

THE ENGINEERING PROFESSION'S POSITION

- Engineers Canada supports international mobility for qualified engineers and a transparent, open, and fair process for admission into the engineering profession in Canada.
- All practising engineers, whether educated in Canada or abroad, must meet the requirements for licensure by one of the 12 provincial and territorial engineering regulators.
- Governments must consider the impact of immigration-related legislation, policies, and programs on the regulators' responsibility to protect the public.

The challenge(s):

The Canadian public expects all engineers to meet the high standards for licensure in Canada, whether they were trained in Canada or abroad. The role of Engineers Canada is to facilitate dialogue towards consistency among the provincial and territorial engineering regulators in areas such as admissions practices.

How Engineers Canada has contributed

The engineering profession supports the federal government's vision that immigration is a key component of Canada's economic sustainability and innovative capacity. The engineering profession has been a leader in facilitating immigration of skilled professionals, having started work in this area over twenty years ago. Along with the engineering regulators, Engineers Canada works closely with federal departments to provide unbiased advice on how to integrate international engineering graduates into the Canadian engineering profession.

Engineers Canada also seeks to ensure that federal government requirements do not duplicate licensing processes that must be performed under the legislative authority of the provincial and territorial regulators.

For nearly two decades, Engineers Canada has implemented the recommendations developed through the federally sponsored project "*From Consideration to Integration (FC2I)*" with support from the engineering regulators, higher education institutions and immigrant settlement agencies. These recommendations led to changes that have improved the licensure process and the support available to international engineering graduates. Many of our current processes were started as part of the FC2I project such as the Competency-based assessment of engineering work experience which allows individuals to apply online and start the licensure process from anywhere in the world, or the International Institutions and Degrees Database that helps provincial and territorial regulators evaluate international engineering graduates' academic credentials quickly and accurately.

Competency-based assessment of engineering work experience

Engineers and Geoscientists British Columbia, in partnership with Engineers Canada and other regulators, developed a competency-based assessment system for the evaluation of an individual's engineering work experience. The assessment helps to simplify the licensure process by creating an online assessment tool, allowing individuals to start the licensure process from anywhere in the world.

The identified competencies are observable and measurable sets of skills, knowledge, abilities, motivations, and traits that applicants must demonstrate to earn a licence. Several provincial and territorial engineering regulators across Canada have either already implemented or are actively moving towards competency-based assessment (CBA). It is expected that transitioning to CBA will provide a more specific requirement for licensure, providing clarity for applicants as to what is required to achieve licensure. CBA assessment is also more objective, transparent, and consistent for individuals and will provide them with specific, actionable feedback on how to close the gaps in the event that their application for licensure is not successful.

The Canadian environment experience requirement

Historically, all engineering regulators required applicants for licensure to fulfil a one-year Canadian experience requirement. This requirement was intended to ensure that individuals had sufficient exposure to Canadian culture, engineering codes, legislation, technical standards, and regulations. Recently, several regulators have replaced this one-year requirement with a requirement to demonstrate defined Canadian competencies. These competencies are part of the competency-based assessment process and must be demonstrated by all applicants for licensure. Those applicants who demonstrate these competencies through examples that occurred outside of Canada must also reflect on how their actions would have been different had the work been performed in Canada. Where gaps still exist, and the competency has not been met, applicants may also be required to take the *Working in Canada* seminar, and complete all assessments in that course, to demonstrate that

they have the required competencies to work in a Canadian engineering environment and receive an engineering licence. The introduction of these competencies, the *Working in Canada* seminar, and other alternatives provides greater flexibility for international engineering applicants and may allow some to earn a licence without Canadian work experience.

EngineerHere.ca

Research by Engineers Canada has shown that international engineering graduates are dealing with multiple sources of information from which they may receive conflicting or inaccurate information. In 2019, Engineers Canada launched [EngineerHere.ca](#), a web resource designed to help international engineering graduates understand the first steps towards becoming engineers in Canada. The site aims to provide key information about the journey to licensure in a clear and welcoming way, and was developed in consultation with engineering regulators, subject matter experts, and a group of international engineering graduates at various stages on the path to licensure in Canada. Engineers Canada is continuously working to enrich the information available to international engineering graduates.

Engineers Canada Mobility Register

Under the International Engineering Alliance, Engineers Canada is a member of the [International Professional Engineers Agreement](#) (IPEA) and the [APEC Engineers Agreement](#) (APEC EA). These multilateral agreements benchmark an international standard for independent engineering practice and are intended to enhance recognition between jurisdictions.

Canadian engineers who have met the international standard can be entered on Engineers Canada's mobility register and may use the IntPE (Canada) and APEC Engineer designations. These individuals may experience faster recognition in some international jurisdictions. Likewise, the engineers listed on other members' registers may experience a streamlined review when they apply for licensure in Canada.

Recommendations to the federal government

The federal government must continue to work towards recognizing skill shortages in engineering and continue to recruit qualified individuals to fill this gap. In addition, a standard and reasonable time frame should be set for processing applicants without lowering national standards, and a level of efficiency should be in place to withstand fluctuations in volume. It is important to ensure that there is an adequate number of personnel available to file, review, and process applications to reduce waiting times and backlogs for applicant processing and to maintain efficiency.

The Federal Skilled Worker Program system should also facilitate and support the express entry of skilled and experienced immigrants to support industries and professions that are facing skills gaps. This will promote economic prosperity for domestic industries and support Canada's overall economy. Federal government policies, such as the Express Entry program, will most likely streamline the international migration of engineers to meet future workforce requirements.

The federal government must continue to engage with regulated professions, such as engineering, as they consider options and implement policies that could affect the ability of provincial and territorial regulators to protect the public and to integrate qualified internationally trained engineers into the Canadian profession.

How Engineers Canada will contribute

Engineers Canada will continue to work with the federal government to ensure that Canada's immigration system is rigorous, fair, and responsive to the economic needs of communities across the country. Engineers Canada will continue to work with the engineering regulators to ensure that the licensing process is accessible, timely, monitored, transparent, objective, and impartial, while making sure that all applicants meet the high standards required to protect the public interest and to practise engineering in Canada.