



GOVERNANCE AND STRATEGIC PLANNING

**Pre – Consultation Webinar
March 2018**

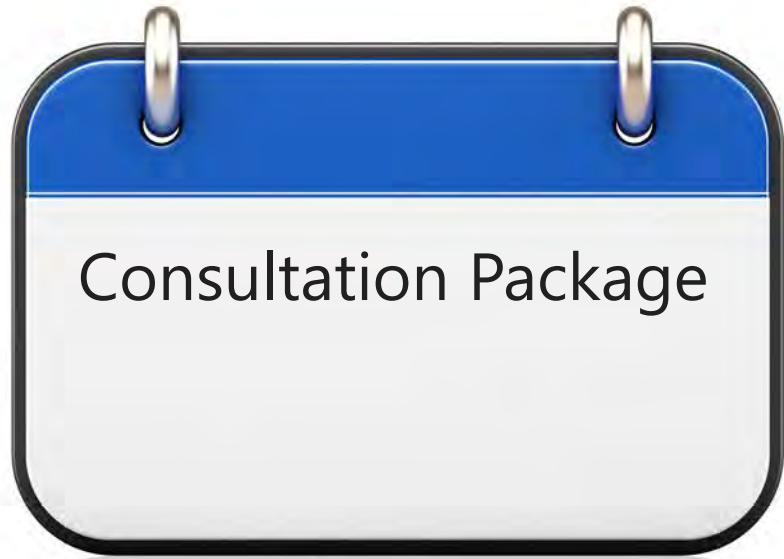
Please MUTE your telephone

Use question function in the Webinar panel to ask a question, or

If using a computer, use “Raise Hand” function to request your microphone be enabled by the webinar host.



- Governance update
 - Overview of the governance structure
 - Governance improvements
 - Governance 2.0 – What’s next?
 - Updated Engineers Canada Purpose statement
- Strategic Planning
 - What’s different?
 - Timeline for development and approval of the plan
 - Structure of the Board’s 100% plan
 - Agenda for the consultation with regulators
 - Strategic Priorities
 - Operational Imperatives and key discussion points
 - Overview of Internal Enablers
 - Reality Check
- Preparing for the Consultation



The following documents are being forwarded to you to help you prepare for the consultation:

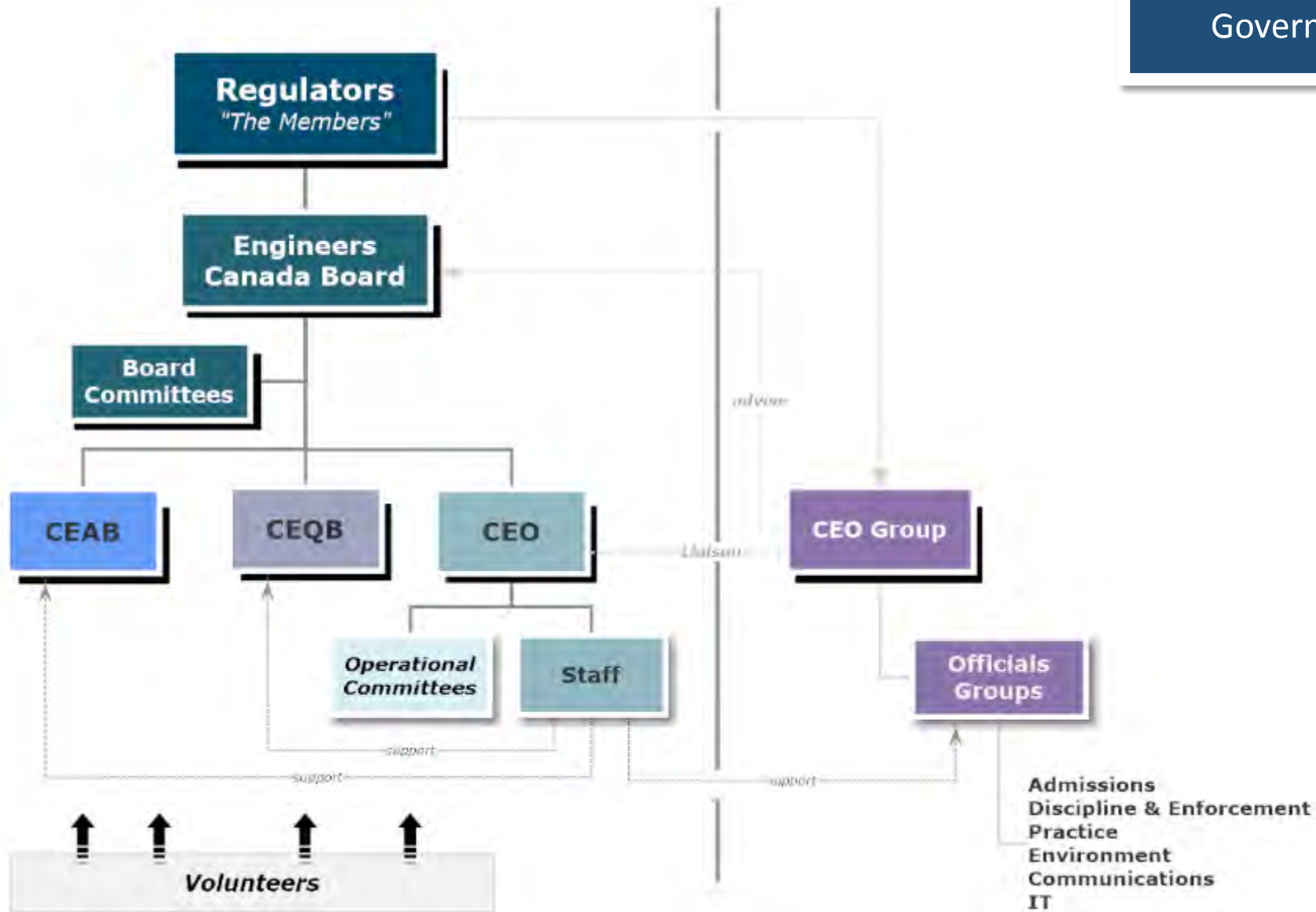
- Background document on governance changes
- Large printed copy of the Strategy Map
- This presentation



ENGINEERS CANADA GOVERNANCE



Engineers Canada Governance Structure



GOVERNANCE IMPROVEMENTS

- All improvements are based on what the regulators told the project team they wanted during the fall consultations
- These are the result of consultation with regulators, and reflect the collective will of the federation of regulators
- All improvements were reviewed and agreed to by the Board this week.

Board Structure:

- **Term limits:** two x 3-year terms, one additional term if elected as president-elect
- **Accountable to the Board:** the CEO, the chair of the CEAB, the chair of the CEQB
- **Composition:** CEO Group designate is the sole advisor to the Board

Purpose of Engineers Canada

- Board passed motion to recommend new Purposes to the Meeting of Members
- Members will decide to approve (or not) the changes to the Articles of Continuance at the May 2018 Annual Meeting of Members

Guiding Principles

- Board policy to be approved in May 2018

Responsibilities of the Board

- Board policy to be approved in May 2018

Board Size

- The Board will submit two plans to the Members in April 2018: one to reduce the board size to 12 directors (one from each jurisdiction) and one to reduce the board size to 16 directors (with larger regulators having more directors)

GOVERNANCE PART 2

Autumn 2018 regulator Consultation

1

Mandate of
Directors

2

Role of the CEO
Group as an
advisor to the
Board

3

Role of the
regulators and the
Presidents in
Board Governance

4

Regulators'
responsibilities

And outstanding issues from Governance Part 1: Relationships with NCDEAS, CFES, etc.



- The tenets of the purpose statement **define and constrain** the actions within the Board's 100% Plan
- The purpose statement becomes the foundation of the Board's 100% Plan

PURPOSE OF ENGINEERS CANADA

Preamble:

The purpose of Engineers Canada is **to serve the regulators, to promote and maintain the interests, honour and integrity of the Canadian engineering profession**, and to do all such lawful things as are incidental to or conducive to the attainment of the foregoing purpose, including:

To serve the regulators and strengthen the profession by:

1. Accrediting undergraduate engineering programs.
2. Facilitating and fostering working relationships between and amongst the regulators.
3. Providing services and tools that; enable the assessment of engineering qualifications, foster excellence in engineering practice and regulation, facilitate mobility of practitioners within Canada.
4. Offering national programs.
5. Advocating to the federal government.
6. Actively monitoring, researching, and advising on changes and advances that impact the Canadian regulatory environment and the engineering profession.
7. Managing risks and opportunities associated with mobility of work and practitioners internationally.
8. Fostering recognition of the value and contribution of the profession to society and sparking interest in the next generation of professionals.
9. Promoting diversity and inclusion in the profession that reflects Canadian society.
10. Protecting any word(s), mark, design, slogan, or logo, or any literary, or other work, as the case may be, pertaining to the engineering profession or to its objects.

DRAFT

Board Plan 2019 – 2021

100% Plan

- Clarity
- Transparency
- Achievability

The primary objective of the consultation is to adjust the plan based on regulator input.



What is different ?

- **Governance Update**
 - Guiding Principles
 - Updated Purpose Statement
 - Responsibilities of the Board
- **CEAB, CEQB and CEO accountable to the Board**
 - Integrated, transparent work plan
- **100% Plan**
 - a. **Four Strategic Priorities**
 - b. **Operational Imperatives based on the purpose statement. Five new Reviews/Strategies to develop how best to fulfill these aspects.**
 - c. **Improved clarity on Internal Enablers provided by CEO in support of the Board's plan.**
 - d. **Responsibility and accountability for Board-led initiatives.**
- **Performance Measurement**
 - Performance of Plans (Strategic and Operational) against objectives
 - Performance of Board, Directors and Board appointments



Timeline



January
Executive
Committee Workshop



February
Board Workshop



March
CEO Group
Consultation



March - April
regulator Consultations
CEAB & CEQB



11 May
Publication of the
Proposed Plan
May board Meeting
Recommend the plan
to the Members (regulators)

Annual Meeting of Members
regulators review and
approve the plan



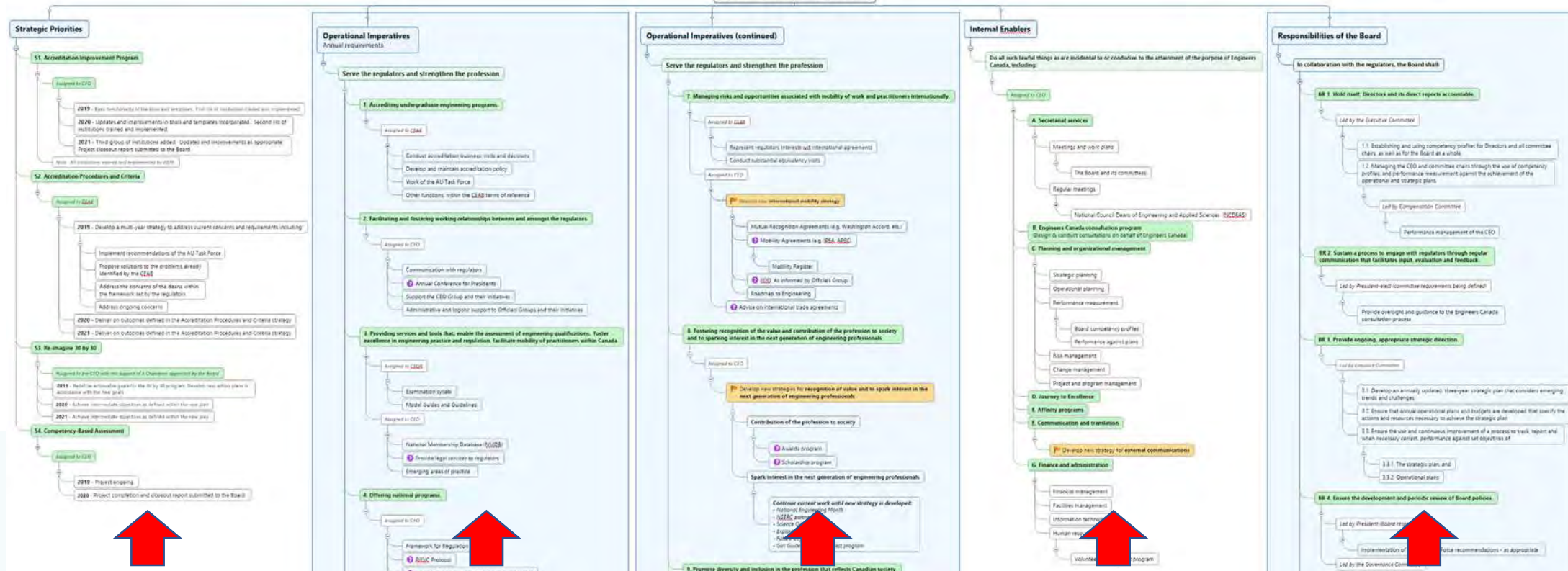
June
Board Retreat
Start developing
Operational Plan(s)





Structure of the Plan

How to navigate the *Strategy Map*



Strategic Priorities

Operational Imperatives

Internal Enablers

Board Responsibilities



The Strategy Map

Your Director can assist with understanding the strategy map.



Agenda for the Consultations

During the consultation with each regulator we expect to:

1. Provide an update on governance
2. Seek input from the regulators on specific parts of the 100% plan.
Additional detail follows in this presentation.
3. Discuss any additional parts of the 100% plan the regulator may identify as being of particular interest.



Strategic Priorities

The Strategic Priorities reflect the Board's assessment of the **high priority changes** that must be completed in order for Engineers Canada to be **best prepared for current and future challenges**

Strategic Priorities



**Accreditation
Improvement Program**

- CEO -



**Accreditation
Procedures and Criteria**

- CEAB -



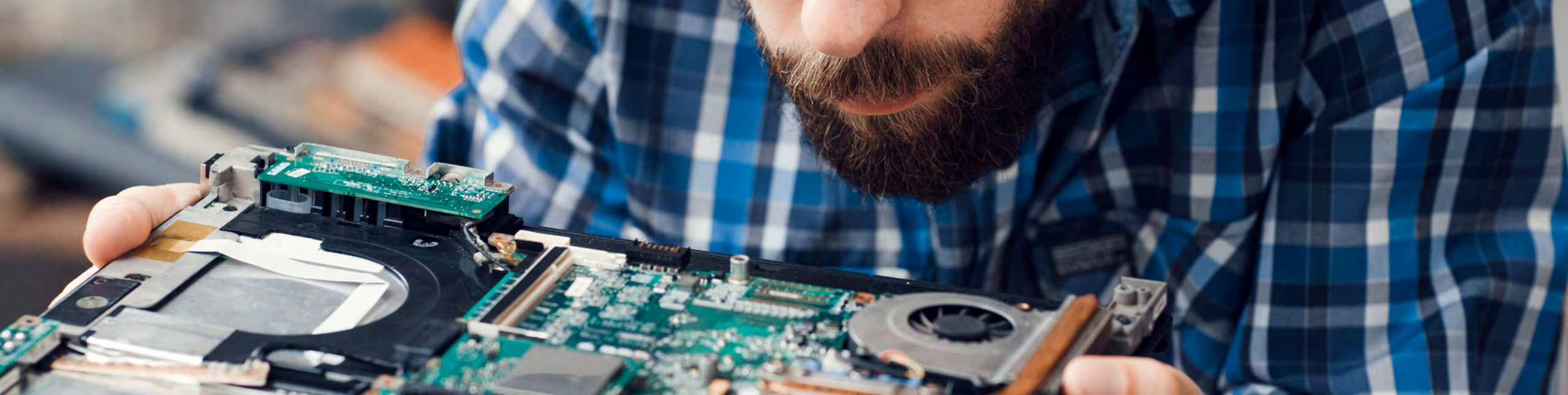
**Re-imagine
30 by 30**

- CEO -
**with Board-appointed
Champion**



**Competency
Based Assessment**

- CEO -



Operational Imperatives

Defined and constrained by the purposes of Engineers Canada

The draft plan likely requires resources in excess of those available within current constraints.

There is the option to:

- **Delete work from the plan**
- **Defer work to 2022**
- **Decrease scope of initiatives**

Discussion Points

1 Accrediting undergraduate engineering programs.

2 Facilitating and fostering working relationships between and amongst the regulators.


- **Annual conference for Presidents**

3 Providing services and tools that; enable the assessment of engineering qualifications, foster excellence in engineering practice and regulation, facilitate mobility of practitioners within Canada.

- **Provide legal services to regulators**

To serve the regulators and strengthen the profession by:

1. Accrediting undergraduate engineering programs.
2. Facilitating and fostering working relationships between and amongst the regulators.
3. Providing services and tools that; enable the assessment of engineering qualifications, foster excellence in engineering practice and regulation, facilitate mobility of practitioners within Canada.
4. Offering national programs.
5. Advocating to the federal government.
6. Actively monitoring, researching, and advising on changes and advances that impact the Canadian regulatory environment and the engineering profession.
7. Managing risks and opportunities associated with mobility of work and practitioners internationally.
8. Fostering recognition of the value and contribution of the profession to society and sparking interest in the next generation of professionals.
9. Promoting diversity and inclusion in the profession that reflects Canadian society.
10. Protecting any word(s), mark, design, slogan, or logo, or any literary, or other work, as the case may be, pertaining to the engineering profession or to its objects.


Clarify
Scope


NOT
in the Plan


In the Plan

Discussion Points

- 4 Offering national programs.
 - **PIEVC protocol**
 - **Infrastructure Resilience Program (IRP) credential**
 - **Online ethics training (CPD)**
- 5 Advocating to the federal government.
 - Develop new **advocacy strategy**
- 6 Actively monitoring, researching, and advising on changes and advances that impact the Canadian regulatory environment and the engineering profession.
 - Develop new **research strategy**
 - **Engineering Change Lab: role as a research vehicle**
 - **Impact of Truth and Reconciliation Commission (TRC) on the engineering profession**



Discussion Points

7 Managing risks and opportunities associated with mobility of work and practitioners internationally.

- *Develop new strategy for **international mobility strategy***

- **Mobility register**
- **IIDD: as informed by officials group**
- **Advise on international trade agreements**

8 Foster recognition of the value and contribution of the profession to society and to spark interest in the next generation of engineering professionals.

- *Develop new strategy for **recognition of value and to spark interest in the next generation of engineering professionals.***

- **Awards program**
- **Scholarship program**



Discussion Points

9. Promote diversity and inclusion in the profession that reflects Canadian society.

- *Develop new strategy for **diversity and inclusion strategy***

Participate in Engineering Change Lab - Diversity initiative

1. Women

- **Retention study on women in engineering**

2. Indigenous people

3. Foreign trained engineers

10. Protect any word(s), mark, design, slogan, or logo, or any literary, or other work, as the case may be, pertaining to the engineering profession or to its objects.





NOT CURRENTLY IN THE PLAN:

- **Quality Management**
- **CPD-related programs other than ethics.**



Internal Enablers

These are the functions that must be provided by the CEO to support the Board, strategic, and operational objectives of Engineers Canada as whole.

Internal Enablers





Reality Check

A moment to consider what is the most important to you as a regulator



TO PREPARE FOR THE CONSULTATION

- Review the background materials including the Strategy Map that are being sent to you. *Your Director may be able to assist with this.*
- Consider any comments you wish to offer on the **strategic priorities** and the **key discussion points** noted in this presentation.
- Identify any additional points of the Board's plan you may wish to discuss during the consultation. *If possible, please advise Stephanie Price of these points.*



Thank You

March 2018 – Pre-Consultation Webinar

Governance and Strategic Planning