

Fall 2010

Issue 13

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Leveraging Global  
Engineering Skills

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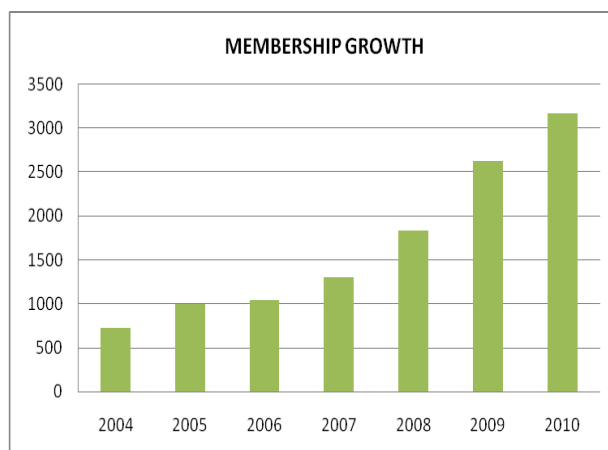
## Greetings

- 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](mailto:Info@capeinfo.ca)
- CAPE is now restructuring to ensure that members can access our services across Canada. More in this issue.
- CAPE continues to build the capacity of service agencies to serve immigrants with engineering backgrounds: More than 35 job developer trainings have been held at which we have introduced our no-resume no-scanning tools.
- Ryerson University survey on experiences of foreign trained engineers has been completed. Interested CAPE members can access findings from this on [http://www.capeinfo.ca/ru\\_survey/](http://www.capeinfo.ca/ru_survey/).
- If you have any questions, please don't hesitate to email us at [info@capeinfo.ca](mailto:info@capeinfo.ca).

**CAPE Board Elections 2010 results are now available. The fourth annual general meeting is planned for November 27, 2010. If you have not already done so please register for this by clicking on the following link**

<http://cape2010.eventbrite.com/?ref=ecount>

*CAPE Membership continues to increase and currently stands at over 3230 strong*



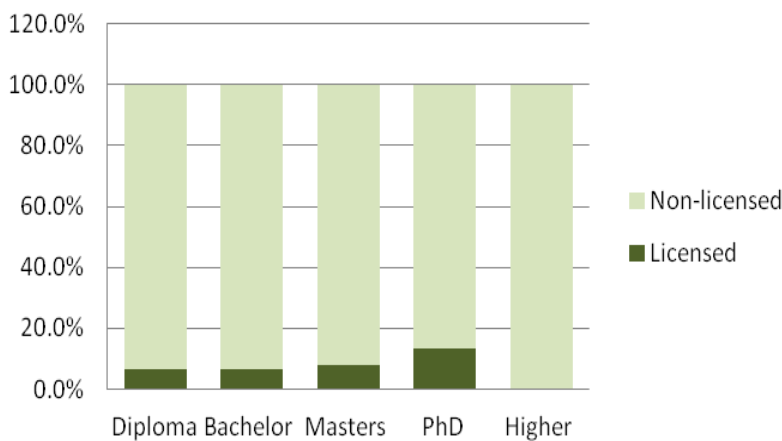
# Member News

## MEMBER STATISTICS

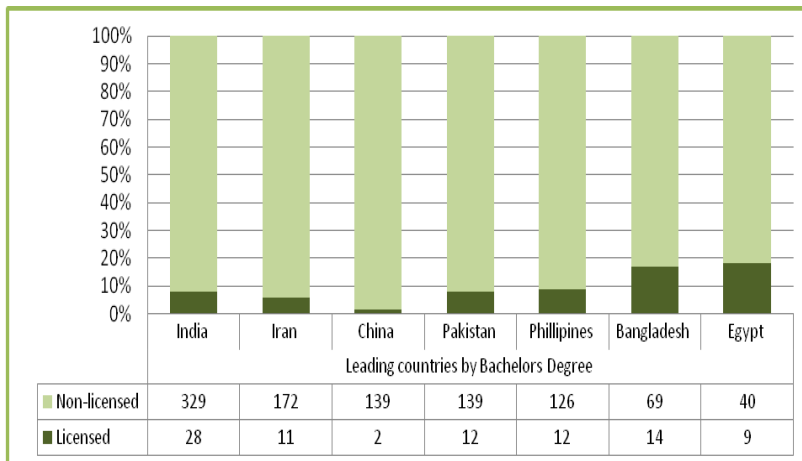
### Employment Status of CAPE Members

Employment Status	Percentage
Underemployed in unrelated field	63.72%
Working in another field	24.00%
Working in engineering	12.28%

### Comparison by Education



### Leading Countries by Undergraduate Degrees



CAPE membership continues to increase. We currently stand at over 3230 members. The membership registration rate based on length of stay in Canada is shown in on the left.

Our statistics show that under and un-employment continues to remain high amongst our members despite all our attempts to change this situation

The effect of education on the licensing status of the IEBs is shown in the chart on the left. It can be seen from this chart that there is a significant increase in the number of candidates that are holding a PhD degree. As shown below when investigated in more detail there is little correlation between the level of education and country of education except that those holding a PhD from Canada have a slightly higher chance of being licensed

# Employment News

## EMPLOYER ENGAGEMENT

**92** Employers across Ontario were engaged to use our ***NO-Resume No-scanning*** tools in several pilots under our Leveraging Global Engineering Skills Project

### a. Groups of Employers

Employers/groups working with engineering employers across Ontario in the following selected engineering disciplines were engaged:

- Environmental engineers and 40 employers -Toronto Region and Conservation
- Civil (structural) engineers and 8 employers on Project Advisory Committees - Humber and Mohawk colleges
- Mechanical Engineers- (Plant Design and piping)- Humber college, Skills for Change and employers directly
- Electrical (switchgear, protection and controls) –Humber college, SPOs and employers directly
- Electronic (Design electronic circuit boards ) – Mohawk College, SPOs and employers directly

These employers and job developers in partnering SPOs and colleges in the selected disciplines were provided with training to identify and enter jobs into the employer interface.

### b. Direct Employer Engagement

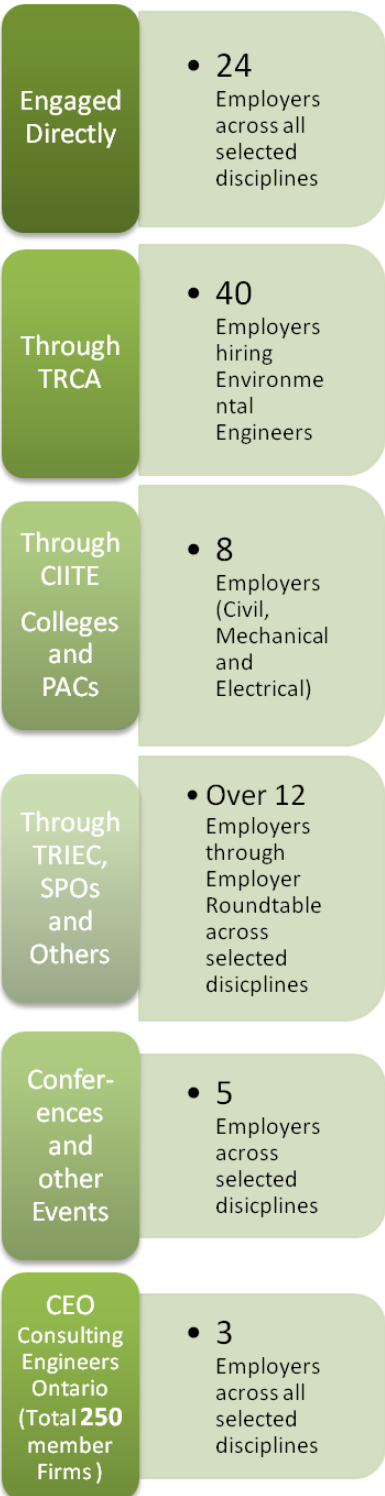
The employer interface was opened to allow engineering employers to log-in freely from all over Ontario. In addition to Toronto and the Greater Toronto areas employer outreach was extended to Ottawa, Kingston, Cornwall, Essex, Hamilton, St Catherine's Niagara, Thunder Bay, Peterborough, Kitchener, Waterloo, London, Durham and Windsor. Employer outreach and engagement was initiated through:

- Employer research to develop tele-scripts and other materials
- Tele-research to engage employers
- Presentations and brochures

Employers across Ontario were also individually introduced to the employer interface and competency matching tools through:

- Job developer training workshops
- Meetings, presentations and dissemination at several Internationally Trained Professionals Conferences and the Metropolis Conference

We continue to strengthen this engagement with employers.



# Community News

## ANNUAL GENERAL MEETING

The CAPE Annual General Meeting this year will be held on **Saturday November 27, 2010 at the Ramada Plaza Toronto, 300 Jarvis Street Toronto, Ontario M5B 2C5**

The program includes:

- A knowledge event entitled Innovative Solutions: Foreign Credential Recognition
- Employer networking and workshops on skill-gaps driven curricula emerging from our Leveraging Global Engineering Skills project

## ELECTIONS 2010

We recently sent out a call for nominations for CAPE Board membership. The election is being held between November 8, 2010 and November 12, 2010.

**Online voting** will be adopted for the elections this year- this method is for members with an email address in our member database. The voting system is highly secure and uses strong encryption technologies to ensure data integrity. It does not permit votes to be cast a second time.

There are 8 vacancies on the Council:

- 2 For the position of Licensed Executive Board Members
- 6 For the position of Non-Licensed Executive Board Member and Director- at-Large
- 3 Regional members to represent British Columbia, Alberta and the North Atlantic Regions

All Board members elected will serve for two years from November 2010

Voting instructions are provided below. These will allow you to access the online ballot as well as the candidate statements. Once you have registered your vote, your login becomes obsolete and cannot be used again.

**Please read the following instructions in order to cast your internet vote:**

To view candidate statements and to vote go to

<http://www.capeinfo.ca/elections/ELECTIONS%202010%20SLATE%20OF%20NOMINATIONS.pdf>

Enter your username and password and click on following link to access the on-line ballot:

<http://capeinfo.ca/elections/>

To be valid, all votes must be registered on or before **12.00pm (Eastern Standard Time) on Friday, November 12 2010**. I do encourage you to use your vote(s) so that the results of these ballots are fully representative.

## Knowledge Mobilization

### LEVERAGING GLOBAL ENGINEERING SKILLS PROJECT: KEY FINDINGS

The project enhanced stakeholder knowledge of the changing nature of the engineering profession and its relation to global engineering skills. In particular it revealed:

- Sound academic grounding remains important for employment, and as a group, immigrants with engineering backgrounds are exceeding expectations. There is limited need for them to attend university to upgrade their technical knowledge.
- Immigrants with engineering backgrounds do need to demonstrate high computer proficiency and enhance their software skills in specific areas. It is recommended that immigrants with engineering backgrounds take a proficiency test for Microsoft Suite and AutoCAD prior to entry into the workforce.
- Strong communications are becoming central to engineering practice everywhere, and with most engineering businesses being small to medium sized enterprises, client-facing attributes are highly sought. Although specific skill gaps were identified within different sub-disciplines, communications, report writing, interpersonal skills, knowledge of legislation and document handling were identified as universally important.
- Canadian employers tend to prefer a leadership oriented culture with strong supervisory and independent working skills, whereas immigrants with engineering backgrounds tend to prefer a culture of responsibility and teamwork. A professional development plan focused on leadership skills is highly recommended. In addition, training for creativity and innovation would set immigrants with engineering backgrounds apart from their peers.
- With engineering becoming an increasingly global and outsourced service, there is a crucial need for competence in cross-cultural communications and virtual learning and designing environments. Developing these competencies would be beneficial for all engineers regardless of whether they are immigrants or not. Given time constraints and the flexibility of modular delivery, independent self-study platforms and modular training will be the way forward.

## Contact Us

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