

1.0 Introduction

When the provincial and territorial engineering licensing bodies met with representatives of the CCPE in October 2002 and agreed unanimously to proceed with *From Consideration to Integration*, it was against a backdrop of unflattering media reports about international engineering graduates working in Canada as cab drivers or delivery people or fast food attendants, and a growing awareness on the part of the profession that this was a situation that needed to be addressed.

Those kinds of reports have always caused the profession discomfort because there is a recognition that anyone who should be working as an engineer in Canada *should* be working to their full capacity. In addition, it was important to determine if any of the reported under-employment and unemployment was unintentionally due to the profession's licensing processes. In Canada, the engineering profession has professional standards that are admired the world over, and maintaining those standards – and upholding a commitment to public safety – is paramount. However, had the engineering profession inadvertently made it unnecessarily difficult for international engineering graduates (IEGs) to become professional engineers and thus to gain engineering employment in Canada?

Launched in January 2003, *From Consideration to Integration* (FC2I) is a three-phase project. In Phase I, work focused on understanding the IEG experience, examining provincial and territorial engineering licensing procedures, and learning from those who work with and employ IEGs. In Phase II, the Steering Committee analyzed the information, determined where the process of integration needs improvement and began to build consensus among stakeholders on possible solutions. In Phase III, the CCPE and its partners will work with key stakeholders to implement the recommendations and to develop supporting communications materials (i.e. fact sheets, Power Point presentations.)

This report is the result of work completed in Phase II. It reflects a collaborative process with the active participation of several stakeholders (see the Acknowledgements Page for the complete Steering Committee list). This report details the methodology followed by the committees, the issues that were debated and the decisions that resulted.