

CAPE CHRONOLOGY

YEAR	INITIATIVE	PURPOSE	FINDINGS/OUTPUTS
1990	Access to Professions and Trades - Task force	Review of occupations, requirements, regulations licensing, certification and education	<ul style="list-style-type: none"> • Found barriers to accessing professions to be systemic. • Inadequate information base before immigration • Poor links to apprenticeship programs • Industrial training consultants have too much control • Time-based rather than competency based systems • Inadequate retraining opportunities
1990-1993	Ministry of Citizenship, culture and recreation	Funded five community based access to trades and professions projects	<ul style="list-style-type: none"> • SVNCP (Society of Vietnamese Canadian Professionals) • Skills for Change (SFC) which was housing CAPE • AHCP (Association of Hispanic Canadian Professionals) • JVS and; • Ottawa Carleton
1993	PEO/ARTF	Admissions review	Recommended appeals process
1993	PEO	Initiated dialogue with community groups and APT.	Resulted in informal meetings community based and other groups" coalition
1994	Skills for Change	Provided seed funds to establish the Coalition for Access to Professional Engineering (CAPE)	<ul style="list-style-type: none"> • Developed a systematic approach to addressing barriers facing IEBS • Established Coalition for access to professional engineering (CAPE) • Structured Strategic Planning exercise facilitated by Michael Iannou
April 1995	SVNCP/CAPE	CAPE endorsed two papers prepared by SVNCP	<ul style="list-style-type: none"> • Prior Learning Assessment, A Proposal • Admissions into PEO proposals for an appeal process
1995	Levi-Strauss and Co/APT/SFC	SFC carried out a survey of engineers and employers,	Report entitled "Building Bridges: identifying opportunities and overcoming barriers to employment and licensure for foreign trained Engineers in Ontario".
1996	CAPE with advice from	Prepared Position	Identified 4 issues:

	APT	Paper directed at PEO	<ul style="list-style-type: none"> • Unclear communication between PEO and applicants • Information for potential immigrants • Manner of assessing prior learning and no recourse to appeal • Access to appropriate training for foreign trained engineers
May 1996	PEO/CAPE joint committee	Set up to review progress on previous recommendations of the PEO Admissions Task Force (ATF) and ATP	<p>CAPE summary document entitled "Issues related to the Licensing process for foreign trained engineers". highlighting</p> <ul style="list-style-type: none"> • Communication and information • PEO policy and practice in the licensing process
June 1997	CAPE	Presentation of case for appeal to PEO	CAPE made a direct presentation to PEO Council using the case of an applicant who had a legitimate case for an appeal.
1998	PEO/CAPE	Policy and practice review	PEO set up task force to review its policies and practices in admissions, complaints, discipline and enforcement. Invited CAPE to make a submission.
1998	CAPE	Evaluation and planning	CAPE began to address the need to broaden its focus to respond to the expressed needs of newcomer engineers. The focus moved beyond licensing to access to training and employment.
1999/2000	CAPE/Maytree Foundation	Advocating for Access Project	<ul style="list-style-type: none"> • Expansion of the CAPE network • CAPE presented a report to the Maytree Foundation entitled "Advocating for Access: Breaking down Barriers to Licensing and Employment for Foreign Trained Engineers."
1999	PEO/CAPE Joint Task Committee (JTC), Admissions, Complaints, Discipline and Enforcement (ACDE) of PEO	Removal of systemic Barriers - An admissions appeals Process	The PEO/CAPE Joint Task Committee (JTC) submitted final report to the PEO council entitled 'An admissions Appeals Process for Professional Engineers Ontario: Rationale, Guiding Principles, Proposed Process and Benefits'
1999/	CAPE/Ontario Hydro	Work Experience	Under this program OHSC tried

2000	Services Company (OHSC)/SFC/PEO	Project (WEF)	to help address the Canadian Experience Program through work placement.
2000	CAPE/SFC/ Ontario Network for Access to Professions and Trades	Outreach and Focus Groups	<ul style="list-style-type: none"> Started to reach out to IEBs through community organizations. Held a number of focus group discussions to understand their concerns and build CAPE membership
2001	CAPE/Maytree Foundation/ Suzanne Gibson & Associates	Strategic review of CAPE	<p>Developed an operational plan. Key elements of which were:</p> <ul style="list-style-type: none"> Broad research SWOT (strengths, weaknesses, opportunities, and threats) analysis Community consultation.
2002	CAPE to become a true coalition	Community outreach	<p>The objective was to reach out to groups of internationally trained engineers:</p> <p>CASSA SFC CPAC Mohandes PROMPT</p>
2002	CAPE/OSPE/CIC/HRDC	OSPE Advisory group, CIC/HRDC focus groups	<ul style="list-style-type: none"> Proposed Diversity training for employers Presented CAPE experiences with Ontario Hydro
2002	CAPE/CCPE	Accreditation process	Communication established
2003	CAPE/Canadian Heritage	Engineering Access project	<p>Project began in June 2003:</p> <ul style="list-style-type: none"> Community outreach Multi-stakeholder Roundtables Documentation of barriers facing IEBs and employers Employer outreach Collective voice for engineers
2003	CAPE/CCPE	From Consideration to Integration Project Phase 2	CAPE steering committee members invited to join sun committees for this project.
2003	PEO	Provisional License	Concern about fairness position paper under preparation
2003	CAPE	Community based focus group	Ten ethno-cultural community groups serving internationally trained Engineering Graduates (ITEGs) came together to exchange experiences
2003	CAPE/HRDC	Funding secured for preparation of	<ul style="list-style-type: none"> Inventory of ITEG skills/qualifications

		database under Engineering Access Project.	<ul style="list-style-type: none"> • Inventory of employer need • Labour market information for ITEGs
2003	CAPE/TRIEC	Toronto Region Immigrant Employment Council (TRIEC) Multi stakeholder Roundtable	CAPE invited to join two working groups: Employment Best Practices Licensing
2004	CAPE	Launch	CAPE launched its Constructive Engagement Initiative to enage multi-stakeholders under the Engineering Access Project
2005	CAPE	Broader public Consultation	CAPE initiated a series of six structured Multi-stakeholder Roundtables to Develop an employment strategy for immigrants with engineering Backgrounds
2006	CAPE	Employment Strategy	CAPE launched multi-stakeholder employment Strategy for IEBs entitled 'Canadian First' to 'Canada First'
2006	CAPE	Incorporation	CAPE incorporated, reorganized and restructured itself through consultative and strategic planning to shift focus to employment and knowledge mobilization
2007/2007	CAPE/Service Canada/MTCU	Skills Commensurate Engineering Access Project	Project began December 2006: <ul style="list-style-type: none"> • Focus on non-core skills commensurate engineering Occupations and emerging engineering occupations.