

From Consideration to Integration



Darrel Danyluk P.Eng. FCSCE

**Canadian Council of
Professional Engineers**



Today's Talk

- The engineering profession in Canada
- Why take action?
- The project
- Next Steps



The Engineering Profession in Canada

- 160,000 Professional Engineers across Canada
- Engineering is a self-regulated profession
 - *Consistent quality assurance for public safety*
- First engineering regulators formed in 1920



The Engineering Profession and International Engineering Graduates (IEG's)

- 12% of P.Eng.'s took their education outside of Canada (2002 National Survey)
- The profession has licensed IEGs for decades
- IEGs represent a very high proportion of applicants for licensure in several provinces



What did we do?

- **October 2002**

- **All 12 provincial/territorial licensing bodies agreed that :**

The profession should work together to facilitate the integration of the foreign trained engineers into the profession, ensuring that they obtain their P.Eng. more quickly and efficiently, without lowering admission standards or compromising public safety.”

- **Led to the development of From Consideration to Integration project**



From Consideration to Integration (FC2I)

- Objective:
 - Develop a roadmap to quickly and efficiently integrate international engineering graduates into the workforce as P.Eng.'s without lowering admissions standards



FC2I

- Brings together all stakeholders, both within the engineering profession and outside the profession, to study the current situation, identify gaps and best practices, and suggest ideal models for each step of the ***consideration to integration*** process



Success Factors

- Support and commitment from all regulators
- Not a project done for and by the engineering profession
- Involvement of all stakeholders
 - regulators
 - immigrant supporting agencies
 - governments
 - educational institutions
- “Horizontal approach”
- Concerted, coordinated effort



The Challenges

- Multi-jurisdiction
- Ensuring continued support, commitment and early involvement of licensing bodies
- Inclusiveness
- The “silo” effect
- Balance the need to move “quickly” versus the crucial need to consult and get input of all stakeholders



Project Outcomes

- An integration process that is workable and successful for both regulators and immigrants
- Building a “safety net”
- A model that is potentially transferable to other regulated professions
- Recommendations on employment



FC2I

- Phase I – environmental scan
 - January to August 2003
- Phase II – analysis and action plan
 - Complete July 2004
- Phase III – implementation
 - In progress



Phase I

- Phase I – environmental scan
- The question to answer:
What does an IEG experience before they immigrate and once they are in Canada?



Phase I

- Research areas:
 - Characteristics of an IEG
 - Licensing / employment steps pre-immigration
 - Immigration process
 - Settlement support
 - Licensing processes



Phase I

- Research areas:
 - Perspective of IEGs, employers, settlement workers
 - Licensing process – other professions and other engineering jurisdictions
 - Labour market conditions



Phase I

OVERALL, the results ...

- ... show complexity and inter-connectedness of engineering and employment processes
- ... point to areas of analysis in Phase II



Phase II

Recommendation Areas

- Licensing System
- Employers / employment
- Communications
- Research and data collection



Committee Overlap

- Employment and licensing are directly related
- Information availability, language, culture and interpersonal skills are interconnected and relate to success in employment and licensing



Recommendations

- Track all applicants, including IEGs, throughout the licensing system.
- Conduct research to determine the factors leading to low licensure uptake.



Recommendations

- Undertake an engineering labour market study that also develops models to provide current and ongoing labour market information, including maintenance and dissemination.



Recommendations

- Provide accurate and consistent information about the engineering profession, licensing process, employment situation and IEG support agencies, prior to and after arrival in Canada.
- Provide a single source of engineering information on the Internet for IEGs; do this through the Going to Canada portal which would link to constituent members' sites.



Recommendations

- Determine and implement effective relationships between immigrant serving agencies and regulatory bodies to enhance communication and information exchange.
- Make information available at the regulatory body to IEGs in a simple, timely, personal, easy-to-access manner.



Recommendations

- Develop and set a language standard to ensure IEGs have the appropriate level of English or French proficiency to navigate through the licensing process.



Recommendations

- Permit IEGs to prepare for and write the PPE at any time during the licensing process.



Recommendations

- Establish an accurate, current database of recognized non-CEAB degrees and institutions that will be used in a consistent manner in the licensing system.



Recommendations

- Study the feasibility of alternative systems of evaluating an applicant's professional competency for licensure in comparison with the current Canadian system.



Recommendations

- Determine and implement the elements of the licensing process that can be done pre-immigration.



Recommendations

- Implement an interim approval mechanism at the regulatory bodies that will indicate to employers that the applicant has met all requirements for licensure except the one year of Canadian experience (e.g. provisional licensure).



Recommendations

- Create a “Working in Canada” seminar for IEGs.



Recommendations

- Promote the concept that cross-cultural training be taken by licensing body volunteers and staff, CCPE, IEGs, and employers.



Recommendations

- Undertake a study to determine best practices in the employment area for integrating IEGs into the workplace (e.g. internship, job matching, job fairs, job boards).



Recommendations

- Develop a mentoring program for IEGs.



The Canadian Council of Professional Engineers

www.ccpe.ca

www.peng.ca

Tel.: 613-232-2474

Fax: 613-230-5759

E-mail: info@ccpe.ca