

CAPE

Council for Access to the Profession of Engineering

INFO

SUMMER 2007

Issue 2

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“Beyond Access To Engineering Our Own Future”

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Greetings

- CAPE celebrated its 1st Birthday in June this year
- It has been an excellent first year for CAPE
- We have initiated the “Skills Commensurate Engineering Access Project” and built new partnerships
- Our membership has passed the 1100 mark and is growing on a daily basis
- We are now embarking on exciting new employment programs for you
- CAPE will be holding its first AGM on November 24, 2007
- Please note this date in your dairies to make sure you attend this important event
- If you have not already done so please make sure you have updated your contact address by going through your registration details
- If you have any questions about this please contact us through email at info@capeinfo.ca

Member News

NEW MEMBERSHIP CATEGORIES ANNOUNCED – OCTOBER 1, 2007

In order to fund ongoing development of fee-for-service tools, CAPE will be introducing new membership categories from October 1, 2007. Each current IEB (immigrant with engineering background) CAPE member will become a default Basic Member unless he/she requests Premium Membership. There are distinct advantages to becoming a Premium member!

<i>Premium Member (\$30/year)</i>	<i>Basic Member (Free)</i>
1. Access to the entire website	1. Access to most of the website
2. Complete Employment Advisory Support Toolkit <ul style="list-style-type: none"> • Self-Assessment Module • Portfolio Builder • Employer Location Tool 	2. Self-Assessment Module
3. Employer Mentoring (upcoming)	3. Engineering Job Board
4. Engineering Job Board	4. CAPE INFO Quarterly E-newsletter
5. CAPE INFO Quarterly E-newsletter	5. Invitations to the AGM, Meet & Greets and Other Events
6. Member Benefits Packages	
7. Invitations to the AGM, Meet & Greets and Other Events	

ONTARIO ELECTION 2007: POWER TO SHAPE THE FUTURE – OCTOBER 10, 2007

Exercise your fundamental right! With the Ontario Provincial Election upon us, we encourage all our members to vote. We have the power to shape the future. We want a commitment to change. CAPE is asking some tough questions to potential members of the legislature. We encourage all our members to get out there and ask the candidates this:

The Ontario government has spent significant amounts of money to address the issue of foreign credential recognition and licensing of foreign trained engineers. Yet 85% of the immigrants with engineering backgrounds (IEBs) settling in Ontario cannot access Engineering Jobs according to a survey of 1150 IEBs by CAPE. Are you aware that:

- Participants at a roundtable recently organized by the engineering regulator, Professional Engineers Ontario, expressed “deep concern about the future of self-regulation especially in light of reports of an erosion of public trust in institutions charged with aspects of public safety.”
- Only 20% of the engineering graduates from Ontario Universities are applying for a professional license
- Ken McMartin, P.Eng., President of Engineers Canada and a past PEO President was recently quoted as saying “Apart from Canada and the United States, there are very few other countries that actually have a regulatory regime like we have in Canada to protect the public so I see that within 10 years, we may not have the system that we have today” and;
- Willowdale MPP David Zimmer, LLB, attended the PEO roundtable on behalf of Ontario Attorney General whose office oversees several of the regulated professions in Ontario and said that “...the engineering community’s concerns have been rising steadily on the government’s priority list.”

Further, are you aware that apart from Canada and Kenya which self-regulate the engineering profession and the United States which state-regulates it, the rest of the world focuses on ensuring that the practice of engineering is standardized?

In view of this, what legitimacy does the self-regulation of engineering have in Ontario? Would you, as a candidate, support an open review of the self-regulation process for the engineering profession in Ontario?

It takes 27 times for a message to be sent out before a person can remember it. Attend election debates or candidates meetings in your ridings and ask this question. If the same question is posed hundreds of times, it will take root!!

To inform us of election debate or candidates meetings in your riding, please [click here](#).

Employment News

EMPLOYMENT SUPPORT TOOLKIT – A SUCCESS!

CAPE is continuing to build capacity in the service sector, to ensure that immigrants with engineering backgrounds (IEBs) can make informed choices about their career paths in Canada, by providing technical expertise and employment advisory toolkits to Skills for Change (SfC) Toronto, Settlement Integration Services Ontario (SISO) Hamilton, ACCES Toronto and Mohawk College.

The same toolkit that is available to CAPE members is being made available through these agencies to IEBs across Ontario! We are working hard to promote our unique cross-cultural tools to other agencies across the region.

Community News

FOLLOW-UP WEBSITE SURVEY – OCTOBER 1, 2007

CAPE put up an online survey of our website in June 2007 and received over 65 responses. We analyzed those responses, took in your suggestions and had the website content rewritten and improved for readability. A follow-up survey will be posted online at www.capeinfo.ca between October 1 and October 15, 2007. Please tell us how you like the updated website!

Knowledge Mobilization

CAPE KNOWLEDGE CONFERENCE 2007 & ANNUAL GENERAL MEETING – NOVEMBER 24, 2007

The first ever CAPE Knowledge Conference is going to be held on Saturday, November 24, 2007 featuring an international morning plenary of academics and practitioners, a lunchtime speaker and an afternoon Employer Networking Event (1-5pm) followed by the CAPE Annual General Meeting at 5pm.

The Employer Networking Event and the CAPE AGM are FREE for all CAPE members! There is a cost associated with attending the morning conference part of the event. More details will be available on our website at www.capeinfo.ca.

CAPE's 1st AGM is an important mark of success for the organization. A new Board of Directors will be elected. Interested CAPE members should contact Gurmeet Bambrah, CAPE Coordinator, for nomination procedures at gurmeet@capeinfo.ca or call (416) 955-0563.

Knowledge Article

Implementing the “From ‘Canadian First’ To ‘Canada First’ – A Multi-Stakeholder Employment Strategy for Immigrants with Engineering Backgrounds”

Since June 2003, CAPE has engaged in dialogue and built partnerships with a multitude of stakeholders including various levels of government, immigrants with engineering backgrounds, employers, professional associations, regulatory bodies, credential recognition services, educational providers, community-based engineering associations, service providers and trade unions amongst others.

The multi-stakeholder roundtable consultation process adopted by CAPE under the *Systematic, Integrated and Strategic Approach (SISA)* developed by CAPE Coordinator Dr. Gurmeet Bambrah involved:

- Consultative and strategic planning meetings to define the direction and vision for CAPE and the ‘Engineering Access’ project

- Focus groups for employer and immigrant outreach and needs assessments
- Leadership development to build a collective and effective voice, and a community coalition to represent immigrants with engineering backgrounds
- Multi-stakeholder roundtables to consult and develop action strategies to integrate immigrants with engineering backgrounds into the Ontario workplace and economy
- Multi-stakeholder forums to disseminate information about the purpose, approach and findings of this project to all stakeholders and the public.

Through the first multi-stakeholder forum held on October 16, 2004 CAPE initiated constructive engagement by inviting a number of important stakeholders to present their perspectives on issues relating to the integration of immigrants with

engineering backgrounds into the Ontario engineering workplace and in meaningful occupations. Proceedings of this event are available online at www.capeinfo.ca.

These stakeholders were then invited to form a roundtable to develop a unified employment strategy for immigrants with engineering backgrounds settling in Ontario.

A series of six multi-stakeholder roundtable meetings were then organized between October 2004 and May 2006, as detailed in Table 1, with the objective of developing and launching a forward looking multi-stakeholder driven employment strategy for immigrants with engineering backgrounds coming to Ontario. Baseline issues identified at the first multi-stakeholder forum formed the agenda for the first roundtable on April 6, 2005.

Table 1- Multi-Stakeholder Roundtables

RT	Date	Title	Focus
1	Apr 6, 2005	The Inevitability of Change	Extensive matrix of employment strategies favoured by various stakeholders
2	Jun 30, 2005	Integrating Stakeholder Employment Strategies and consensus building	Building consensus to derive a matrix of selected employment strategies or solutions that all stakeholders collectively felt could help integrate IEBs into meaningful engineering occupations in Ontario
3 4	Oct 20, 2005 Feb 10, 2006	Defining stakeholder roles and responsibilities	Developing activities/actions and partnerships to implement the strategies in the matrix
5	Mar 31, 2006	Determining outcome and performance measures	Defining expected outcomes and performance measures
6	May 18, 2006	From 'Canadian First' to 'Canada First'	Public Launch of the Employment Strategy

The multi-stakeholder strategy derived from these consultations comprised three sets of key actions as summarized in the table 2 below and can be read in conjunction with the detailed proceedings of roundtable outputs that accompany this strategy and that are available online at www.capeinfo.ca.

Table 2 - Action Plan Outline

No.	Major Strategy	Outcomes
<i>I</i>	<i>Systemic Change</i>	Outline strategies related to process changes, licensing, mobility and accreditation, standards and regulations and redefining the role of government
<i>II</i>	<i>Labour Market Strategies</i>	Informed decision making through the dissemination of accurate, reliable and up to date labour market information and to tackle employer risk adversity
<i>III</i>	<i>Support Strategies</i>	Outlining the roles of communities and networks, education, training and empowerment, employers and new economic realities

Within each of these sections, there are sub-sections, and specific strategies within these sub-sections. Table 3 below captures this for easy perusal.

Table 3 - Action Plan Breakdown

Major Sections	Sub-Sections	No. of Strategies
<i>Systemic Change (I)</i>	a) Process Change	3
	b) Broader Public Consultation	2
	c) Licensing, Mobility and Accreditation	3
	d) Bridging Knowledge Gaps	6
	e) Standards and Regulation	1
<i>Labour Market Strategies (II)</i>	a) Labour Market Information	2
	b) Labour Market Participation	6
<i>Support Strategies (III)</i>	a) Community Network and Support	2
	b) Community Based Education and Training	1
	c) Employers, Empowerment and Economic Realities	2

After incorporation in June 2006, CAPE began to focus on implementing this strategy. In December 2006, CAPE initiated its “Skills Commensurate Engineering Access project” focusing on improving the labor market participation of immigrants with engineering Background. In January this year CAPE began a support strategy by partnering with Service

providers to improve their capacity to service immigrants with engineering backgrounds. In April 2007, CAPE devolved its multi-stakeholder Roundtable to create an employer roundtable to develop a mechanism to link with engineering employers.

Join Us!

If you wish to become a part of this vision please visit our website www.capeinfo.ca and join our growing membership. From October 1, 2007 become a Premium member and get loads of benefits!

Contact Us

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