

# Engineers Geoscientists Manitoba

Jonathan Epp, P.Eng., FEC



# Major Successes



# Lessons Learned



# Promising Practices



# Challenges for the Profession

 **CBC** | MENU  

**news** Engineers want to double the rate at which women enter the field in Manitoba 

 **Engineers want to double the rate at which women enter the field in Manitoba**

 15% of newly licensed engineers are women, but professional group hopes to make that 30% by 2030







152 Shares



Engineers Geoscientists Manitoba past president Lindsay Melvin says they are working to increase the number of female engineers in Manitoba. (Trevor Brine/CBC)

# Engineers Yukon

Josée Perron, P.Eng.



# Major Successes

- Reviewed and updated the Discipline and Enforcement Process
- Authenticating Professional Documents – Draft guideline is currently under review for approval by Council
- 25<sup>th</sup> Bridge Building Competition
- Very active 30 by 30 committee
- History committee just completed the 9<sup>th</sup> banners  
Historical Yukon engineer projects

# Lessons Learned

- Discipline: Important to ensure that discipline cases are handled in a timely manner. It is not always easy under a volunteer based approach.
- Volunteers: Dedicated volunteers are what makes it happen. It is extremely important to continue to encourage engineers to get involved with their association.

# Promising Practices

- Mandatory CPD program implementation

# Challenges for the Profession

- Enforcement - There seems to be a perception sometimes that Engineers do not need to be registered in the Yukon in order to practice and unless we are informed of the infraction we cannot address it.
- Permit to practice - Government entity
- Diversity – Attraction and retention of women and Yukon First Nations

# Northwest Territories and Nunavut Association of Professional Engineers and Geoscientists

Karen D. Costello, P. Geo, FGC



engineerscanada  
ingénieurscanada



# Major Successes

- Electronic Voting implemented for 2018 elections
- Formalized Vision and Mission Statements
- New Communications Plan under review
- Financial Stability
- Council membership 50/50 Female/Male
- An online survey engaged members and public
- March 2018 PD forum

*NAPEG's Vision - Recognition as a trusted authority contributing to a better future for our North.*

*NAPEG's Mission - In the public interest, NAPEG regulates and supports the professional practice of engineering and geoscience in the Northwest Territories and Nunavut*



# Lessons Learned

- First year of on-line voting had some challenges
- NAPEG has improved member recognition and increased the number of opportunities for volunteer recognition
- Use external service providers to advance initiatives
- Fiscal prudence has paid off



# Promising Practices

- Refining our committee terms of reference to ensure consistency
- Canada 150<sup>th</sup> Initiative - the NAPEG Council approved scholarships for 11 undergraduate engineering students
- Health and Safety has been part of NAPEG Council meetings since 2016
- NAPEG poster in Yellowknife airport to enhance public awareness



# Challenges for the Profession

- Specific to NAPEG:
  - resident practitioners only small part of our membership;
  - we cover 3 time zones and 2 territories
- Continued necessity for due diligence



Mársı | Thank you | Merci | Quana

# Engineers and Geoscientists New Brunswick (APEGNB)

Jeffrey Underhill, P.Eng.



# Major Successes

- 2018 APEGNB Inspirational STEM Teacher Awards



TJ PUBLICATIONS ▾ HOME NEWS - BUSINESS - SPORTS - OPINION - ENTERTAINMENT - LIFE - ARTS - OBITUARIES ARCHIVES

EDUCATION

## Video-gaming teacher a ‘rock star’ of coding

BARBARA SIMPSON | Telegraph-Journal  
May 16, 2018

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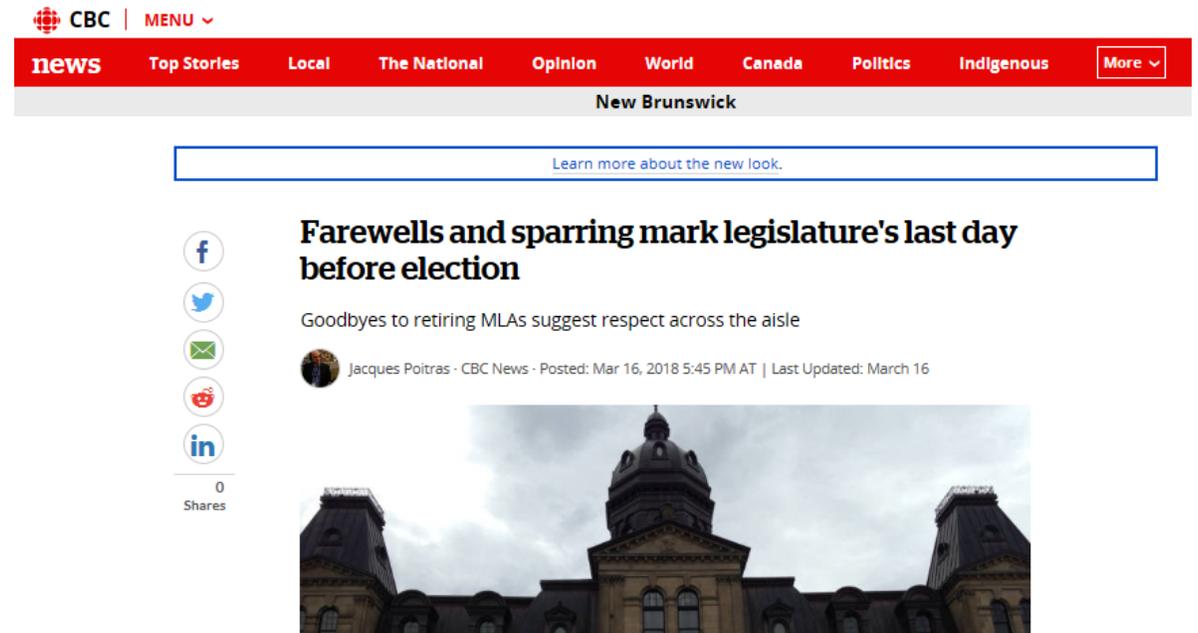
# Major Successes

- Planning has begun for 100<sup>th</sup> anniversary in 2020
  - Banquet
  - Time capsule
  - Past-Presidents luncheon
  - Video interview series
  - School outreach



# Lessons Learned

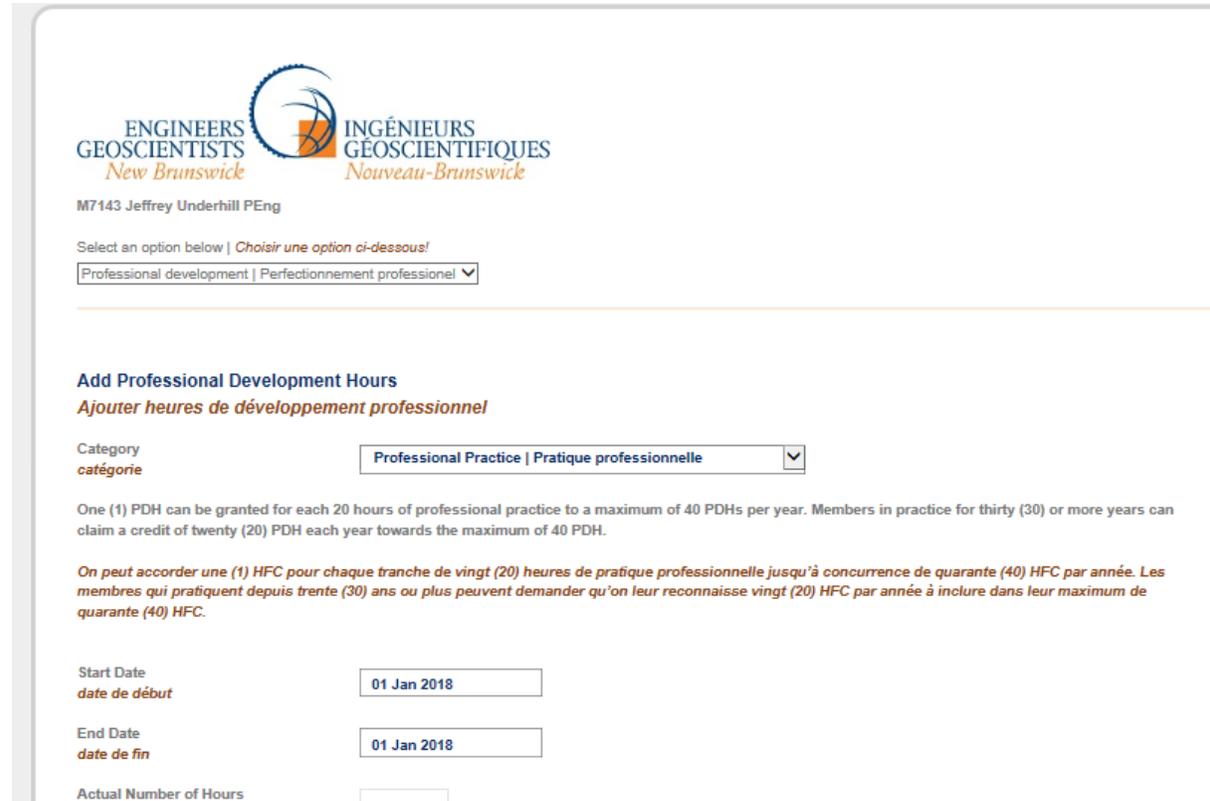
- 2018 MLA reception cancelled due to early end of the legislature session
  - May look at other options in 2019
  - Election year in NB, leader of the opposition is an APEGNB member



The screenshot shows the CBC News website interface. At the top, there is a red navigation bar with the CBC logo and a 'MENU' dropdown. Below this, a secondary bar lists various news categories: 'news', 'Top Stories', 'Local', 'The National', 'Opinion', 'World', 'Canada', 'Politics', 'Indigenous', and a 'More' dropdown. The main content area is titled 'New Brunswick' and features a blue-bordered box with the text 'Learn more about the new look.' Below this, the article title 'Farewells and sparring mark legislature's last day before election' is displayed in bold. To the left of the title are social media sharing icons for Facebook, Twitter, Email, Reddit, and LinkedIn. Below the icons, it says '0 Shares'. The article's sub-headline reads 'Goodbyes to retiring MLAs suggest respect across the aisle'. Below the sub-headline, the author's name 'Jacques Poitras - CBC News' is listed, along with the posting date 'Posted: Mar 16, 2018 5:45 PM AT' and the last update date 'Last Updated: March 16'. At the bottom of the article preview is a photograph of a large, classical-style building with a prominent dome, likely the New Brunswick Legislative Building.

# Promising Practices

- Continued competency online portal ready to roll out
  - Will initially be mandatory without penalty



The screenshot shows the user interface for adding professional development hours. At the top, the logo for Engineers Geoscientists New Brunswick is displayed in both English and French. Below the logo, the user's name and registration number are shown: M7143 Jeffrey Underhill PEng. A dropdown menu is set to 'Professional development | Perfectionnement professionnel'. The main section is titled 'Add Professional Development Hours' with the French translation 'Ajouter heures de développement professionnel'. Another dropdown menu is set to 'Professional Practice | Pratique professionnelle'. Below this, there is explanatory text in both English and French regarding the 1 PDH per 20 hours rule. At the bottom, there are input fields for 'Start Date' and 'End Date', both set to '01 Jan 2018', and an empty field for 'Actual Number of Hours'.

ENGINEERS GEOSCIENTISTS New Brunswick

INGÉNIEURS GÉOSCIENTIFIQUES Nouveau-Brunswick

M7143 Jeffrey Underhill PEng

Select an option below | Choisir une option ci-dessous!

Professional development | Perfectionnement professionnel

---

**Add Professional Development Hours**  
*Ajouter heures de développement professionnel*

Category *catégorie* Professional Practice | Pratique professionnelle

One (1) PDH can be granted for each 20 hours of professional practice to a maximum of 40 PDHs per year. Members in practice for thirty (30) or more years can claim a credit of twenty (20) PDH each year towards the maximum of 40 PDH.

*On peut accorder une (1) HFC pour chaque tranche de vingt (20) heures de pratique professionnelle jusqu'à concurrence de quarante (40) HFC par année. Les membres qui pratiquent depuis trente (30) ans ou plus peuvent demander qu'on leur reconnaisse vingt (20) HFC par année à inclure dans leur maximum de quarante (40) HFC.*

Start Date *date de début* 01 Jan 2018

End Date *date de fin* 01 Jan 2018

Actual Number of Hours

# Promising Practices

- Recently reduced the size of Council
  - 2018/19 council is comprised of 7 women & 7 men
  - Already seeing interest for the next council election



# Challenges for the Profession

- Aging membership / slow growth in NB
- Self regulation will continue to be challenged in the future
  - Influence of social media



# Professional Engineers Ontario

David Brown, P.Eng., BDS, C.E.T., IntPE, MCSCE



# Major Successes

- **Council term limits and succession planning:** Regulation changes take effect July 2018
- **Act amendments:** Changes address recommendations from the Elliot Lake Commission of Inquiry
- **PEAK program:** One-year anniversary of voluntary CPD and reporting program—[www.peopeak.ca](http://www.peopeak.ca)
- **Strategic plan:** Introduction of 2018-2020 plan, *Protect, Engage, Advance*—[www.peostratplan.ca](http://www.peostratplan.ca)

# Lessons Learned

- **Self-regulators under scrutiny:** Stream of media reports on regulators putting member interests ahead of public interest
- **Modernizing Regulation:** Best practices in modernizing governance processes with added transparency
- **Customer service focus:** Recent delays in processing licence applications underscored benefits of strong customer service processes and protocols

# Promising Practices

- **Succession planning and term limits:** Significant step taken by PEO Council to ensure fresh perspectives are brought to the association
- **Leadership development:** Focus on providing volunteers with resources to foster their development within PEO
- **Accountability to the public:** PEAK program shows our desire to regulate the profession openly and transparently

# Challenges for the Profession

- **Competence assurance:** Assuring stakeholders that licence holders are current in their knowledge and competent in their practice
- **Member engagement:** Engaging members in governance issues (e.g. elections, AGMs)
- **The 4<sup>th</sup> Industrial Revolution:** Disruptive affects created by the exponential changes in technology and the relevance of the licence going forward

# Engineers and Geoscientists BC

Caroline Andrewes, P.Eng., CPA, CMA



# Major Successes

- **Back to the Fundamentals: 2017-2010 Strategic Plan**  
Putting the focus on our duty under the *Act*
- **Launching *competencyassessment.ca***  
A pan-Canadian framework for competency-based assessment
- **Rebranding: Engineers and Geoscientist BC**  
Reflecting our role as a modern, progressive regulator

# Lessons Learned

- **Public expectations regarding regulation**  
Steady increase in importance placed on regulation
- **Demonstrating proactive regulation**  
Importance of demonstrating proactive role as regulator

# Promising Practices

- **Development of professional practice guidelines**  
Clarifies standards of practice and professional obligations
- **Organizational Quality Management Program**  
Fills a regulatory gap that promotes practice excellence
- **Accredited Employer Member-in-Training Program**  
EITs get skills and experience needed for licensure

# Challenges for the Profession

- **Effective regulation within existing legislation**  
Can we address modern challenges within existing legislative framework?
- **Regulation of non-traditional engineering disciplines**  
Are we keeping pace with industry/technology?
- **The race towards 30 by 30**  
How can we normalize diversity and inclusion?

# Engineers Nova Scotia

Katherine MacLeod, FEC, P.Eng.



# Major Successes

- Membership growth: 3.4%; Net growth female: 21.5%
- EIT growth: 11.1%; Net growth female: 30.7%
- 17 consecutive years with dues increases at CPI or less.
- Exceptional external partnerships that help further our organizational goals.
- Providing strong leadership at the national level, both by Chairing the Presidents Group, and by our Director Sarah Devereaux serving in key national roles.

# Lessons Learned

- Associations can successfully impact membership growth.
- Associations can successfully impact diversity.
- Changes in the national framework of the engineering profession seem to be painfully slow.

# Promising Practices

- Believing that national mobility is a key driver for all of our decisions. This is reflected in CPD mobility.
- Believing that even though there are regulatory differences across Canada, the net result is essentially the same robust regulatory standard.
- Demonstrating the openness and diversity of our profession.
- Building of external partnerships to move organizational goals forward.

# Challenges for the Profession

- The Engineering profession needs to continue to change to become more open and diverse.
- The CEQB and the CEAB need to focus more on creating and managing that change.
- Engineers Canada needs to step up. Nova Scotia's time commitment to Engineers Canada is unsustainable.
- The Funding Task Force work is of key interest.

# PEGNL

Gerard Dunphy, P. Eng. MBA



# Major Successes

- **Identifying probable engineering futures and planning to address each**
- **Revision to ENDS with focus on stakeholder interaction**
- **Online ethics course for license holders**
- **Increase focus on regulatory as opposed to member role**
- **Change format of ethics session with graduating students**
- **Disciplinary process management**
- **Implementation of digital signatures**
- **Establishment and hiring of Communications Advisor**
- **Further development of employee frameworks (team building plan, flexible work arrangements, etc.)**

# Lessons Learned

- **Online ethics course for license holders - sometimes you can do something very meaningful without a lot of time or resources**
- **Don't let disciplinary matters fall behind – catching up can be very hard on staff and volunteers, and put the organization at risk**
- **Graduating students ethics seminar - recognizing the need for change and making the change**

# Promising Practices

- **Will continue to add a further online ethics course this year - committed to mandatory online ethics training**
- **Better volunteer utilization and management to achieve ENDS.**
- **Better diversity within PEGNL and the profession.**
- **Digitizing of all professional files for risk management and staff productivity purposes**
- **Further development of government relations**

# Challenges for the Profession

- **Relevance**
  - to new grads?
  - to those working in non traditional, emerging engineering disciplines, and specialized practice?
  - to government and society?
- **Are engineering regulators changing fast enough to meet society's changing needs?**
- **Increasing diversity within the profession**
- **It doesn't take many allegations to burden the disciplinary process – how to manage better?**
- **Professional Development – what are the next steps?**

# Ordre des ingénieurs du Québec

Kathy Baig, Eng., FEC, MBA



engineerscanada  
ingénieurscanada

# Major Successes

- Improved public protection: results of year 1 of the ENG2020 Plan, our 2017-2020 strategic plan
- Stronger governance, made possible by legislative changes
- Rising confidence level for Quebec engineers (fall 2017 Ipsos survey)

# Lessons Learned

- Developing relations with our stakeholders
- Change and growth management: opportunities and challenges



# Promising Practices

- Increasing prevention efforts (members and non-members)
- Internationally trained professionals: a new regulation on diploma and training equivalence standards (May 31)
- Improving customer experience

# Challenges for the Profession

- Legal framework for the profession in Quebec: the Engineers Act
- Presence of the profession in the public sphere
- Rapidly emerging issues (e.g. artificial intelligence)



# APEGA

Nima Dorjee, P.Eng., FEC, FGC (Hon.)



# Major Successes

- Competency-Based Assessment Launch
- Status of Women Canada Grant

# Lessons Learned

- Board of Examiners Restructuring

# Promising Practices

- Permit Holder Practice Reviews and Continuing Professional Development
- Canadian Work Experience Study

# Challenges for the Professions

- Volunteer Management



**EngineersPEI**  
Joshua Collins, P.Eng.



# Major Successes

- Formation of Iron Ring Camp 27 - Charlottetown
- Adoption of the provincial *Building Codes Act*
- Future City Competition

# Lessons Learned

- Collaboration
- Collaboration
- Collaboration

# Promising Practices

- Annual MLA reception
- Additional growth due to Joint Application Program with Engineers NS, APEGBC and Engineers Yukon
- Competency Based Assessment Pilot Project

# Challenges for the Profession

- Increased number of foreign trained applicants
- Alternatives to one year Canadian experience
- PEI only province without limited liability legislation

# Association Of Professional Engineers and Geoscientists of Saskatchewan

Stormy Holmes, P.Eng., FEC



# Major Successes

- Bylaw changes approved unanimously by membership on May 5, 2018:
  - Required Program for Continuing Professional Development, including reporting
  - Competency Based Assessment for Engineers-in-Training

# Lessons Learned

- For both Bylaw changes:
  - Extensive planning, preparation, and consultation
    - Detailed project plan
    - Thorough documentation of the changes, including detailed program documentation
    - Member consultation through 14 town hall meetings held at 12 locations throughout Saskatchewan
    - Demonstrates the importance of maintaining contact with members

# Promising Practices

- Certificate of Authorization
  - Revamp of CofA required to keep it relevant following consultation process with members
    - May result in changes to Permission to Consult

# Challenges for the Profession

- Large influx of International Graduate applications
- Role of advocacy in a regulatory organization
- Communication with the public on what APEGS means to them