



engineerscanada
ingénieurscanada

REVIEW OF THE DRAFT STRATEGIC PLAN

Webinar

11 May 2018



Documentation

Distributed today by email:

- **Draft Strategic Plan document**
- **This presentation**
- **Results of the consultations with regulators**



Opening Remarks

Russ Kinghorn



- Development process
- Regulator priorities
- Proposed changes
 - 5 operational imperatives will have new strategies, designed with you
 - Key changes, based on your feedback
- The (Draft) Plan
- Next Steps

DEVELOPMENT PROCESS

- Executive Committee Meetings
- Board Workshops
- Consultation with CEO Group
 - Recommendations on scope
- Consultation with Regulators
 - 130 pages of summary notes validated by each regulator
- Workshops with CEAB and CEQB
 - Clarification and commitment on scope
- Result: A draft plan with:
 - Few surprises
 - Compromises within acceptability to regulators
 - A reasonable scope at this point.



REGULATOR PRIORITIES

	All (includes Exec Cttee, Board, CEO Group)	Regulators Weighted equally	Regulators Weighted as per current Board structure (23 votes)	Lo	Hi	Rank
Accreditation	21.9%	20.9%	22.4%	13%	33%	1
Qualifications	14.2%	14.2%	14.6%	11%	17%	2
Regulator Relationships	12.2%	11.7%	12.3%	2%	17%	3
Diversity & Inclusion*	10.4%	10.7%	10.1%	6%	17%	4
Promotion & Outreach*	9.3%	9.8%	9.0%	6%	18%	5
Research*	8.0%	8.2%	8.6%	6%	10%	6
Advocacy to the Federal Government*	6.5%	6.5%	6.6%	4%	9%	7
International Mobility*	6.4%	6.7%	6.4%	3%	10%	8
National Programs	5.7%	5.7%	5.0%	4%	10%	9
Protection of Trademarks	5.4%	5.7%	5.1%	2%	11%	10

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(* new strategy being developed)



Key Changes

INCREASED :

- Scope of SP 3: Recruitment, retention and professional development of women in the engineering profession
 - *Reflects expectation of increased emphasis by all regulators*
- Scope of SP 2: Accountability in Accreditation
 - *Additional staff effort required to support larger scope*
- Board Responsibilities (BR1 through BR 6):
 - *Increased staff effort required to support new initiatives by the Board*

CONTAINED :

- Presidents' Group (replaced by Presidents' networking event)
- Online ethics: coordination of content only
- TRC: Actively monitor EGBC effort only
- Potential reduction in effort dedicated to international mobility

REDUCED :

- Appropriately divest PIEVC protocol and Infrastructure Resilience Professional program
- End all participation in Engineering Change Lab
- Do not include Internationally Trained Engineers in Diversity and Inclusion
- Discontinue provision of Legal Services to individual regulators
- End the current national Awards program



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](#)

Accreditation Improvement Program



Intended Outcomes

- Improved performance of the Accreditation Management Process.
- Improved performance of the Enrolment and Degrees Awarded Survey Process.
- Improved stakeholder consultation process associated with Accreditation Management and Enrolment and Degrees Awarded Survey Processes.
- Improved user experience(s) associated with Accreditation Management and Enrolment and Degrees Awarded Survey. This includes both operationally and for those stakeholders directly involved in these processes.
- Improved reliability associated with accreditation and the Enrolment and Degrees Awarded Survey.
- Users are enabled to more quickly to adopt changes to the Accreditation Management and Enrolment and Degrees Awarded Survey Processes.
- Sustainable methods are established to ensure ongoing operational continual improvement.



Accountability in Accreditation



Intended Outcomes

- The criteria established by the Accreditation Board are data-driven, reflect the requirements of the regulators, and support excellence in engineering education.
- Engineering regulators are provided with annual, data-driven reporting that demonstrates that the accreditation system measures transparency and effectiveness, enabling clarity of conversations around potential improvements and changes.
- Higher education institutions:
- Understand and recognize that the Accreditation Board is taking them through a structured, rigorous, and fair process.
- Feel supported in their efforts to incorporate educational innovation into their programs in a timely manner.
- Report greater knowledge and predictability of accreditation visits and decisions, and satisfaction with the Accreditation Board's collaborative approach to change.



Recruitment, retention and professional development of women in the engineering profession



Intended Outcomes

- A national program with high visibility among targeted stakeholders.
- Engineering regulators and other stakeholders are provided the opportunity to fully participate in the program.
- Barriers to entry and retention for women in the profession are understood and mechanisms for addressing them are developed to be applied both nationally and with regulators in their provinces and territories.

Competency-based Assessment Project



Intended Outcomes

- The administrative burden of processing applicants is reduced for regulator staff.
- Applicants have greater clarity regarding the engineering work experience requirement and how to report their work experience.
- Applicants and validators report greater confidence in their own assessments.
- Application processing resources are refocused on only those applicants requiring additional assistance.



Operational Imperatives

Defined and constrained by the purpose of Engineers Canada



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Accrediting undergraduate engineering programs.

Intended Outcomes

- Ensure the Canadian accreditation process is credible in the eyes of regulators, higher education institutions and engineering students to effectively and efficiently accredit Canadian undergraduate engineering programs.

Intended Outcomes

- Sustain a high level of trust, engagement and commitment between and amongst the regulators.
- Facilitate the information exchange necessary to support a well informed federation of regulators that is able to act proactively in the best interests of regulation in Canada.
- Support and facilitate the work of Presidents, the CEO Group and the Officials Groups in the regulation of the profession.

Intended Outcomes

ENABLE THE ASSESSMENT OF ENGINEERING QUALIFICATIONS.

- Develop work products that enable the assessment of engineering qualifications (white papers, model guides and guidelines) and examination syllabi, through the Canadian Engineering Qualifications Board, that are timely and serve the needs of the regulators and applicants for licensure
- Provide research into emerging areas of practice that supports regulators in their decision making.

FOSTER EXCELLENCE IN ENGINEERING PRACTICE AND REGULATION.

- Develop work products foster excellence in engineering practice and regulators (white papers, model guides and guidelines), through the Canadian Engineering Qualifications Board, that are timely and serve the needs of the regulators and of practicing engineers

FACILITATE MOBILITY OF PRACTITIONERS WITHIN CANADA.

- Maintain, within the constraints and preferences of the regulators, a database of registered professional engineers in Canada.
- Develop work products that facilitate mobility (white papers, model guides and guidelines), through the Canadian Engineering Qualifications Board, that are timely and serve the needs of the regulators

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Offering national programs.

Intended Outcomes

- Within the period of this plan, divest itself of programs which the regulators consider are not within its mandate or which may be best served by other organizations. This includes the Public Infrastructure Engineering Vulnerability Committee (PIEVC) Protocol and Infrastructure Resilience Professional (IRP) training. In the future, it would be desirable if PIEVC and IRP were available to Canadian engineers, but provided by more appropriate organizations.
- Affirm that Engineers Canada is not a certification body and stop offering IRP credential.
- Make available training materials and content on ethics and professionalism for regulators' use in the development of their continuing professional development programs.
- Engage the regulators in an active dialogue to identify future national programs of interest to regulators.

Intended Outcomes

- Advocate to the federal government to promote and advance the enactment of demand-side legislation.
- Engage and educate parliamentarians, senior federal officials, and all relevant agencies within the federal government to gain their confidence and develop their awareness of:
 - The responsibility of engineers to safeguard the public.
 - The benefits of engineering input into federal policy.
 - The positions and concerns of the engineering profession.

Analysis, rationale, and recommended **strategy to the Board by September 2019**

Intended Outcomes

- Establish a lean, but effective research-based monitoring and reporting capability that provides regulators with foresight and early warning of potential changes and advances in the Canadian regulatory environment and the engineering profession. The information provided will help inform regulatory decision making.

Analysis, rationale, and recommended strategy to the Board by February 2020

Intended Outcomes

- Provide regulators with a timely and accurate assessment of the risks and opportunities associated with mobility of work and practitioners internationally.
- Maintain international mobility agreements and mutual recognition agreements in accordance with regulator needs.
- Provide timely and accurate information to regulators on the impact of international trade agreements.
- Provide online information for internationally trained engineers that describes the process for becoming an engineer in Canada.
- Maintain current information on international institutions and degrees for use by the regulators.

Analysis, rationale, and recommended strategy to the Board by September 2020

Intended Outcomes

- Leverage existing opportunities to foster recognition of the value and contribution of the profession without embarking on cost-prohibitive endeavours.
- Leverage partnerships and joint ventures that can spark interest in the next generation of engineering professionals without developing or wholly sustaining such programs internally.

Analysis, rationale, and recommended strategies to the Board by February 2020

Intended Outcomes

- Demonstrate progress towards diversity and inclusion targets through consistent effort and innovative highly-leveraged programs that increase the number of women and indigenous people entering, thriving, and remaining in the profession.

Analysis, rationale, and recommended strategy to the Board by September 2019

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.

Intended Outcomes

- Protect the official marks
- Ensure that federally-incorporated companies respect provincial and territorial engineering legislative requirements



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

No Issues





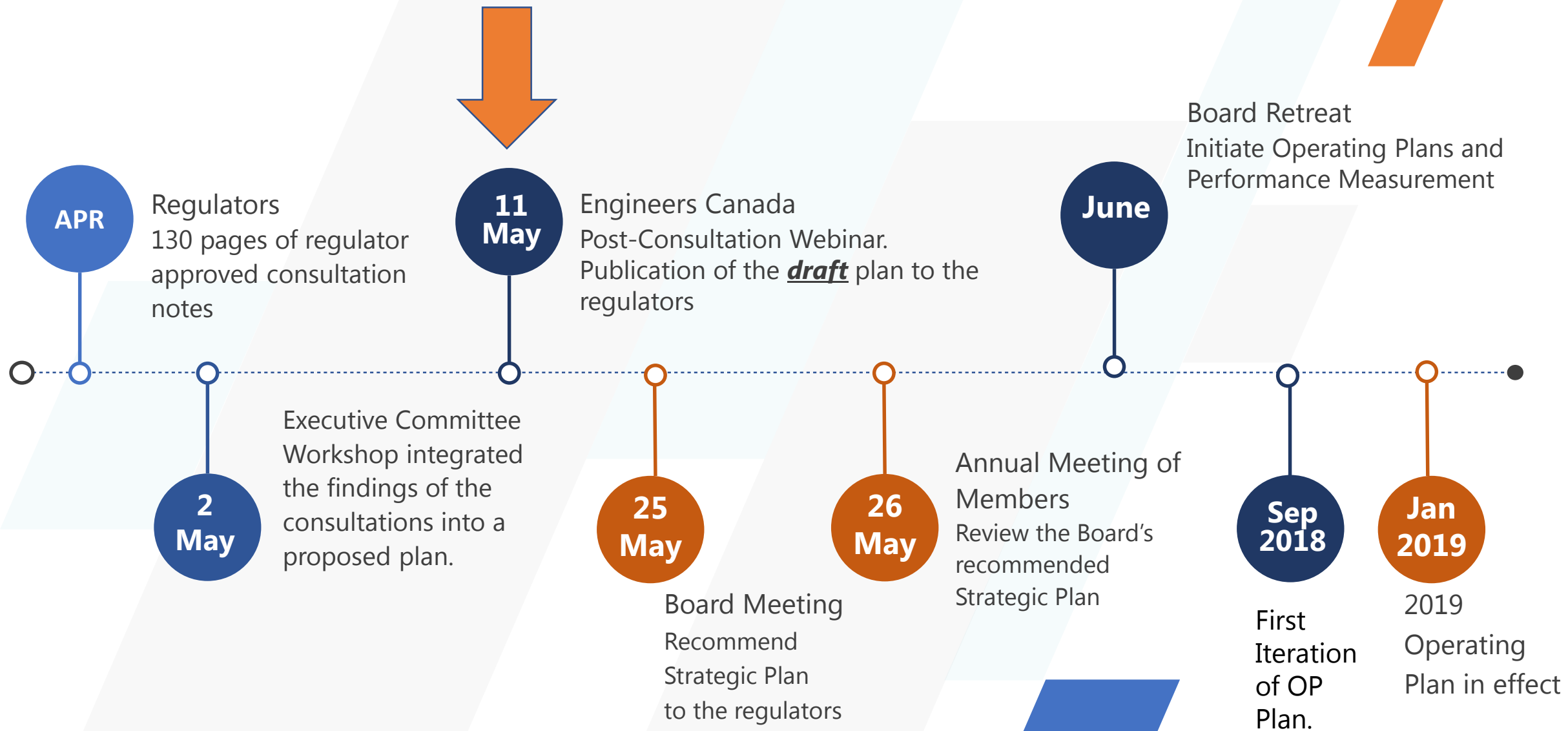
Board Responsibilities



Board Responsibilities

- BR 1 - Hold itself, Directors and its direct reports accountable.
- BR 2 - Sustain a process to engage with regulators through regular communication that facilitates input, evaluation and feedback.
- BR 3 - Provide ongoing, appropriate strategic direction
- BR 4 – Ensure the development and periodic review of Board policies
- BR 5 - Ensure the CEO maintains and acts on a robust, effective risk management system which reflects the Board's risk tolerance level, and directs Board-approved mitigation strategies.
- BR 6 - Provide orientation of new members and continuing Board development to Directors, and others who work closely with the Board.

Ongoing process for review and approval





Closing Remarks

Annette Bergeron

If you require further clarification or wish to provide input:

- Questions about the **process used, or requests for clarification** about any item:
 - Please contact Stephanie Price
- Any concerns about something that is included or not included in the plan,
 - Please contact the Executive Committee member for your region:

British Columbia, the Yukon, NWT and Nunavut

Russ Kinghorn

Alberta

Connie Parenteau

Manitoba and Saskatchewan

Dwayne Gelowitz

Ontario

Chris Roney or Annette Bergeron

Quebec

Zaki Ghavitian

New Brunswick, PEI, Nova Scotia, Newfoundland and Labrador

Sarah Devereaux

In order to give the Executive Committee and the Board time to consider your input, please submit by **Friday May 18th**.



Thank You

Governance and Strategic Planning
