

CEO Report to the Board

Kim Allen, FEC, P.Eng.
September 28, 2016

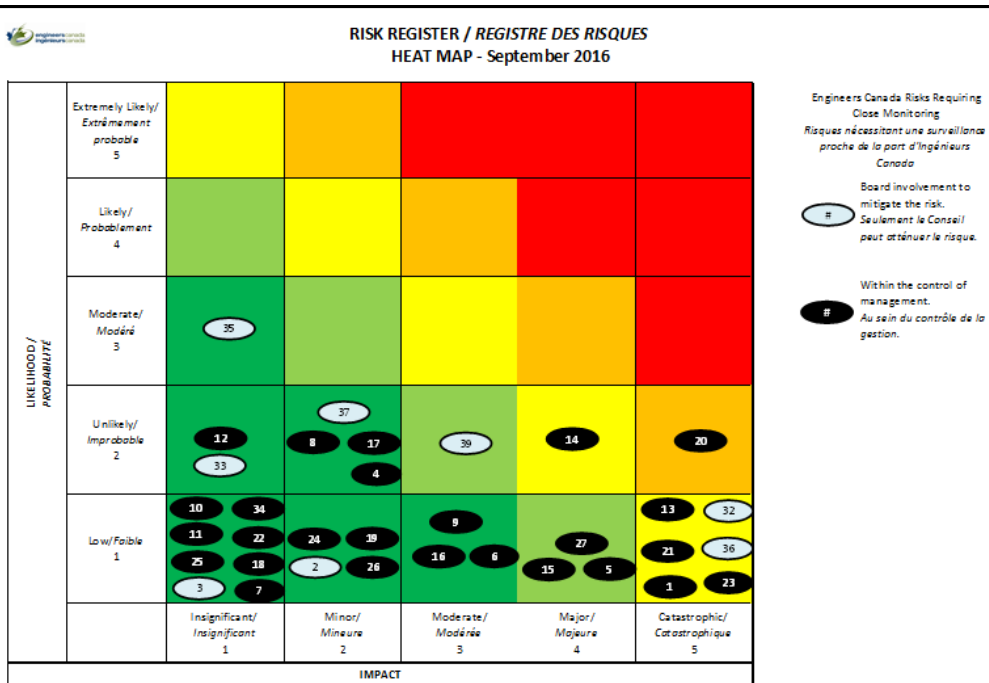


Overview of Presentation

- Business Operation
- E-1 Regulatory Excellence
- E-2 Confidence in the Profession
- E-3 Sustainability of the Profession
- E-4 Protection of the Engineering Terms

Business Operations

Current issues and highlights aligned with overall purpose and good business practices to keep the Board informed.



(EL-4)

Our Journey to Excellence Continues

- Ongoing adherence to the Excellence Canada standard for Excellence, Innovation and Wellness supports Engineers Canada in fulfilling its mission of providing national leadership and support to the engineering profession in Canada.
- Our Excellence Council is the driver and champion of Engineers Canada's Journey to Excellence.
 - Fully supported by the Executive Team and all staff
 - responsible for the development of a culture and a roadmap for organizational excellence and continuous improvement within Engineers Canada.

(EL-1, 2, 5, 7)

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Our Journey to Excellence Continues

- Addressing gaps identified in our self assessment
- Implementing changes aligned with strategic goals and current initiatives.
- Senior Leadership team endorsed and commitment to operate against a defined set of Excellence Principles
- Ongoing communication and progress updates to Engineers Canada staff

Next steps

- Focus on the “people side of change”, including an all staff engagement workshop and bronze level readiness checkpoint – Oct 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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Communications

- Brand narrative project is underway, and we are actively consulting with members of the Board, regulators and the profession to better articulate the work of Engineers Canada and its the impact
- Migrating awards and scholarship to online forms for 2017
- Engineering photography contest and public catalogue (October)
- Refining publications strategy to better target our communications and grow our engagement with the profession and other stakeholders
 - From paper first to electronic first

(E)

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New web-based publication standard

updates to QB guides and guidelines, Enrollment & Degrees Award Report, Membership Report, etc.

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Notice

1 Fundamental principles »

2 The code of ethics

3 Interpretation of the code of ethics

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National Guideline on the code of ethics

1 Fundamental principles

In what follows, the fundamental principles of ethics are applied in relation to the Engineers Canada Code of Ethics, and then interpretative comments and illustrative examples are presented.

Ethics is generally understood as the discipline or field of study dealing with moral duty or obligation. This typically gives rise to a set of governing principles or values which in turn are used to judge the appropriateness of particular conduct or behaviour. These principles are usually presented either as broad guiding principles of an idealistic or inspirational nature or, alternatively, as a detailed and specific set of rules couched in legalistic or imperative terms to make them more enforceable. Professions that have been given the right and responsibility of self-regulation, including the engineering profession, have tended to opt for the first alternative, espousing sets of underlying principles as codes of professional ethics which form the basis and framework for responsible professional practice. Arising from this context, professional codes of ethics have sometimes been incorrectly interpreted as a set of "rules" of conduct intended for passive observance. A more appropriate

Julia Chehaiber, Practice Lead Community Engagement wins the Donna Mary Shaw Award



- This Canadian Society of Association Executives Award assists young professionals wishing to pursue careers in the not-for-profit sector.
- The award will be handed out on Friday, October 28th during the CSAE National Conference in Toronto.
- The award is named in honour of the late Donna Mary Shaw, a well-respected CSAE colleague dedicated to advancing association management and the mentoring of youth. Initiated by her many friends and colleagues as an endowment fund through CSAE's Foundation in 1996, the Society now confers this Award on behalf of the Foundation..

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E-1 REGULATORY EXCELLENCE

A framework, standards, practices and systems and a means to effectively transfer knowledge to facilitate regulatory excellence are available to the regulators. This is highest priority among Ends and shall be allocated no less than 40 percent of the operational budget.



Framework for Regulation

REGULATORY GAZETTE

Calling all regulators! Feedback requested on 13 elements of Framework for Regulation

The deadline for feedback on [13 draft elements](#) on the Framework for Regulation has been extended to December 31, 2016.

Topics for review include [alternative dispute resolution](#), [Canadian experience requirement](#), [code of conduct](#), [fitness to practice](#), [membership rights and responsibilities](#), and [specialist certifications](#), amongst others.

Consult the [Engineers Canada website](#) for a full list of the elements under review and to provide your feedback.



- Notice of posting of 13 draft Elements issued.
- Emails to CEOs
- Appeals for feedback: Engineers Canada Newsletter
- Sincere thank-you to the regulators, volunteers and the Canadian Academy of Engineering who have already provided feedback!
- These elements are well on their way to being finalized!

(E-1)

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Framework for Regulation (continued)

Five new draft elements will be posted in October 2016

- Selection of discipline committee members from the profession
- Uniformity and harmonization
- Authentication of professional engineering documents (Engineering Seal)
- Engineers as expert witnesses
- Independent review of structural design
- 56 elements by yearend (28 complete + 13 consultation + 5 (Oct) + 10 underway)

Promising Practice - PEO has reactivated its Framework for Regulation Committee to provide feedback.

We will gladly accept feedback at any time, the engineering community is better served if the feedback is received before they are posted as drafts.

(E-1)

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Assessments

- **National Admissions Officials Group** met for a two day meeting in June to share information and discuss issues and projects related to admissions practices.
 - workshop focused on the National Reference Point project.
 - Members identified and addressed areas of diverse admissions practices.
- **Online Competency-based Assessment Project** – Engineers Canada will be contracting additional business analysis and change management services to secure the necessary resources for this important project.
- **National Membership Database** – an automated upload feature has been developed and piloted by PEO and APEGBC, and will be offered to the remaining regulators in the coming months.

(E-1)

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Guidelines catalogue

Search for guidelines developed by provincial and territorial engineering regulators and Engineers Canada. Note: some guidelines are only available to the members of Engineers Canada. If you work for an engineering regulator, log in to your account to view them all.

Category

Authoring organization

Language

<u>Title</u>	<u>Year published</u>	<u>Organization</u>	<u>Category</u>
Legal Framework of the Profession	2011	Ordre des ingénieurs du Québec (OIQ)	Professionalism
Professionalism, Ethics and Professional Conduct	2011	Ordre des ingénieurs du Québec (OIQ)	Professionalism
A Structured Program For Members-in-Training	1996	Northwest Territories and Nunavut Association of Professional Engineers and Geoscientists (NAPEG)	Experience

Case Law Catalogue

Case law catalogue

Search
 Court
 Jurisdiction
 Date of decision

[CNO v Dumchin, 2016 ONSC 626](#)

This case suggests regulators have continuing jurisdiction over their members, including the authority to impose the entire range of penalties (even revocation) on a no longer existent certificate of registration. Regulated professionals cannot avoid the disciplinary consequences of professional misconduct by unilaterally resigning.

[Read more](#)

Jurisdiction: Ontario
Court: Superior/Trial court
Date of decision: April 4, 2016

[Murtaza v. Registrar of the Association of Professional Engineers of Ontario, 2016 ONSC 1745](#)

The Court agreed that Murtaza had not qualified for a licence due to his lack of Canadian experience. Furthermore, the Court accepted and confirmed PEO's requirement of Canadian experience as a necessary requirement to obtain licensure in the province.

[Read more](#)

Jurisdiction: Ontario
Court: Superior/Trial court
Date of decision: March 9, 2016

(E-1)

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Case Law Catalogue

Sobeys West Inc. v College of Pharmacists of British Columbia, 2016 BCCA 41

Revision state: *Published*
 Most recent revision: *Yes*
 Actions: [Unpublish this revision](#)

Facts:

Sobeys challenged by-laws enacted by the College of Pharmacists of British Columbia. The by-laws prohibited pharmacists from making customer incentive programs available to patients and, in doing so, adopted a wide definition of "incentive" according to which any "money, gifts, discounts, rebates, refunds, customer loyalty schemes, coupons, goods or rewards" could not be provided as inducements to pharmacy customers. Sobeys owned grocery stores that offered customer benefits and loyalty programs to their customers, including patients of their pharmacies.

Significance:

First, it recognizes the latitude regulators ought to be given when enacting by-laws. Second, it clarifies the nature of the evidence that regulators will need to provide when their by-laws are challenged on judicial review. On the whole, the decision comes as a welcome confirmation of the deference that courts will show to regulators when they enact by-laws in the bona fide exercise of their authority

Jurisdiction:
 British Columbia
Date of decision:
 Thursday, July 7, 2016

Court:
 Court of appeal

Link to case:
<http://www.canlii.org/en/ca/scc-l/doc/2016/2016canlii41773/2016canlii41773.html>

(E-1)

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Mobility

Engineers Canada Mobility Register – the register listing Canada’s engineers that meet the APEC and IPEA standards of competence

- Soft launch September 15, 2016
- Full launch October 25, 2016 with ACEC
- The register is a member service for qualified Canadian engineers looking to practice in signatory countries.
- New process leverage a no-charge, self-declaration process.
- Presentation at the International Engineering Alliance to move from competency register to mobility register
- A survey collecting international admissions practices will be collect
- Mutual Recognition Agreement between Engineers Canada and the State of Texas renewed for another five year term
- Met with Ontario’s branch of International Trade to discuss collaboration opportunities with Brazil’s CONFEA.

(E-1.2)

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Discipline & Enforcement

- National Discipline and Enforcement Officials Group met for its annual two-day meeting in June
- Development of a discipline and enforcement handbook continues
- Initiation of a national project to develop defensible aspirational practices that align with the Framework for Regulation
 - Engineers Canada visited Engineers PEI and APEGBC
 - Meetings with other regulators will be conducted in the months ahead

(E-1)

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International Institutions and Degrees Database

- Maintenance continues to ensure clarity to users.
- *Country notes* and *mutual agreement recognition notes* updated.
- Functionality implemented to track user access to the database.
- IIDD Reference documents to ensure defensibility of information, drafted:
 - *Guide to finding Criteria Evidence*
 - *How to: Procedure to research and verify Institutions and Degrees*
 - *IIDD Action Plan to update institutions and degrees in a 3 year window*

(E-1.3)

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Regulator	Number of logins
APEGA	154
Engineers Nova Scotia	126
APEGBC	120
Engineers Geoscientists Manitoba	72
PEGNL	62
Engineers Geoscientists New Brunswick	45
APEGS	32
OIQ	17
PEO	11

IIDD was accessed 639 times in the first 8 months of 2016

Note: APEGA does academic assessments for APEY, Engineers PEI and NAPEG

(E-1.3)

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Regulators requested specific institution and degree verification information 66 times in the first 8 months of 2016

Regulator	Number of requests
Engineers Geoscientists Manitoba	52
APEGS	7
Engineers Nova Scotia	3
OIQ	1
APEGBC	1
PEGNL	1
Engineers PEI	1
PEO	0
APEGA	0
Engineers Geoscientists New Brunswick	0

Note: APEGA does academic assessments for APEY, Engineers PEI and NAPEG

(E-1.3)

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Examination Syllabus

- Chemical Engineering, Civil Engineering, Electrical Engineering, Mechanical Engineering, Mechatronics Engineering, Naval Architecture Engineering syllabi
 - *Reference Textbooks Lists* updated.
- Syllabi Review and Creation Protocol implemented:
 - Initial review of Industrial Engineering, Petroleum Engineering, Engineering Physics and Computer Engineering syllabi done.
- Cross-disciplinary Exam matrix done.

(E-1.3)

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Competency-based Assessment

The CEO group confirmed its support of Engineers Canada partnering with APGBC to make the APEGBC tool available to regulators. Engineers Canada will assist with implementation, translation, change management and training modules.

Next steps:

- We will confirm whether our government (ESDC) will continue to fund for this project which has a different objective than was anticipated by the original 2013 funding request.
- If ESDC will not fund the project with new objectives, we will terminate the funding agreement in order to work with APEGBC to support member regulators.

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E-2 CONFIDENCE IN THE PROFESSION

Stakeholders have evidence that engineers meet high standards, practise with competence and integrity, and that their work and self-regulation benefit society. This End shall be allocated between 15 and 25 percent of the operational budget.



Foreign Qualification Recognition Working Group

- Provided an update to the FQRWG *Action Plan* for the engineering profession.
 - update exercise was to identify completed and ongoing projects, and describe the results of these projects as well as best practices and lessons learned.
- Attended Sept. 20th workshop
 - opportunity to shape direction, review the potential priorities and projects previously identified and determine whether these will be implemented in the future
 - Funding for national resource tools (i.e. IIDD) may be available

(E-2)

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The *Roadmap to Engineering in Canada* website

- continues to be a huge success
- survey feedback is consistently very positive
- information updates in the IIDD is automatically reflected on the results provided by the Academic Information Tool
- EngScape is being incorporated to the *Roadmap to Engineering*

(E-2)

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Government Relations

In response to the Federal Government's invitation for input on consultations, Engineers Canada provided submissions on the following topics:

- 2017 Pre-Budget Submission to the House of Commons Standing Committee on Finance
- Preparing for the Impact of Climate Change - The Importance of Improving Infrastructure Climate Resiliency - The Engineering Perspective
- Immigration
- Innovation Agenda
- Infrastructure
- Testimony to the Standing Senate Committee on Banking, Trade and Commerce

Comments to the Federal Government on the:

- National Energy Board Modernization
- Environmental Assessment Processes

(E-2.1)

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Government Relations

Catherine McKenna, Minister of Environment formally recognized Engineers Canada's *Preparing for the Impact of Climate Change - The Importance of Improving Infrastructure Climate Resiliency: The Engineering Perspective* submission via Twitter.



(E-2.1)

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Public Policy

Creation of new National Position Statements relating to:

- Infrastructure on First Nation Reserves and in remote communities
- Innovation and Productivity
- Science, Technology, Engineering and Mathematics (STEM)

Update and modernization of the following National Position Statements;

- Climate Change
- Infrastructure
- Diversity and Inclusion

(E-2.1)

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Public Confidence and Public expectations

- Initiating public perception researching and monitoring project
- Gathering previous surveys – please send them along

(E-2.3)

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Globalization Committee

- Formation and first meeting held September 2016 – Chaired by John Boyd P.Eng. + 5 other members: Registrants, Federal Government, ACEC/FIDIC and Engineers Canada
- Charges for 2016-17 :
 - Determine nature and significance of the import and export of engineering services
 - Advise on promotion of APEC and IPEA registers to enhance uptake by P.Eng. and recognition of the qualification internationally
 - Advise Federal government on Trade in Service agreements
 - Review nature and value of participation in international engineering organizations including WFEO, UPADI and FIDIC
 - Examine and advise on the current and future role of Canadian engineers internationally

(E-2.3)

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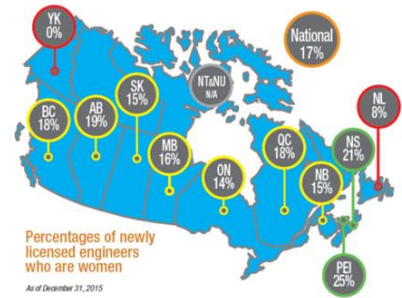
E-3 SUSTAINABILITY OF THE PROFESSION

Stakeholders have information regarding how engineering is practiced in Canada and engineering is recognized as an attractive profession. This End shall be allocated between 15 and 25 percent of the operational budget.



30 by 30

- **30 by 30 Champions Appointed:**
 - 11 regulators
 - 6 engineer schools
- **30 by 30** - updated numbers available on the EC website – national average remains at **17%**
- **Go Eng Girl going National:**
 - HEIs representing over 60% of undergrads for 2016
 - Trademarking process continues



(E-3.1)

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Community Engagement

- Sustainable Professions Committee refined strategy
- Engineers Canada participated in global twitter chat with DiscoverE & Engineers Australia
- Engineering activities submitted for consideration in Girl Guides Canada programming
- EC challenged the timing of NSERC Science Odyssey Celebration (May)
 - Positive responsive from NSERC to increase promotion of National Engineering Month
- Future Cities pilot over 30 schools participating

(E-3.1)

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Indigenous Peoples in Engineering

- Two presentations at CCWESTT
 - Consensus practices to promote Indigenous peoples' access to engineering education
 - Indigenous knowledge and the advancement of science
- Sub-Committee has reviewed the upcoming document "Indigenous Peoples' Access to Engineering Education"
- Sub-committee continues to provide advice on our role in supporting Indigenous peoples' access to engineering

(E-3.1)

EngScape

- Successful launched - June 2016
 - About 1,000 hits per day in July & August
- Interactive online portal that presents employment statistics and labour market trends
- Information about employment rates, salary, postsecondary enrolment and diversity
- Easy-to-understand way and breaks down the data by engineering discipline and by province
- Very positive feedback for MPs on letter to the constituency office explaining how it can help them serve their constituents



(E-3.1.2)

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Sustainability, Environment and Climate Change

- Increased focus on outreach for professional practice guidelines and supporting continuing professional development
- National Guideline on Sustainable Development and Environmental Stewardship (compliant with WFEO equivalent document)
- First delivery of two day Climate Change Law for Engineers Course at Engineers Canada office – June 2016
- PIEVC Training Workshops: NAPEG Professional Development Days, Region of Waterloo, Ottawa-Gatineau (Federal Government employees e.g. INAC)
- Invited presentations of national guidelines on sustainability and climate change adaptation at NAPEG, Engineers Nova Scotia AGMs
- Presentation and written brief to Federal Government Working Group on Adaptation and Resiliency for Pan Canadian Climate Change Strategy
- Invited presentation to the New Brunswick Legislative Committee on Climate Change in partnership with Engineers Geoscientists New Brunswick

(E-3.2)

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PIEVC Protocol

- Continuing to expand Protocol applications:
 - Nanaimo Regional General Hospital
 - Region of Durham Stormwater and Wastewater
 - City of Ottawa Graham Creek Storm Infrastructure
 - Metro Vancouver Long Term Water Strategy
 - City of Surrey Mud Creek Flood Vulnerability Assessment
 - Akwasasne and Ontario First Nations
 - Toronto Building Condition Assessment Project
- Revisions and Updating of the Protocol to comply with ISO 31000 standards
- Creation of a high-level, simplified version for smaller communities
- Creation of a PIEVC Background Primer and promotional materials including fact sheets
- Continue advocating use (demand) for the Protocol in infrastructure policy, planning and procurement at all levels of government
- Several invited presentations at conferences and meetings across Canada
- International interest in the Protocol (Costa Rica, Germany (GIZ) and development banks)

(E-3.2)

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Infrastructure Resilience Professional (IRP)

- Certification program launched by Engineers Canada in June 2016 with first cohort of six IRPs graduated



(E-3.3)

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Programs for Engineers

- First Time Applicant Offer – Term Life Insurance Program
 - ✓ Purchase \$25,000 of insurance and receive \$50,000 free for 2 years (offer begins in October 2016)
- OIQ members to participate in Engineers Canada Health & Dental Plan – January 2017 (OIQ terminating its program)
- Engineers Canada and TD launching Home/Auto program to Engineering Students at the Canadian Federation of Engineering Students Congress, January 2017

(E-3.3)

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E-4 PROTECTION OF THE ENGINEERING TERMS

The public is not misled by persons improperly using terms, titles, images, and words that are integral to the engineering brand, including in federal corporations and trademarks. This End shall be allocated no more than 10 percent of the operational budget.



Protection of the Engineering Terms

Six recently resolved trademark protection matters:

- Pario Engineering and Environmental Services (*Consent Agreement*)
- Canadian Society of Senior Engineers (*Consent Agreement*)
- ÉLITE (*Consent Agreement*)
- Prism Engineering Ltd (*Consent Agreement*)
- Cheme Engineering (*Consent Agreement*)
- Audia Group (*Application abandoned by applicant*)

Four settlement discussions in progress

- GeoEngineered Performance (Schlumberger Canada Limited)**
- IET THE INSTITUTION OF ENGINEERING AND TECHNOLOGY (The Institution of Engineering and Technology)**
- STUDIO 5000 AUTOMATION ENGINEERING (Rockwell Automation)**
- STEM (Science, Technology, Engineering, Mathematics) Camp (ClickConnect)**

Protection of the Engineering Terms

17 active opposition matters:

- ACE Application Certified Engineering & Design (Mas Automotive Distribution Inc.)
- CSP Cast Steel Products Innovative Engineering (Cast Steel Products LP)
- ENGINEERED CONVEYOR SOLUTIONS (J.H. Fenner & Co. Limited)
- ENGINEERING APPROACH (Pam Alliance Ltd.)
- ePLAN Engineering Configuration (ePLAN Software & Service GMBH & Co.)
- Excellence in Engineering (CTB, Inc.)
- INDUSTRIAL CLIMATE ENGINEERING (Airxcel, Inc.)
- INGÉNIERIE DE LA CRÉATIVITÉ (Ghislaine Lahmadi)
- Innovation Engineering (Eureka! Institute, Inc.)
- JBA CONSULTING ENGINEERS & Design (JBA Consulting Engineers, Inc.)
- LET NICK ENGINEER YOUR NEXT MOVE! (Nicholas Bryant)
- NIPPON STEEL & SUMIKIN ENGINEERING (Nippon Steel & Sumitomo Metal Corporation)
- PURPOSEFUL ENGINEERING (3Pillar Global Inc.)
- Saudi Aerospace Engineering Industrial and Design (Saudi Arabian Airlines)
- SES-ENSER Engineering Fire Protection (SES-ENSER Engineering)
- Teenage Engineering (Teenage Engineering AB)
- THE ENGINEERS' CHOICE (American Technical Ceramics Corporation)

(E-4)

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Thank you!

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Questions?

