

- CAPE was formed in the 1990s serious difficulties facing immigrants from the engineering profession seeking employment began to surface in Canada.
- CAPE initially focused on licensing barriers facing its members working with Professional Engineers Ontario (PEO) through its Admissions task force to introduce legislation on a provisional license for immigrant applicants (February 28th, 2003).

- CAPE then shifted focus engaging the wider community through its Engineering Access Community Action Research Project funded by MTCU and HRSDC (June 2003 and May 2006) revealing:
 - 1 - That the foreign trained engineer was being locked out of the engineering work place contrary to the contention that these immigrants were performing poorly in Ontario.
 - 2 - That the employers in Ontario were resistant to hiring foreign trained engineers and were using the pretext of lack of Canadian experience to condone this.
 - 3 - That only one in five of the local Ontarian engineering graduates was actually applying for licensure and little information was available on the nature on employment held by remaining eighty percent.
 - 4 - Greater multi-stakeholder consultation was needed to create a seam less process to address Federal/Provincial disconnects in immigration policy.

- The Engineering Access Project resulted in multi-stakeholder employment strategy for immigrants with engineering backgrounds that CAPE started implementing in June 2006 as follows:
 - 1 - Setting-up employment support tools for members to address employer resistance and help foreign trained engineers make informed career decisions.
 - 2 - Undertaking the Skills Commensurate Engineering Access Project (funded by MTCU) to identify occupations requiring engineering education but not licensing.
 - 3 - Instituting an annual series of knowledge events to strengthen multi-stake holder consultations and employer engagement.

Projects



- CAPE is currently adapting and piloting its talent integration technology through its IEHP- Navigator Project or selected health professions funded by MTCU (2012-2013).
- CAPE is now marketing its Talent integration tools for engineers through cloud infrastructure based on the understanding gained through the Leveraging Global Engineering Skills Project that:
 - 1 - A sound academic grounding in engineering remains important for employment and CAPE members generally exceed employer expectations in this aspect.
 - 2 - CAPE members need to acquire/demonstrate high computer literacy and proficiencies.
 - 3 - CAPE members need to develop leading edge collaborative and cross-cultural communications skills that are becoming central to and highly sought after in engineering practices everywhere.
 - 4 - CAPE members need to appreciate that Canadian employers leadership culture (being able to work independently with minimum supervision after a few years of experience).
 - 5 - Creativity and innovation are attributes that CAPE members need to develop to set them apart from their peers.

IEHP-Pilot Navigator Project for Selected Health Professions



- In 2008 CAPE shifted focus to innovation and building Canada's competitive edge through its Leveraging Global Engineering Competencies.
- Initiative funded by MTCU (2008-2011). Consequently CAPE developed cutting edge talent integration technology and tools to strengthen employment support for foreign trained engineers aspiring to join the Canadian engineering workforce. These have been converted into customized service packages that CAPE offers to its members in different categories as described below.

Packages No 1 - For Individual regular members of CAPE from the engineering profession

- 1 - Self assessment and information tutorial
- 2 - Self reflective portfolio builder with built in menus in Canadian terminology
- 3 - Real-time labour market reports by engineering discipline
- 4 - Locating engineering employers by engineering discipline using GIS mapping
- 5 - Job listing
- 6 - Engineering publications by engineering discipline
- 7 - Software inventory by engineering discipline

Packages No 2 - For SPOs (Service Providing Organizations) Cost of suite of 4 services as follows

- 1 - Subsidized client referral to CAPE Employment and support tools \$29.99 per client
- 2 - Listing of SPO services in online inventory \$59.99 per year
- 3 - Subscription to no-resume no-scanning tools \$29.99 per month or \$319.99 per year
- 4 - Subscription to real-time labour market intelligence reports \$9.99 per month or \$99.99 per year

Packages No 3 - Self Learning Training Seminars Comprising:

- 1 - WHMIS Training Seminar \$19.99
- 2 - Online advanced competencies training seminars on cross Cultural communications workshop (set of four) at \$14.99 each

What CAPE Offers

Member Services

- Regular members
- Service Providing Organizations (SPOs)
- Patrons and Sponsors



Employment & Support

- (\$50 per year)
- Self Assessment and Career Planning
- Online WHMIS Training
- Portfolio Builder for engineers
- Employer Mapping by discipline
- Introductory webinar of CAPE employment support



Advocacy

- Access to Position papers
- Join CAPE Advocacy Platform
- CAPE Advocacy materials
- CAPE research papers
- CAPE news letters



Advanced Competencies Training

- Introductory Webinar on real-time skills gaps curriculum
- Online communications training workshops for engineers



'Take the CAPE/RGI Insurance Challenge!'

CAPE members get preferred rates and discounts on their home, auto and business insurance. Our insurance provider is Vikas Ramrakha of Rai Grant Insurance Broker. They offer a range of competitive insurance solutions, professional advice and personal service providing you with protection for your assets and valuables.

Take our challenge! Contact Vikas for a quote to see how much we could help you save. Quotes only take a few minutes and offer a range of options from home and contents cover, through to comprehensive automobile insurance and more. Vikas can be reached by phone at 416-558-3061 or email at vramrakha@raigantinsurance.com.

When you call, be sure to mention you are a member of CAPE to receive your exclusive rates!



**RAI GRANT
INSURANCE
BROKERS**