

CEO Report to the Board

Kim Allen, FEC, P.Eng.
May 2016



Regulator	Registrant	
Engineers Geoscientists MB	7,406	5.0%
PEGNL	4,634	5.0%
APEGS	11,503	4.9%
APEGBC	27,818	4.3%
PEO	95,721	4.1%
Engineers PEI	695	3.6%
APEGA	63,490	3.5%
NAPEG	1,604	3.3%
Engineers Nova Scotia	6,181	3.0%
Engineers Geoscientists NB	5,382	2.1%
Engineers Yukon	847	1.4%
OIQ	61,848	1.2%
Total	287,129	3.3%

We're now
290,000 strong!

3.3% ↑





engineerscanada
ingénieurscanada

Francis Contact FAQs Home Member Login

About Accreditation Become an Engineer Regulatory Excellence Public Policy Diversity and the Profession Reports Services for Engineers News and Events Awards and Honours

Promoting and maintaining
THE INTEGRITY, HONOUR AND INTERESTS
of Canada's engineering profession

280,000 MEMBERS Engineers Canada is the national organization of the 12 engineering regulators that license the country's 280,000 members of the profession. Together, we work to advance the profession in the public interest.

Are you an ENGINEER
Are you an INTERNATIONAL ENGINEERING GRADUATE
Are you a STUDENT
Are you a COMMITTEE OR BOARD MEMBER
Are you a REGULATOR

Risk Register

Risk changes in period

- Loss of support of Accreditation ↓ (32)
- Assessment of foreign credentials not defensible ↓ (36)
- Board-Regulator Linkage ↓ (39)

LIKELIHOOD / PROBABILITE	Extremely Likely / Extrêmement probable 5				
	Likely / Probable 4				
Moderate / Modérée 3	35			6	
Unlikely / Improbable 2	12	37, 8, 17, 33, 34, 4		39	14
Low / Faible 1	10, 11, 22, 25, 7, 3	19, 24, 2, 26	9	15	13, 23, 21, 36, 20, 1
	Insignificant / Insignifiant 1	Minor / Mineure 2	Moderate / Modérée 3	Major / Majeure 4	Catastrophic / Catastrophique 5
	IMPACT				

(EL-4)

Meetings & AGM

Revenue		\$193,500
Sponsorship Revenue	\$127,500	
Delegate Fess	\$66,000	
Expenses		\$602,000
Gala	\$105,000	
Meals, Meeting Rooms & AV	\$162,000	
Other (travel, staff, accommodation, etc.)	\$335,000	
Net Cost		\$408,500

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Accreditation Consultations

- **Consultation Document** issues to deal with the changes in accreditation criteria for the 2017-18 cycle.
 - Written submissions
 - Retained consultant to conducted interviews with interested stakeholders
- **Forum on Accreditation** – Future Issue August 17-18 in Toronto
 - we invite you to provide comments through the online survey
- Discussions with the Canadian Engineering Education Association to jointly host a **symposium** in 2017 and beyond
 - higher education institutions to leverage teaching, technical assistance and breakthrough research to address a wide range of compelling technical, social and economic needs.
 - AB, Academics, practitioners and regulators come together to discuss the impact of their work on the professionals of tomorrow and how technical education can start building a better world today.

(E-1.1, EL- 7)

6

Canadian Leadership Taskforce on Industry Growth (chair)

Action plan to implement industry growth objectives set out in *Digital Talent: Road to 2020 And Beyond - A National Strategy to Develop Canada's Talent in a Global Digital Economy* that include:

- **Attracting and retaining global digital talent** – to strengthen immigration processes to help industry secure the best and brightest to fill critical shortages and to enhance opportunities for business expansion spurring job growth.
- **Building labour mobility pathways to fill high demand occupations** – to address skills and competency needs in the digital workforce.
- **Fostering digital entrepreneurship** - to strengthen commercialization of R&D to enhance innovation and promote a climate for entrepreneurship and growth.

(E-3.1, E3.1.1)

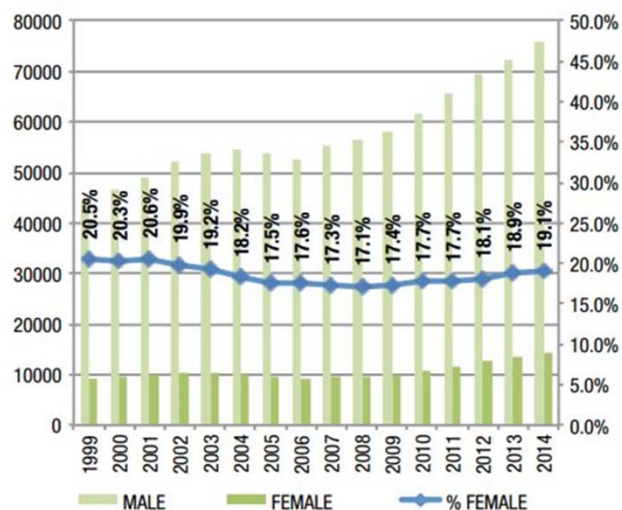
7

Call For Gender Diversity Accreditation Criteria

- CCWEST keynote by Wendy Cukier, VP Research & Innovation, Ryerson (President of Brock in September 2016)
- ABET Task Force recommendation

To achieve 30X30, we need to have 7,000 women enrolled in first year in 2021 . . . double today's enrollment!

CHART 1.4 - UNDERGRADUATE ENROLMENT BY GENDER (FTE)



(E-3.1)

8

Let's ask all programs to establish a diversity objective and targets



Sample – Electrical Program

Diversity Objective

To have at least 30% of our graduates be women.

	Current	In 5 years	In 10 years	In 15 years
First year	9%	20%	30%	35%
Graduates	7%	10%	20%	30%
Faculty	5%	10%	20%	30%

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Our Journey to Excellence Continues

- Formed an Excellence Council within Engineers Canada
- Conducted self-assessment to determine strengths and opportunities for improvement

Next steps

- Develop a corrective action plan to address gaps through knowledge transfer, creative problem-solving, and other initiatives – May, 2016
- Implement changes aligned with strategic goals and initiatives, with guidance by a certified Excellence Canada coach – Jun-Sept, 2016
- Measurements for feedback through levels, trends, and benchmarks Jun-Sept, 2016
- Submission to Excellence Canada for validation of success – Q4 2016
- Verification for Bronze level Certification – Q4 2016

(EL-1, 2, 5, 7)

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Protection of the Engineering Terms

Four recently resolved trade-mark matters

Design Science Corp

- Status: voluntary withdrawal of application February 2016

**ENGINEERING
DIGITAL DISPLAYS
THAT ENGAGE**

The Decade Group-Young Engineers Ltd.

- Status: settlement agreement signed March 2016



Protection of the Engineering Terms

Williams Engineering Canada Inc.

- Status: voluntary withdrawal of application March 2016



Proforma Engineering Limited

- Status: settlement agreement signed May 2016

**PROFORMA
ENGINEERING**

(E-4)

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Protection of the Engineering Terms

19 active oppositions

- PRISM ENGINEERING
- INDUSTRIAL CLIMATE ENGINEERING
- CANADIAN SOCIETY OF SENIOR ENGINEERS
- ENGINEERING DIGITAL DISPLAYS THAT ENGAGE
- IET THE INSTITUTION OF ENGINEERING AND TECHNOLOGY
- PROFORMA ENGINEERING
- LET NICK ENGINEER YOUR NEXT MOVE!
- ENGINEERED CONVEYOR SOLUTIONS
- THE ENGINEERS' CHOICE

(E-4)

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Protection of the Engineering Terms

- NIPPON STEEL & SUMIKIN ENGINEERING
- ENGINEERING POLYOLEFIN COMPOUNDS
- ENGINEERING APPROACH
- JBA CONSULTING ENGINEERS & DESIGN
- ELITE - ÉDUCATION POUR LES LEADERS EN INGÉNIERIE, TECHNOLOGIE ET ENVIRONNEMENT
- ECW WOLF COMMUNICATIONS & ENGINEERING INC.
- ACE APPLICATION CERTIFIED ENGINEERING & DESIGN
- TEENAGE ENGINEERING
- INNOVATION ENGINEERING
- GENIE

(E-4)

15

Finance and Administration

- Clean Audit for 2015
- Implemented new methods of tracking to align with AOP
 - Better alignment of staff work and costs to initiatives and objectives which roll up to Ends
 - Project” accounting is reconfigured
- Increased breakdown of expenses by type of costs within each General Ledger account (e.g. airfare, professional and consulting, office, and sponsorships)
 - Improve management of costs and budgets
 - Better organization wide view of type of expenditures

(EL-3. EL-4)

16

Framework for Regulation

January 2016

- 15 elements posted on the website

May 2016

- 39 elements posted on the website
 - 26 completed (including licensing Convention refugees)
 - 13 draft elements posted (expert review requested)
- 25 additional elements have been identified

(E-1)

17

Increased Discipline & Enforcement Focus

Beryl Strawczynski joined Engineers Canada in February 2016 as Practice Lead, Discipline and Enforcement

- provide support and leadership to the Discipline and Enforcement Officials Group
- identify opportunities to develop and implement national guidelines and policies
- initiating a national practices project to identify defensible aspirational practices in discipline and enforcement that align with the Framework for Regulation
- creating a discipline and enforcement handbook
- help improve standards and guide regulators with their policy and best practice decisions

(E-1)

18

Communications

- Undertaking brand narrative development to better articulate the work of Engineers Canada and the impact it has on the engineering profession as part of the corporate communication strategy process
- In the final stages of launching a refreshed and usability-improved engineerscanada.ca
- Migrated public web server to new host to improve speed and reliability
- Initiating public perception researching and monitoring project
- Initiating strategic review of awards and scholarships programs to ensure continued effectiveness
- Providing communications support to initiatives of other practice areas

(E-2, E-3)

19

Programs for Engineers

- Affinity and Insurance Programs
- Air Canada Corporate Rewards Program
 - Savings off airfare increased to 4% for registered travellers (previously 2%)
 - Register as a traveller to obtain travel savings
- Secondary Professional Liability Insurance Program
 - Educational tool developed for use by the regulators for engineers and geoscientists
 - Tool developed in collaboration with Pro-Form, Engineers Canada and the Affinity and Insurance Programs Advisory Committee
 - Outreach with engineering regulators to finalize launch strategy (face-to-face presentation, PowerPoint, or webcast)

(E-3.3)

20

Programs for Engineers

Affinity Partners Proactive Measures to Alberta Fires

- TD Insurance has added extra capacity to its call centres, had deployed a mobile response unit, and is offering funding for relocation, housing alternatives and other help as required.
- To date, TD has identified 793 APEGA members affected by the fires, and has received 259 auto claims and 630 residential claims from those customers.
- Manulife implemented a number of measures to ensure customers have uninterrupted access to the coverage they need.
- Manulife has identified 66 APEGA members affected by the fires who hold policies within Engineers Canada's programs.

(E-3.3)

21

Government Relations



- Third most active lobbyist in Canada in March!
- Contact Day on Parliament Hill on March 21, 2016
- Members of the Bridging Government and Engineers Committee, engineering students and Engineers Canada staff met with 40 Members of Parliament from three parties representing nine provinces and territories and three Minister's offices
- Engineers Canada also met with 10 MPs in April.
- Engineers Canada has met with over 60 MPs since the election.

(E-2.1, E-3.1.2)

22

Government Relations

The meetings were to introduce Engineers Canada to the new MPs and to highlight the engineering profession's government relations priorities

- climate-resilient infrastructure
- diversity in the engineering profession
- the important role that engineers play in safeguarding the environment, the economy and Canadians
- emphasis on Engineers Canada as a resource for the government to assist in policy development and consultations

(E-2.1, E-3.1.2)

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Contact Day



(E-2.1, E-3.1.2)

24

Government Relations

- Federal budget “Growing the Middle Class” tabled on March 22, 2016
- \$40 million over five years to integrate climate resilience into building design guides and codes
- large investment in Indigenous and northern communities
- commitment to timely, reliable, and comprehensive labour market information
- collaborating with stakeholders to develop a comprehensive innovation agenda
- increasing the capacity of Status of Women
- rail safety
- Engineers Canada’s in-depth highlights and analysis document

(E-2.1, E-3.1.2)

25

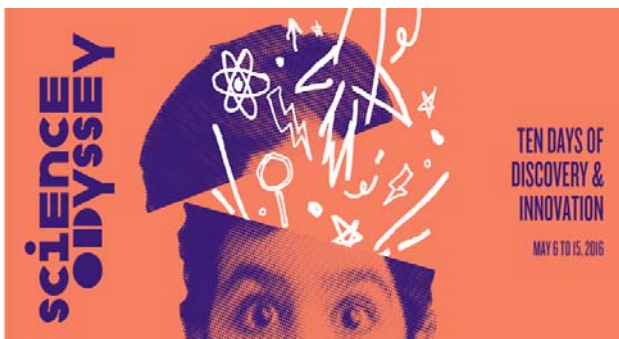
Testimony before the Senate Standing Committee on Banking, Trade and Commerce

- Kathryn Sutherland, appeared as a witness April 21st
- evidence for the Committee’s study on the issues pertaining to internal barriers to trade.
- Message leadership and forward thinking of the engineering regulators that has helped facilitate the labour mobility of the profession from coast to coast to coast.
- Committee members were very supportive of the excellent work and continuous effort put forward by the profession on labour mobility.



(E-1.2)

26



Engineers Canada invited to the 2016
NSERC Science Odyssey Steering
Committee

May 19, 2016,

As Minister of Science, I wish to extend my sincere thanks to you for making Science Odyssey 2016 a success.

Across the country and here in Ottawa, Canadians of all ages had the opportunity to experience 10 days of discovery and innovation, and it could not have happened without your dedication and participation.

Please accept my heartfelt gratitude for all you do to promote science and to strengthen Canada's science culture.

Sincerely,

The Honourable Kirsty Duncan, P.C., M.P.

(E-3)

27

Indigenous Peoples' Access to Postsecondary Engineering Education

- unverified data suggests less than 1% of students identify as Indigenous peoples (> 4.3% of population identifies as Indigenous peoples)

What can we do to bring these numbers closer to parity?



Indigenous Students' Enrolment & Degrees Awarded in Engineering and Applied Science

English

0%

Thank you for participating.

On the following two pages you will be asked to submit enrolment, degrees awarded and general information about Indigenous students' participation in engineering at your institution. While we recognize that the information provided is self-reported, we believe it is a critical component to making Indigenous peoples' inclusion in engineering a priority for our community.

(E-3.1)

Indigenous Peoples' in Engineering Sub-Committee

- the sub-committee supports the development and publication of a document that compiles the best practices of Indigenous peoples' access to postsecondary engineering education
- will form additional committee of postsecondary stakeholders for further review of document

(E-3.1)

Information Services

- internal WEB based service requests ticketing system for all IT and Facilities
- SharePoint Value program
 - standardizing our project workspaces
- Enhanced offsite backups via Data Protection Manager
 - expand our offsite data retention and decrease our overall risk of data loss
 - disaster recovery plan
- incorporating and/or investigating cloud based systems
- integrated our event management registration software into our main WEB site as well as back-end finance collection system

(EL-4)

30

Community Engagement

- new National Engineering Month Website launched
- successful social media campaign with Global Day of the Engineer
- Engineers Canada invited to present Managing Transitions at APEGBC's Annual Conference (Oct. 2016)
- 30 by 30
 - 7 regulators & 7 HEIs designated champions
 - 30 by 30 branding is available for distribution
 - EWB endorsed the goal

(E-3)

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Community Engagement

- Sustainable Profession Committee provided feedback for APEGBC's Public Consultation on their Human Rights & Diversity Guidelines
- CEMF Awards Luncheon re-aligned to annually take place in Ottawa at the Fall Board meeting
- Canadian Federation of Engineering Students
 - supported & judged key CFES event: Canadian Engineering Competition
 - Hosted CFES leadership to advance long-standing partnership

(E-3)

32

Foreign Credential Recognition

- participated in the 2016 Monitoring and Evaluation Survey conducted by the Foreign Qualification Recognition Working Group
- aimed at monitoring progress in implementing the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications
- objectives include understanding where progress, gaps and challenges exist to inform policy and investment decisions, as well as measuring Foreign Qualification Recognition outcomes for internationally trained/educated individuals

(E-1.3)

33

Foreign Credential Recognition

- participated in the 2016 research on uptake and navigability of pre-arrival resources conducted by the Foreign Qualification Recognition Working Group
- aimed at gathering information on
 - pre-arrival initiatives that “seem to have made a difference” in managing expectations and attracting the “right applicants”
 - successful marketing strategies which have resulted in strong uptake of resources
 - successful examples of regulators working together to provide a single portal of information and resources to prospective immigrants/applicants

(E-1.3)

34

Foreign Credential Recognition

Roadmap to Engineering in Canada website

- continues to be a huge success
- survey feedback is consistently very positive
- prospective immigrants can check how their degrees “stack up” against Canadian standards
- the Roadmap is fed with information from the IIDD
- Link to EngScape

International Institutions and Degrees Database

- research and maintenance continues
- plan established to narrow the scope of future enhancements and establish updated priorities based on feedback from admissions officials

(E-1.3)

35

Sustainability

- Engineers Canada Training Events on Climate Issues
- participated in several committees, working groups and platforms to review practice guidelines (APEGBC and PEO) assist in national standards development, infrastructure planning and climate change adaptation strategies, policies and procurement practices
- several PIEVC training workshops and invited presentations as well as revisions to the PIEVC Protocol underway
- participation in NRCan Adaptation Platform Plenary Meeting and participation in National Conference on Climate Change Adaptation

(E-3)

36

New Globalization Operational Committee

- Engineers practice globally both exporting services to other countries and importing services
- Regulators serving the public interest as a provincial/territorial body in a global economy
- Seek out and fosters participation in international organizations and encourage Canadian engineering organizations to do the same
- Off-shoring of engineering
- Multi-national inter-company assignments

(E-3)

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Thank you!

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