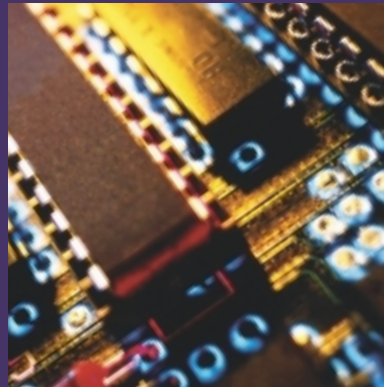


From Consideration to Integration

PLAN TO IMPLEMENT
THE RECOMMENDATIONS



A plan to implement recommendations that will help
integrate International Engineering Graduates* into the
Canadian engineering profession and workforce.



CANADIAN COUNCIL OF PROFESSIONAL ENGINEERS
CONSEIL CANADIEN DES INGÉNIEURS

Prepared by:
FC2I Steering Committee

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Executive Summary

Canada has long been an immigrant-receiving nation and the engineering profession in this country has been licensing international engineering graduates (IEGs) for almost as long. Yet, over the past several years there has been an increasing number of stories in the media and anecdotal reports from individuals about IEGs unable to obtain an engineering licence and/or employment in Canada. The Canadian Council of Professional Engineers (CCPE) and its members – the provincial and territorial licensing bodies – take these issues very seriously and the result was *From Consideration to Integration* (FC2I).

Fully funded by Human Resources and Skills Development Canada (HRSDC), 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 around possible solutions. In Phase III, the engineering licensing bodies and CCPE plan to work with partners to implement the 17 recommendations developed during Phase II and approved unanimously by the CCPE Board of Directors at their Annual General Meeting in May of 2004.

The issues faced by IEGs range from language and cultural barriers to licensing and employment challenges, and thus the FC2I recommendations are also far-reaching. A clear roadmap, laying out how each of the recommendations would be implemented and how they inter-relate, was a key project outcome from the beginning. To do this, a series of roundtables was held with immigrant serving organizations, sector councils and the engineering community, and feedback was sought from the licensing bodies.

The result of the sessions with the immigrant serving agencies was an acknowledgement that the biggest challenge to implementing the recommendations is a lack of financial and human resources. However, they noted that the best way to overcome this challenge was to partner with others and build upon work that is already being done. They noted the importance of employer involvement, the need for more coordination among programs to avoid duplication and the central role that language plays in an IEG's ability to find and keep work, and to become licensed. While no single group indicated a desire (or ability) to lead the implementation of any of the recommendations, they expressed support for the recommendations and a desire to play a role.

The discussions with the wider engineering community indicated that the community is very enthusiastic about the initiative and while interested in the results of CCPE's work, does not have sufficient resources to be heavily involved.

In terms of the provincial and territorial licensing bodies, while none has indicated a desire to take on a lead role at the national level, all remain committed to the initiative and there is a willingness to work with partners on their implementation. Indeed, there are already a number of projects underway in support of the 17 recommendations, including but not limited to, provisional licensing being offered in three, soon four, jurisdictions and a comprehensive study / work program being offered in Manitoba. Learning from all of these projects will be shared among the licensing bodies.

Based on this feedback, and the current projects underway, it is recommended that the licensing bodies individually implement a number of the recommendations, while CCPE should lead and / or coordinate the implementation of others. Still others require the support of a proposed Secretariat. Details on the recommended next steps can be found in Section 9.0 of this report.

1.0 Background

Canada has long been an immigrant-receiving nation and the engineering profession in this country has been licensing international engineering graduates (IEGs) for almost as long. Yet, over the past several years there has been an increasing number of stories in the media and anecdotal reports from individuals about IEGs driving taxis, delivering pizzas or working in retail because they have been unable to obtain an engineering licence and/or employment in Canada.

The Canadian Council of Professional Engineers (CCPE) and its members – the provincial and territorial licensing bodies – take these issues very seriously and in the fall of 2002, they unanimously 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.

The result was *From Consideration to Integration* (FC2I), an initiative designed to look at the experience of IEGs – from the moment they consider coming to Canada until they are integrated into the engineering profession and workforce. Fully funded by Human Resources and Skills Development Canada (HRSDC), 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 around possible solutions. In Phase III, the engineering licensing bodies and CCPE plan to work with partners to implement the 17 recommendations developed during Phase II and approved unanimously by the CCPE Board of Directors at their Annual General Meeting in May of 2004.

This report is a plan designed to guide implementation of the recommendations. It reflects input from professional engineers, IEGs, immigrant-serving agencies, the regulatory bodies, sector councils, employers and the wider engineering community.

2.0 Recommendations

The 17 recommendations listed below were passed unanimously by the CCPE Board of Directors at their annual meeting on May 15, 2004.

Research

- Track all applicants – including IEGs – throughout the licensing system.
- Conduct research to determine the factors leading to low licensure uptake.
- Undertake an engineering labour market study that also develops models to provide current and ongoing labour market information, including maintenance and dissemination.

Information

- 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.
- 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.

Licensing

- Develop and set a language standard to ensure IEGs have the appropriate level of English or French proficiency to navigate through the licensing process.
- Permit IEGs to prepare for and write the PPE at any time during the licensing process.
- Establish an accurate, current database of recognized non-CEAB degrees and institutions

that will be used in a consistent manner in the licensing system.

- Study the feasibility of alternative systems of evaluating an applicant's professional competency for licensure in comparison with the current Canadian system.
- Determine and implement the elements of the licensing process that can be done pre-immigration.
- 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)

Employment

- Create a "Working in Canada" seminar for IEGs.
- Promote the concept that cross-cultural training be taken by licensing body volunteers and staff, CCPE, IEGs, and employers.
- 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.)
- Develop a mentoring program for IEGs.

When work on Phase II of FC2I began, the Steering Committee determined that its efforts would be guided by six key principles. They were:

1. **Maintenance of professional and technical standards.** (These cannot be compromised.)
2. **Active intervention: systemic changes for more effective integration of IEGs.** (We agree that the profession, the Canadian economy and society will benefit from more effective integration of IEGs. This merits active intervention to put in place structural changes.)
3. **Transparent and streamlined processes including the licensing process.** (We agree that processes could be improved.)

4. Equity and fairness to IEGs and current practitioners.

there must be consultation as processes are redesigned.)

5. Involvement, commitment and buy-in from all stakeholders including IEGs themselves and the full engagement of the licensing bodies in addition to governments, settlement agencies, employers and other associations. (We agree that

6. Outcomes must be sustainable i.e. practical and affordable

It is our belief that the recommendations – and the implementation plan in support of them – adhere to these principles.

3.0 Consultation Goal and Methodology

The issues faced by IEGs range from language and cultural barriers to licensing and employment challenges, and thus the FC2I recommendations are also far-reaching. A clear roadmap, laying out how each of the recommendations would be implemented and how they inter-relate, was a key project outcome from the beginning. To determine which organizations would take the lead in implementing the recommendations, the following methodology was employed:

- A draft work plan was created for each recommendation. These work plans outlined organizers’ initial thinking about active partners, timing, financing, priority and key success factors for each recommendation.
- The draft work plan document was circulated to the regulatory bodies for comment and feedback in advance of a series of roundtable sessions with immigrant serving agencies, sector councils, government representatives and the wider engineering community.

The goal of the roundtable sessions was to determine what role these organizations may see for themselves in implementing the recommendations. The focus

with the immigrant serving agencies, sector councils and government representatives was on the recommendations related to communications and employment while all the recommendations were reviewed with the engineering community.

It should be noted that representatives from the provincial / territorial licensing bodies attended the roundtable sessions with the immigrant serving agencies.

Roundtable sessions with immigrant serving agencies were organized as noted in the table below.

A roundtable discussion was held with the wider engineering community and sector councils on August 20, 2004 in Ottawa.

The settlement agencies, sector councils and the engineering community were also sent a questionnaire with specific questions around implementing the recommendations. The results of the roundtable discussions and the questionnaires are detailed in the next sections of this report.

A list of those who attended each roundtable session is provided in Appendix A.

Ottawa	August 19, 2004	Ontario agencies not located in Toronto and Atlantic Canada agencies
Toronto	August 26, 2004	agencies located in Greater Toronto Area
Montreal	September 9, 2004	agencies located in Quebec
Calgary	September 22, 2004	agencies in Manitoba, Saskatchewan, Alberta and the North
Vancouver	September 23, 2004	agencies from British Columbia

4.0 Consultation Results – Immigrant Serving Agencies

More than 51 immigrant serving agencies participated in the roundtable sessions and expressed support for the recommendations. (They reviewed those recommendations specific to employment and communications, as well as the language recommendation from the licensing grouping). The agencies were very diverse in terms of their focus and services, with some offering language courses, others focused on new arrivals, others on employment, etc.

During the sessions, participants were asked to outline the challenges facing the implementation of each recommendation, how those challenges could be overcome and who should lead implementation.

Regardless of geographic region, participants generally noted that the most significant challenge to implementing the recommendations is a lack of financial and human resources. However, they also noted that the best way to overcome this challenge was to provide solutions from several different angles: partner with others; build upon work that is already being done; and create templates that are scalable and applicable to a variety of programs.

The groups also noted the importance of employer involvement in implementing many of the recommendations, the need for more coordination among programs to avoid duplication and to share best practices, and they acknowledged the central role that language plays in an IEG's ability to find and keep work, and to become licensed. Finally, most groups emphasized the importance of ongoing and clear communication. (The full minutes of each meeting are available from CCPE, upon request.)

While no single group indicated a desire (or ability) to lead the implementation of any of the recommendations, they expressed support for the recommendations and a desire to play a role i.e. observer, participant, contributor, etc.

In addition, participants offered the following:

- Twenty-eight (of those who completed the questionnaire) are currently working on projects that complement the FC2I recommendations.
- Twenty-nine see a role for their organization in implementation although none indicated a lead role.
- Several suggested other sources of funding including federal and provincial governments, private corporations, local agencies such as the United Way, fee-for-service programs, and engineering regulatory bodies.

Many appreciated the fact that the engineering profession is tackling the issues associated with integration while a few immigrant serving agencies were frustrated at the slow pace of change.

Following the meetings, some agencies provided more detailed feedback on the FC2I recommendations while others indicated how they are moving forward based on the recommendations. The following are two examples of these efforts:

- The Metropolitan Immigrant Settlement Association in Halifax is in contact with Association of Professional Engineers of Nova Scotia about how to work together to implement some of the FC2I recommendations. They have also received funding to implement a mentoring program and will be creating an on-line program designed to help immigrants prepare for the labour market before immigrating.
- The Ontario Sri Lankans Foundation provided a full report with detailed comments on each of the recommendations and how that organization would like to be involved in their implementation. (The report is available upon request.)

The immigrant serving organizations also raised issues that should be considered as the recommendations are implemented – the role of employers is key; there is a need for a pan-Canadian settlement

association to coordinate efforts and share best practices; and setting language standards must be linked to language training.

Finally, the participants noted additional benefits from participating in the sessions:

- They are more aware of what the profession is doing regarding integration.
- They were able to build upon existing new relationships – and create new ones – with regulators.
- The sessions provided a forum for the agencies to network and learn from each other.

An issue that has arisen over the course of FC2I is the role of immigration consultants. While it was not a major point of discussion during the roundtable sessions, a few participants noted that they are an important target audience and could be a key conduit to provide information to prospective immigrants. As evidenced by the

research and recommendations developed by parliament's Standing Committee on Citizenship and Immigration, there is no doubt that many immigrants access consultants' services (even though the consistency and quality of their counsel has been questioned.) Therefore, immigration consultants should be targeted in future communications efforts, perhaps through the new Canadian Society of Immigration Consultants.

As a result of the roundtable discussions, there were several suggestions on the part of the participants to help move FC2I forward:

- Create a pan-Canadian settlement organization to help coordinate the work of such associations and to allow for sharing of best practices;
- Avoid duplication of current initiatives so as to work efficiently with limited resources;
- Recognize regional differences; and
- Clearly communicate progress to all stakeholders.

5.0 Consultation Results – Engineering Community and Sector Councils

During the spring and summer of 2004, the wider engineering community was asked to provide its thoughts on FC2I and how best to implement the recommendations. This was done through a roundtable discussion format. All sector councils and a number of engineering associations were invited to participate; the list of participants is noted in Appendix A.

The resultant discussions and emails indicate that the community is very enthusiastic about the initiative and while interested in the results of CCPE's work, does not have sufficient resources to be heavily involved. However, they can still be called upon for help. The response of Phil Cockshutt, P.Eng., Executive Director of the Canadian Academy of Engineering, reflects the general sentiment:

Our Academy program is concentrated on a variety of other issues but we could undoubtedly respond affirmatively to requests for specific assistance.

The participants in the roundtable discussion also noted the following:

- The development of the “Working in Canada” seminar could be an opportunity to partner with the technical societies on content. It could also be a course delivered by settlement agencies.
- The group reiterated the sentiment of the immigrant serving agencies that a pan-Canadian organization representing such agencies would be helpful.
- When studying workplace issues it is important to note that what works best for a large employer might not work for a smaller employer.
- The group agreed with the immigrant serving organizations that mentoring programs are valuable.

No organization from the community is yet conducting a project similar to FC2I. Indeed, there is a sense that the community is waiting to see the results of FC2I and is prepared to use FC2I as a template for projects they may be considering.

However, the following activities are of interest:

- The Royal Architectural Institute of Canada has indicated an interest in submitting a funding proposal about upgrading an existing program, the RAIC Syllabus Program, to integrate international architectural graduates and will be using the FC2I submission as a guide.
- The Canadian Veterinary Medical Association is in discussion with HRSDC about conducting research in support of a potential project on their licensing examination process. In addition, they noted that the Government of Ontario is considering funding a program at the Ontario Veterinary College that would train veterinarians educated overseas with a view to upgrading their skills to pass Canadian exams.
- The Canadian Technology Human Resources Board has submitted a proposal to HRSDC for a similar project for technicians and technologists; they are awaiting funding approval. The funding application includes a labour market study and a CCPE representative will lead that portion of the CTHRB project. The CTHRB foresees active involvement in implementing FC2I, where appropriate.
- The Engineering Institute of Canada is developing a program to make bursaries and loans available to immigrants who have international engineering training but who have been identified by a regulatory body as requiring technical training. They have applied to the Ontario Ministry of Training, Colleges and Universities for a grant to be used for such loans in Ontario.

6.0 Consultation Results – Regulatory Bodies

Over the two years of the FC2I project, the CCPE Board (which has representation from all 12 regulatory bodies) and the Staff Liaison Group (also known as the SLG, whose membership is the executive directors from the licensing bodies), have been provided with regular updates on the work of the FC2I Steering Committee. Throughout, the Board and the SLG have maintained consistent support for the initiative.

There has also been specific feedback on the Phase II recommendations, as follows:

- The Association of Professional Engineers of Prince Edward Island (APEPEI) and the Professional Engineers and Geoscientists of Newfoundland and Labrador (PEG-NL) did not have any changes to the work plan document and the proposed manner in which the recommendations should be implemented. They maintain support for FC2I.
 - In September, Marie Carter, Director of Professional and International Affairs, met with senior staff and key volunteers at the Association of Professional Engineers and Geoscientists of the Province of Manitoba (APEGM). At that meeting, the Association expressed support for the recommendations and in particular for the language standard recommendation. They also emphasized the importance of making key stakeholders aware of FC2I (information on communications efforts to date is provided in section 10 of this report.)
 - The Association of Professional Engineers of Yukon (APEY) has indicated that they are supportive but would require assistance from the CCPE to implement the recommendations, given their size. The Association of Professional Engineers and Geoscientists of British Columbia (APEGBC) has also indicated their support through feedback on the work plan document.
 - The Association of Professional Engineers, Geologists and Geophysicists of the Northwest Territories and Nunavut (NAPEGG) feels that integrating IEGs is an important national issue although it has not yet become a major issue for that association. NAPEGG will follow closely what the Alberta licensing body does regarding the licensing aspects since APEGGA acts as NAPEGG's Board of Examiners. For all other recommendations, they will act as an observer.
- Deborah Wolfe, project director and CCPE's Director, Education, Outreach and Research, met with the Academic Review Committee of Professional Engineers Ontario to review the recommendations. That group developed a table to indicate PEO's anticipated role in implementing the recommendations.
 - The Ontario provincial government recently announced that it will provide funding to PEO for a \$2 million project over two years to implement a number of projects for IEGs including: a mentoring and coaching initiative; a web portal to assist in credential assessment; and the development of a program designed to help understand Canadian engineering work context.
 - L'Ordre des ingénieurs de Québec (OIQ) indicated in formal correspondence their desire to be an interested observer as the recommendations are implemented, however they are also interested in having an active role in the implementation of the labour market recommendation and in the examination of alternate systems of licensure.

It should be noted that representatives from the provincial / territorial licensing bodies attended the roundtable sessions with the immigrant serving agencies.

In summary, while none of the licensing bodies has indicated a desire – or ability – to take on a lead role at the national level, all remain committed to the initiative and there is a willingness to work with partners in their implementation.

Throughout the FC2I process, IEGs, immigrant serving agencies and the licensing bodies have noted the importance of the role of employers.

While a few employers served on the FC2I Steering Committee and interviews with employers were undertaken during both phases of the project, it has been a challenge to engage the employer community in this initiative. Other groups have found similar challenges and therefore the profile of this challenge is increasing. The Public Policy Forum

has just completed a research project on employers' perspectives around hiring immigrants; this has provided valuable information around this issue. As the FC2I recommendations are implemented, it will be important to involve employers where possible and appropriate.

7.0 Immigrant Serving Agency Initiatives

Over both Phases I and II of FC2I, it has become clear that there are thousands of programs in Canada aimed at helping immigrants integrate into Canadian society – programs designed to help them learn about our culture, improve language and communications skills, have their credentials recognized and find a job. There are also hundreds of initiatives aimed specifically at IEGs. The following list of projects was gathered from the responses to the questionnaires distributed during the settlement roundtables. This list does not include descriptions of services offered by the settlement agencies but rather focuses on the specific initiatives of which FC2I must be aware. As the recommendations are implemented, it will be important to link with and build upon programs like these.

- The Government of Ontario has set up a website with labour market information for immigrants. They have also appointed an advisor to work with Ontario's regulatory bodies on ways to further reduce barriers to help the internationally trained pursue their chosen professions. Specifically, former Ontario justice George Thomson has been appointed to review the regulatory community's current appeals process and develop a set of common principles upon which to base a standard independent appeals mechanism.
Potential link – labour market study; web portal
- The YMCA Newcomers Centre in Halifax has a host program which works specifically with adult newcomers to provide integration support by matching newcomers with Canadian volunteers,

planning community orientation events and organizing conversation groups. The YMCA has two employment centers that provide employment counseling and job search support.

Potential link – mentoring; employment

- Wood Green Immigrant Services in Toronto has a language skills program supported by two volunteers and a four-week seminar for engineers on business practices, language skills, and professional networking skills.

Potential link – language; employment; Working in Canada seminar

- The Council for Access to the Profession of Engineering (CAPE) in Toronto is undertaking “The Engineering Access” project, a community research action project that seeks to identify systemic barriers and break down barriers to create greater access to the field of engineering for IEGs.

Potential link – employment

- Toronto Region Immigrant Employment Council (TRIEC) is working on a mentoring program, an internship program; and an internet portal.

Potential link – mentoring; employment; web portal

- The YMCA of Kitchener Waterloo has a Language Assessment Centre which uses the Canadian Benchmarks tool. They have applied for funding to test the English language level of certain professions.

Potential link – language

- Skills for Change in Toronto has enhanced language training for engineers; provides pre-immigration on-line counseling; offers online language/terminology for internationally trained professionals; offers online mentoring; and is a member of a pan-Canadian network of agencies working with skilled immigrants called the Newcomer Labour Market Partnership.
Potential link – language; employment; mentoring
- Lethbridge Family Services Immigrant Services has a mentoring project associated with their host volunteer program.
Potential link – mentoring
- Success Skills Centre in Manitoba offers English for engineering professionals; internships with employers; a technical writing course to be delivered shortly and information seminars for engineers.
Potential link – language; employment
- The International Centre of Winnipeg just received three-year funding to develop a web portal learning network for new immigrants that would have information on such topics as credential recognition.
Potential link – web portal
- The Jewish Family Services Agency in Vancouver provides employment workshops and one-to-one counseling to assist immigrant professionals. They provide orientation to Canadian work culture.
Potential link – employment; Working in Canada seminar
- Le Centre de recherche d’emploi de l’Est (CREE) in Montreal offers employment workshops and assistance with “cultural” communication.
Potential link – employment; Working in Canada seminar
- Service d’intégration travail l’Outaouais offers a work placement program to those participants who participate in a 12-week program
Potential link – employment; Working in Canada seminar
- World Skills in Ottawa has a “CAN Project” designed to provide internationally trained engineers with information about the licensing process in Ontario, to acquaint newcomers with market trends in engineering and to acquaint IEGs with employers’ requirements. The program is delivered in the form of a one-day seminar, designed specifically for engineers, and is followed by one-on-one and networking sessions. It is complemented by the World Skills Co-op/ Employment program. The purpose of the program is to match newcomers’ qualifications with market requirements and employ clients according to their education and experience.
Potential link – employment; Working in Canada seminar

8.0 Related Licensing Body and CCPE Initiatives

While the roundtable sessions were being held and this plan was in development, the CCPE and its members were already moving forward to implement some of the 17 recommendations. It is important to note that many of the licensing bodies have been working for years to improve the integration of IEGs; FC2I has served to focus their efforts and facilitate the sharing of ideas and best practices.

An example of members' efforts is the provisional licence. A number of jurisdictions have created provisional licences. This means that IEGs may obtain a provisional licence once they have met all requirements for licensure, except the one year of Canadian experience. In this way, employers can have full confidence in the IEG's technical and communications abilities. Provisional licences are now available to IEGs in Ontario, British Columbia and Newfoundland and Labrador, with pending legislation in Alberta.

The following are details on other, related initiatives led by the licensing bodies or by the CCPE:

Association of Professional Engineers and Geoscientists of British Columbia

APEGBC has submitted proposals to their provincial government for funding to support these elements:

- **Mentoring** — They are proposing piloting various mentoring models as they have significant research into mentoring and a pool of volunteer members who are eager to become mentors. They would pilot the mentoring programs on APEGBC's Provisional Members as these individuals have proven that they have the academics, experience, language skills and knowledge of professional standards to work as engineers in British Columbia.
- **Suite of Screening Tools** — Because a prime factor in skilled immigrants' lack of success in finding adequate employment is supply and

demand (competition with the best and brightest Canadian and immigrant engineers for the available jobs, compounded by the fact that engineering covers a broad range of specialized practice areas), they are proposing the development of a tool to assess potential or existing skilled immigrants in terms of their likelihood to successfully compete for these jobs. Areas to be assessed would include motivation and potential to adapt, communication skills, English language skills and interpersonal skills.

- **Skills Transferability** — They see a role for APEGBC in assisting those who, after screening, appear to have the skills and attributes for success within the engineering team. They propose developing a model, which could be applied to multiple professions, for the transfer of skills from one area or level of employment to another.

Association of Professional Engineers and Geoscientists of Manitoba

APEGM and the CCPE have asked for funding from both the Manitoba government and the federal government to make permanent the IEEQ Program (Internationally-Educated Engineers Qualification Program) which until now has been a pilot test. It is a collaboration between the Faculty of Engineering at the University of Manitoba and APEGM. It is designed to provide IEGs with eight months of technical and cultural training at the university, mentoring, and a four month work placement. Program participants must be approved by APEGM as the program replaces their technical examinations. At the end of the program, the participants are deemed academically qualified for licensure. APEGM is currently exploring whether the program can also fulfill some or all of the one-year of Canadian experience requirement for licensure.

Professional Engineers Ontario

PEO has received funding of nearly \$2 million over two years from the Bridging Projects Fund of the Ontario Ministry of Colleges, Training and Universities to develop an innovative internet portal to improve access to licensure for IEGs in the province. The portal will include the following features:

- **Interactive fact sheet** – An interactive fact sheet will navigate the end-user through the engineering licensure process through a series of questions that will provide customized, meaningful and relevant information.
- **Self-assessment and competency matching tool** – This on-line tool will allow individuals to conduct a self-assessment to indicate the extent to which their education, knowledge and experience match the requirements for licensure in Ontario. It will also allow them to match their competencies to related occupations and to obtain an early, realistic sense of the equivalency of their academic credentials.
- **Resource and training links** – The portal will provide access to PEO resources such as application guides, practice exams and interview videos.

In addition, the portal will link international engineering graduates to resources and training opportunities provided by other organizations in Ontario.

- **On-line coaching and mentoring** – An on-line coaching and mentoring program will permit international engineering graduates the opportunity to access licensed professionals throughout the application and licensing process. Through the continued and valuable assistance of PEO member volunteers, it will also facilitate the development of networking opportunities and an understanding of the Canadian context.

PEO will work with the CCPE to ensure that the information in the web portal is available to other jurisdictions.

Canadian Council of Professional Engineers

The CCPE has submitted funding applications to HRSDC to develop a database of international engineering degrees/institutions, as well as to conduct a labour market study.

9.0 Implementing the Recommendations

The table on the following pages summarizes which organization will lead the implementation of each recommendation. There are also details around funding, partners, timing and priority levels. The legend explaining the project numbers is below.

It is recommended that a Secretariat be formed, housed at the CCPE and with representation from P.Engs; IEGs; immigrant serving agencies; govern-

ment and employers. The Secretariat would be responsible for guiding any future work related to IEGs and would take the lead on coordinating ongoing activity once a recommendation has been implemented. There are some recommendations that have already been identified as requiring guidance from the Secretariat; these project numbers have been placed in bold. Stable long-term funding for the Secretariat will be sought in 2005.

Project Number	Project Description	Table Colour
1, 2	licensing	green
3	labour market study	orange
4, 5, 9	communications	yellow
6, 7, 8, 10	employment	blue

To see a list of the projects organized by timeframe, please go to the end of this table.

Recommendation	Lead	Active Partner	Possible Funders	Time	Priority	Project No.
i) Track all applicants, including IEGs, throughout the licensing system.	CCPE coordinate ¹	Admissions Officials	HRSDC	2004 / 2005	1 (work has begun)	2
ii) Conduct research to determine the factors leading to low licensure uptake. ²	CCPE	Constituent members; engineering community	HRSDC	2004 / 2006	1	3
iii) Undertake an engineering labour market study that also develops models to provide current, ongoing labour market information, including maintenance and dissemination.						
iv) Provide accurate and consistent information about the engineering profession, licensing process, employment situation and IEG support agencies, prior to and after arrival in Canada.	CCPE coordinate	Constituent members; immigrant serving agencies, provincial governments, educational institutions, national human resources associations, immigration lawyers and other identified target audiences	HRSDC Provincial gov'ts	2005 / 2006	1	4
v) 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.	CCPE	Constituent members; CIC; provincial governments	HRSDC / CIC	2005 / 2006	1	4
vi) Determine and implement effective relationships between immigrant serving agencies and regulatory bodies to enhance communication and information exchange.	CMs individually	CCPE track and share best practices; immigrant serving agencies	Internal	2005 / 2006	2	9
vii) Make information available at the regulatory body to IEGs in a simple, timely, personal, easy-to-access manner.	CCPE CMs individually	Customer service specialist	HRSDC	2006 / 2007	2 3	5
viii) Develop and set a language standard to ensure IEGs have the appropriate level of English or French proficiency to navigate through the licensing process.	CCPE	Constituent members; language experts; immigrant serving agencies	CIC, Heritage Canada	2005 / 2006	2	1

¹CCPE playing a coordinating role means that it would monitor work and share ideas among the constituent members.

²Recommendations ii and iii would be collapsed into one research project.

Recommendation	Lead	Active Partner	Possible Funders	Time	Priority	Project No.
ix) Permit IEGs to prepare for and write the PPE at any time during the licensing process.	CMs individually	CCPE track and share best practices	internal	2004 / 2005	1	2
x) Establish an accurate, current database of recognized non-CEAB degrees and institutions that will be used in a consistent manner in the licensing system.	CCPE	constituent members; admissions officials	HRSDC	Preparatory work (2004 / 2005) Actual data-base development (2005 / 2006)	1(work has begun) 2	2
xi) Study the feasibility of alternative systems of evaluating an applicant's professional competency for licensure in comparison with the current Canadian system.	CCPE / CEQB	constituent members; admissions officials	HRSDC	2005 / 2007	1	2
xii) Determine and implement the elements of the licensing process that can be done pre-immigration.	CMs individually	CCPE track and share best practices	HRSDC / CIC	2005 / 2006	1	2
xiii) 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.)	CMs individually	CCPE track and share best practices	Internal	2004 / 2005	2 (work has begun)	2
xiv) Create a "Working in Canada" seminar or IEGs.	IEEQ(MB)	CCPE, constituent members, immigrant serving agencies	HRSDC	2004 / 2005	2 (work has begun)	6
xv) Promote the concept that cross-cultural training be taken by licensing body volunteers and staff, CCPE, IEGs and employers.	CCPE coordinate	Constituent members; immigrant-serving agencies	Heritage Canada	2006 / 2007	3	10
xvi) 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.)	CCPE	Constituent members; immigrant-serving agencies; employers	Industry Canada; HRSDC	2005 / 2006	2	7
xvii) Develop a mentoring program for IEGs.	APEGBC	CCPE; constituent members; immigrant-serving agencies	Provincial gov'ts	2004 / 2005	2 (work has begun)	8

Timeline for Proposed Implementation of FC2I Recommendations											
	Oct-Dec 04	Jan-Mar 05	Apr-June 05	Jul-Sept 05	Oct-Dec 05	Jan-Mar 06	Apr-June 06	Jul-Sept 06	Oct-Dec 06	Jan-Mar 07	
Project #1											
language standard			→								
Project #2											
tracking applicants	→										
write PPE at any time	→										
database of degrees - phase 1	→										
database of degrees - phase 2			→								
alternative systems			→								
licensing activities pre-immigration			→								
provisional licence	→										
Project #3											
Conduct licensure uptake research	→										
Labour market study	→										
Project #4											
Accurate and consistent information			→								
Single source web site			→								
Project #5											
Information at CM available to IEGs in an easy-to-access manner							→				
Project #6											
Working in Canada seminar	→										
Project #7											
Best practices in employment			→								
Project #8											
Mentoring program	→										
Project #9											
Effective relationships between CMs and immigrant serving agencies			→								
Project #10											
Cross-cultural training							→				

10.0 Communications Activities

Throughout the FC2I process, stakeholders have been consulted and been kept apprised of key activities. The following list indicates the communications efforts that have taken place to involve stakeholders in the process.

Constituent Members (SLG / staff)

- Nov. 2003 Consulted with Admissions Officials and CEQB representatives on licensing issues.
- Dec. 2003 Straw model for a new licensing process was distributed to the Admissions Officials, CEQB representatives and the Licensing sub-committee.
- Jan. 2004 Presentation on licensing work made to the SLG.
- Mar. 2004 Article in *Between Us*.³
- June 2004 Letter with FC2I update and invitation to make presentation.
- July 2004 Email with work plan document; also reiterated invitation to make presentation and suggested they observe roundtable discussions with settlement agencies about implementing the recommendations.
- Sept. 2004 M. Carter makes presentation to APEGM volunteers on FC2I.

Constituent Members (volunteers)

- June 2004 CCPE and HRSDC held a meeting with key Professional Engineers Ontario volunteers to present the recommendations and facilitate a discussion around the rationale for each recommendation and their applicability to Ontario.
- Mar. 2004 Article in *Between Us*.
- May 2004 Update email to the Presidents.

CCPE Board

- May 2004 Presentation at the AGM.
- Oct. 3-4/04 Presentation at Board meeting.
- Ongoing Update emails.

Settlement Agencies

- Nov. 2003 Consulted with settlement groups on issues surrounding information availability and language / cultural issues.
- Mar. 2004 Series of focus groups.
- July 2004 Email invitation sent to participate in roundtable discussions about implementing the recommendations.
- Aug. 2004 E-bulletin announcing the new web site.
- Aug./Sept. 2004 Round table sessions.
- Oct. 2004 Deborah Wolfe spoke at CAPE event in Toronto.

Employers

- Jan. 2004 A research firm was engaged to consult with engineering-intensive employers about the draft internship model that was developed by the employment sub-committee.
- Aug. 2004 E-bulletin announcing the new web site (to employer and HR associations).

IEGs

- Mar. 2004 Series of focus groups.
- June 2004 Targeted ethnic media for announcement of recommendations.
- Oct. 2004 During Career Fair in early November, session on FC2I – organized by Sri Lankan Foundation.

³ CCPE's internal newsletter

Government Decision Makers

April 2004 The CCPE appeared before the Parliamentary Standing Committee on Citizenship and Immigration, and updated the Committee on FC2I.

Aug./Sept. 2004 Roundtable sessions.

Ongoing Update meetings with HRSDC.

Engineering and Technical Community

April 2004 A meeting was held with representatives of various engineering associations and other related bodies (i.e. Technologists, Foresters, etc.) to brief them on the progress of FC2I.

July 2004 Email invitation sent about observing roundtable discussions with settlement agencies about implementing the recommendations.

Aug. 2004 Roundtable information session.

Nov. 2004 HRSDC, in partnership with NRCan, hosted a Natural Resources Skills Symposium from October 31 - November 2 in Calgary. D. Wolfe spoke at this event.

Employment and HR Associations

July 2004 Email invitation sent about observing roundtable discussions with settlement agencies about implementing the recommendations.

Other

April 2004 D. Wolfe met with CNNAR (the national body of regulated professions) and gave them an update on FC2I.

May 2004 Extensive media relations activities aimed at a number of target audiences to garner coverage of the recommendations – release sent to general media, ethnic media and engineering media.

Sept. 2004 R. Osgood participated in FCR Panel at CNNAR meeting.

Sept. 2004 Presentation to engineering student society presidents by Ron Britton.

Nov. 2004 Public Policy Forum held a one-day conference entitled *Bringing Employers Into the Immigration Debate*, D. Wolfe spoke at this event.

Nov. 2004 A series of fact sheets and articles (in English, French, Russian, classical and simplified Chinese, and Arabic) were written, produced and distributed to immigrant serving agencies and ethnic media. They were also sent to MPs and Senators. A promotional item to encourage use of the FC2I web site was also produced and distributed to immigrant serving agencies.

A

Appendix A: **Roundtable Session Participants**

August 19, 2004

Ottawa

Rita Attieh	Lebanese and Arab Social Services Agency, Ottawa, Ontario
Bonnie Doughty	Multicultural Association of Fredericton, Fredericton, New Brunswick
Vanny Douch	Kingston and District Immigrant Services, Kingston, Ontario
Orlando Ferro	Quinte United Immigrant Services, Belleville, Ontario
Bridget Foster	Association for New Canadians, St. John's, Newfoundland
Elza Freitas	Kingston and District Immigrant Services, Kingston, Ontario
Dr. Kazi Hoque	South Asian Family Support Services, Toronto, Ontario
Jan Sheppard Kutcher	Metropolitan Immigrant Serving Association, Halifax, Nova Scotia
Carmen Radulescu	YMCA Newcomers Centre, Halifax, Nova Scotia
Semra Salih	Multicultural Association of Fredericton, Fredericton, New Brunswick
Marina Savchenko	World Skills, Ottawa, Ontario
Reza Shahbazi	New Canadians' Centre of Excellence, Windsor, Ontario
Shuhua Zhou	IEG, Montreal, Quebec
Bob Cook	Canadian Technology Human Resources Board, Ottawa, Ontario
Abigail Lixfeld	Human Resources and Skills Development Canada, Hull, Quebec
Andrew McLeod	Association of Professional Engineers and Geoscientists of New Brunswick, Fredericton, New Brunswick
Frank Parslow	Association of Professional Engineers of Prince Edward Island, Summerside, Prince Edward Island
Janet Sillifant	Citizenship and Immigration Canada, Ottawa, Ontario
Karyn Standen	Canadian Council of Technicians and Technologists, Ottawa, Ontario
Len White	Association of Professional Engineers of Nova Scotia, Halifax, Nova Scotia
Deborah Wolfe	Canadian Council of Professional Engineers, Ottawa, Ontario
Karen Martinson	Canadian Council of Professional Engineers, Ottawa, Ontario
Doris Yee	Canadian Council of Professional Engineers, Ottawa, Ontario
Robyn Osgood	Project Manager, Blueprint Public Relations, Ottawa, Ontario
Frank Van Gool	Facilitator, Intersol, Nepean, Ontario

August 26, 2004

Toronto

Gurmeet Bambrah	The Council for Access to the Profession of Engineering, Toronto, Ontario
Doris Chan-Lok	YMCA – Kitchener Waterloo, Kitchener, Ontario
Channah Cohen	Wood Green Immigrant Services, Toronto, Ontario
Peggy Edwards	Skills for Change, Toronto, Ontario
Upul Gamage	Ontario Sri Lankans Foundation, Mississauga, Ontario
Safi Geleto	COSTI, Concord, Ontario
Masha Hall	Newcomer Employment Centre in Kitchener-Waterloo, Kitchener, Ontario
Neville Hewage	Ontario Sri Lankans Foundation, Mississauga, Ontario
Cathy Hooper	WIL Employment Connections, London, Ontario

Akbar Khan	Tropicana Community Services, Scarborough, Ontario
Jo Leen	New Canadian Program, Waterloo, Ontario
Lillian Manea	Toronto Region Immigrant Employment Council (TRIEC), Toronto, Ontario
Marg Penner	COSTI, Concord, Ontario
Roland Rhooms	Skills for Change, Toronto, Ontario
Nipuna Samarajeewa	Ontario Sri Lankans Foundation, Mississauga, Ontario
Magda Tarnowska	Polycultural Immigrant and Community Services, Toronto, Ontario
Vicki Chieu	Ontario Society of Professional Engineers, Toronto, Ontario
Abigail Lixfeld	Human Resources and Skills Development Canada, Gatineau, Quebec
Michael Price	Professional Engineers Ontario (PEO), Toronto, Ontario
Deborah Wolfe	Canadian Council of Professional Engineers, Ottawa, Ontario
Robyn Osgood	Project Manager, Blueprint Public Relations, Ottawa, Ontario
Frank Van Gool	Facilitator, Intersol, Nepean, Ontario

September 9, 2004

Montréal

Mireille Pierre Alexandre	Actions interculturelles, Sherbrooke, Quebec
Yasmine Alloul	Association des jeunes professionnels Marocains, Verdun, Quebec
Chantal Bélanger	Services et formation aux immigrants en Montérégie, St. Hubert, Quebec
Ismaïl Belkhous	Cari St-Laurent, St-Laurent, Quebec
Marjorie Casimir	Centre de recherche d'emploi de l'est, St. Léonard, Quebec
Rodrigo de Brito	Service Intégration Travail Outaouais, Gatineau, Quebec
Fanie Dubuc	Centre Jeunesse Arabe, Montreal, Quebec
Valérie Lacasse	Promotion intégration société nouvelle, Montreal, Quebec
Catherine Limperis	Carrefour d'intercultures de Laval, Laval, Quebec
Anne Martin	Table de concertation des organismes au service des personnes réfugiées et immigrantes, Montreal, Quebec
Sheny Morales	Carrefour d'aide aux nouveaux arrivants CANA, Montreal, Quebec
Mohamed Soulami	Action interculturelle de développement et d'éducation, Sherbrooke, Quebec
Eric Schwartz	Centre d'information canadien sur les diplômes internationaux, Toronto, Ontario
Dolly Tannous	Services et formation aux immigrants en Montérégie, St. Hubert, Quebec
Moussa Traoré	Carrefour Jeunesse Emploi, St. Léonard, Quebec
Michel Doiron	Ressources humaines et Développement des compétences Canada, Ottawa, Ontario
Denis Isabel	Bureau canadien des conditions d'admission en génie (CCI) Ottawa, Ontario
Nicole Lévis	Ordre des ingénieurs du Québec, Montreal, Quebec
Claude Lizotte	Ordre des ingénieurs du Québec, Montreal, Quebec
Deborah Wolfe	Conseil Canadien des ingénieurs, Ottawa, Ontario
Aurélié Walsh	Blueprint Public Relations, Ottawa, Ontario
Marc Valois	Facilitateur, Ottawa, Ontario

September 23, 2004

Calgary

Karl Adamowicz	Edmonton Mennonite Centre for Newcomers, Edmonton, Alberta
Sarah Amies	Lethbridge Family Services Immigrant Services, Lethbridge, Alberta
Mayra Castro	Calgary Mennonite Centre for Newcomers, Calgary, Alberta
Steve Elman	Jewish Family Service Calgary, Calgary, Alberta
Monika Feist	Success Skills Centre, Winnipeg, Manitoba
Vera Fustic	YMCA Immigrant Settlement Services, Fort McMurray, Alberta
Linda Gale	Saamis Immigration Services Association, Medicine Hat, Alberta
Luella Gaultier	Edmonton Mennonite Centre for Newcomers, Edmonton, Alberta
Daniel Hirschhorn	Calgary Catholic Immigration Society, Calgary, Alberta
Rany Jeyaratnam	Success Skills Centre, Winnipeg, Manitoba
Eileen Kelly Freake	Association for New Canadians, St. John's, Newfoundland
Erich Keser	Saskatoon Open Door Society, Saskatoon, Saskatchewan
Linda Lalonde	International Centre of Winnipeg, Winnipeg, Manitoba
Daniel Love	Calgary Immigrant Aid Society, Calgary, Alberta
Tayeb Meridji	Success Skills Centre, Winnipeg, Manitoba
Lynn Merrithew	Calgary Catholic Immigration Society, Calgary, Alberta
Carolyn Rickey	Success Skills Centre, Winnipeg, Manitoba
Jessie Shen	ASSIST Community Services Centre, Edmonton, Alberta
Carol Simpson	Calgary Mennonite Centre for Newcomers, Calgary, Alberta
Salim Sindhu	Calgary Immigrant Education Society, Calgary, Alberta
Chris Thomas	Calgary Immigrant Catholic Association, Calgary, Alberta
Jean Wang	Calgary Mennonite Centre for Newcomers, Calgary, Alberta
Goergina Work	Calgary Immigrant Educational Society, Calgary, Alberta
Patty Brady	Human Resources and Skills Development Canada, Gatineau, Quebec
Shaundra Carvey	Petroleum Human Resources Council of Canada, Calgary, Alberta
Lloyd Henderson	Association of Professional Engineers, Geologists and Geophysicists of the Northwest Territories and Nunavut, Yellowknife, Northwest Territories
Joan McKinley	Association of Professional Engineers and Geoscientists of Manitoba, Winnipeg, Manitoba
Dennis Paddock	Association of Professional Engineers and Geoscientists of Saskatchewan, Regina, Saskatchewan
Al Schuld	Association of Professional Engineers, Geologists and Geophysicists of Alberta, Edmonton, Alberta
Barbara Stevenson	Association of Professional Engineers of Yukon, Whitehorse, Yukon
Neil Windsor	Association of Professional Engineers, Geologists and Geophysicists of Alberta, Edmonton, Alberta
Deborah Wolfe	Canadian Council of Professional Engineers, Ottawa, Ontario
Aurélie Walsh	Blueprint Public Relations, Ottawa, Ontario
Ron Tenove	Facilitator, Victoria, British Columbia

September 24, 2004

Vancouver

Brian Amouzegar	Society of Internationally Trained Engineering of British Columbia, Vancouver, British Columbia
Patrick Coady	BC Internationally Trained Professionals Network, Vancouver, British Columbia
Stephanie Curtis	Immigrant and Multicultural Services Society, Prince George, British Columbia
Gorana Dzin	Society of Internationally Trained Engineers of British Columbia, Burnaby, British Columbia
Ron Goodine	Jewish Family Services, Vancouver, British Columbia
Hereity Hadgu	Victoria Immigrant & Refugee Centre Society, Victoria, British Columbia
Ronnie Law	Langley Family Services, Langley, British Columbia
Roy Leaman	Victoria Immigrant & Refugee Centre Society, Victoria, British Columbia
Justine Mills	MOSAIC Employment Programs, Vancouver, British Columbia
Neil Simces	Jewish Family Services, Vancouver, British Columbia
Laurie Sing	Immigrant Services Society of BC, Vancouver, British Columbia
Patty Brady	Human Resources and Skills Development Canada, Gatineau, Quebec
Sandy McKellar	Wood Manufacturing Council, Vancouver, British Columbia
Gillian Pichler	Association of Professional Engineers, Geologists and Geophysicists of British Columbia, Burnaby, British Columbia
Deborah Wolfe	Canadian Council of Professional Engineers, Ottawa, Ontario
Aurélie Walsh	Blueprint Public Relations, Ottawa, Ontario
Ron Tenove	Facilitator, Victoria, British Columbia

August 20, 2004

Ottawa

ENGINEERING COMMUNITY / SECTOR COUNCIL ROUNDTABLE PARTICIPANTS

Sylvain Charette	Canadian Federation of Engineering Students, Ottawa, Ontario
Philip Cockshutt	Canadian Academy of Engineering, Ottawa, Ontario
Bob Cook	Canadian Technology Human Resources Board, Ottawa, Ontario
Max Hollins	Canadian Veterinary Medical Association, Ottawa, Ontario
Sandy McKellar	Wood Manufacturing Council, Ottawa, Ontario
Karyn Standen	Canadian Council of Technicians and Technologists, Ottawa, Ontario
Paul Swinwood	Software Human Resources Council of Canada, Ottawa, Ontario
Deborah Wolfe	Canadian Council of Professional Engineers, Ottawa, Ontario
Robyn Osgood	Project Manager, Blueprint Public Relations, Ottawa, Ontario