

CAPE

Council for Access to the Profession of
Engineering

INFO

Winter 2009

Issue 7

Inside this Issue:

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

Report:

CAPE Knowledge
Conference 2008

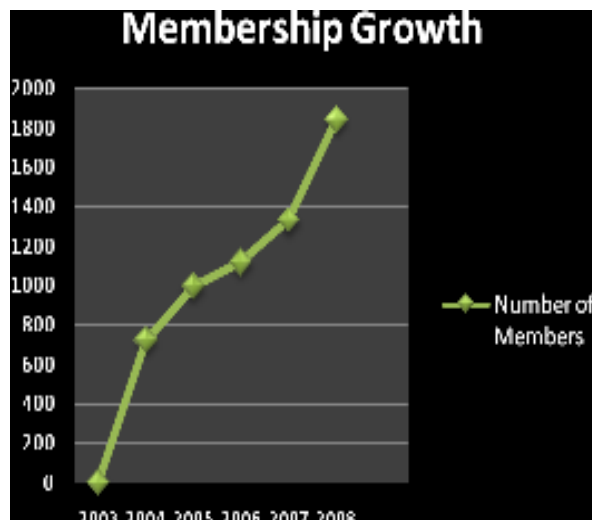
In the next issue:

More on Leveraging Global
Engineering Competencies

Greetings

- CAPE held its second Annual General Meeting and Knowledge Conference in November 2008. These were a great success! Read more about the conference in the article below.
- CAPE continues to build the capacity of service agencies to serve immigrants with engineering backgrounds: Nearly 200 frontline service staff at more than 40 different organizations in the Toronto and GTA regions on its career support tools suite!
- 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
- If you have any questions, please don't hesitate to email us at info@capeinfo.ca.

CAPE is embarking on an exciting new initiative entitled **Leveraging Global Engineering Competencies**. More about this in our next issue.



Our current membership is over 2000 direct members and growing

Member News

CAPE ANNUAL GENERAL MEETING 2008

CAPE held its Second Annual General Meeting on November 22, 2008 at Metro Hall, Toronto. The following resolutions were passed by the membership:



CAPE AGM 2008 was well attended

- That the audited financial statements prepared by Dennis Paganelli CA be approved
- Dennis Paganelli CA be appointed as the Auditor for financial year ending March 31, 2009
- That the strategic plan for CAPE Council for Access to the Profession of Engineering for the years 2009/2010 be approved (more information available at www.capeinfo.ca)
- That CAPE Council for Access to the Profession sets up a knowledge mobilization mechanism
- An audit committee be set up comprising members Vipul Naik, Homer Chandiran, Homer-Vanniasinkam., Muralidhar Maheshwara and Manoharan Philipupollai

STRATEGIC PLAN 2008-2009

The Second Strategic Plan of the incorporated body CAPE Council for Access to the Profession of Engineering was developed through a planning session held at the CAPE Board Room on October 15, 2008. The draft Plan was made available online to all CAPE members. Feedback received from the members has been incorporated into this Plan which was then submitted to members for formal adoption at the Second Annual General Meeting held on November 22, 2008. The primary drivers of CAPE's future programs and services identified through its strategic planning, community action research and multi-stakeholder consultations include:

- A strong membership structured to facilitate interaction between the different member categories including regular and premium classes as resolved at the first annual general meeting.
- Employment Support established on the basis of the information needs of IEBs in Ontario and Canada
- Collaborations creating links between immigrants with engineering backgrounds and other groups within the host population to provide them with a professional and social network
- Knowledge Mobilization and Management through the creation of a knowledge network to demonstrate that the skilled immigrant cohort comprising of the post-1986 immigrant wave is the most educated and professional of all to have come to Canada in the past 150 years.

What our members are saying:

To remain competitive in the global marketplace, Canada needs to develop a merit, competency and innovation driven work force. CAPE has well researched facts, understanding and strategic insights about the Canadian labor market, international competition and the imperatives of the current competency driven economic environment. It has the tactical capabilities, tools and the sense of urgency to help the Canadian work force to regain global competitiveness. I believe CAPE can demonstrate and create a motivating example on how to transform the Canadian workforce to reclaim its competitive position."

Amitava Biswas, CAPE Member

Employment News

ENGINEERING TALENT 2008

As skills shortages are identified and competition for knowledge workers increases, there is much pressure on human resources to adapt hiring practices to adapt to the rapidly changing engineering workplace. CAPE joined hands with the Engineering Program Network (EPN) a network of agencies working with internationally trained engineers in the GTA to present Talent Search 2008, a pilot employer networking event to demonstrate the direction this new kind of service can take.



CAPE Members talk to an Employer

For Engineering job seekers, this was an opportunity to network and gain valuable knowledge about hiring practices and labour market trends providing an edge during future interviews and networking occasions. Some job seekers were pre-invited for one-on-one employer meetings/interviews.

ENGINEERING PROGRAM NETWORK (EPN)

This event was put on in collaboration with a number of organizations in the GTA who work with Engineers and have set up The Engineering Program Network in order to share information, collaborate, and strengthen services to meet the needs of Engineering job seekers and employers. The Engineering Program Network includes among others

- ACCES Employment Services
- CAPE Council for Access to the Profession of Engineering
- Skills for Change,
- Jewish Vocational Services
- Development of Ontarian Engineers and Resources Inc
- St. Christopher House,
- Toronto Region Conservation Authority
- Humber College
- Woodgreen Community Services
- Chinese Professional Association of Canada

The Plight of our Members

"While looking for a job, nobody in Toronto gave me the chance to work. The programs they have are not enough and many immigrants end up in survival jobs. That was my case. They just want to protect the people who have studied in Canada That's why I decided to come back to my country. I am so disappointed with the Canada, a country that prides itself for being the land of opportunities. I spent so much time and money to go to Canada and what did I get?"

A CAPE member who came to Canada from Ecuador in February 2006.

The purpose of this event was to provide insights to Professional engineers and employers on how to leverage leading edge knowledge workers for their small, medium, or large firms by providing an opportunity for engineering employers to meet with pre-screened candidates meeting their skill requirements.

We also included a full-day professional development event for engineering organizations – their Hiring Managers, HR employees and other interested parties.



Pre-screened CAPE members networking with employers

Community News

COMMUNITY COLLABORATIONS

CAPE's website has been an integral tool for the clients of Engineering your Future (EYF) at Skills for Change. Focusing on how Internationally Trained Engineers (ITEs) fit into the Canadian work force as far as identifying engineering terms that transcend borders and how they can be described for resume preparation through the portfolio builder is one example of this. The tools created by CAPE have reduced the assimilation time for our clients and will continue to do so going forward. The constant rejuvenation of the website and the processes within keeps this organization on the forefront of supporting ITE.

*Marie Soulodre
Facilitator / Counsellor
Engineering your Future, EYF*

Increasingly a choice partner for community agencies and other organizations working in the settlement of engineers as professional immigrants in Ontario, CAPE has been able to leverage its knowledge capital products (including groundbreaking research and online curriculum development/ learning tools) into capacity building offerings for community partners serving immigrants with engineering backgrounds. Under the Engineering Your Future Project, of Skills for Change (funded by the Ministry of Citizenship and Immigration, Ontario) CAPE has offered 32 workshops and trained nearly 200 employment counselors in over 40 organizations in the use of its online support tools for IEBs. We are also strengthening the *Engineering Bridges Program* run by Settlement and Integration Services of Ontario and the *Engineering Connections*

Program run by ACCES Employment Services.

Knowledge Mobilization

REPORT ON THE KNOWLEDGE CONFERENCE 2008

Over the last two centuries the world has moved from colonization to independence to inter-dependence. In the same period there has been a shift away from flow of raw materials and processed goods to technology, knowledge, education, ideas and culture through the movement of people. This has broadened the concept of trade from common market and tariff goods to free-market and non-tariff professional services including engineering resulting in free trade agreements such as NAFTA and GATS to which Canada is a signatory. A consequence of this is that the engineering profession is now under pressure to review its regulatory frameworks to ensure that these are fair, objective, non-discriminatory and no more burdensome than necessary to ensure the global mobility of engineers.

Speakers at the CAPE Knowledge Conference 2008



Canada's and in particular Ontario's reaction to this pressure is being articulated through the recent fair access to professions legislation derived from the George Thompson Commission recommendations and change in the temporary worker program at the federal level. The following key questions are emerging and were addressed in our Engineering Knowledge 2008 Conference panel on **Self-Regulation, Public Administration and Governance of the Profession of Engineering**:

- Can domestic regulation and self-regulation of the engineering profession survive globalization?
- Is focus shifting from Government to Governance as NGOs cut out a greater stake in advising policymakers on the international regulation of professions?
- What are the implications for engineering corporations as engineers in places such as China and India seek to expand their marketing and manufacturing presence in engineering through international standardization?

The following four speaker Panel presentations were the centerpiece of our Knowledge Conference 2008:

An Overview of the Regulation of Engineering by Gurmeet Bambrah PhD, F.Eng (UK), R.Eng (consulting Engineer, Kenya) who has over 20 years' global engineering experience mostly in the field of water and wastewater engineering, community-based water and environmental sanitation for the urban poor and action research. She holds a Bachelors degree in engineering, a master's in Construction Management and a Doctorate in engineering economics all from the UK. At present she is the Chief Operating Officer of CAPE Council for Access to the Profession of Engineering.

"Recruiting Talent, Under-utilizing Talent: Evidence from the Canadian Census." by ***Professor Monica Boyd PhD Department of Sociology, University of Toronto*** who holds the Canada Research Chair in Immigration, Inequality and Public Policy. She joined the University of Toronto in 2001. Previously, she was the Mildred and Claude Pepper Distinguished Professor of Sociology at Florida State University where she was also a research associate in the Center for the Study of Population, and a research affiliate in the Pepper Institute on Aging. A former faculty member at Carleton University, Ottawa, Canada, she was the first incumbent of the Visiting Chair in Public Policy, Social Science Division, University of Western Ontario. She has held Visiting Scholar appointments at the University of Wisconsin, Madison, at Harvard University, and at Statistics Canada

"Collaborative Self-Regulation Reflections for a New Paradigm" by ***Dr. Glen Roberts, the Director of Health Programs at the Conference Board of Canada.*** Dr. Roberts was also the Executive Director for the Enhancing Interdisciplinary Collaboration in Primary Health Care (EICP) Initiative. Dr. Roberts and his team have just completed four new projects: the Primary Health Care Transition Fund Synthesis Project funded by Health Canada; a report examining regulatory barriers to team-based care; a report focusing on liability and collaborative care and a report looking at technological innovation in health systems. Dr. Roberts is currently the team lead in the development of a new physician supply and needs model forecast based on disease and risk factor. Dr. Roberts is a skilled facilitator with years of experience working with leaders from both the public and private sectors. Networks include: The Centre for Health Science and Technology, the Centre for Health System Design and Management, The Leaders' Roundtable on HHR and the Canadian Centre for Environmental Health. As well Dr. Roberts led the development, facilitation and reporting of the international symposium Unleashing Innovation in Health Systems held in Calgary. Other work includes: *Understanding Health Care Cost Drivers and Escalators* and *Challenging Health Care System Sustainability—Understanding Health System Performance of Leading Countries, Healthy Provinces, Healthy Canadians: A Provincial Benchmarking Report* and *Forecasting Transformational Change in the Ontario Health Care System*. Dr. Roberts was also the team leader in the development of a directional plan with the B.C. government.

"Self-Regulation: George Thompson Commission - Report Revisited" by ***Duncan C. Boswell, Partner Gowlings.*** Mr.

Boswell is a litigation partner with over 15 years experience as an advocate. A true barrister, he has a wide-ranging practice in corporate and commercial litigation, with a sub-specialty in real estate and banking disputes. Dealing with large litigation matters, Duncan has also developed an expertise in dealing with E-Discovery issues.



This presentation drew much much interest from CAPE members (see member feedback box)

CAPE MEMBER FEEDBACK

The presentation of Mr. Boxwell on 'Self Regulation' during Knowledge Conference on 22nd Nov. was interesting and thought provoking. The case of a Russian IEB in BC asking clarification to BC court about the 'One year Canadian experience' was engrossing in particular.

In his verdict, the BC judge ordered the BC regulator to define 'One year Canadian experience' clearly in a by- law. As a CAPE member, I think this case must be an eye opener for Ontario IEBs and CAPE must design strategies to take up the issue with the Ontario Fairness Commissioner.

"Globalization and immigrant engineers" by ***Sardar Sadique PhD, Shahzad Baig, Seyyid, Homer Maurice Vinnaiasingham and Muralidharan Maheshwara*** comprising a group of CAPE members drawn from a range of Asian Countries, who have experienced issues of mobility of engineers first hand.

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 Web: www.capeinfo.ca

Editor: Gurmeet Bamrah Email: gurmeet@capeinfo.ca