

# CEO UPDATE TO THE BOARD

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September 2017



# Outline of Presentation

1. Financial update
2. Strategic and operational planning and reporting
3. Projects funded from reserves
4. September monthly update

# Financial Update



# Financial Update

- 2017 forecasting completed in July
- 2018 planning and budgeting kicked off in Sept.
  - To be developed jointly with AB and QB Chairs
  - To be presented for Board approval in December 2017

## **FOR DISCUSSION:**

Presentation of 2018 budget: by policy, this must match the format of our audit, but I've heard a desire for a more detailed presentation tied to strategic direction and/or programs. *How do we resolve this?*

**Suggestion:** 2019 is an opportunity to develop a new presentation format as we will have a new strategic plan and new auditors. Maintain status quo for 2018.

<b>EXPENSES</b>	<b>2017 Budget</b>	<b>Q2 spend</b>	<b>Q2 forecast</b>	<b>Variance</b>
Governance and executive office	104,000	34,374	104,000	\$0.00
Board meetings	727,572	507,284	683,000	-\$44,572.00
Board committees	148,396	90,342	381,000	\$232,604.00
CEO and presidents travel	111,500	69,527	111,500	\$0.00
Human resources	5,012,875	2,556,278	4,891,375	-\$121,500.00
Finance and administration	1,324,948	897,102	1,374,825	\$49,877.00
Information services	127,394	42,512	133,894	\$6,500.00
Affinity and insurance programs	973,409	931,204	1,038,882	\$65,473.00
Research and outreach	593,020	307,592	553,355	-\$39,665.00
Communications	109,632	53,137	129,132	\$19,500.00
Accreditation	398,779	218,277	442,398	\$43,619.00
Regulatory support	364,718	118,794	361,651	-\$3,067.00
Qualifications	250,000	85,360	250,838	\$838.00
Public affairs	70,866	26,767	51,426	-\$19,440.00
Public policy	223,250	69,939	235,432	\$12,182.00
Legal and brand protection	121,850	39,560	121,850	\$0.00
International work	193,573	107,218	210,848	\$17,275.00
<b>Total Expenses</b>	<b>10,855,782</b>	<b>6,155,267</b>	<b>11,075,406</b>	<b>219,624</b>

REVENUE	2017 Budget	Q2 actual	Q2 forecast	Variance
Regulator assessment	3,028,329	3,059,870	3,059,870	31,541
Affinity and insurance	5,894,669	4,543,520	5,894,669	0
Investment	247,500	360,588	459,740	212,240
Research and outreach	190,000	187,500	190,000	0
SPLI	708,098	718,572	718,572	10,474
Public policy	229,000	44,085	244,178	15,178
Accreditation	31,000	16,127	31,000	0
NCDEAS	17,500	13,125	17,500	0
Rent revenue	28,800	16,806	28,800	0
Other	2,700	5,493	6,363	3,663
<b>Total Revenue</b>	<b>10,377,596</b>	<b>8,965,686</b>	<b>10,650,692</b>	<b>273,096</b>
<b>Total Expenses</b>	<b>10,855,782</b>	<b>6,155,267</b>	<b>11,075,406</b>	<b>219,624</b>
<b>Excess (deficiency) of revenue over expenses</b>	<b>-478,186</b>	<b>2,810,419</b>	<b>-424,714</b>	<b>53,472</b>

# Strategic and Operational Planning and Reporting



# 2017-2018 Board Interim Strategic Direction

**Governance and  
Process  
Enhancements**



**Core Work**



**Operational Planning  
and Reporting**





## Governance and Process Enhancements

## Core Work

## Operational Planning and Reporting

1. Support the implementation of the governance model and policies
2. Develop and implement a consultation program that will ensure regulators' direction is heard and acted on
3. Facilitate the development of the 2019-2021 Board Strategic Plan and initiate a repeatable strategic planning process



4. Support the Accreditation Board and its improvements
5. Support the Qualifications Board and its work plan
6. Deliver national programs in support of regulation and of the engineering profession



7. Develop and publish the 2018 operational plan and budget
8. Develop progress reporting mechanisms
9. Support the onboarding of the new CEO
10. Provide the internal support required for ongoing operations



# 2018 Planning Process

Executive team (CEO, VPs and Director HR):

- Establish programs to deliver each goal: DONE

Engineers Canada staff (with AB and QB chairs):

- Propose initiatives to support each program: IN PROGRESS
- Prioritize those initiatives: IN PROGRESS
- Budget those initiatives: IN PROGRESS

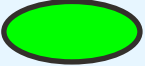

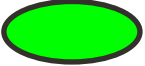



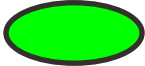






Executive team: finalize initiatives and budget

EC Board: approve the 2018 budget **by December 15 2017**

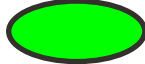







## NATIONAL PROGRAMS

- Support the officials groups and respond to regulator requests
- Develop national positions to add to the Framework for Regulation as requested
- Facilitate mobility and foreign credential recognition (NMDB, CBA, Roadmap, IIDD, mobility agreements and register)
- Identify emerging areas of engineering practice
- Conduct research regarding the engineering profession
- Investigate globalization and maintain international partnerships
- Federal government relations
- Diversity and promotion
- Deliver PIEVC to support public policy work and the practice of engineering in Canada and internationally
- Maintain an active online presence for Engineers Canada and the profession
- Trademark protection

# Strategic and Operational Reporting

	Status	Trend
<b>Governance and Process Enhancements</b>		
Support for the implementation of the <b>governance</b> model and policies		
Develop and implement a <b>consultation</b> program that will ensure that regulator's direction is heard and acted upon		
Facilitate the development of the 2019-2021 Board <b>Strategic Plan</b> and initiate a repeatable strategic planning process		
<b>Operationalize</b> a sustainable consultation approach		
<b>Core Work</b>		
Support the <b>Accreditation Board</b> and its improvements		
Support the <b>Qualifications Board</b> and its work plan		
Deliver <b>national programs</b> in support of regulation and the engineering profession		









# Strategic and Operational Reporting

	Status	Trend
<b>Operational Planning and Reporting</b>		
Develop and publish the 2018 <b>operational plan and budget</b>		
Develop <b>progress reporting</b> mechanisms		
Support the <b>on-boarding</b> of the new CEO		
Provide the internal support required for <b>ongoing operations</b>		

# Projects Funded From Reserves



# List of Projects

	Budget	Status
Accreditation Improvement Project	\$165,000	
IIDD Improvements	\$ 50,600	
Online Competency-Based Assessment (CBA) Project	\$ 75,000	
Organizational Quality Management (OQM) Project	\$ 20,000	Deferred
Graduate Competence Survey	\$ 12,500	
Public Perceptions Research	\$ 29,000	Deferred
Future City	\$ 30,000	
Engineering Change Lab	\$ 24,000	
Office 365 / IT Infrastructure Upgrade program	\$ 44,200	
Infrastructure Resilience Program (IRP)	\$170,000	

# Project Descriptions

## Accreditation Improvement Program

- Improvements to the Accreditation Process and Enrolment and Degrees Awarded in the areas of technology, training, communication, consultation, and continuous improvement.

## IIDD Enhancements

- Improvement to the International Institutions Degrees Database to ensure it continues to meet Admissions Officials' needs.

## Online Competency Assessment project

- Assisting interested regulators in moving to competency-based assessments and implementing Engineers & Geoscientists BC's online system.



# Project Descriptions

## **Organizational Quality Management Project (deferred)**

- Engineers & Geoscientists BC's Organizational Quality Management program is expanded and offered nationally.

## **Graduate competence survey**

- The desired and actual skills and competencies of graduates of accredited engineering programs as perceived by employers is determined through research conducted by Engineers Canada partnering with individuals from the Engineering Change Lab.

# Project Descriptions

## Public perceptions research (deferred)

- Engineers Canada has a strong understanding of the public and engineering profession's confidence in, and expectations of, the engineering profession, as well as the perception of value, impact, opportunities and challenges facing the profession.

## Future City

- 17 week curriculum-integrated STEAM program to expose middle school students across Canada to engineering as a career choice; administered annually.

# Project Descriptions

## Engineering Change Lab

- A national platform for collaboration to allow individuals and organizations from across the profession to take action to address the systemic challenges holding back the profession's full potential.

## Office 365 / IT Infrastructure Upgrade

- To reduce operational risk, enhance collaboration tools, and unify the organizational approach to information management by integrating all systems into a single platform with a common information architecture.

## Infrastructure Resilience Professional

- A certification program for professional engineers in climate, infrastructure and resilience with course and experience requirements.

# September Monthly Report



# Questions and Comments



# September 2017: Regulatory Support

The **Accreditation Improvement Program's** (AIP's) Systems Advisory committee held their first teleconference September 13<sup>th</sup>. Progress updates on AIP were provided to the QB (Sept 7) and AB (Sept 9) and through the newsletter, the new [website](#) and personal communications. A change readiness assessment was completed to inform further action.

The new Accreditation Specialist is almost hired. This person will focus on training, communications and volunteer management.

# September 2017: Regulatory Support

The **National Admissions Officials Group** met in Edmonton on September 5 and discussed use of WES, the International Engineering Alliance meetings and the Canadian experience requirement.

The NAOG's recommendations regarding the operation and governance of the **International Institutions and Degrees Database** were discussed by the QB on September 6 and will inform next steps for governance and improvements of the IIDD.

A research paper on **technicians and technologists** was submitted to the engineering regulators for discussion at the September CEO Group meeting.

# September 2017: Building Confidence

Engineers Canada made recommendations to **Global Affairs Canada** on the renegotiation of **North American Free Trade Agreement (NAFTA)** and met with Global Affairs Canada's Service Trade Policy Division to submit modifications to the current NAFTA Professional Services Annex.

Engineers Canada submitted comments on the **Government of Canada's** discussion paper on **environmental and regulatory reviews**. The submission includes recommendations on the need for increased regional engagement in decision-making, the importance of climate vulnerability assessment protocols during environmental assessments, and the need for engineers to be directly involved during the development and planning of environmental assessment and regulatory processes.



# September 2017: Building Confidence

Engineers Canada submitted its recommendations to the **House of Commons Standing Committee on Transport, Infrastructure and Communities** regarding the Transportation Modernization Act, Bill C-49. The submission included three targeted recommendations to Canada's Railway Safety Act that focus on clearly defining the term "engineering principles" within Section 11 of the Railway Safety Act, supporting the inclusion of professional engineers in the entire life cycle of rail infrastructure, and ensuring that rail infrastructure in Canada can adapt to Canada's changing climate.

Jeanette Southwood provided verbal testimony to the House of Commons Standing Committee on Transport, Infrastructure and Communities on Monday September 11, 2017 on this topic.

# September 2017: Building Confidence

David Lapp was invited to become a member of a National Expert Panel on Climate Change Adaptation and Resilience Results for the Deputy Minister of **Environment and Climate Change Canada**. The Panel's work is to commence in September 2017 and be completed by March 31, 2018.

We worked with the Canadian Chamber of Commerce to provide input regarding the **federal government's proposed tax changes** for private corporations.

David Lapp and Jeanette Southwood attended a meeting of public infrastructure procurement staff at **Public Works and Procurement Canada** on September 15 to discuss the PIEVC protocol.

# September 2017: Building Confidence

David Lapp and Darrel Danyluk attended a meeting with the **German International Development Agency (GIZ)** to kick-off their international project “Enhanced Climate Services for Infrastructure Investment” with Brazil, Costa Rica, Vietnam and the Nile Basin Initiative.

Engineers Canada is a sponsored advisor, contributing the PIEVC Protocol to case studies of infrastructure executed by local teams of engineers and other professionals to build local capacity.

# September 2017: Diversity and Outreach

The name of the Sustainable Professional Committee has been changed to the **Equitable Participation in Engineering Committee**.

**Future City** coordinators' teleconference was attended by Julia Chehaiber to kick-off the program for all regions. We also submitted a renewal application for the program's **PromoScience** funding through NSERC.

The annual partners' meeting of the **Engendering Success in STEM (ESS)** research consortium took place September 27<sup>th</sup> to 29<sup>th</sup> to set annual project milestones and partner contributions. Engineers Canada is a funding partner. The research will provide Canadian data on which programs make a difference in improving diversity in STEM.

# September 2017: Diversity and Outreach

Jeanette Southwood presented on outreach and promoting diversity in the profession at the **Women of Innovation Symposium** alongside Mary Wells, Monique Frize, Elizabeth Cannon, Denise Pothier and other notable female engineers.

Jamie Ricci and Matt Dunn, Chair of the Equitable Participation in Engineering Committee attended the **American Indian Science and Engineering Society (AISES)** national conference. Approximately 2,000 Indigenous STEM students attended the conference. As a member of the Canadian Indigenous Advisory Council (CIAC) to AISES, Jamie presented CIAC's annual report to the Board of Directors and a first meeting of Canadian members of CIAC was held.

# September 2017: Meeting Engineers' Needs

Jeanette Southwood and Lorelei Scott participated in the **Great-West Life** Client Advisory Council meeting. This is the first time that Great-West Life has invited Engineers Canada to participate in providing feedback that will shape future offerings.

Nominations for the **Engineers Canada Awards and Scholarship Program** are scheduled to open by the end of September.

Award nominations will be due January 19, 2018.

Scholarship nominations will be due on March 1, 2018.

# September 2017: Internal and Legal

Lynn Villeneuve and Mélanie Ouellette were named as the new Secretaries for the Accreditation and Qualification boards.

We made a decision to move away from the “Practice Lead” titles which have proven confusing with external stakeholders and a barrier to access with some organizations and with government.

The Board microsite will be updated later this year to improve user experience, information management and accessibility. The new site will launch in time for the February 2018 board meeting.

# Thank you!

