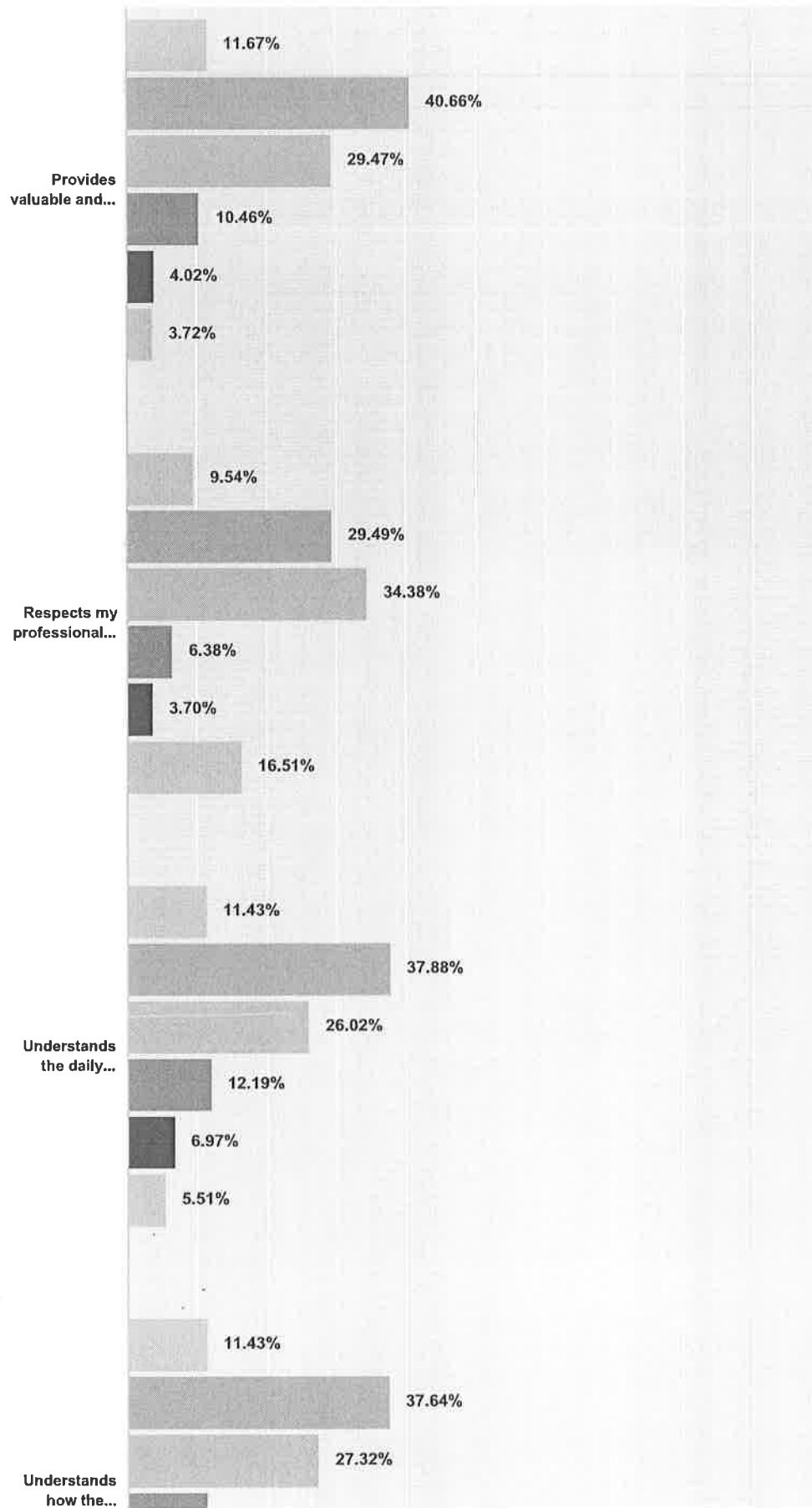
2015 PEO Member Satisfaction Survey

Q9 Please share your opinion regarding these statements about PEO.PEO...

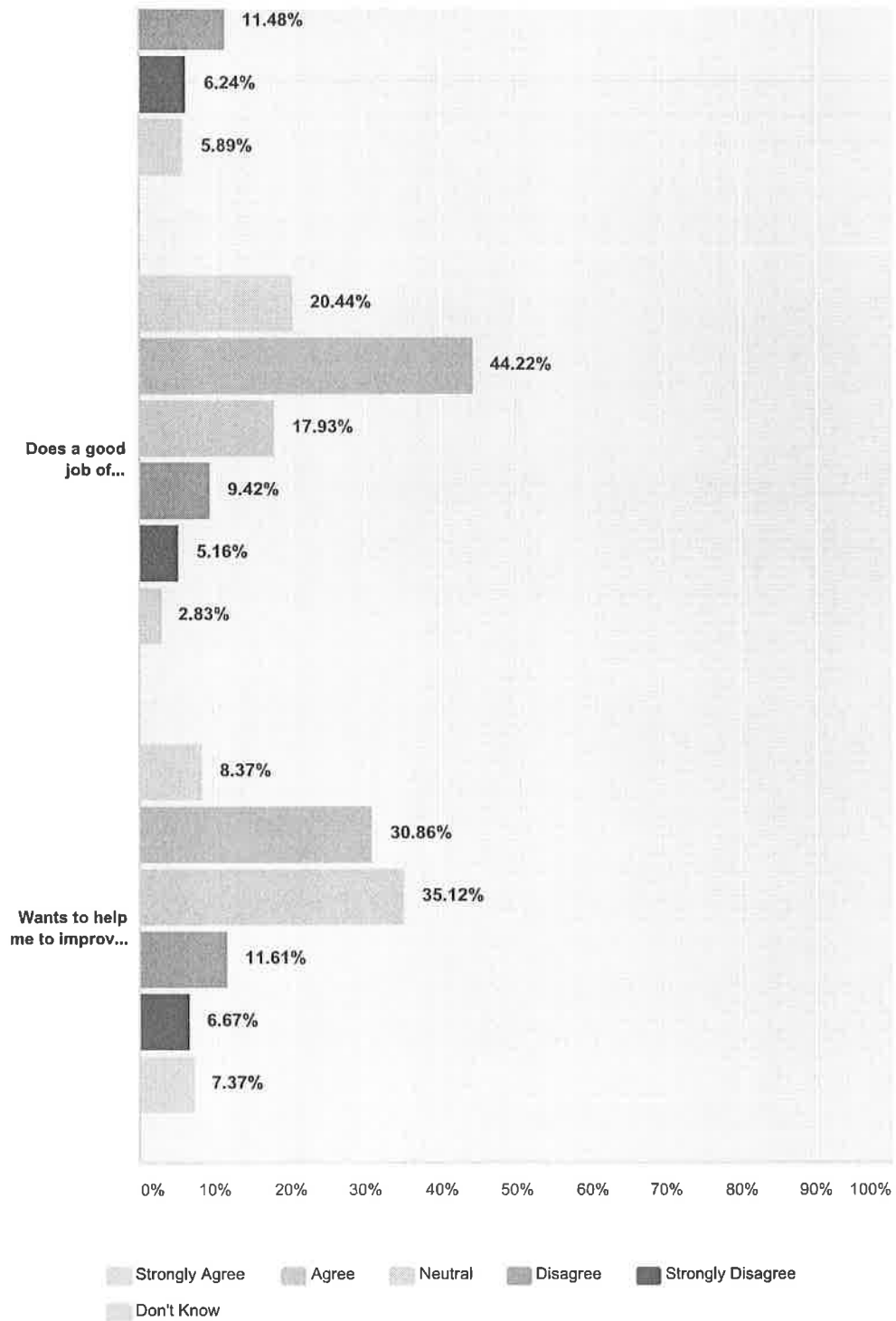
Answered: 3,713 Skipped: 172



2015 PEO Member Satisfaction Survey



2015 PEO Member Satisfaction Survey



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know	Total	Weighted Average
Is interested in advancing the practice of professional engineering	25.70% 952	48.66% 1,803	16.14% 598	5.45% 202	2.56% 95	1.48% 55	3,705	3.91
Keeps me informed of new government requirements pertaining to professional engineering practice	21.07% 781	54.87% 2,034	16.19% 600	4.67% 173	1.56% 58	1.65% 61	3,707	3.91

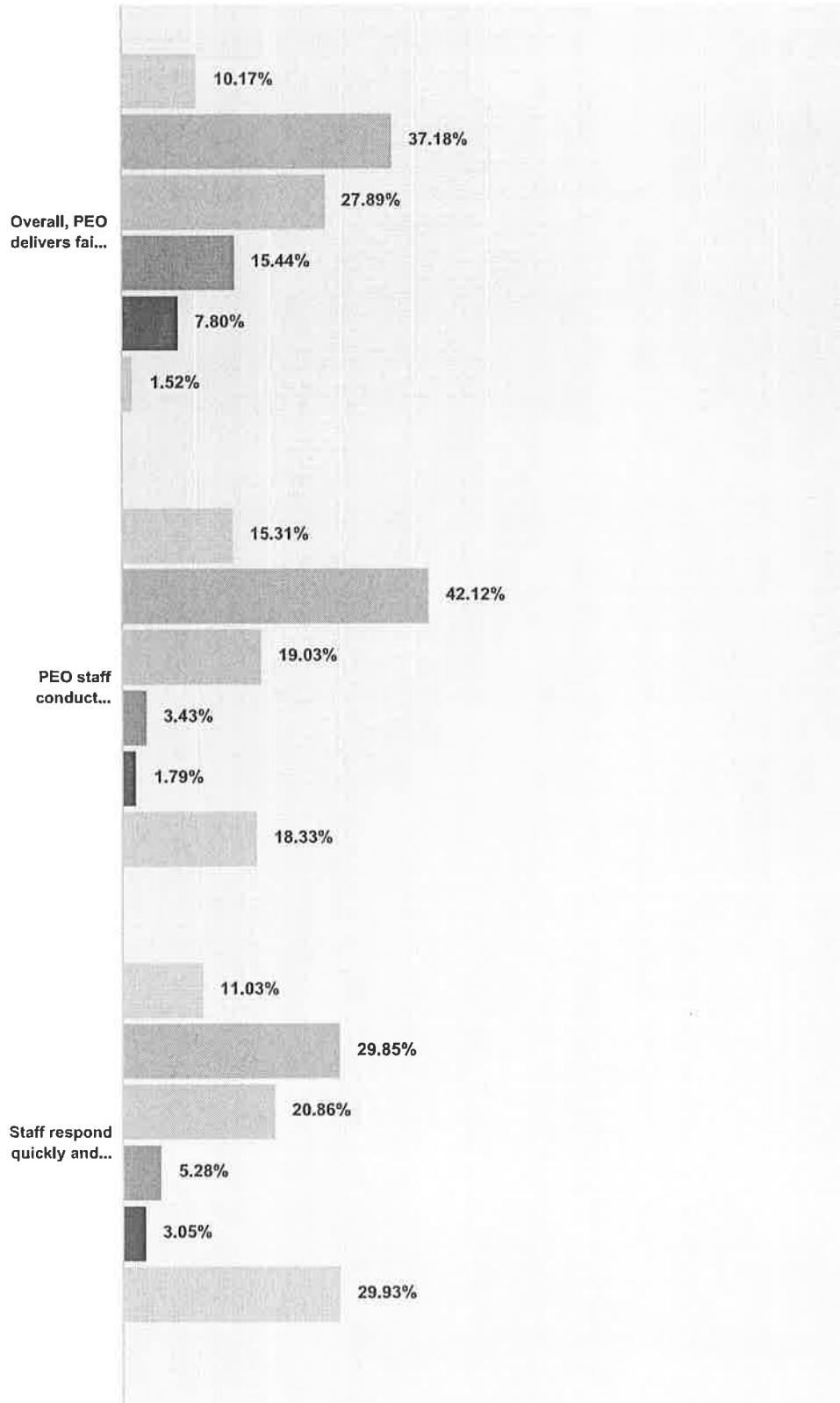
2015 PEO Member Satisfaction Survey

Does a good job of influencing legislation in a way that supports the regulation of the practice of professional engineering	10.42% 386	33.77% 1,251	29.07% 1,077	12.50% 463	6.67% 247	7.58% 281	3,705	3.31
Provides valuable and timely professional practice guidelines, standards, bulletins and updates	11.67% 433	40.66% 1,508	29.47% 1,093	10.46% 388	4.02% 149	3.72% 138	3,709	3.47
Respects my professional opinions and consultation feedback	9.54% 353	29.49% 1,091	34.38% 1,272	6.38% 236	3.70% 137	16.51% 611	3,700	3.42
Understands the daily challenges and opportunities in practicing professional engineering in Ontario	11.43% 423	37.88% 1,402	26.02% 963	12.19% 451	6.97% 258	5.51% 204	3,701	3.37
Understands how the practice of professional engineering is changing	11.43% 423	37.64% 1,393	27.32% 1,011	11.48% 425	6.24% 231	5.89% 218	3,701	3.39
Does a good job of protecting the public from incompetent and/or unethical professional engineers	20.44% 757	44.22% 1,638	17.93% 664	9.42% 349	5.16% 191	2.83% 105	3,704	3.67
Wants to help me to improve my professional practice	8.37% 310	30.86% 1,143	35.12% 1,301	11.61% 430	6.67% 247	7.37% 273	3,704	3.24

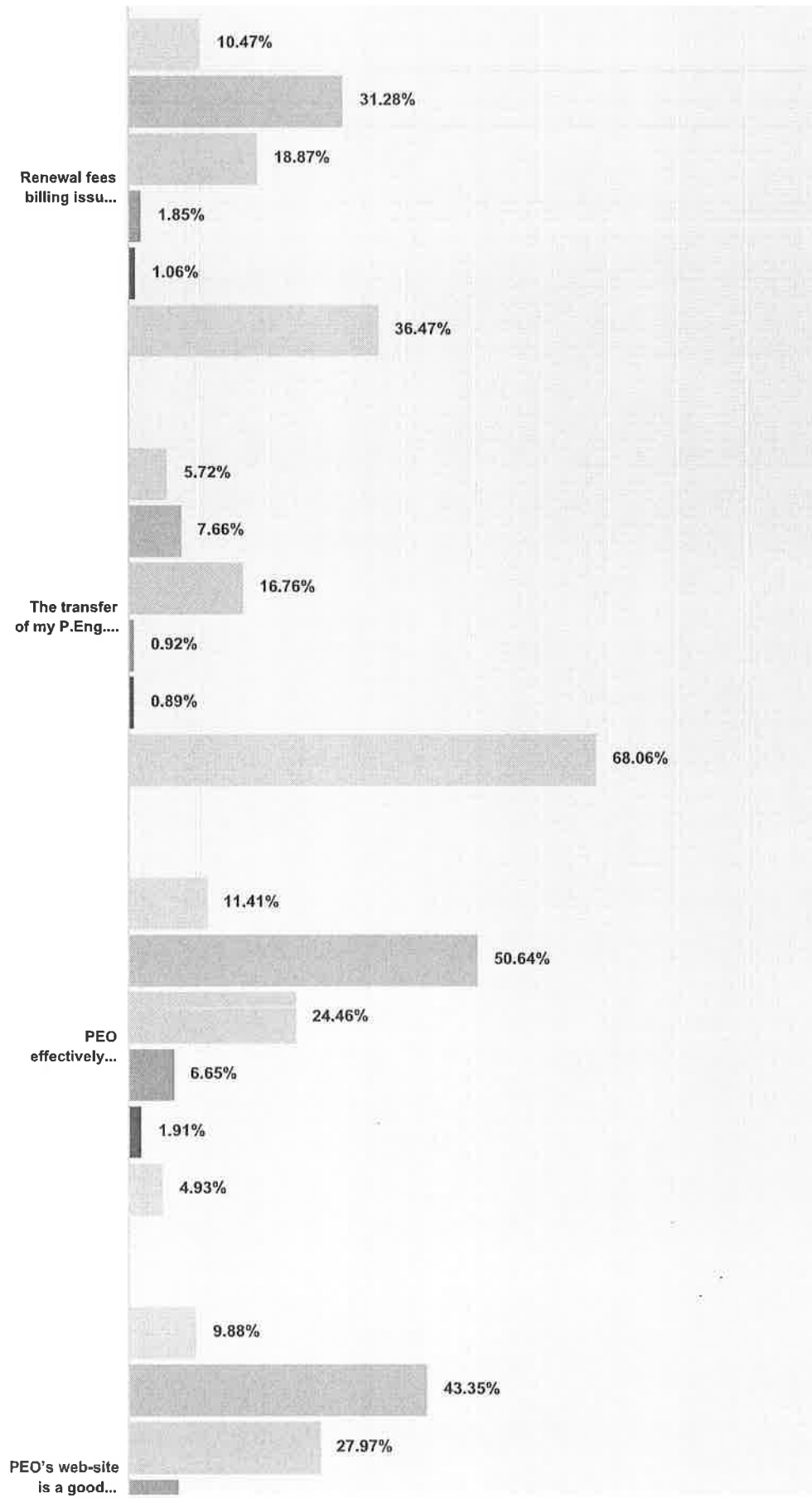
2015 PEO Member Satisfaction Survey

Q10 Please provide feedback on service delivery.

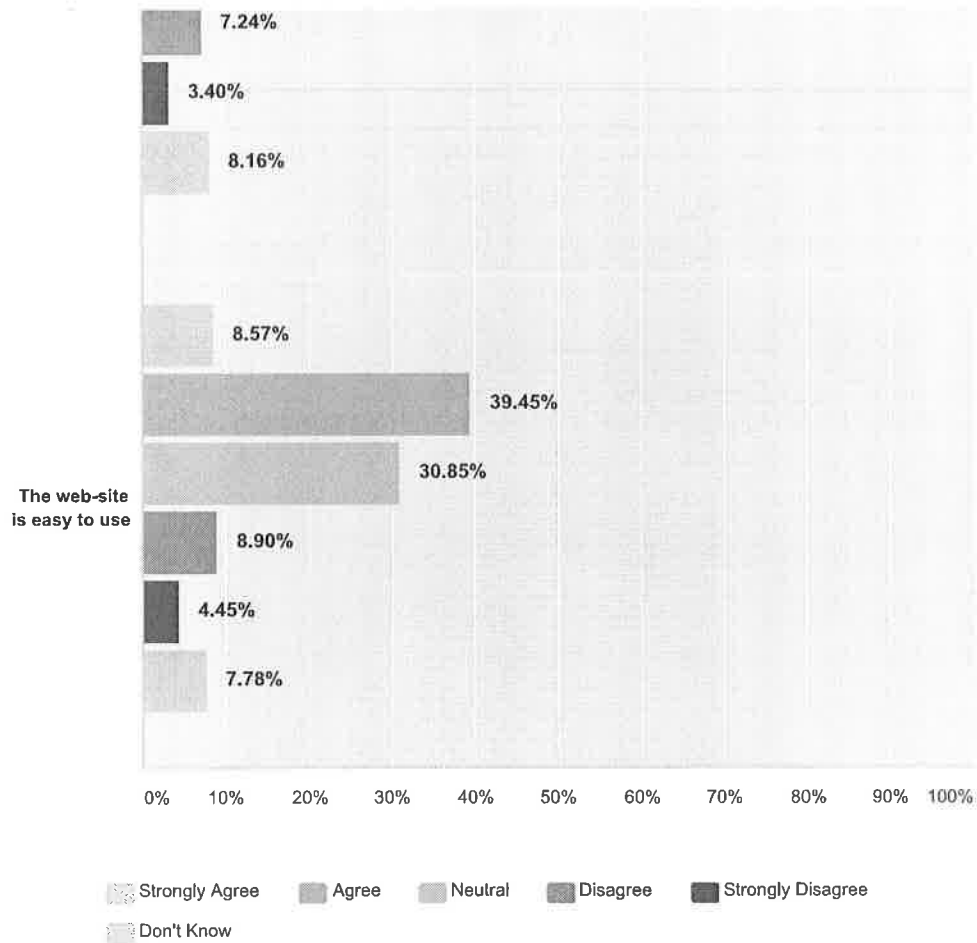
Answered: 3,583 Skipped: 202



2015 PEO Member Satisfaction Survey



2015 PEO Member Satisfaction Survey

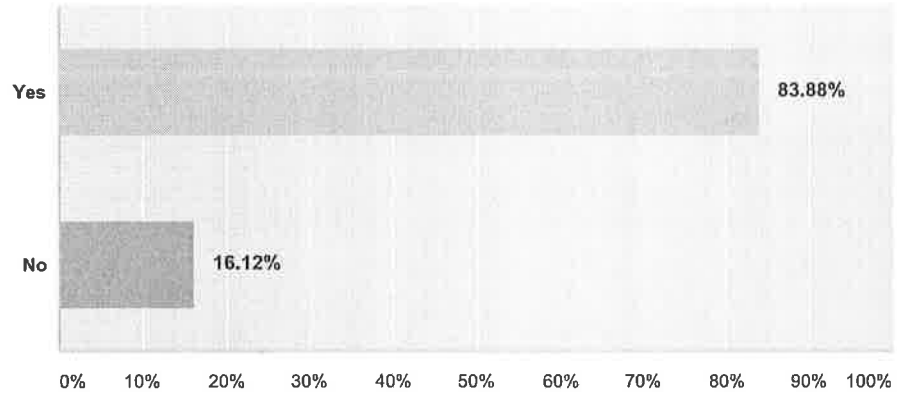


	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know	Total	Weighted Average
Overall, PEO delivers fair value for licence fees	10.17% 374	37.18% 1,368	27.89% 1,026	15.44% 568	7.80% 287	1.52% 56	3,679	3.27
PEO staff conduct themselves in a professional manner	15.31% 563	42.12% 1,549	19.03% 700	3.43% 126	1.79% 66	18.33% 674	3,678	3.80
Staff respond quickly and efficiently to questions/enquiries	11.03% 405	29.85% 1,096	20.86% 766	5.28% 194	3.05% 112	29.93% 1,099	3,672	3.58
Renewal fees billing issues are fairly and satisfactorily resolved	10.47% 385	31.28% 1,150	18.87% 694	1.85% 68	1.06% 39	36.47% 1,341	3,677	3.76
The transfer of my P.Eng. licence from another province to PEO was a simple and straightforward process	5.72% 206	7.66% 276	16.76% 604	0.92% 33	0.89% 32	68.06% 2,453	3,604	3.51
PEO effectively communicates regulatory information to licence holders	11.41% 419	50.64% 1,859	24.46% 898	6.65% 244	1.91% 70	4.93% 181	3,671	3.66
PEO's web-site is a good source of information	9.88% 363	43.35% 1,593	27.97% 1,028	7.24% 266	3.40% 125	8.16% 300	3,675	3.53
The web-site is easy to use	8.57% 314	39.45% 1,445	30.85% 1,130	8.90% 326	4.45% 163	7.78% 285	3,663	3.42

2015 PEO Member Satisfaction Survey

Q11 Are you aware of your PEO Chapter affiliation?

Answered: 3,679 Skipped: 206

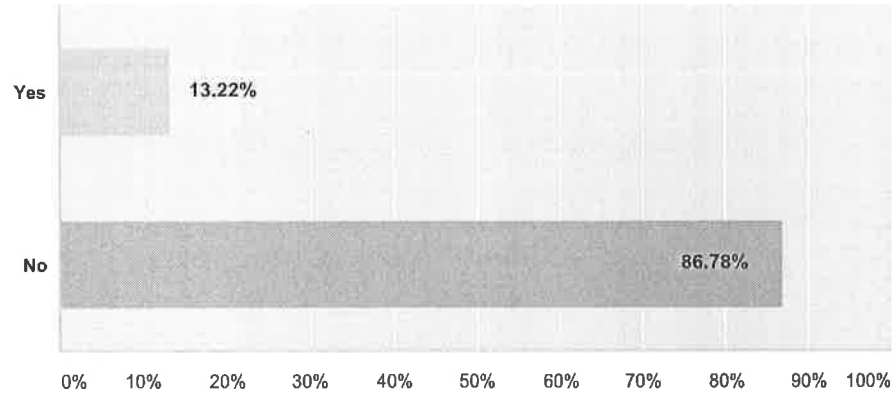


Answer Choices	Responses	
Yes	83.88%	3,086
No	16.12%	593
Total		3,679

2015 PEO Member Satisfaction Survey

Q12 Do you regularly attend Chapter meetings and/or events?

Answered: 3,662 Skipped: 223



Answer Choices	Responses	
Yes	13.22%	484
No	86.78%	3,178
Total		3,662

Q12. Reasons for not attending Chapter events.

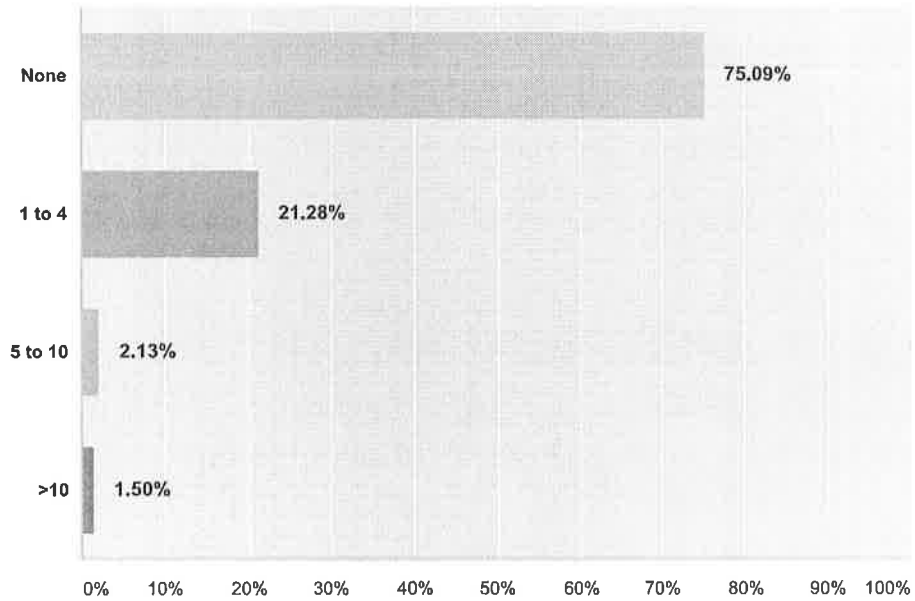
There were **2345** written answers. Reasons are ranked by number of occurrences in descending order. The number of occurrences does not equal the number of answers since some respondents gave more than one reason.

	Reason	Occurrences
1	Busy <ul style="list-style-type: none"> • No time, family priorities, etc. 	1107
2	Nature of Events <ul style="list-style-type: none"> • No value, not interested • Topic not pertinent to practice • No interest in social events • Merely a social club • Merely an “old boys’ club” • No technical or engineering challenges • Feel unwelcome, no sense of community 	827
3	Location Issue <ul style="list-style-type: none"> • Travel issues, live out of province, etc. 	296
4	Retired <ul style="list-style-type: none"> • Retired, no longer attend events 	129
5	Communication <ul style="list-style-type: none"> • Not aware when or where meetings are held • No response from Chapter, websites not updated • Emails too frequent/aggressive 	125
6	New Member <ul style="list-style-type: none"> • New member yet to attend an event 	43
7	Cost <ul style="list-style-type: none"> • Too expensive 	18
8	Bureaucracy <ul style="list-style-type: none"> • Too bureaucratic 	5
	No Reason <ul style="list-style-type: none"> • No answer • Not sure 	96
	Total	2646

2015 PEO Member Satisfaction Survey

Q13 How many Chapter functions did you attend this year?

Answered: 3,665 Skipped: 220

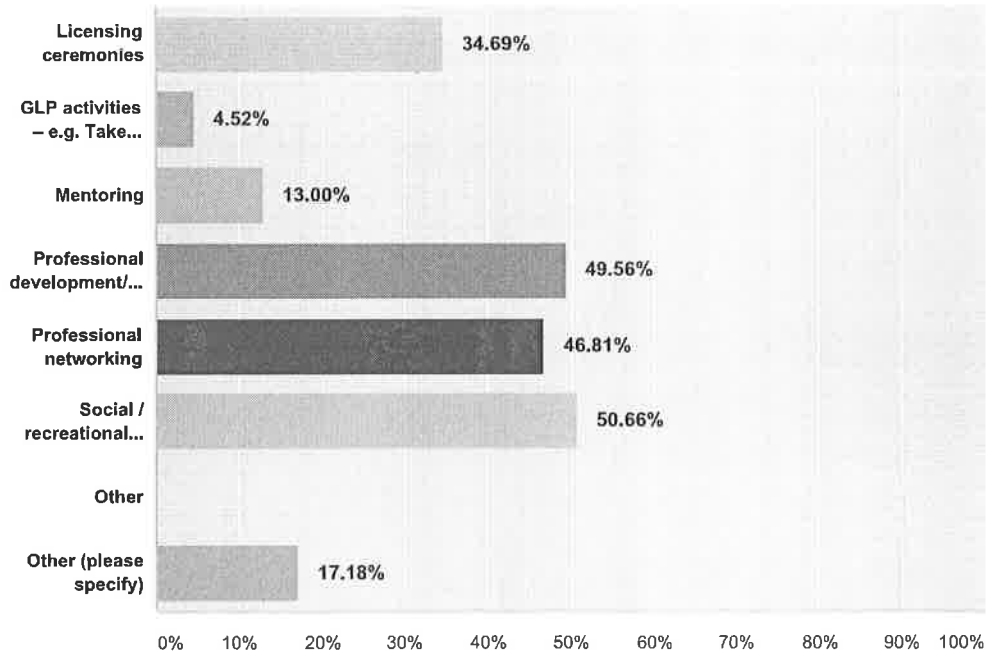


Answer Choices	Responses	
None	75.09%	2,752
1 to 4	21.28%	780
5 to 10	2.13%	78
>10	1.50%	55
Total		3,665

2015 PEO Member Satisfaction Survey

Q14 What types of activities do you attend in your Chapter? (select all that apply)

Answered: 908 Skipped: 2,977



Answer Choices	Responses	Count
Licensing ceremonies	34.69%	315
GLP activities – e.g. Take your MPP to Work Day	4.52%	41
Mentoring	13.00%	118
Professional development/education	49.56%	450
Professional networking	46.81%	425
Social / recreational events	50.66%	460
Other	0.00%	0
Other (please specify)	17.18%	156
Total Respondents: 908		

Q14. What types of activities do you attend in your Chapter? (Other)

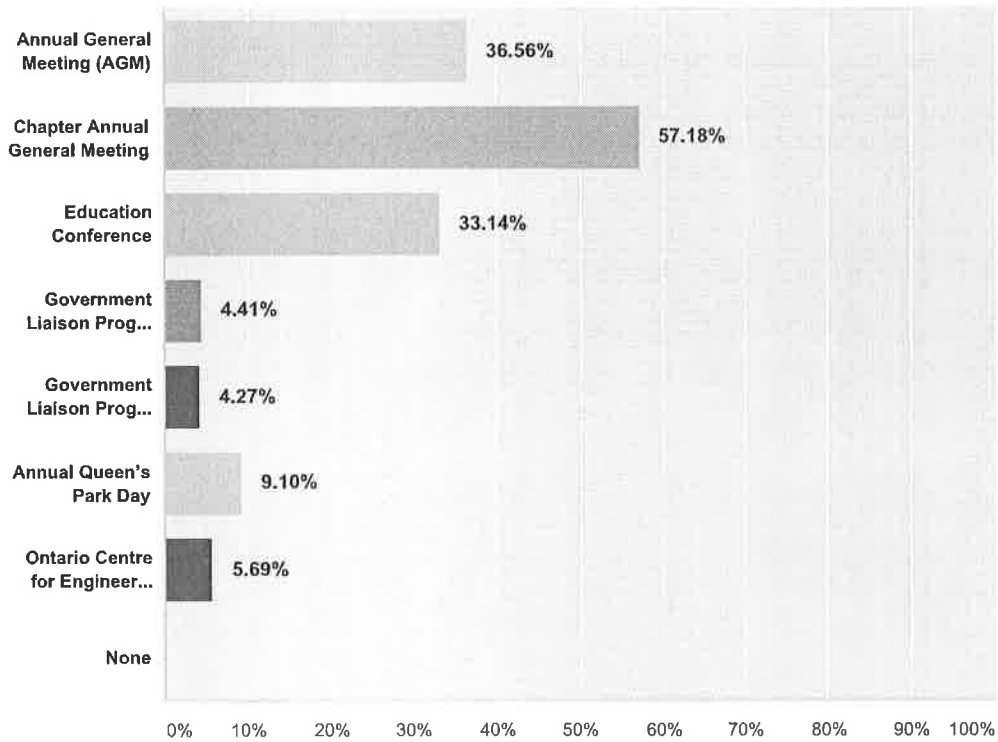
There were **156** written answers. Activities are ranked by occurrence in descending order. Number of occurrences does not match number of answers since some listed more than one activity.

	Chapter Activity	Occurrences
1	Lectures/Seminars	43
2	Chapter Executive Meeting	24
3	Annual General Meeting	22
4	Outreach Events	22
5	Group Tours/Site Visits	19
6	Town Hall Meetings	10
7	Licensing Assistance Program	3
8	Social Events	3
9	Elections	2
10	Engineer in Residence Program	2
11	National Engineering Month	2
12	Commercial Presentations	1
	None	4
	Total	157

2015 PEO Member Satisfaction Survey

Q15 Did you participate in any of the following programs, either directly or indirectly, in the past two years? (select all that apply, or leave blank if none)

Answered: 703 Skipped: 3,182

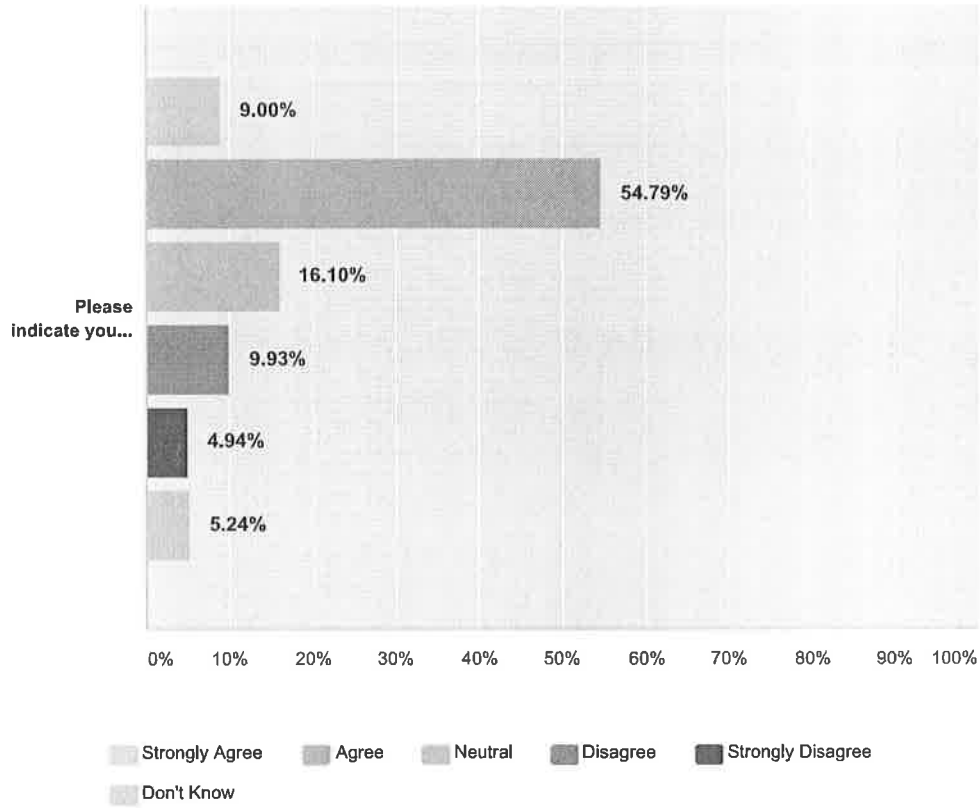


Answer Choices	Responses	Count
Annual General Meeting (AGM)	36.56%	257
Chapter Annual General Meeting	57.18%	402
Education Conference	33.14%	233
Government Liaison Program (GLP) Academies	4.41%	31
Government Liaison Program (GLP) Conference	4.27%	30
Annual Queen's Park Day	9.10%	64
Ontario Centre for Engineering Public Policy (OCEPP) Conference	5.69%	40
None	0.00%	0
Total Respondents: 703		

2015 PEO Member Satisfaction Survey

Q16 Do you believe PEO's regulatory efforts are sufficient?

Answered: 3,645 Skipped: 240



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know	Total	Weighted Average
Please indicate your degree of agreement.	9.00% 328	54.79% 1,997	16.10% 587	9.93% 362	4.94% 180	5.24% 191	3,645	3.56

Q16. Do you believe PEO's regulatory efforts are sufficient?

If you are neutral or disagree, what efforts should be made to deal with deficiencies?

There were **747** written answers. Common subjects are ranked by occurrence in descending order. Occurrences do not correlate with number of answers since many identified more than one subject.

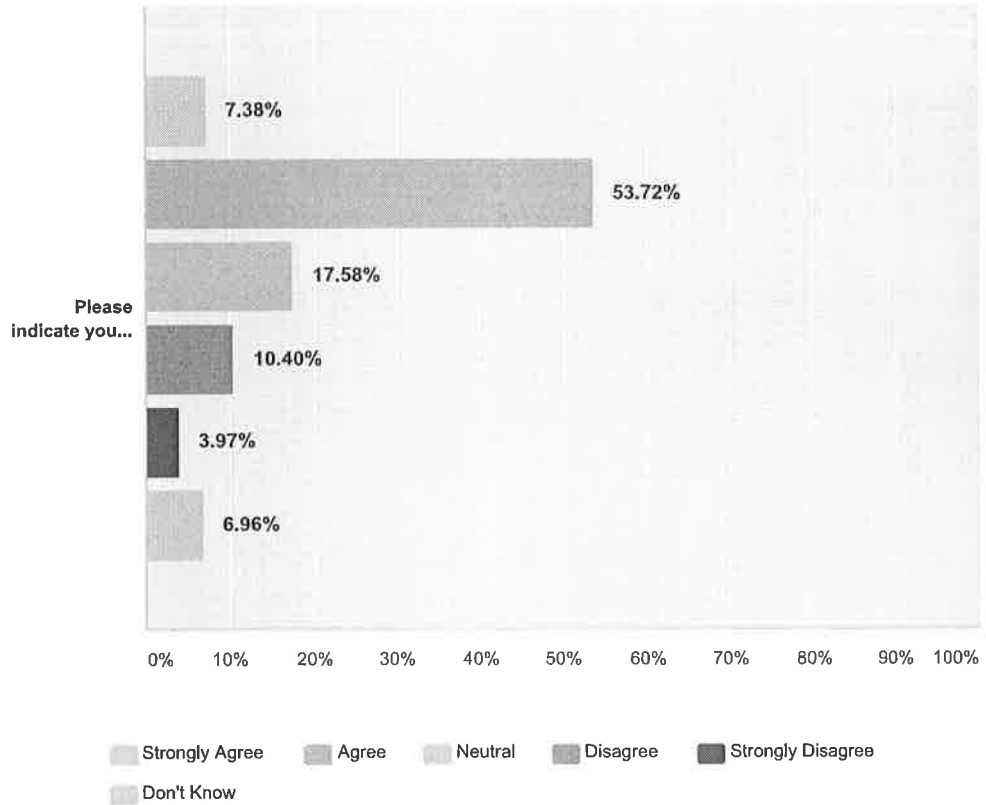
	Subject	Occurrences
1	<p>Enforcement / Engineering Title</p> <ul style="list-style-type: none"> • Increase enforcement to protect the profession. • Complaints should be more easily made and investigated and resolved more quickly. • More proactive approach than reactionary to complaints. • Scrutinize both larger companies and small ones, government departments and agencies. • More attention should be paid to protecting members of the Association from frivolous attacks from the public. • Increase fines and penalties. • Be more aggressive in preventing people who call themselves 'engineers' but who have no qualification. • Scope should be expanded to include individuals and companies who don't call themselves engineers but perform engineering functions. 	358
2	<p>Evaluation, Standards</p> <ul style="list-style-type: none"> • More stringent checks on educational and professional experience. • Continuous review of internal and external processes. • Stricter supervision. Conduct audits and technical checks. • Improve dealing with new applicants who don't meet the traditional methods of gaining experience. • Improve review of international experience, education, and training. 	160
3	<p>Communication Issues</p> <ul style="list-style-type: none"> • Improve communication efforts. • Make information easier to comprehend, more accessible and provide updates in a manner that engage readers. • More communication among enforcement, licensing and membership directors/staff within PEO. 	68
4	<p>Public Awareness / Government</p> <ul style="list-style-type: none"> • Increased public recognition of licensing requirements and the engineering title. • Better public education on reporting poor engineering services or "bad" engineers. 	63

	<ul style="list-style-type: none"> • More negotiations with the Government to advance the professional engineering practice. • Secure complete legal independence from the Government to be effective in regulatory efforts. 	
5	Continuing Professional Development <ul style="list-style-type: none"> • Mandate continuing education for every member within their area of practice. • Online course that would be required for license renewal. • Periodic retesting 	51
6	Industrial Exception <ul style="list-style-type: none"> • Continue to lobby the Government to repeal IE. 	43
7	Civil Engineering <ul style="list-style-type: none"> • Expand beyond the areas of civil and structural engineering. • Broader scope to include such areas as software and biomedical. 	35
8	Negative Statement <ul style="list-style-type: none"> • PEO not taken seriously by government or corporations. • PEO does little to protect its members. • The definition of engineering used in the Act is inadequate. 	33
9	Fees and Event Costs <ul style="list-style-type: none"> • Reduce the cost of education fees. • Adjust fees to the frequency of performing strict P.Eng. activities. • Most events are charged; consider free events. 	24
	Other <ul style="list-style-type: none"> • No comment, not sure 	29
	Total	864

2015 PEO Member Satisfaction Survey

Q17 Do you believe PEO's efforts in establishing, developing, and maintaining standards are sufficient?

Answered: 3,606 Skipped: 279



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know	Total	Weighted Average
Please indicate your degree of agreement.	7.38% 266	53.72% 1,937	17.58% 634	10.40% 375	3.97% 143	6.96% 251	3,606	3.54

Q17. Do you believe PEO's efforts in establishing, developing, and maintaining standards are sufficient?

If you are neutral or disagree, what efforts should be made to deal with deficiencies?

There were **747** written answers. Common subjects are ranked by occurrence in descending order. The number of occurrences does not equal the number of answers since some identified more than one subject.

Responses of "None" or that did not describe a subject are not included.

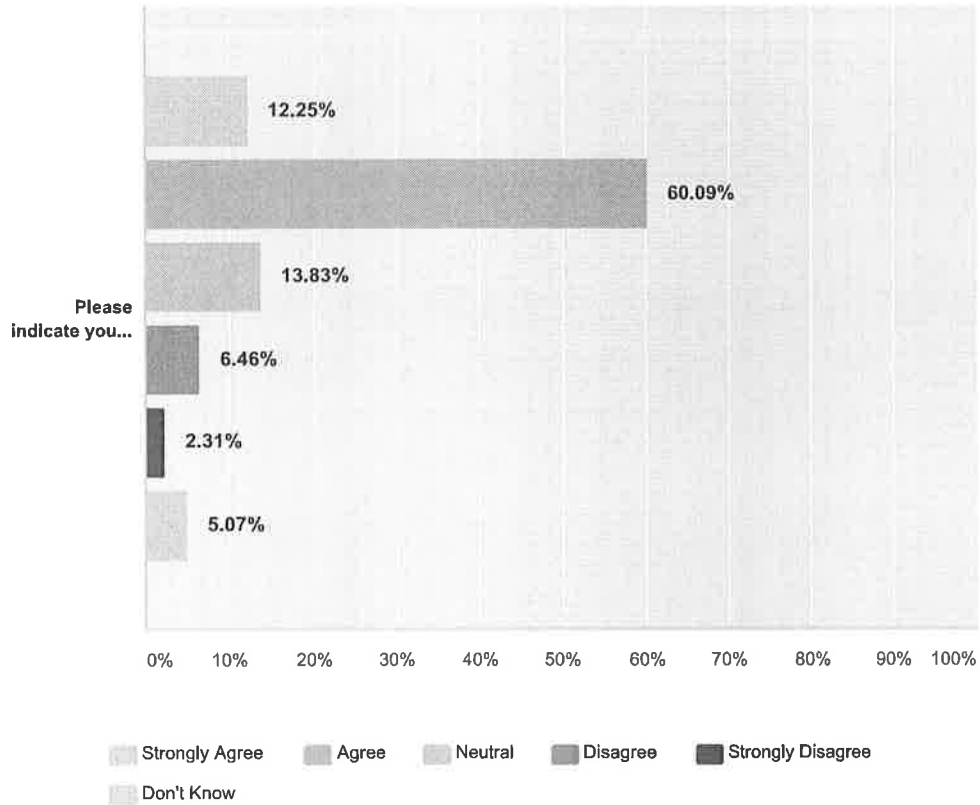
	Subject	Occurrences
1	Continued Professional Development <ul style="list-style-type: none"> • Implement mandatory minimum CPD hours annually for members • Offer courses useful to more diverse types of engineers 	182
2	Standards <ul style="list-style-type: none"> • Standards are generally narrow, poorly written, take years to write and are sometimes obsolete by the time they are written. • Standards are related only to a narrow group of industries/disciplines. • Develop standards for risk identification and classification in newer applications of science and technology. 	178
3	PEO's Focus / Collaboration and External Examples <ul style="list-style-type: none"> • Less emphasis on managerial status, MBA's, etc. • A more proactive than reactive approach • Keep pace with technological developments within the industry. • Seek inspiration from other regulators in the provinces e.g. College of Physicians in Ontario • Collaborate with other provincial associations e.g. APEGBC, and American associations 	74
4	Engineering Title / Enforcement <ul style="list-style-type: none"> • Strengthen actions toward companies and individuals who hire non-licensed "engineers" • Stronger application requirements and enforcement. • Police the government. • Transparent oversight. • Enforce code of conduct. 	61
5	Communication <ul style="list-style-type: none"> • More engagement and communication with members • Strengthen communication with members outside the GTA. 	40

	<ul style="list-style-type: none"> • More discussion of best/changing practices, especially implications of software issues. • Regular Q & A column in Dimensions 	
6	Civil Engineering <ul style="list-style-type: none"> • More inclusivity/emphasis required on non-civil engineering disciplines: software, chemical, electrical, etc. 	30
7	Examination/Evaluation <ul style="list-style-type: none"> • Make the PPE more challenging. • Limit the number of new engineers that can be licensed each year to avoid having incompetent engineers. • Detailed technical evaluation should proceed all applications. • Regular evaluation of knowledge and skill development of members. 	25
8	Council and Committees <ul style="list-style-type: none"> • A new, younger council that has knowledge in the new areas of engineering to provide guidance on task forces. • Committee recommendations on this topic are due. 	4
9	Fees <ul style="list-style-type: none"> • Reduce cost of requirement to practice. • Establishing minimum salary guidelines and/or engineering fees from consultants. 	3
	Other <ul style="list-style-type: none"> • No comment • Don't know/Not aware • See previous answer • N/A 	160
	Total	757

2015 PEO Member Satisfaction Survey

Q18 Do you believe PEO's efforts in establishing, developing, and maintaining professional ethics are sufficient?

Answered: 3,593 Skipped: 292



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know	Total	Weighted Average
Please indicate your degree of agreement.	12.25% 440	60.09% 2,159	13.83% 497	6.46% 232	2.31% 83	5.07% 182	3,593	3.77

Q18. Do you believe PEO's efforts in establishing, developing, and maintaining professional ethics are sufficient?

If you are neutral or disagree, what efforts should be made to deal with deficiencies?

There were **444** written answers. Common subjects are ranked by occurrence in descending order. Occurrences do equal number of answers since some identified more than one subject.

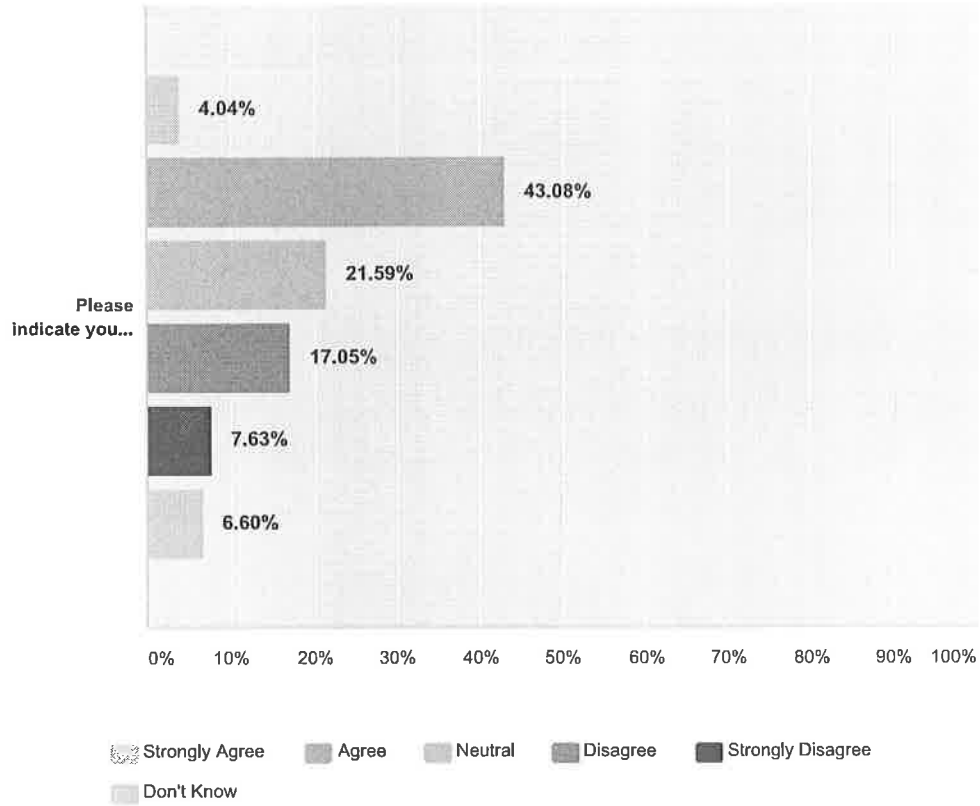
	Subject	Occurrences
1	<p>The Code of Ethics/Ethics in general</p> <ul style="list-style-type: none"> • More effort needed to ensure practitioners understand that ethics are important and not punitive. • Create a CPD or outreach program focusing on ethics. • Regular refresher on the Code of Ethics would be helpful. • Free Chapter events on ethics with case studies 	136
2	<p>Standards</p> <ul style="list-style-type: none"> • Ethics is the domain of the legal system. Standards of engineering are the domain of PEO. • Ethics are important but cannot be practically implemented without proper standards. • Prevent people from using the P.Eng. title without accreditation • Prevent engineers from working outside their area of expertise. 	63
3	<p>Communication and Public Awareness</p> <ul style="list-style-type: none"> • More transparency is required. • Publicize professional ethics questions and answers for typical professional situations. • Discourage the public from hiring non-engineers. • Better communication with members as to how these ethics apply to working situations. • More outreach to minority groups would be beneficial. • Use the Blue Pages in Dimensions to illustrate aspects of ethics. • Interface with other professions. 	49
4	<p>Enforcement</p> <ul style="list-style-type: none"> • Needs improvement; Algo Mall demonstrated this. • Apply and enforce at minimum the annual test and compliance for all engineers. • More support for whistleblowers. • Proactive rather than reactive enforcement, not just dealing with events that are reported. 	47

5	Education <ul style="list-style-type: none"> • More required at undergraduate levels • Professional seminars reviewing the experience from the year of failures or key case studies • Chapter seminar events • Mandatory professional development reviews, exams or presentations at regular intervals 	34
6	Negative Opinion <ul style="list-style-type: none"> • PEO is not doing enough in this regard. • Changing licensing rules has not benefited the engineer. • PEO is too often self serving and protectionist rather than promoting competent professions in Ontario, nationally and internationally. 	26
7	Penalties <ul style="list-style-type: none"> • Penalties for discipline should be more severe. • Expert witnesses who are clearly biased should be disciplined, whether or not they reach the courthouse. • Establish an expectation that unethical engineers will face a reporting process. • Publish all guilty cases. 	17
8	Positive Opinions <ul style="list-style-type: none"> • Ethics is where PEO shines. • Current efforts are adequate. • PEO is doing a better job than other professions. 	8
	Other <ul style="list-style-type: none"> • Not sure • Not enough information. • See previous answer. 	98
	Total	478

2015 PEO Member Satisfaction Survey

Q19 Do you believe PEO's promotional efforts are sufficient?

Answered: 3,589 Skipped: 296



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know	Total	Weighted Average
Please indicate your degree of agreement.	4.04% 145	43.08% 1,546	21.59% 775	17.05% 612	7.63% 274	6.60% 237	3,589	3.20

Q19. Do you believe PEO's promotional efforts are sufficient?

If you are neutral or disagree, what efforts should be made to deal with deficiencies?

There were **965** written answers. Common subjects are ranked by occurrence in descending order. Occurrences do not correlate with number of answers since many identified more than one subject.

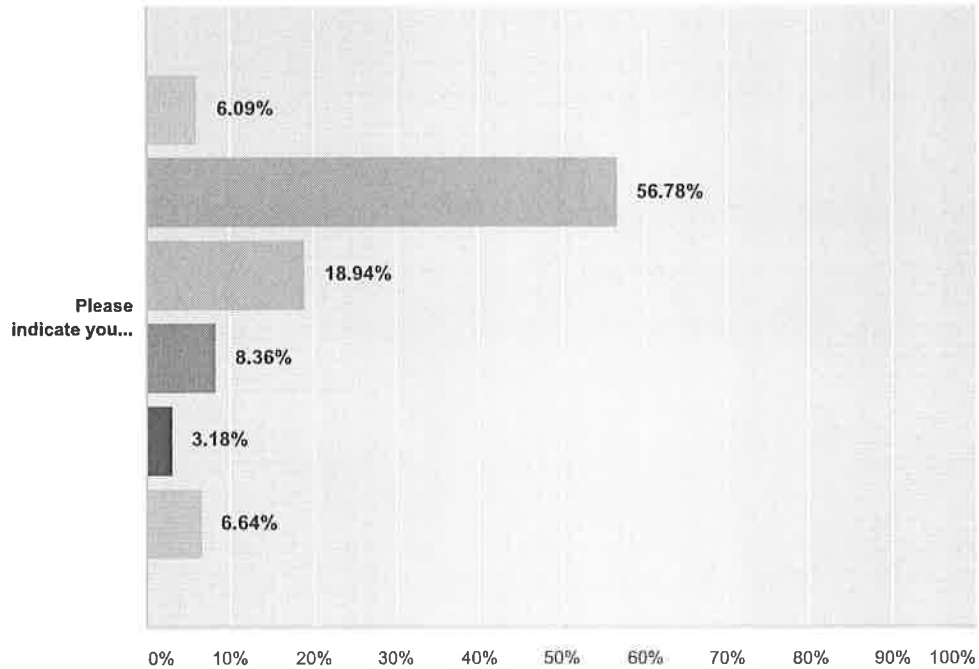
	Subject	Occurrences
1	Public Awareness <ul style="list-style-type: none"> • More public awareness of what engineers are is required. • Increase awareness in large engineering firms. • Place greater emphasis on public rather than member awareness. 	546
2	Advertisements / Media Presence <ul style="list-style-type: none"> • Increase advertising efforts • Better/more consistent branding and image • Subway advertisements • Ad campaigns for high schools, universities and conferences • Repeat billboard campaigns • Newspaper, magazine, TV ads 	215
3	OSPE <ul style="list-style-type: none"> • Only OSPE should be responsible for promotion • Increase distinction between PEO and OSPE in PEO's promotional efforts • Resolve differences with OSPE. 	47
4	External Examples <ul style="list-style-type: none"> • Review other organizations' promotions • E.g. Teachers, Physicians, OMA, ODA • Follow Chartered Professional Accountants' advertising efforts 	47
5	Negative Statement <ul style="list-style-type: none"> • Not enough is done. • Too much negativity. • Engineering is an invisible profession. • Too much promotional work. 	35
6	Advocacy <ul style="list-style-type: none"> • Refocus on becoming an advocacy organization for the Engineering profession similar to Physicians and Lawyers • Act as a union to protect engineers • More involvement on the provincial and municipal political front. 	30
7	Engineer Title <ul style="list-style-type: none"> • Increase awareness of use and protection of the title from 	25

	unlicensed workers	
8	Social Media <ul style="list-style-type: none"> • Increase social media presence • Meetup apps • Twitter, Facebook 	16
	Other <ul style="list-style-type: none"> • No comment • Don't know • Not aware • See previous answer 	118
	Total	1079

2015 PEO Member Satisfaction Survey

Q20 An objective for PEO as a professional regulatory body is to increase the level of understanding of professional regulation among our members. Do you agree that PEO is doing a good job in this respect?

Answered: 3,612 Skipped: 273



Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree
 Don't Know

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know	Total	Weighted Average
Please indicate your degree of agreement.	6.09% 220	56.78% 2,051	18.94% 684	8.36% 302	3.18% 115	6.64% 240	3,612	3.58

Q20. An objective for PEO as a professional regulatory body is to increase the level of understanding of professional regulation among our members. Do you agree that PEO is doing a good job in this respect?

If you are neutral or disagree, what efforts should be made to deal with deficiencies?

There were **449** written answers. Common subjects are ranked by occurrence in descending order. The number of occurrences does not equal the number of answers since some identified more than one subject.

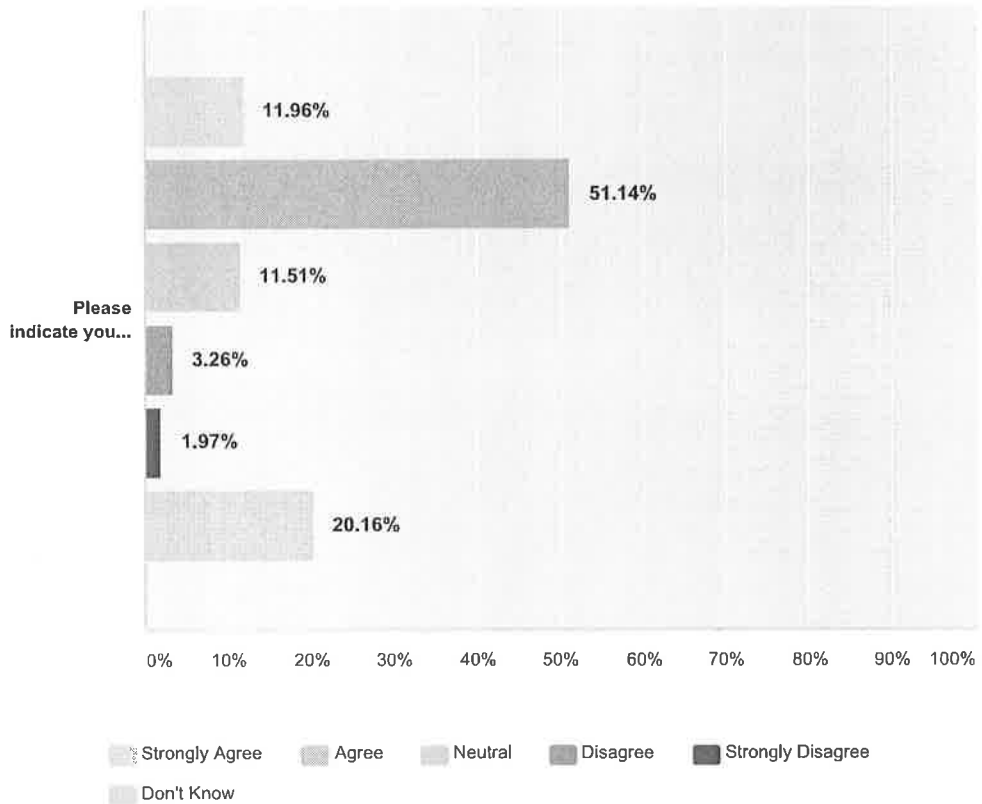
	Subject	Occurrences
1	Communication <ul style="list-style-type: none"> • Critical information sent out via short and dedicated emails. • Monthly email blasts on sections of the PE Act and Code of Ethics to remind members of responsibilities. • More articles with examples in Dimension. • Webinars • Increased social media presence 	138
2	Do Not Know <ul style="list-style-type: none"> • Lack of awareness from reading Blue Pages only. • Do not know about professional regulations. • Do not understand what this is. 	109
3	Education <ul style="list-style-type: none"> • Provide opportunities for members at large to receive training in regulation of the profession. • Provide mandatory continuing education. • Annual licensing event at each chapter 	47
4	Standards <ul style="list-style-type: none"> • Tighter admission standards • Updated professional regulations should require members to read and sign (manually or electronically) • Practice bulletins and opportunities to reference the standards such as on line information library • Industrial Exemption must be repealed 	45
5	Negative Opinion <ul style="list-style-type: none"> • The rules are outdated and detrimental to the public safety and engineering professionalism. • There is too much focus on regulation. • Little clarity or vision. 	38
6	Public Awareness <ul style="list-style-type: none"> • Increase public awareness and publicity of the profession. • More public statistics required. 	36
	Other <ul style="list-style-type: none"> • No answer 	46

	• See previous answer	
	Total	459

2015 PEO Member Satisfaction Survey

Q21 One of PEO's duties as a professional regulatory body is to investigate all complaints made against licence holders in a fair and impartial manner. Do you agree that PEO is doing a good job in this respect?

Answered: 3,561 Skipped: 324



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know	Total	Weighted Average
Please indicate your degree of agreement.	11.96% 426	51.14% 1,821	11.51% 410	3.26% 116	1.97% 70	20.16% 718	3,561	3.85

Q21. One of PEO's duties as a professional regulatory body is to investigate all complaints made against licence holders in a fair and impartial manner. Do you agree that PEO is doing a good job in this respect?

If you are neutral or disagree, what efforts should be made to deal with deficiencies?

There were **336** written answers. Common subjects are ranked by occurrence in descending order. Number of occurrences does not equal number of answers since some identified more than one subject.

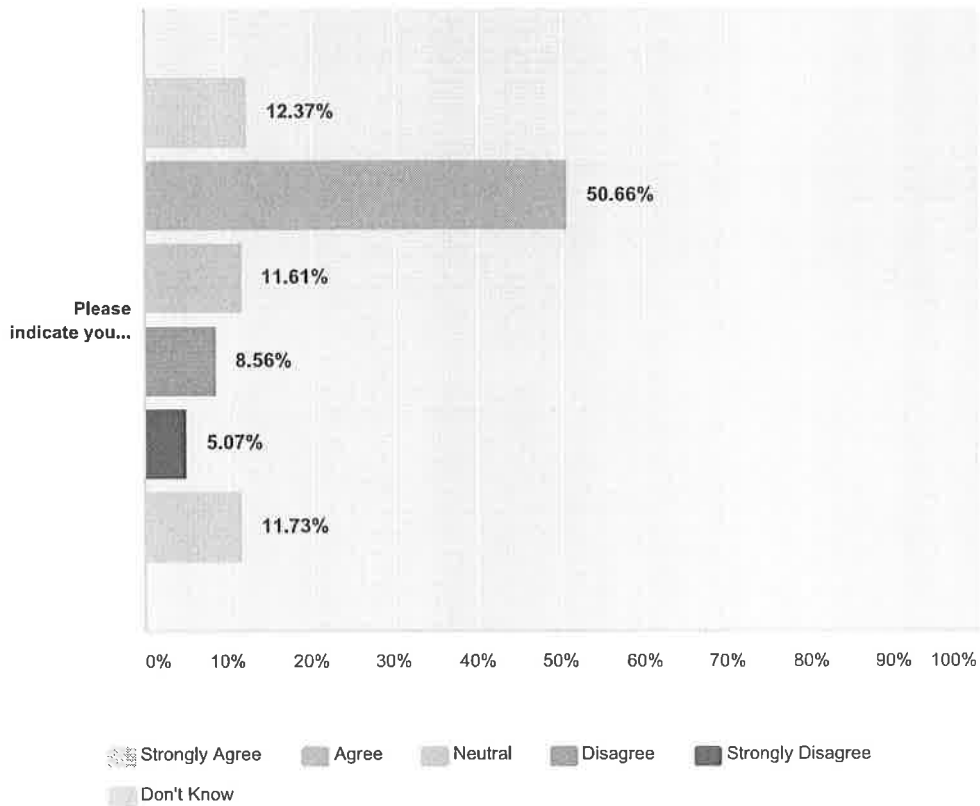
	Subject	Occurrences
1	<p>Investigating Complaints</p> <ul style="list-style-type: none"> • Place more emphasis on peer review than on the legal process that limits the process. • Increase investigations of frivolous complaints. • Increase the speed of investigations. • Publicize investigations about more than civil engineers in the building industry. • Improve impartiality, judging complainant and defendant equally. • Better filter for frivolous claims, so that the engineer can handle the matter on their own with the parties involved. • Easier ways of reporting complaints. • Increase protection of licence holders from vexatious complaints. 	224
2	<p>Do Not Know</p> <ul style="list-style-type: none"> • Not aware of PEO's investigation process or methods • Cannot give an informed opinion • Limited exposure through Blue Pages only 	106
3	<p>Publicizing Investigations</p> <ul style="list-style-type: none"> • Is the number of published complaints representative of all complaints? • Findings of investigations should be made available to the membership. • Increase public awareness of the complaints and disciplinary processes. • Protect the identities of all parties involved. • Disclose the identities of all parties involved. • Publicize both successful PEO cases and failures. 	62
4	<p>Penalties</p> <ul style="list-style-type: none"> • Implement harsher penalties. • Penalize those not upholding the required level of professionalism. 	28

5	Good Job <ul style="list-style-type: none"> • PEO is doing well in this regard. • Magazine case studies are informative. 	9
6	Large vs. Small Companies <ul style="list-style-type: none"> • Investigations published are typically for individuals/small businesses. • Increase information of how major corporations use unlicensed engineers to support engineering, and their prosecution. 	8
	Other <ul style="list-style-type: none"> • No comment • See previous answer 	33
	Total	470

2015 PEO Member Satisfaction Survey

Q22 One of PEO's duties as a professional regulatory body is to enforce against illegal practice of professional engineering, or illegal use of engineering titles. Do you agree that PEO is doing a good job in this respect?

Answered: 3,573 Skipped: 312



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know	Total	Weighted Average
Please indicate your degree of agreement.	12.37% 442	50.66% 1,810	11.61% 415	8.56% 306	5.07% 181	11.73% 419	3,573	3.64

Q22. One of PEO's duties as a professional regulatory body is to enforce against illegal practice of professional engineering, or illegal use of engineering titles. Do you agree that PEO is doing a good job in this respect?

If you are neutral or disagree, what efforts should be made to deal with deficiencies?

There were **547** written answers. Common subjects are ranked by occurrence in descending order. The number of occurrences does not equal the number of answers since some identified more than one subject.

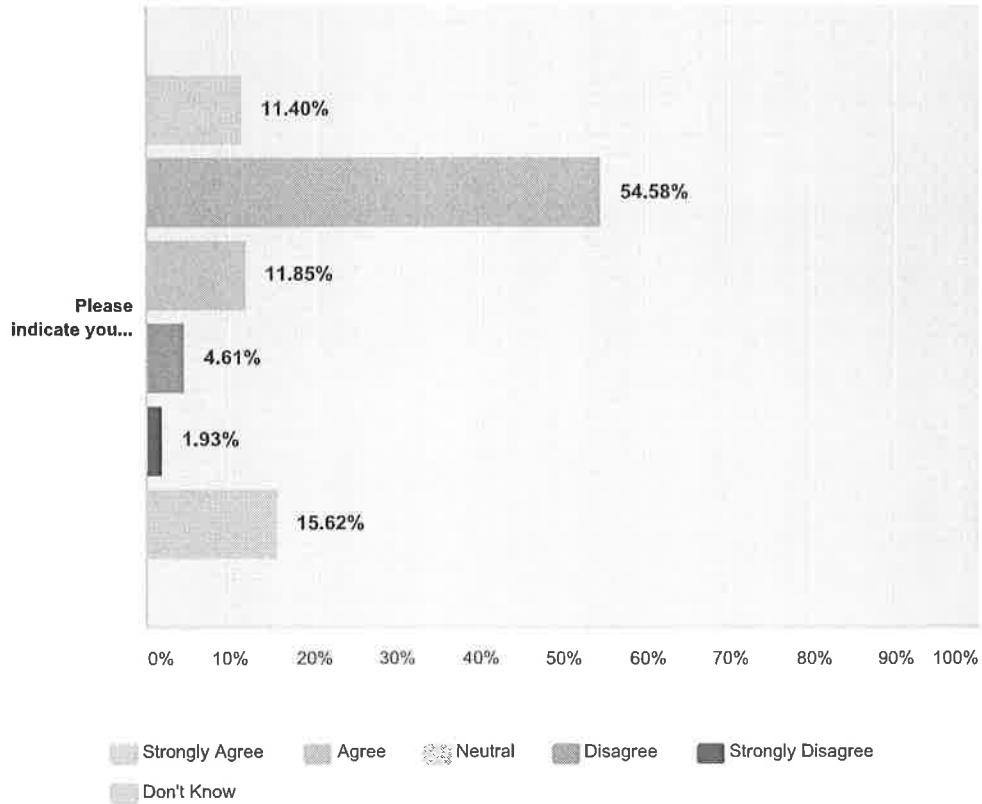
	Subject	Occurrences
1	<p>Use of the Title</p> <ul style="list-style-type: none"> • Companies must be held responsible for allowing misuse of engineer designation. • Companies have people without licences do engineering work. Change job titles from engineer to designer, analyst, specialist, etc. 	234
2	<p>Enforcement</p> <ul style="list-style-type: none"> • Random review and investigation of the practices followed by employers • Faster processing of investigations. • Set up a task force that is empowered to issue fines. • Consult with engineering firms for more robust enforcement. • A proactive approach to pursue cases rather than react to complaints. • Pursue both employers of employees who misuse the title and individuals. 	80
3	<p>Penalties</p> <ul style="list-style-type: none"> • Stronger penalties in general. • More severe penalties for employers and those who misuse the title. • Increased fines. 	60
4	<p>No Awareness</p> <ul style="list-style-type: none"> • Not aware of illegal practices • Have not seen statistics to prove PEO efforts • Have rarely heard of cases 	44
5	<p>Public Awareness</p> <ul style="list-style-type: none"> • Public awareness and understanding must be increased. • Quarterly "report card" of the number of complaints received, the number investigated, and the number of judgements against persons. • More transparency from PEO is required. • Regularly advertise the regulation regarding restricted use of titles in media. 	36

6	<p>Communication</p> <ul style="list-style-type: none"> • Set up some simple Google Alerts to identify people advertising engineering services in Ontario, and systemically compare them to the licensing list. • More press, TV coverage. • Upon receiving a complaint the issuer should receive updates as to the status of the investigation. 	19
7	<p>Impossibility of improvement</p> <ul style="list-style-type: none"> • Years of inaction have made this impossible to make up for in the foreseeable future. • PEO has failed in this area. • Loopholes in the Act and Industrial Exemption prevent this from improving. 	17
	<p>Other</p> <ul style="list-style-type: none"> • No answer • Not sure • See previous answer 	67
	Total	557

2015 PEO Member Satisfaction Survey

Q23 One of PEO's duties as a professional regulatory body is to discipline members for misconduct or incompetence. Do you agree that PEO is doing a good job in this respect?

Answered: 3,578 Skipped: 307



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know	Total	Weighted Average
Please indicate your degree of agreement.	11.40% 408	54.58% 1,953	11.85% 424	4.61% 165	1.93% 69	15.62% 559	3,578	3.82

Q23. One of PEO's duties as a professional regulatory body is to discipline members for misconduct or incompetence. Do you agree that PEO is doing a good job in this respect?

If you are neutral or disagree, what efforts should be made to deal with deficiencies?

There were **319** written answers. Common subjects are ranked by occurrence in descending order. Occurrences do not correlate with number of answers since many identified more than one subject.

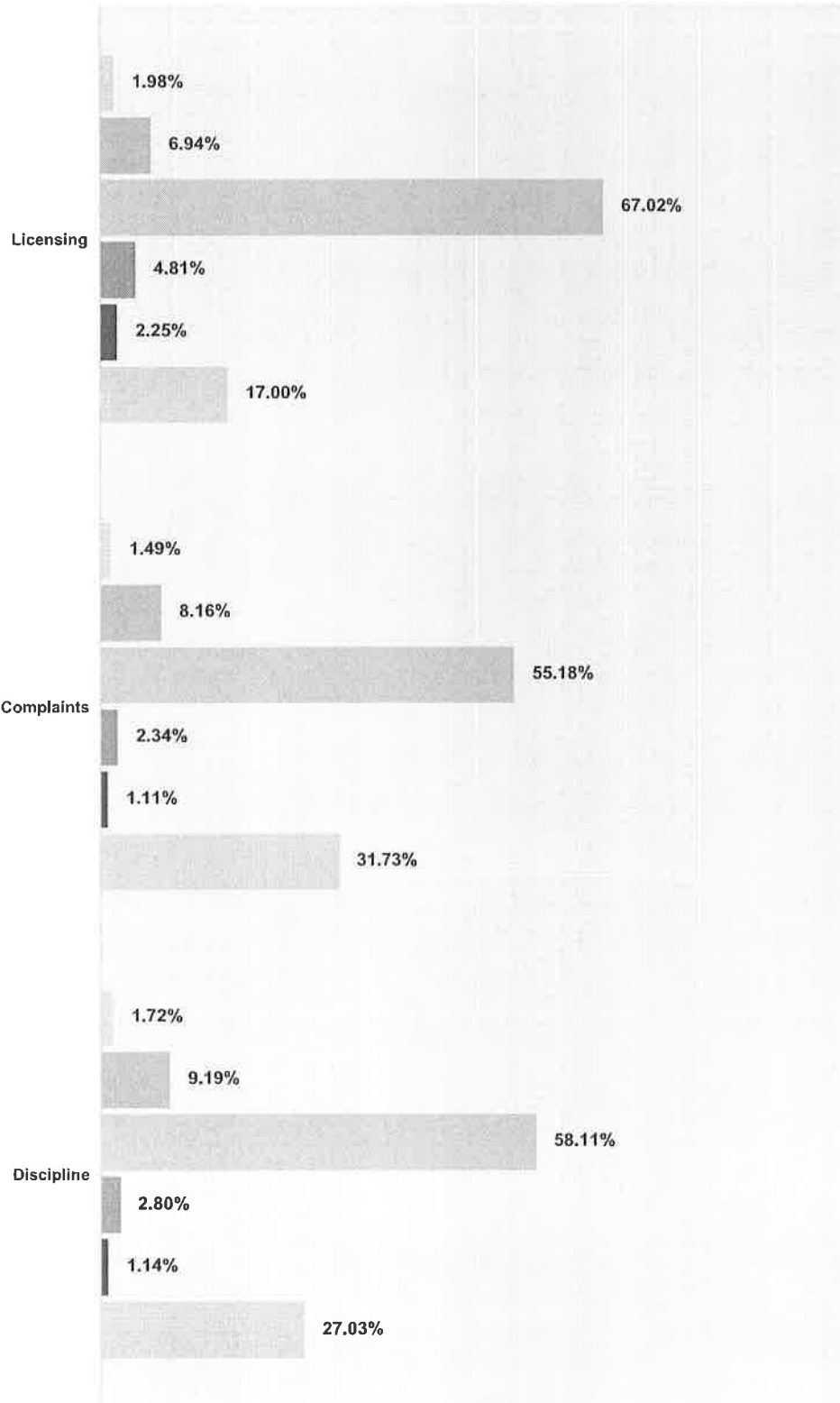
	Subject	Occurrences
1	Focus <ul style="list-style-type: none"> • The emphasis on investigation and discipline needs to be lightened. • Move beyond Civil and Structural Engineering. • Non-members should get the same attention as members. • Incompetence is too broad; narrow to smaller categories of more and less severe to aid prosecution. • Proactive approach rather than reactive. 	70
2	Visibility <ul style="list-style-type: none"> • More examples recorded in Engineering Dimensions. • Increased visibility of the magnitude or scope of the misconduct or incompetence problem. • More diverse examples of misconduct and discipline. • More public statistics. 	58
3	Penalties <ul style="list-style-type: none"> • Increased penalties and longer probation periods in general. • Increased penalties for knowing violators • Increased fines for repeat offenders 	56
4	Reporting/Enforcement <ul style="list-style-type: none"> • Improved communication with complainants. • Encourage engineers, lawyers, and judges to report bad behaviour. • Members need to be encouraged to turn in incompetent members. • Expert witnesses who are clearly biased should be disciplined. • Discipline both large businesses and individuals. 	44
5	Good Job <ul style="list-style-type: none"> • PEO is doing a good job in this regard. 	11
	Other <ul style="list-style-type: none"> • No comment • Not sure • See previous answer 	89

	Total	328
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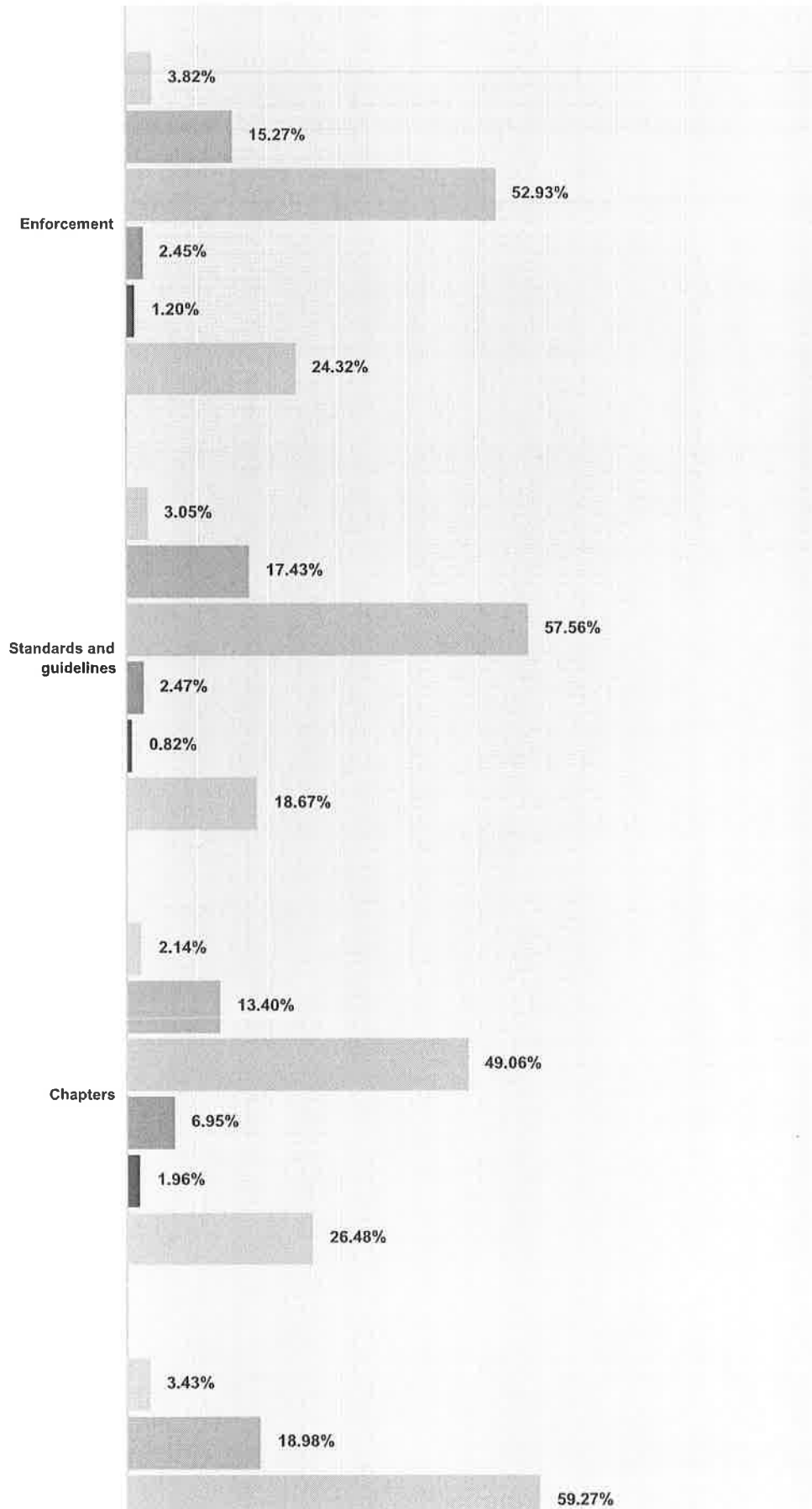
2015 PEO Member Satisfaction Survey

Q24 Please indicate whether you believe PEO focuses its resources appropriately in the following areas:

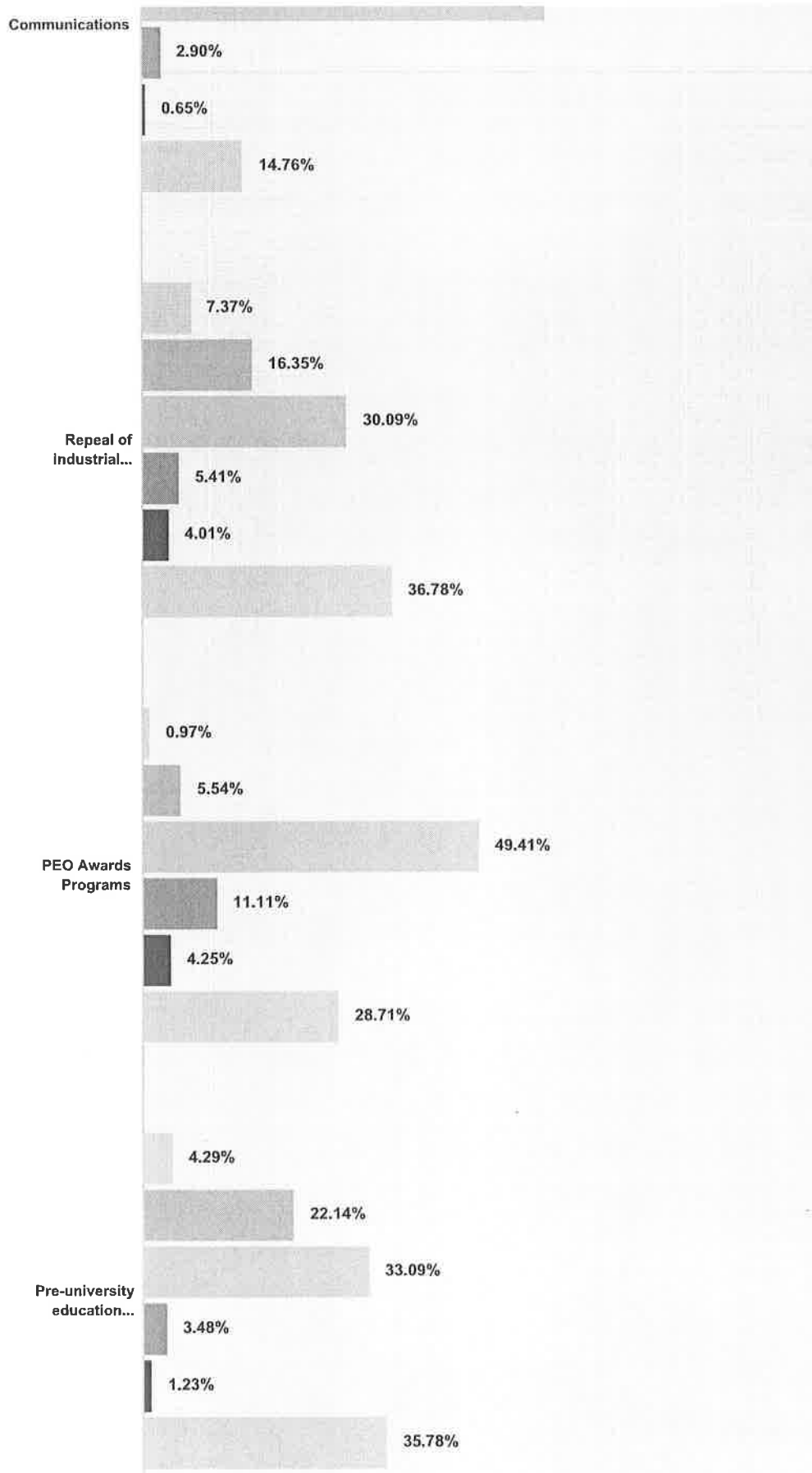
Answered: 3,454 Skipped: 431



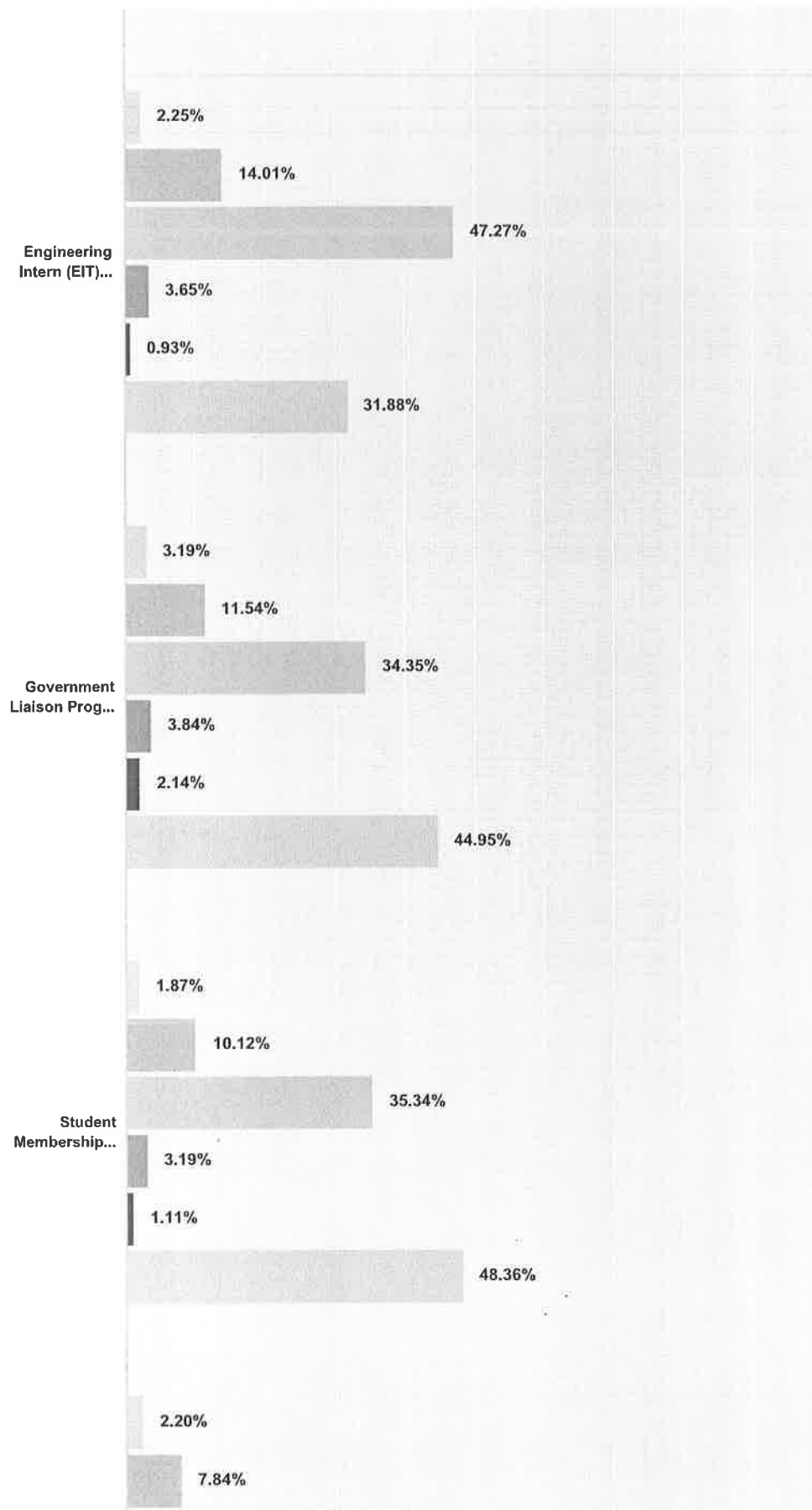
2015 PEO Member Satisfaction Survey



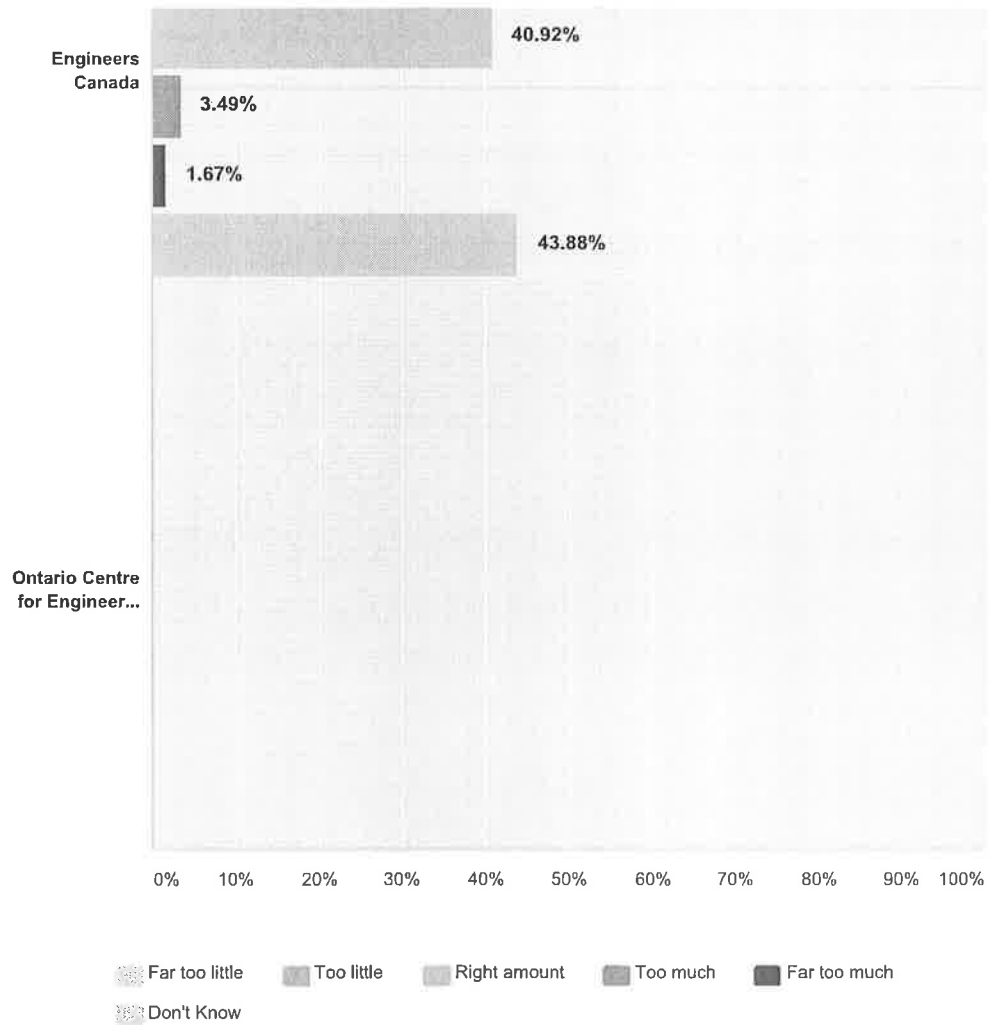
2015 PEO Member Satisfaction Survey



2015 PEO Member Satisfaction Survey



2015 PEO Member Satisfaction Survey



	Far too little	Too little	Right amount	Too much	Far too much	Don't Know	Total	Weighted Average
Licensing	1.98% 68	6.94% 238	67.02% 2,298	4.81% 165	2.25% 77	17.00% 583	3,429	2.98
Complaints	1.49% 51	8.16% 279	55.18% 1,887	2.34% 80	1.11% 38	31.73% 1,085	3,420	2.90
Discipline	1.72% 59	9.19% 315	58.11% 1,991	2.80% 96	1.14% 39	27.03% 926	3,426	2.90
Enforcement	3.82% 131	15.27% 523	52.93% 1,813	2.45% 84	1.20% 41	24.32% 833	3,425	2.76
Standards and guidelines	3.05% 104	17.43% 594	57.56% 1,961	2.47% 84	0.82% 28	18.67% 636	3,407	2.76
Chapters	2.14% 73	13.40% 457	49.06% 1,673	6.95% 237	1.96% 67	26.48% 903	3,410	2.91
Communications	3.43% 117	18.98% 647	59.27% 2,020	2.90% 99	0.65% 22	14.76% 503	3,408	2.75
Repeal of industrial exemption	7.37% 252	16.35% 559	30.09% 1,029	5.41% 185	4.01% 137	36.78% 1,258	3,420	2.72

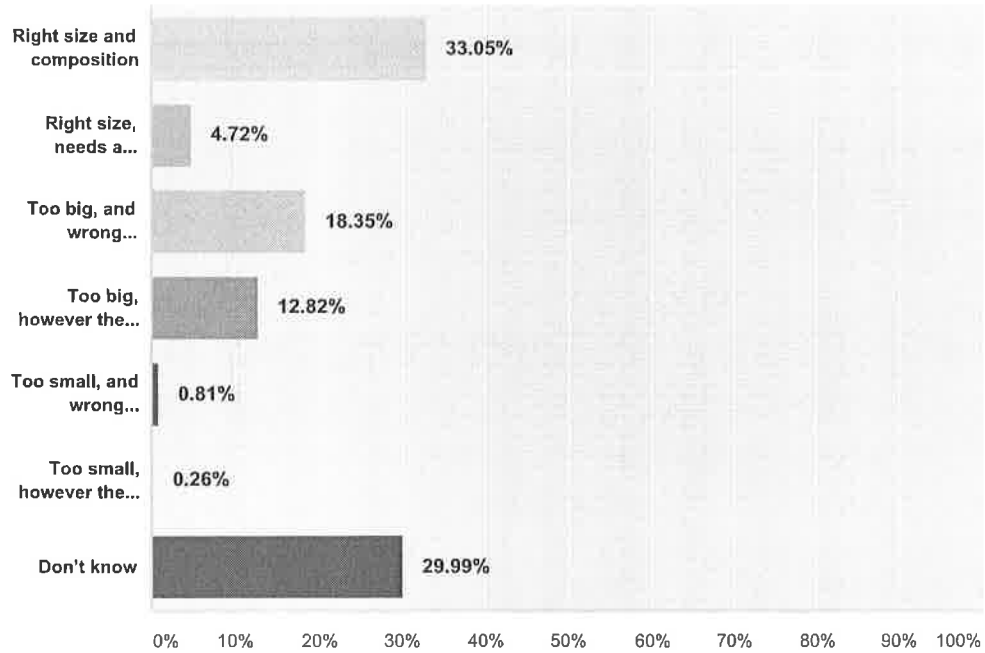
2015 PEO Member Satisfaction Survey

PEO Awards Programs	0.97% 33	5.54% 189	49.41% 1,685	11.11% 379	4.25% 145	28.71% 979	3,410	3.17
Pre-university education outreach	4.29% 147	22.14% 758	33.09% 1,133	3.48% 119	1.23% 42	35.78% 1,225	3,424	2.61
Engineering Intern (EIT) Program	2.25% 77	14.01% 480	47.27% 1,619	3.65% 125	0.93% 32	31.88% 1,092	3,425	2.81
Government Liaison Program (GLP)	3.19% 109	11.54% 394	34.35% 1,173	3.84% 131	2.14% 73	44.95% 1,535	3,415	2.82
Student Membership Program (SMP)	1.87% 64	10.12% 346	35.34% 1,208	3.19% 109	1.11% 38	48.36% 1,653	3,418	2.84
Engineers Canada	2.20% 75	7.84% 267	40.92% 1,394	3.49% 119	1.67% 57	43.88% 1,495	3,407	2.90
Ontario Centre for Engineering and Public Policy (OCEPP)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

2015 PEO Member Satisfaction Survey

Q25 Is the size and make up of Council the best to carry out the mandate of PEO?

Answered: 3,471 Skipped: 414



Answer Choices	Responses	Count
Right size and composition	33.05%	1,147
Right size, needs a different composition	4.72%	164
Too big, and wrong composition	18.35%	637
Too big, however the composition is correct	12.82%	445
Too small, and wrong composition	0.81%	28
Too small, however the composition is correct	0.26%	9
Don't know	29.99%	1,041
Total		3,471

2015 PEO Member Satisfaction Survey

Q26 If you believe that the size and/or composition of Council needs to change, what do you suggest? Why?

Answered: 967 Skipped: 2,918

Q26. If you believe that the size and/or composition of Council needs to change, what do you suggest? Why?

There were **967** written answers. Common subjects are ranked by occurrence in descending order. Number of occurrences does not equal total number of answers as many gave more than one suggestion.

Suggested Total Numbers of Council

	Number	Occurrences
1	10-15	60
2	15-20	31
3	Under 10	12
4	Over 25	11
5	20-25	5
	Total	119

General Comments

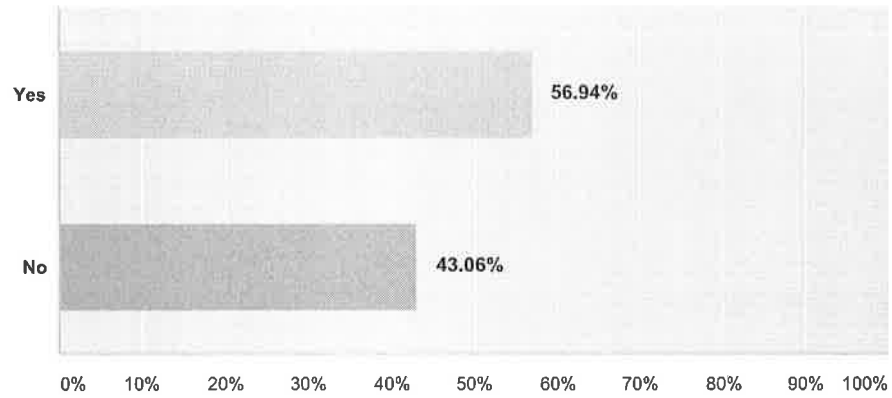
1	There are too many Presidents (Elect, Current, Past)	77
2	Broader Field Representation <ul style="list-style-type: none"> • Require representation from a wider scope of engineering fields, industries, and disciplines. • Representation by discipline is better than by region. • Consider having university involvement from accredited engineering faculty advisors. 	37
3	Smaller Council <ul style="list-style-type: none"> • A smaller Council is more efficient. • It is easier to make decisions with a smaller group. 	32
4	Increase in Term Years <ul style="list-style-type: none"> • Yearly elections are too frequent. • One year is too short and does not permit much productivity or change. • President's term should be 2-3 years. • Councillors' terms should be 2-3 years. 	31
5	Focus <ul style="list-style-type: none"> • Council requires less discussion and more action. • Place more emphasis on true professional practice: updating, evaluation, and professional/academic affairs. • Consider standing observers at meetings with no voice but who can build relationships outside PEO, such as graduate students or unsuccessful candidates. 	24
6	There are too many Vice Presidents	22
7	Fees <ul style="list-style-type: none"> • A larger Council is contributing to increasingly larger fees. 	17

	<ul style="list-style-type: none"> • Fee increases should be limited through reduced administration and overheads. 	
8	Good Size <ul style="list-style-type: none"> • The current composition and size are just right. 	11
9	Younger Councillor Representation <ul style="list-style-type: none"> • More young professionals are needed on Council to adapt to the changing world and perspectives. • Diverse age representation is important. • All stages of the licensing process should be represented. • Consider students and EITs for Councillors. 	11
10	Term Limits <ul style="list-style-type: none"> • Councillors should have term limits. 	4
11	Gender Representation <ul style="list-style-type: none"> • Women should have an increased presence on Council. • 50/50 gender balance is ideal. 	2
	Other <ul style="list-style-type: none"> • No opinion / N/A / Not sure 	50
	Total	318

2015 PEO Member Satisfaction Survey

Q27 Do you feel that there should be term limits for volunteers serving on a Committee?

Answered: 3,460 Skipped: 425



Answer Choices	Responses	
Yes	56.94%	1,970
No	43.06%	1,490
Total		3,460

2015 PEO Member Satisfaction Survey

Q28 Do you have any other comments?

Answered: 903 Skipped: 2,982

Q28. Do you have any other comments?

There were **903** written answers. Common subjects are ranked by occurrence in descending order. Occurrences do not correlate with number of answers since many identified more than one subject.

	Subject	Occurrences
	<p>Good Job</p> <ul style="list-style-type: none"> • Satisfaction with PEO. • Keep up the good work. • Thank you. 	84
	<p>Council</p> <ul style="list-style-type: none"> • Term limits required for Council; abolish 1-year terms. • Younger Council members should be encouraged. • No more than two terms for the President. • PEO is too bureaucratic. 	79
	<p>Survey</p> <ul style="list-style-type: none"> • In future, make the survey more mobile-friendly. • A lot of the questions are based on perception. What are the PEO operational benchmarks, targets and objectives? • The survey asks questions focusing on issues the PEO seems to feel are of vital importance but have limited relevance. • There should be more research surveys of practitioners coming from academics in the fields of engineering or engineering management. • Good questions. 	72
	<p>Fees</p> <ul style="list-style-type: none"> • Fees are too high. • Increase transparency of where fees are channelled. • Annual license renewal fee is too expensive. • One should be able to get receipt immediately when paying dues online. 	64
	<p>Volunteering</p> <ul style="list-style-type: none"> • PEO is not receptive to new volunteers for committees. • More volunteer positions for younger people to get involved. • Committee volunteers should have set term limits. • More volunteer recognition. 	55
	<p>Communication</p> <ul style="list-style-type: none"> • Improve phone and email response on licensing and C of A issues. • Better communication with members and inclusion of all members. • The magazine is effective. • Decrease e-mail correspondence in general. 	53

	<ul style="list-style-type: none"> • Have a link in the website about information relative to all the Regulations or Codes to be satisfied by Engineering Disciplines. 	
	<p>Irrelevant</p> <ul style="list-style-type: none"> • PEO does little to raise P.Eng status with organisations & public. • PEO is losing relevance. • PEO does not help my profession. 	47
	<p>Continuing Professional Development</p> <ul style="list-style-type: none"> • CPD should be mandatory. 	44
	<p>Promotion and Public Awareness</p> <ul style="list-style-type: none"> • Use general media to convey its message and mandate to the public. • The public requires a greater understanding of the profession. • Promote PEO members' image in the society, help members for placement, and enhance the value of engineers. 	41
	<p>Retired</p> <ul style="list-style-type: none"> • Retired and not active, but read with interest. • Retired members in good standing should be encouraged to provide input in less demanding form. • Work, think and devise means for the personal betterment and life of practicing and retired engineers. • Consider fee exemption for retired engineers. 	24
	<p>Industrial Exemption</p> <ul style="list-style-type: none"> • Continue efforts to have IE repealed. • Repealing IE should be PEO's main focus. • Focus less on IE. 	23
	<p>Location Issues</p> <ul style="list-style-type: none"> • PEO is only representative of Southern Ontario but not the rest of the province. • Volunteer participation is limited by having events only in the GTA. Host more meetings outside it. 	23
	<p>Enforcement</p> <ul style="list-style-type: none"> • PEO should more efficiently enforce the Professional Engineers Act everywhere. • Advance the interests of engineers beyond the enforcement mandate. • Increase focus on members to protect them from external interference; protect our own. 	22
	<p>Civil/Structural Engineering</p> <ul style="list-style-type: none"> • There is too much focus on these fields. • Spend more resources on less recognized fields: municipal and utility engineering, software, chemical, etc. 	19
	<p>Standards</p> <ul style="list-style-type: none"> • Standards should be on par with advancing technology. 	19

	<ul style="list-style-type: none"> • The P.Eng should achieve the same level of regulation as lawyers or doctors. • PEO should reach out to licensed members who deploy their skills in completely different fields of practice. 	
	Education <ul style="list-style-type: none"> • Inviting university professors to be part of different committees. • Liaise with Universities and have discussions with them on these questions. • Increase pre-university interest in engineering with kids who are 10-12 or possibly earlier. 	17
	Young Engineers <ul style="list-style-type: none"> • PEO must engage young engineers. • How can/should the organization evolve to meet the modern environment and younger people? 	16
	Government <ul style="list-style-type: none"> • More liaison work could be done with the federal government. • Provide training for engineers to enter the provincial and federal government. 	15
	Chapters <ul style="list-style-type: none"> • Chapters should be involved with licensing, regulatory, enforcement and discipline issues only. • Greater participation in Chapter events is necessary. • Chapters only serve the GTA. • Chapter Mandate requires updating. 	14
	Discipline <ul style="list-style-type: none"> • More needs to be done to investigate all complaints. • Ensure engineers are given an unbiased hearing when disciplined. • Streamline complaints review. 	14
	International Engineers <ul style="list-style-type: none"> • Proper evaluation and strict conditions for people coming from other countries and obtaining licences. • PEO qualification process for qualified overseas candidates is far too stringent and bureaucratic. • The public needs to be protected from unqualified internationally-trained engineers. 	14
	Employment <ul style="list-style-type: none"> • Help laid-off engineers get back on their feet and get a career. • All P.Eng jobs in the country must be posted and recruited thru PEO only. • There is no engagement with employers regarding professional engineering. 	14
	Engineering Title	14

	<ul style="list-style-type: none"> • Stop employers from putting non-engineers into jobs for P.Engs. • Better monitoring use of the seal is required. • Create more jobs that respect the P.Eng. title. 	
	Events <ul style="list-style-type: none"> • Consider adding an option for online participation for meetings, trainings, and discussions. • Web meetings should support computer audio, not just phoning in. • The AGM should move around the Province with Regions working as organizers to bring more profile to the event. • Many activities can be planned outside the business hours so that volunteers can more actively participate. 	13
	PEO Staff/40 Sheppard Ave. W. <ul style="list-style-type: none"> • Staff members need to be professional. • Staff do a poor job of returning phone calls and information during the application/licencing process. • Publish sunshine list for senior staff. • Disapproval of purchase and renovations of the building. Spending needs to be kept under control. 	11
	Applications <ul style="list-style-type: none"> • C of A renewal should be done online instead of paper. • Wait time for seal following successful application needed to be shorter. • Interviews felt unnecessary. 	3
	No Comment	157
	Total	971