

CAPE

Council for Access to the Profession of Engineering

INFO

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Issue 15

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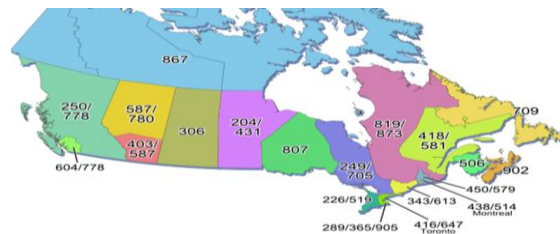
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Greetings

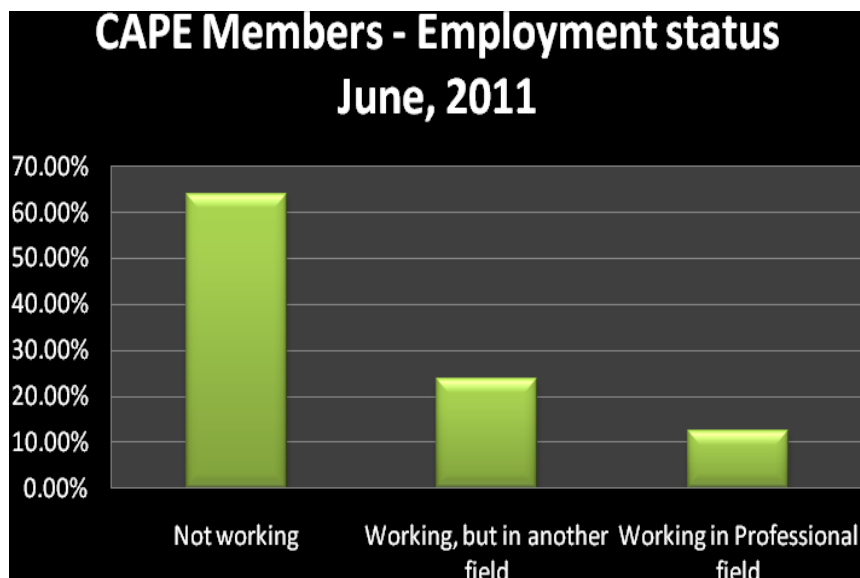
- CAPE is in a state of transition as we undergo sustainability testing. **More in this issue**
- Our focus in the coming months will be on connecting employers with our members. Watch out for these events by visiting our website regularly.
- Our membership has now grown to nearly 3500 direct members and is *increasing every day*.
- Following up on the Mandate that you gave us at the fourth annual general meeting CAPE is setting up a strong advocacy and citizenship platform – **Learn more about how you can participate in this issue**
- If you have recently moved or any of your contact details have changed, please update your information by calling us at 416 955 0563 or send us an email at Info@capeinfo.ca
- If you have any questions, please don't hesitate to email us at info@capeinfo.ca.

Our Membership by area code



Telephone code	# Members
250/604/778	8
587/780/403/587	27
306	3
867	0
204/431	1
807	0
249/705	4
819/873	2
226/519	91
289/365/905	672
416/647	2107
343/613	85
438/514/450/579	9
418/581	0
506	2
902	1
709	0
unknown	423

Employment News



CAPE is at a **critical** point as it has done all it can to provide you with the information and advisory support to understand the engineering field and market in Canada. The CAPE online employment support now includes a comprehensive suite of seven tools (shown below). However it has been extremely difficult to engage with employers and very few of our members have been able to get engineering positions commensurate with their qualifications and experience (see Chart on the left).

Employment and career planning Support for the Engineering Profession

Introduction

Through extensive community action research we have established the information needs of immigrants with engineering backgrounds (IEB) in Ontario and Canada, Based on this we have developed a systematic employment support pathway for you. This takes you through seven online tools, which should be completed in sequence below for you to derive maximum benefit from these.



These tools comprise:

- Tool 1: Self-Assessment and Information Tutorial**
- Tool 2: Portfolio Builder**
- Tool 3: Real-time Labour market intelligence report by engineering discipline**
- Tool 4: Locating Engineering Employers in Ontario**
- Tool 5: Jobs List**
- Tool 6: Engineering Publications by discipline**
- Tool 7: Software inventory by discipline**

Member News

NEW DRIVER: SUSTAINABILITY

As a young organization with limited resources and core-funding, CAPE is concerned about its sustainability in the long-term. As of November 1, 2010, CAPE completed all its major projects. As the organization reviews the availability of resources, it is embarking into a maintenance, rather than growth, phase. For the past six months we have been testing the sustainability of CAPE. As you are all aware CAPE has been providing **FREE employment support to its members since inception in June 2006**

A voluntary fee of \$30 was introduced in 2008 but less than 50 members paid this. For CAPE to continue to provide and sustain this employment support and other cutting-edge services to its members in accordance with the resolutions passed at the Annual General Meetings of 2009 and 2010 CAPE is developing a client centered fee-for-service Structure. Under this structure:

- Regular Membership of CAPE will continue to be **FREE**
- Much of the information support component of CAPE services will continue to be offered to all members and the public **FREE**
- **A NOMINAL ONE-TIME FEE** will be charged to all **NEW** members for the suite of seven employment support tools. However all members who had joined CAPE prior to March 2011 will continue to enjoy this support **FREE**
- Our offerings to service providing organizations will offered on a **SUBSCRIPTION FEE BASIS**

[HELP US TO HELP YOU BY ACCESSING OUR SERVICES](#)

ADVOCACY, CITIZENSHIP AND RIGHTS

WHY ADVOCACY?

CAPE is now at a **cross-roads** between continuing to constructively engage employers who show much and continued resistance to hiring immigrants with engineering backgrounds and developing a strong advocacy, citizenship and rights platform to bring the plight of our highly qualified and experienced but underutilized members to the fore by using all possible avenues for action.

CALL FOR ACTION

1000 SIGNATURES NEEDED (455 so far)

Support the CAPE petition to the Government of Canada requesting Fair Play for Canada's Foreign Trained Engineers in the Public Interest! If you have not done so already please sign this petition at the following Link

<http://www.gopetition.com/petition/44432.html>

We are looking to you to draw the attention of the public, your friends and potential politicians to this in the upcoming election using social media.

FOCUS ON EMPLOYERS AND EMPLOYMENT

CAPE in partnership with the Engineers360 brand is set to re-focus strongly on constructively engaging with engineering employers and helping them to onboard our members using the unique “no-resume no-scanning” approach to match talent to jobs and offering an on-line self-directed learning platform for our members.

If you joined CAPE before March 31, 2011 Please fill in/update your portfolio at the CAPE website. This becomes part of a database that the employer can search in real-time using our new competencies screener. If you are a new member please join CAPE (this is free) and purchase the suite of seven employment and career planning tools to create your portfolio.

If your portfolio matches the job requirements of an employer you will be referred to the Hiring Manager/Employer who will contact you directly.

IMPORTANT: For us to get employers interested we must have more of your completed portfolios on the database!

Help us to help you

Fill in your CAPE portfolio now! Go to

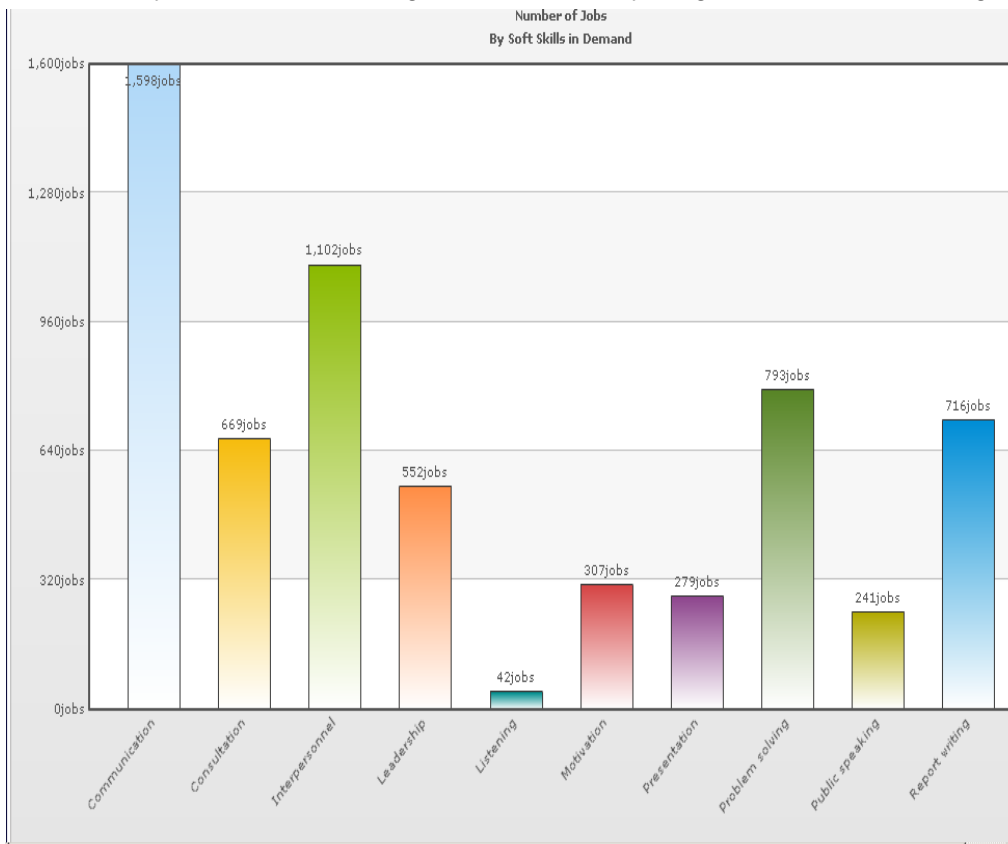
<http://www.capeinfo.ca/employment.php>

Advanced Competencies Training – Communications

At present there is one certainty about engineering – that in the coming years engineering will continually evolve and change because everything else will also change. Engineers can no longer

survive by performing narrowly defined tasks that have occupied most of them over much of the last hundred years. Driven by growth of non-traditional job markets for engineers those who choose not to adapt and change to shifting markets and new technologies will not survive.

The rapidity and magnitude of these changes means that the ways in which engineers learn, apply and gather knowledge will also change. The education that will



succeed in the future will have to be one that is modeled on change management as an integral part of teaching and learning. Real-time information about emerging competency requirements is not only desirable, it is crucial. Through a real-time analysis of job data against competencies of engineering workers a more efficient and helpful data analysis of the Ontario engineering labor market is obtained by immediately interpreting data from jobs listed in our database using our cutting edge technology. We are using this to set up a self-learning platform for our regular members. In a [free workshop](#) being offered for a limited time we are presenting data obtained from a significant sample of over 2000 jobs comparing these with competencies of over 1000 CAPE members who have filled in their portfolios

The real-time skills analysis by CAPE has indicated a clear need for communications training for engineers in our member pool. Based on detailed information derived from this labor market intelligence we piloted advanced communications training with some of you last year. Based on your responses we are offering an introductory composite of four advanced communications training workshops for engineers through our self-directed on-line learning platform for our members. These are reasonably priced at **\$14.99 each and include:**

- **Workshop 2.1: Changing Nature of Communications In Engineering**
- **Workshop 2.2: Understanding Cross-Cultural Competence**
- **Workshop 2.3: Cross-Cultural Communications in Engineering**
- **Workshop 2.4: Acquiring cultural competence**

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