

# CAPE

Council for Access to the Profession of Engineering

# INFO

## SPRING 2008

### Issue 4

#### Inside this Issue:

- ☐ Greetings
- ☐ Member News
- ☐ Employment News
- ☐ Community News
- ☐ Knowledge Mobilization

#### Report:

Skills Commensurate Engineering Access (SCEA) Project Findings

#### In the next issue:

Feedback on CAPE Training Course!

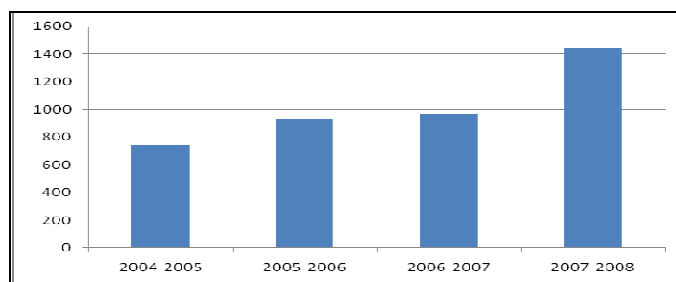
## Greetings

- CAPE membership continues to grow and now stands at 1441 members. New statistics show interesting results!
- CAPE has trained over 100 frontline service staff at different agencies in the Toronto region on its career support tools suite!
- CAPE has been following up with its members for a Ryerson University survey on Discrimination in the Workplace. Interested CAPE members can access the survey on [http://www.capeinfo.ca/ru\\_survey/](http://www.capeinfo.ca/ru_survey/).
- 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 us at [info@capeinfo.ca](mailto:info@capeinfo.ca).

**New ACE Workshops Series being launched on May 17, 2008!**

Sessions include Ontario Building Code, Estimation and Management, and Personalized Job Creation! To register go to [www.capeinfo.ca](http://www.capeinfo.ca) or call 416-955-0563.

**New Membership Statistics from our Interactive Database!**



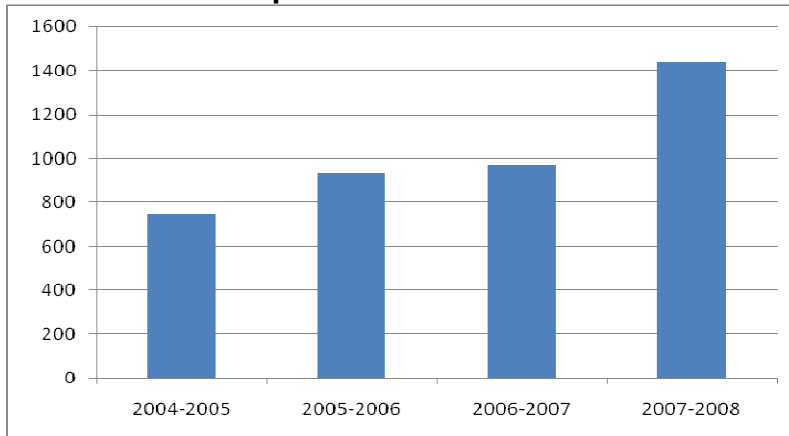
**New Communications courses for CAPE members launching summer 2008!**

Watch this space and check our website out at [www.capeinfo.ca](http://www.capeinfo.ca).

# Member News

## MEMBER STATISTICS

### CAPE Membership Growth



As shown, CAPE membership has increased significantly following our incorporation in June 2006. We currently stand at 1441 members.

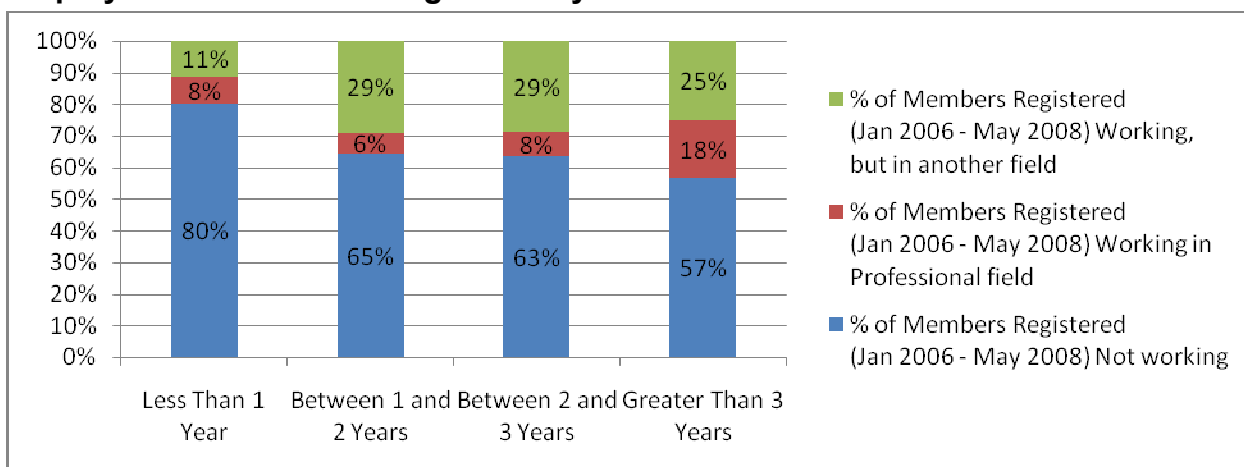
Unfortunately, the same cannot be said about the employment status of our members, as 56% of us are still under- or unemployed even after 3 years of having been here.

However, the number of members working in the professional field does increase significantly with the passage of time from 8% (less than 1 year) to 18% (more than 3 years).

### Employment Status vs. Year



### Employment Status vs. Length of Stay in Canada



## Employment News

### CAPE INTRODUCES NEW 'ACE' WORKSHOP SERIES!

Starting May 2008, CAPE will be launching a workshop series for its members called 'Advancement of Competencies in Engineering (ACE)' that will focus on supporting employment through relevant, cost-effective competency-based training.

All three sessions are going to be held on May 17, 2008 at North York Civic Centre. Cost is \$20 per session, or \$35 for 2 sessions, or only \$45 for all 3@! Lunch will be complimentary. Pre-registration is required – no registration at the door. To register, visit [www.capeinfo.ca/aceworkshops](http://www.capeinfo.ca/aceworkshops).

SESSION 1 (9:00am – 10:30am)	SESSION 2 (11:00am – 12:30pm)	SESSION 3 (1:15pm – 2:45pm)
<b>Ontario Building Code</b>	<b>Estimation and Management</b>	<b>Personalized Job Creation</b>
<ul style="list-style-type: none"><li>✓ Who is using OBC?</li><li>✓ Upgrading regulations</li><li>✓ Applying OBC to Ontario Projects</li><li>✓ Rules of site inspectors and techniques</li><li>✓ Understanding weather conditions</li></ul>	<ul style="list-style-type: none"><li>✓ Who uses estimation?</li><li>✓ Combination of budget estimate with work scheduling</li><li>✓ Dealing with the deadlines and critical activities</li><li>✓ Project Management</li><li>✓ Project Management</li><li>✓ Tools for Estimation</li></ul>	<p>Exclusive methods and a winning approach' that will maximize your opportunities to:</p> <ul style="list-style-type: none"><li>✓ Identify the job you want</li><li>✓ Get the job you want in your preferred work environment</li><li>✓ Market your unique attributes</li></ul>
Presenter: Haki Alganabi (P.Eng ) BE Civil Engineering, BSG Engineering		Presenter: Michael McCutcheon, Career Planner

## Community News

### ENHANCING COMMUNITY PARTNERSHIPS

Some of you may have participated in the on-going Ryerson University survey on workplace discrimination. If you participated in this survey before March 30, you should have received a Loblaw's gift certificate. If you have not received your gift certificate, please get in touch with us at 416-955-0563.

We received some complaints a few individual members of our community coalition regarding their exclusion from this survey. We would like to clarify that due to privacy agreements with our members, a user name and password are required to access this online survey. If any community coalition member wishes to participate in this, and future surveys, please join CAPE as a basic member, which is free of cost. This will generate your unique username and password so that you can participate in this survey.

This survey is very important because it will feed into policy and we would like to urge all members of our community to participate in it. You can access it at [http://www.capeinfo.ca/ru\\_survey/](http://www.capeinfo.ca/ru_survey/).

## Knowledge Mobilization

### FOCUS SHIFTS TO COMPETENCY-BASED TRAINING

The Skills Commensurate Engineering Access Project has concluded and we have presented its key finding in this issue. Based on the outcomes of the Skills Commensurate Engineering Access Project, CAPE has embarked on the creation of competency-based training program on Verbal Communications, followed by another course on Report Writing for International Engineering Professionals. We surveyed CAPE members and are pleased to report encouraging feedback on these initiatives. The course will be launched in summer 2008!

# Report on Skills Commensurate Engineering Access Project

## What did we want to do?

- Identify the skills commensurate engineering jobs that are held by 80% of Ontario engineering graduates who do not opt to take up licensure
- Identity who employs them and what competencies are required for each occupation

## What we did:

- Analyzed 272 jobs from 274 employers under the six specific skill set categories
- Identified 43 skills commensurate occupations
- Analyzed the general educational, experience and language abilities of 277 members and the detailed competencies of 146 members who had filled out the portfolio builder

## What we found:

- With few exceptions, the general educational background, experience and language competence showed a high level match (59-99%) between employer and occupational requirements and member skills
- However, there was a dramatic drop in the match between the requirements of the employers and the skill sets of our members when the analysis was based on a very detailed, sophisticated comparison of six specific skill sets
- Therefore we have established that poor labor market outcomes for the large majority of internationally trained / experienced engineers, technicians and technologists may be due to:
  - Weak tools based on straight-forward comparisons by recruiters/ HR personnel of education, number of years of experience and general language skills (not benchmarked to specific function related knowledge, technical and communication requirements) when they compare employer needs with applicant competencies
  - Inadequate career development planning by internationally trained / experienced engineers, technicians and technologists due a weak understanding of Canadian labor market needs and employer needs
  - Weak involvement of employers in developing skills upgrading for new entrants to the engineering workplace

## What we propose:

- Offering new competency-based communications curriculum launching in summer 2008
- Starting a new series of ACE workshops that addresses knowledge and technical gaps
- Driven by the significant interest from recruiters and job support program providers in using our competency matching tool, we are hoping to undertake new pilot projects to involve engineering employers in capacity building in the workplace

## Contact Us

***CAPE INFO is published four times per year and is the newsletter of:***

### **CAPE Council for Access to the Profession of Engineering**

Suite 850 - 36 Toronto Street

Toronto, Ontario M5C 2C5

Tel: (416) 955-0563

Fax: (416) 360-3838

Email: [info@capeinfo.ca](mailto:info@capeinfo.ca)

Web: [www.capeinfo.ca](http://www.capeinfo.ca)

### **Editor:**

Nikhat Rasheed

Email: [nikhat@capeinfo.ca](mailto:nikhat@capeinfo.ca)