

# CAPE

Council for Access to the Profession of Engineering

# INFO

FALL 2009

Issue 9

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AGM and Knowledge Conference Report

**Upcoming Event: CAPE Engineering 2010 Event @ Nov. 25, 09**

## COME OUT TO THE ENGINEERING FRATERNITY'S EVENT OF THE SEASON!

The Council for Access to the Profession of Engineering (CAPE)  
is thrilled to promote its CAPE Engineering 2010 Event  
NOVEMBER 25, 2009 – Hyatt Regency Toronto, 370 King St. West, Toronto

### 3RD ANNUAL ENGINEERING KNOWLEDGE CONFERENCE & AGM

ROOM: Regency C  
TIME: 2:00 PM to 6:00 PM  
TICKETS: Free for CAPE members & observers  
DRESS CODE: Semi-Formal

Participate in an exciting conference panel titled From Regulation to Innovation! Why are immigrant engineers and scientists from India and China registering almost a third of US patents? How can Canada become more innovative? What economic and regulatory structures or practices enhance innovation? How can we all become innovators?

2:00 PM Registration  
3:00 PM Conference Panel  
5:00 PM Annual General Meeting

### CAPE LEVERAGING GLOBAL ENGINEERING SKILLS PROJECT LAUNCH

ROOM: Regency D&E  
TIME: 6:00 PM to 10:00 PM  
TICKETS: FREE (CAPE members)  
\$35 (Non-Members)  
DRESS CODE: Formal

Mix and mingle with community members, immigrant engineers, employers and government representative at CAPE's Project Launch. This extraordinary event is discounted for CAPE members and partners. Don't miss it! Tickets are limited!

6:00 PM Networking Reception  
7:30 PM Banquet and CAPE Project Launch

REGISTER AT  
[www.engineering2010.eventbrite.com](http://www.engineering2010.eventbrite.com)

**CAPE**  
Council for Access to the  
Profession of Engineering  
*Putting Canada First*



## Outreach Update: East York Strategic Planning Meeting

CAPE is excited to invite engineers in the Thorncliffe Park and Flemington Park communities to join us in developing a collective approach to honour our pledge to make the Canadian and Ontario engineering workforce the most competitive in the world by leveraging our global engineering skills.

**East York Strategic Planning Meeting**  
**Thursday November 12, 2009**  
**38 Thorncliffe Park (Party Room)**  
**Registration at 6:30pm, Meeting begins at 7:00pm**

If you are interested in setting up more strategic planning meetings such as these in your communities, contact Gurmeet Bambrah, CAPE at [gurmeet@capeinfo.ca](mailto:gurmeet@capeinfo.ca) or 416-955-0563.

## Employment Update: Portfolio Builder Interesting Employers!

CAPE is engaging employers in its new “no resume, no scanning” approach to identifying talent.

You should fill in your portfolio at the CAPE website. This becomes part of a database that the hiring manager can search in real-time using our new comprehensive competencies screener.

If you match the hiring requirements you will be contacted directly by the hiring manager. This will save you all the frustration of submitting hundreds of job applications and not receiving any responses



### Resume Overload

Hiring managers have to wade through hundreds of resumes to identify suitable candidates. Potential applicants realize this and customize their resumes to get noticed, this creates a false employee market and makes it much harder to isolate great talent.



### Real-Time Candidate Matcher

Keyword scanning techniques currently used in recruitment filter out great candidates because of differences in engineering terminology. 360 Edge is custom built for the engineering profession and will match candidates instantly and accurately.



### A Smart Solution

360 Edge takes the guesswork out of recruiting engineering talent. Using our end-to-end recruitment solution, our Engineering Competencies Matcher will scour through a large growing database of global engineering talent to deliver you with the strongest engineering talent available.

**IMPORTANT: Get employers interested!**  
**Fill in your CAPE portfolio now! Go to**  
**<http://www.capeinfo.ca/employment.php>**

## Strategic Plan Implementation

Starting this issue, we will publish a quarterly update to let you know how our strategic priorities and initiatives are being implemented. This will give you a snapshot of our progress.

Strategic Priority-2009/2010	Status	Implementation
CAPE will shift focus to employment with emphasis on creating demonstration opportunities for IEBs.	In-progress	<ul style="list-style-type: none"> <li>CAPE has opened a new interface for employers to use a “no resume, no scanning” approach to identifying talent.</li> <li><b>You should go in and fill in your portfolio at the CAPE website as employers are being contacted now.</b></li> </ul>
CAPE will focus on innovation not employment and linking these to licensing for IEBs.	In-progress	<ul style="list-style-type: none"> <li>CAPE is setting up a unique self-learning and knowledge mobilization platform for its members. <b>Launching on November 25, 2009!</b></li> </ul>
CAPE will provide effective information, employment and decision support to IEBs.	In-progress	<ul style="list-style-type: none"> <li>CAPE has trained 77 organizations and 331 service sector staff on our-online employment support tools for engineers.</li> <li><b>Job development training will be completed in December 2009.</b></li> </ul>
CAPE will pilot competency-enhancement and employment-generating programs/courses for IEBs.	In-progress	<ul style="list-style-type: none"> <li>Pilot projects are in place for the following engineering disciplines: environmental, civil (structural), mechanical (plant design and piping), electrical (switch gear protection and controls) and electronic (circuit board design).</li> </ul>
CAPE will have developed a mentoring system for CAPE and its coalition partners.	Initiated	<ul style="list-style-type: none"> <li>Partnerships are being built up to provide mentoring in the coming months.</li> </ul>
CAPE will focus on opportunities arising out of the emerging trends in engineering practice.	On hold	<ul style="list-style-type: none"> <li>We will focus on this in the near future.</li> </ul>

## Contact Us

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