

# CAPE

Council for Access to the Profession of Engineering

# INFO

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Issue 3

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## Greetings

- CAPE held its first Annual General Meeting and Knowledge Conference in November 2007. These were a great success! Read more about the conference in the article below.
- Our membership has now grown to 1300 direct members and is increasing every day.
- The 'Skills Commensurate Engineering Access Project' is concluding and we will be disseminating its key findings to you in our next issues.
- We are embarking on exciting new employment programs for you – watch this space!
- CAPE has entered into a partnership with Ryerson University on a new project titled **Discrimination in the Workplace: A Study of Highly Skilled Foreign-Trained Newcomers** - we will be providing regular updates on this project!
- Keeping in touch with you is our highest priority. If you have recently moved or any of your contact details have changed, please update your information by visiting [www.capeinfo.ca](http://www.capeinfo.ca) and logging into your account.
- If you have any questions, please don't hesitate to email at [info@capeinfo.ca](mailto:info@capeinfo.ca).

## Member News

### CAPE ANNUAL GENERAL MEETING 2007

CAPE held its first Annual General Meeting on November 24, 2007 at Ryerson University Oakham Lounge. The following resolutions were passed by the membership:

- That the audited financial statements prepared by Dennis Paganelli CA be approved as attached.
- That the strategic plan for CAPE Council for Access to the Profession of Engineering for the years 2007/2008 be approved (more information is available at [www.capeinfo.ca](http://www.capeinfo.ca))
- That CAPE Council for Access to the Profession of Engineering introduces a membership fee for its members

### NEW MEMBERSHIP DETAILS

In order to provide you with excellent service and fund ongoing development of fee-for-service tools, CAPE members passed the resolution to introduce the following two new membership categories at its AGM on November 24, 2007. The fees come in effect from February 15, 2008.

Every current CAPE member who is an IEB (immigrant with engineering background) will be entitled to a free **Basic Membership** unless he/she requests **Premium Membership**. Becoming a Premium Member has special advantages such as access to specific employment tools, a new mentoring program, job board, member benefits packages and much more. For full membership details please see the following table.

Premium Member (\$30/year)	Basic Member (Free)
<ul style="list-style-type: none"> <li>✓ Access to the entire website</li> <li>✓ Complete Employment Advisory Support Toolkit <ul style="list-style-type: none"> <li>○ Self-Assessment Module</li> <li>○ Portfolio Builder</li> <li>○ Employer Location Tool</li> </ul> </li> <li>✓ Employer Mentoring (upcoming)</li> <li>✓ Engineering Job Board</li> <li>✓ Member Benefits Packages</li> <li>✓ CAPE INFO Quarterly E-newsletter</li> <li>✓ Invitations to the AGM, Meet &amp; Greetings and Other Events</li> </ul>	<ul style="list-style-type: none"> <li>✓ Access to most of the website</li> <li>✓ Self-Assessment Module</li> <li>✓ CAPE INFO Quarterly E-newsletter</li> <li>✓ Invitations to the AGM, Meet &amp; Greetings and Other Events</li> </ul>
Register now at <a href="http://www.capeinfo.ca">www.capeinfo.ca</a>	

## Employment News

### PILOT PROGRAM SHOWS EMPLOYERS LACK COMMITMENT

As you may recall, some CAPE members participated in a pilot employment initiative lead by Skill Route Inc. The initiative resulted from discussions between Skill Route Inc. and two large engineering firms that were having trouble filling high level specialized engineering jobs and urgently required appropriate candidates. As Skill Route Inc. and CAPE have worked together over the past two years on different initiatives, Skill Route Inc. approached CAPE to identify suitable candidates from its member base to apply for these positions.

Based on the job descriptions provided by the two employers, CAPE shortlisted potential candidates from its member base, who were then directed to fill out the extensive in-house, proprietary portfolio builder. A detailed analysis was conducted and those candidates who fulfilled the job requirements were invited to attend a two-day job preparation workshop hosted by Job Start (Toronto). Up to this point the employers were actively engaged in the process.

Since the candidates have undergone the job preparation training, we have been waiting to hear back from the employers, hoping that our candidates would be offered job interviews. Although a candidate has been contacted we have yet to hear from the employers. CAPE has come to the conclusion that perhaps engineering employers are not entirely committed to hiring immigrants with engineering backgrounds, despite leading us to believe otherwise, and will not be continuing this pilot in the future.

CAPE will however be looking at new employer-based initiatives and will inform its members about these in coming issues of the newsletter.

## Community News

### NEW SURVEY ON BRIDGING PROGRAMS

- Have you attended any bridging programs in order to increase your chances of finding work in your field?
- Did the bridging program help you find a suitable job?
- What it useful or a complete waste of time?

We want to hear what you have to say! CAPE is partnering with other professional associations to carry out a survey of professionals who have undertaken bridging programs to either improve their prospects of getting work or help with their license.

The Settlement Accord signed between the Federal Government and the Province of Ontario in 2005 set aside \$920 million over the next five years to be put into settlement services for immigrants. We want to know where you think this money should go, and specifically, if this money would be well invested in bridging programs.

The survey will take only 5 minutes to complete. To participate in the survey click on the following link: [http://www.surveymonkey.com/s.aspx?sm=P\\_2fSnrUV5\\_2bsy42meFltty6Q\\_3d\\_3d](http://www.surveymonkey.com/s.aspx?sm=P_2fSnrUV5_2bsy42meFltty6Q_3d_3d). Please pass this on to your friends and family who are also immigrant professionals. Please complete this survey as soon as possible because it will be closed on March 15, 2007.

You can contact the survey author Nikhat Rasheed, who is also CAPE's communication consultant at [nikhat@capeinfo.ca](mailto:nikhat@capeinfo.ca).

## Knowledge Mobilization

### CAPE PARTNERS WITH RYERSON UNIVERSITY ON WORKPLACE DISCRIMINATION RESEARCH STUDY

Investigators at Ryerson University's Faculty of Community Services and University of Toronto's Faculty of Social Work have teamed up with CAPE to examine perceptions of discrimination of foreign and locally trained engineers. This study titled '**Discrimination in the Workplace: A Study of Highly Skilled Foreign-Trained Newcomers**' aims to explore the experiences of newcomer internationally trained persons within the Canadian context and generate concrete recommendations for policy and program interventions. The research is funded by the Social Sciences and Humanities Research Council of Canada (SSHRC).

300 foreign-trained engineers and 200 Canadian educated engineers will be surveyed under the first phase of this study. For more information on this study, click on the following link: [http://www.capeinfo.ca/ru\\_survey/](http://www.capeinfo.ca/ru_survey/)

## Report on the Knowledge Conference

The **CAPE Engineering Knowledge Conference 2007** was a great success, attended by over hundred participants including international and national keynote speakers. Keynote speakers included Honorable Dr. Jean Augustine, Ontario's Fairness Commissioner; Hon. David Zimmerman, MPP Willowdale and Parliamentary Assistant to the Attorney General (whose office holds the engineering file) and Mark Zimny, President and CEO, Promotion Engineering Ltd.

The theme of the conference was summarized by the international panel on Transferability for Transformation: Mobilizing Global Engineering Experience. The panel included:

**CAPE Acting Executive Director, Dr. Gurmeet Bambragh**, presented a model on inward and outward mobility of global engineering education and experience. Using the Systematic, Integrated, Strategic Analysis (SISA) methodology, with able research assistance from Amrit Soar, her research outlined how common mechanisms of accreditation and experience recognition influence transferability. These mechanisms include engineering education, experience, societal, cultural and governance instruments which have been and are being used to

standardize education and the practice of engineering in different parts of the world. The model presented showed that Australia has the highest balance of inward and outward mobility, almost reaching international levels, whereas Canada has amongst the lowest inward/outward mobility balance with the lowest inward mobility (integration of global engineering experience into Canada) and highest outward mobility (sending Canadian experience outward). More information on this can be found on:

[http://www.capeinfo.ca/download/P2\\_Overview\\_of\\_GlobalMobility\\_GurmeetBambrah.pdf](http://www.capeinfo.ca/download/P2_Overview_of_GlobalMobility_GurmeetBambrah.pdf).

**John Boyd, President, International Federation of Consulting Engineers (FIDIC) and a member of Professional Engineers Ontario**, presented on the Global Mobility for Engineering Professionals. His presentation reviewed and related the process of professional registration in Canada to the requirements of the consulting industry in this country and suggested ways in which the process might be streamlined. More information on this can be found on:

[http://www.capeinfo.ca/download/P3\\_GlobalMobility\\_for\\_EngineeringProfessionals\\_JohnBoyd.pdf](http://www.capeinfo.ca/download/P3_GlobalMobility_for_EngineeringProfessionals_JohnBoyd.pdf).

**Dr. Gue See Sew, Chairman, APEC (Asia-Pacific Economic Cooperation) Engineering Coordinating Committee**, located in Malaysia also participated in the conference by presenting his comments on the International Mobility of Engineers. His live presentation can be viewed on <http://www.batipi.com/client/cape/>, and focused on the importance of international mobility for engineers, international agreements promoting mobility for engineers and the Australian and Malaysian experiences with Multi-lateral and Bi-lateral Agreements. More information on this can be found on:

[http://www.capeinfo.ca/download/P4\\_InternationalMobility\\_of\\_Engineers\\_GueSeeSaw.pdf](http://www.capeinfo.ca/download/P4_InternationalMobility_of_Engineers_GueSeeSaw.pdf).

**Eng. Exaud Mushi, Chairman, Group of Africa Member, Associations, GAMA FIDIC**, located in Tanzania, used our online web conferencing system and presented his comments titled: How are the transferability of experience and the transformation of institutional practices to be facilitated under a global framework? His presentation discussed the demand for engineers across the world under the globalization framework. While the performance of international engineers has been good, there are barriers to their movement based in regulation and mistrust. FIDIC should commission study to review various laws and regulations and propose revisions and encourage governments to change. More information can be found on:

[http://www.capeinfo.ca/download/P5\\_Transferability\\_of\\_Experience\\_ExaudMushi.pdf](http://www.capeinfo.ca/download/P5_Transferability_of_Experience_ExaudMushi.pdf)

**Engr. Kadri Adebayo Adeola, Chairman, Capacity Building Committee, FIDIC**, located in Nigeria was unable to log into our web conferencing system due to technical difficulties on his end. However, we presented his comments titled: How the engineering fraternity can facilitate standardization of global engineering experience. His presentation discussed whether there is indeed a single engineering fraternity and agenda or if there are competing versions of them. It discussed the challenges within the engineering industry of reconciling disparate sizes, resources, and competing continental, regional, national and international interests. What is an African's perspective? How can the international community work together under FIDIC? More information can be found on: [http://www.capeinfo.ca/download/P6\\_Facilitation\\_of\\_Standardization\\_KadriBayoAdeola.pdf](http://www.capeinfo.ca/download/P6_Facilitation_of_Standardization_KadriBayoAdeola.pdf).

Two additional luminaries had expressed an interest in participation but due to schedule conflict had been unable to participate in the conference. However, they did send us their comments which were presented by Nikhat Rasheed, CAPE Communications Specialist.

**Dr. Jim Birch, Head of International Recognition, Engineering Council UK** concluded in his statement on Professional Competence and Global Recognition, that by keeping governments out of the picture the IEA ensures that the global process is run by engineers for the benefit of engineers and that any agreement made has buy-in from the national engineer organisations, rather than being imposed from above. It also means that progress is far faster than would be possible by going through inter-governmental negotiations. Mobility will be best enhanced by supporting the focused work of the IEA rather than being buried in wide-ranging GATS discussions. You can read his statement on:

[http://www.capeinfo.ca/download/P7\\_GlobalRecognition\\_Birch\\_Wlodzimierz\\_Rasheed.pdf](http://www.capeinfo.ca/download/P7_GlobalRecognition_Birch_Wlodzimierz_Rasheed.pdf)

**Professor Wlodzimierz Miszalski, World Federation of Engineering Organization – Committee on Education and Training** (based in Poland) commented on an idea for a World University of Technology that would prepare engineers for global mobility. From a virtual to real-time campus university, the institution would facilitate mobility through offering mobility-oriented curricula and research. You can read his statement on:

[http://www.capeinfo.ca/download/P7\\_GlobalRecognition\\_Birch\\_Wlodzimierz\\_Rasheed.pdf](http://www.capeinfo.ca/download/P7_GlobalRecognition_Birch_Wlodzimierz_Rasheed.pdf)

In addition, **Mike Dang PhD, Experience Review Committee, Professional Engineers Ontario** presented the regulatory view on the accreditation process. More information can be found on: [http://www.capeinfo.ca/download/P8\\_ExperienceReviewProcess\\_MikeDang.pdf](http://www.capeinfo.ca/download/P8_ExperienceReviewProcess_MikeDang.pdf)

In addition, CAPE hosted an employer engagement event at which Ontario Power Generation, Allstorm Inc. and Promotion Engineering Ltd. participated and over one hundred IEBs attended.

CAPE also held its first Annual General Meeting during this event and passed three major resolutions. You can read the AGM report presented to CAPE members on: [http://www.capeinfo.ca/download/AGM\\_report.pdf](http://www.capeinfo.ca/download/AGM_report.pdf).

## Contact Us

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