

## Draft for Consultation

Your input is requested on the following Framework Element. Engineers Canada is seeking expert feedback and validation regarding Canadian experience requirement. Key questions for consideration:

- Where circumstances warrant, should the Canadian experience requirement be satisfied by an alternate comparable method?
- What criteria should be considered when an alternative comparable method is substituted for the Canadian work experience requirement?

If you have any questions, or would like to submit your feedback please contact:

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**We welcome your feedback!**

## Canadian experience requirement

under revision July 2016

### Purpose and policy direction

To establish fair and defensible practices in the application of the Canadian work experience requirement. Regulators should have a flexible approach in the application of the work experience requirement to ensure that it does not present an inappropriate or discriminatory barrier to licensure.

### Key Considerations

1. As part of a regulator's mandate to protect the public interest, the regulator must be satisfied that applicants a) possess core engineering competencies and b) have the capability to work in the Canadian environment.
2. Core engineering competencies include the ability to:
  - a. apply engineering knowledge, methods and techniques
  - b. use engineering tools, equipment or technology
  - c. protect the public interest
  - d. manage engineering activities
  - e. communicate engineering information
  - f. work collaboratively in a Canadian environment
  - g. maintain and enhance professional knowledge and skills

3. Some aspects of the Canadian environment differ from international environments, including:
  - a. engineering and regulatory practices
  - b. applicable laws, codes and standards
  - c. technical practices
  - d. business practices
  - e. customs, culture, conditions and climate
4. Regulators rely on a minimum work experience under the supervision of a professional engineer licensed in Canada as a primary assessment method to demonstrate an applicant's readiness for licensure.
5. Regulators should, in appropriate circumstances, use alternate comparable methods to the Canadian work experience.
6. Regulators must ensure that the Canadian work experience requirement does not present an inappropriate or discriminatory barrier to licensure for candidates who might otherwise obtain and demonstrate the core engineering competencies through other methods.
7. Many of the core competencies can be obtained and demonstrated through experience obtained outside of Canada, and regulators should accept such experience when they are of equal value as Canadian experience.
8. Assessment of Canadian experience should focus on development of the required competencies, not upon the length of time in practice. Canadian work experience gained as part of post-graduate degree work may be recognized.
9. Engineering regulators should recognize experience obtained outside Canada as being comparable to Canadian experience where applicants demonstrate satisfactory knowledge of local Canadian engineering laws, practices, standards, customs, culture, codes, conditions, climates, and technology.
10. Engineering regulators should consider alternative methods by which applicants can demonstrate the required knowledge and competencies, which may include: examinations, gap analysis and customized bridging programs, detailed references, mentoring and interviews.

## Related

Element: Competency assessment  
Element: Fair registration practices

Engineers Canada Qualifications Board National Guideline on Admission to the Profession

Core Engineering Competencies