

# Regulator presentations - May 21, 2020

1. Ontario – Marisa Sterling  
President-elect, PEO
2. Quebec – Sandra Gwozdz  
on behalf of Kathy Baig, President, OIQ
3. Nova Scotia – Andre Veinotte  
President, Engineers Nova Scotia
4. New Brunswick – Marlo Rose  
President, APEGNB
5. Manitoba – Jitendra Paliwal  
President, Engineers Geoscientists MB
6. British Columbia – Lianna Mah  
President, Engineers and Geoscientists BC
7. Prince Edward Island – Wendy Weekes  
President, Engineers PEI
8. Saskatchewan – Andrew Lockwood  
President, APEGS
9. Alberta – John Van der Put  
President, APEGA
10. Newfoundland – David Goosney  
Chair, PEGNL
11. Northwest Territories – Justin Hazenberg  
President, NAPEG
12. Yukon – Chris Dixon  
President, Engineers Yukon (*no slides*)

# Professional Engineers Ontario

Marisa Sterling, P.Eng., FEC

President-elect



# Major successes

- **External regulatory performance review**
  - Approval of action plan to address all 15 recommendations
- **Activity filter**
  - Tool to classify PEO activities ensure change initiatives are appropriately aligned
- **New practice guidelines**
  - *Design Evaluation and Field Review of Demountable Event and Related Structures*
  - *Preparing As-Built and Record Documents*

# Lessons learned

- Importance of modernizing and digitizing our operations, especially licensing processes
- Criticality of clear and continuous communications in good times and in bad
- Low participation in voluntary CPD program

# Promising practices

- **Enhanced governance**
  - Governance coaching/parliamentarian for Council meetings
- **Centralized banking**
  - Adoption of centralized banking protocol for PEO's 36 chapters
- **National PPE**
  - PEO's adoption of National Professional Practice Examination to increase frequency and remove bias

# Challenges for the profession

- Justification for Canadian experience requirement
- Low P.Eng. registration in non-traditional disciplines and younger age bracket
- Member engagement in regulatory issues (i.e. elections)
- Ensuring unbiased processes (interviews, written tests, etc.)
- Increasing scrutiny of self-regulating professions by public and governments

# ORDRE DES INGÉNIEURS DU QUÉBEC (OIQ)

Kathy Baig, Eng., FEC, MBA

President



# Our major successes

- 100<sup>th</sup> anniversary of the OIQ
  - Promotional and visibility campaign (\$3.6 million)
  - Refreshing our image: new visual identity
- New admission program (CEP) in force for 1 year
- Professional inspection: new self-evaluation questionnaire
- 30 by 30: 350 Women Ambassadors in the field





# Lessons learned

## A positive experience

COVID-19: our activities continued remotely



## A less positive experience

Review of the Engineers Act: the government's expected reversal on the new act reserved for engineers in IT and the misunderstanding of the bill's scope by economic circles

# Promising practices

- A new Engineers Act in 2020?
- 30 by 30: mentorship program for women in engineering
- Adjustments to the regulation respecting mandatory continuing education
- Review of the Code of Ethics (1976)
- Greater presence in the public sphere



# Challenges for the profession

- COVID-19: impact on members in the medium term?
- Renewing the profession by optimizing processes
- Working more on prevention: OIQ-employer collaboration
- Globalization: benchmarking and adaptation



# Engineers Nova Scotia

Andre Veinotte, P.Eng., President



# Major successes

- **Reactions to the new virtual workplace**
  - Stakeholders realize the full potential of IT solutions
  - Increased uptake in virtual PD offerings
  - Heavier traffic on our webpage and social media.
  - Revitalization of National Outreach/Communications and IT groups

# Lessons learned

- “Virtual meeting primer and etiquette guide” is critical to successful meetings. A technical supporter on standby for virtual meetings is critical
- Informal virtual meetings are necessary to enhance team cohesion
- Business continuity plans must consider employee needs to create a healthy workspace and environment at home



# Promising practices

- Virtual PD is here to stay
- The virtual workplace “experiment” is a game-changer

# Challenges for the profession

- **COVID19 will impact registration**
  - Membership numbers may be affected by the economy
  - Application processes must become digital
  - There are Interprovincial mobility bottlenecks
- **Information Technology**
  - Cyber Security will become an arms race against hackers
  - Business continuity demands robust IT solutions:
    - › IT hardware fleets and software inventory have now become priorities.



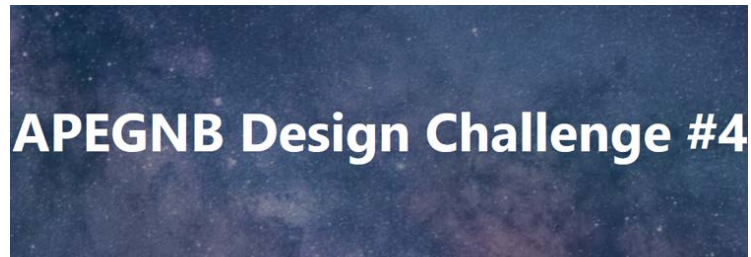
# Association of Professional Engineers & Geoscientists of New Brunswick

Marlo Rose, P.Eng., President



# Major successes

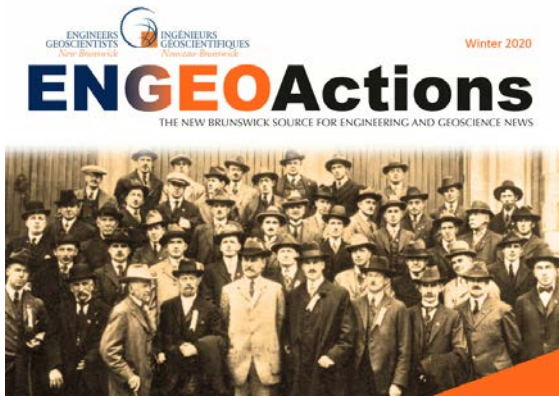
- New: CEO, Director of Finance, Director of Communications
- Online member portal for professional development
- 100+ STEM student projects proposed and funded
- Integrating engineering & geoscience into school curriculum



CREATE A SPACE TOOL!

APEGNB  
Association of Professional Engineers and Geoscientists of New Brunswick

**GUIDELINE FOR USE OF PROFESSIONAL SEAL**



# Lessons learned

- Well established to work virtually
- Modelling good governance: Terms of reference for committees established; new policies introduced; Business Continuity plan

# Promising practices

- Geoscientists Canada Work Experience Competencies tool
- Competency-based assessment for future candidates
- Collaboration and sharing of online CPD tools and training

# Challenges for the profession

- Ensuring compliance with the Act and by-laws
- Enhancing stakeholder awareness
- Increased requirements may mean a decline in membership

# Engineers Geoscientists Manitoba

Jitendra Paliwal, PhD, PEng, FEC, President



# Major successes

- Engineering Changes Lives
  - 30 by 30
  - Diversity and representation
- Steadily increasing membership
- Community support
  - Industry
  - Academia
  - Government
- Ethno-regional chapters
- Centennial year

# Challenges to the profession

- Diversity and outreach
  - Balancing gender equality
  - Removing racial bias
- Self-regulation
- Regulating computer programmers/ IT professionals
- Non-regulatory aspects of professions
  - If we don't address those, who will?



# Thinking ahead

- Competency based assessment
- Non-practicing members
- Government relations

# Lessons learned

- The best laid plans of mice and men...

# Engineers and Geoscientists BC

Lianna Mah, P.Eng., FEC, President



# Major successes



Celebrating 100 Years



# Major successes

- Positive ongoing collaboration with Office of Superintendent of Professional Governance
- Recruitment of Project Coordinator to support 30 x 30 goal
- Successful transition to working remotely during global pandemic - business as usual!



# Lessons learned

- Moving to online systems, e.g. admissions and registration, facilitates business continuity during pandemic
- Virtual meeting platforms serve Council meetings and other association branch and committee meetings
- Engineers & Geoscientists BC well served by having staff with wide range of skills including strategic governance, government relations, and communications



# Promising practices

- Professional Governance Act modernises 100-year old Engineers and Geoscientists Act
  - Moving to smaller Council
  - Regulation of Firms
  - Continuing Education





# Challenges for the profession

- Right to Practice for Technologists
- Requirement for layperson on statutory committees
- Keeping up with number of investigations
- Meeting 30 x 30 goal







Wendy Weeks, P.Eng.



# Major successes

- Joint application process for ALT transfers of existing P.Eng. applicants continues to simplify transfers and has contributed to growth in LTP membership.
  - Engineers NS, Engineers Yukon, EGBC
- ProGRES girls program



# Lessons learned

- ZOOM or other video meetings not so bad after all, limit duration of sessions.

# Promising practices

- We have a small engaged council (7)
- A lot of membership involvement in our committees
- Engagement with UPEI Faculty of Sustainable Design Engineering.
- Sharing of practices with other CA's
- Member engagement / commitment to self-regulation
- We actively encouraged Members to participate in AGM, 2019, 110 registrations, 2018, 109 registrations, 2017 14 registrations,.

# Challenges for the profession

- Number of foreign-trained applicants continues to grow.
- More EIT's working in companies without P. Eng. supervision.
- Managing the new “reality”

# APEGS

Andrew (Drew) Lockwood, P.Eng.



# Major successes

- Implementation of CPD Program with required reporting
- Governance Review report includes council, board, and staff recommendations
  - Task group reviewing recommendations with council for action
- Pilot project for CBA for geoscience work experience
- Act amendments to permit an online register of members

# Lessons learned

- Monitoring regulation of professions across Canada provides regulatory best practices to maintain public trust
- Boots on the ground and heavy member engagement boosted CPD compliance and acceptance
- Database upgrades are a long arduous process
  - Heavy financial and resourcing commitment
- Virtual council and annual meetings are possible



# Promising practices

- Active follow-up on CPD increases current and future compliance
- Assisting members with CPD by providing development opportunities, particularly ethics modules
- COVID-19 opened opportunities for distance meetings
- Development of process for standardized assessment of funding requests

# Challenges for the profession

- Responsiveness of registration, investigation, and discipline processes
- In Saskatchewan, flat economy with decreased level of engineering activity
  - Revenue, CPD compliance, and HSE could be at risk
- Pandemic uncertainty may impact 2021 revenues
- Volunteer and staff productivity impacts from remote working

# APEGA

John Van der Put, P.Eng., FEC, FGC (Hon.), President



# Major successes

1. New strategic plan released
2. Membership Experience Program
3. National Professional Practice Exam



# Lessons learned

- Value of modern IT systems



# Promising practices

- Virtual professional development and conferences



# Challenges for the profession

1. COVID-19
2. Decreased membership
3. Oil prices





# Professional Engineers & Geoscientists NL (PEGNL)

David Goosney, P. Eng.



# Major successes

- Elimination of the Life Membership category
- Development of a risk register
- Implementation of new member database
- Cleared all ongoing discipline files (at both Investigation and Hearing stages)
- New 2020-2023 Strategic Plan based upon Board's Ends
- Revised Continuing Professional Development Guideline to include Mandatory Professional Ethics Component

# Lessons learned

- We are able to deliver basic services from home offices
- All corporate documents should be available in electronic form
- With the ease of mobility within Canada, there should be a national system for CPD

# Promising practices

- Clarifying for the public which members are licensed to engage in practice and which are not
- Focusing committees on organizational Ends
- Conducting Organizational Efficiency study with external consultant to better align staff duties
- Moving towards Competency Based Assessment
- Increasing the promotion of PD opportunities available to members from various sources

# Challenges for the profession

- Maintaining relevance & engagement – particularly among new graduates and within the technology sector
- Increasing public awareness of the requirement for licensure
- Adjusting to potential impacts of Covid-19
- Regulators are limited by low membership fees (compared to other professions)

# **NAPEG – Northwest Territories and Nunavut Association of Professional Engineers and Geoscientists**

---

**Justin Hazenberg, P.Eng.**

**NAPEG President**



# Major successes

- Diversity on Council of 12 (women, internationally-trained professionals, Indigenous representation)
- Financial stability
- Continuing growth
- Dedicated volunteers



# Lessons learned

- Total virtual meetings comes with steep learning curve for some committee members
- March AGM means quick turnaround for financial audit for calendar year financial statements, importance of clear communications with all parties

# Promising practices

- Sharing of information has proven effective nationally for protection of public
- Virtual meetings will be much more effective now even when others are face-to-face in one location
- Social events that bring together new MITs with seasoned professionals are effective

# Challenges for the profession

- For NAPEG, the challenge of two very large territories to regulate
  - Enforcement challenge, especially in remote areas
  - Professional development challenge to provide opportunities to remote locations
  - Discipline, conflict of interest when many Northern practitioners know each other, can be challenging in an area of small population
  - Scrutiny of NAPEG activities and division between regulatory work, member services and outreach
- For the profession, need to be vigilant, need to ensure due diligence