

## WINTER 2010

### Issue 10

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Real-time Labour  
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Advocacy

## Greetings

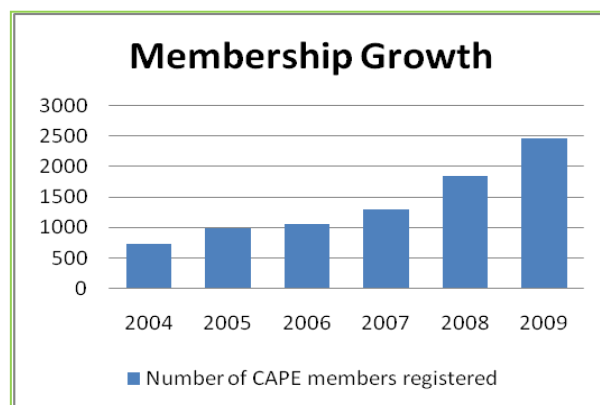
- CAPE held its Third Annual General Meeting and Knowledge Conference in November 2009. These were a great success! Read more about the conference in the article below.
- Our membership has now grown to nearly 2800 direct members and is increasing every day.
- CAPE has concluded its capacity building workshops for service agencies to serve immigrants with engineering backgrounds: 393 frontline service staff at more than 60 different organizations and 17 community colleges across Ontario were trained on our 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](mailto:info@capeinfo.ca)
- If you have any questions, please don't hesitate to email us at [info@capeinfo.ca](mailto:info@capeinfo.ca).

- Now that winter is over we will be restarting our exciting new program of events for our members. Watch out for these by visiting our website regularly.

At our third annual meeting Of November 25, 2009 CAPE members resolved that we should to draw up an advocacy plan. **More in this issue**

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*CAPE Membership continues to increase and*



*currently stands at nearly 2800 strong*

# Member News

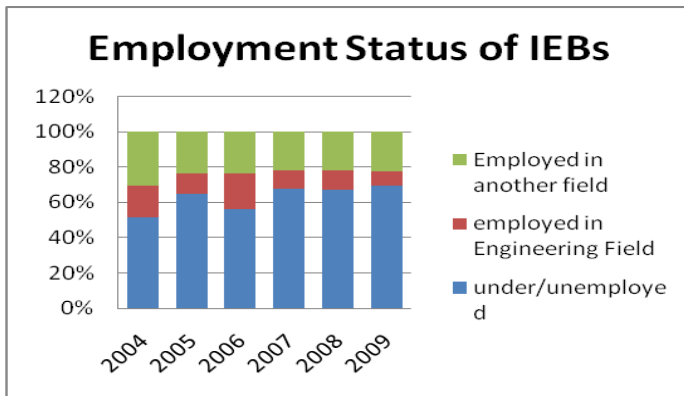
## CAPE ANNUAL GENERAL MEETING 2009

CAPE held its Third Annual General Meeting on November 25, 2009 at the Hyatt Regency Toronto. The following resolutions were passed by the membership:

- That the audited financial statements prepared by Dennis Paganelli CA be approved and that Dennis Paganelli CA continue as our auditor
- That the strategic plan for CAPE Council for Access to the Profession of Engineering for the 2010/2011 be approved (more information is available at [www.capeinfo.ca](http://www.capeinfo.ca))
- Our position statement number four on the National Framework set out by PEO continues to stand
- That two positions be declared vacant on the Executive Board for the 2008-2010 term
- CAPE constitutes an advocacy committee to draw up an advocacy plan.

# Employment News

## EMPLOYMENT DATA

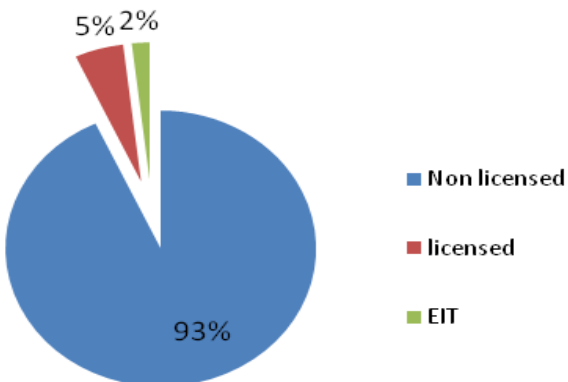


As seen from the Chart on the left the employment outcomes for our members continue to remain poor and have gotten worse because of the current economic downturn.

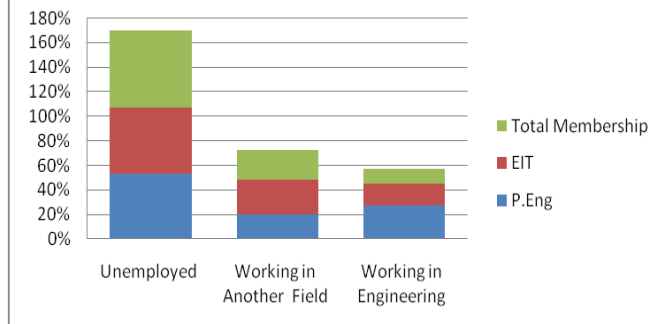
Unemployment amongst immigrants with engineering backgrounds has been steadily increasing since 2004 according to our membership data. This may be due in part to the fact that members now locate and join Cape soon after landing compared to no-one who had been in Ontario for less than six months joining CAPE in 2004.

While 1 in 5 (that is 20%) of the engineering graduates from the Ontario Universities get licensed only 5% of CAPE membership is licensed. Having a professional License marginally improves employment outcomes for Immigrants with engineering backgrounds as demonstrated from the fact that 53% of those who have a

## Membership by Professional Status



## Employment Status by Professional Status



Professional License in our membership are unemployed compared to 63% being under/unemployed in the total CAPE membership. However one is more likely to be employed in engineering with a professional License (27%) compared to those without a License (12%).

## BEYOND EMPLOYMENT SUPPORT

**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 employer can search in real-time using our new competencies screener. If you match the job requirements you will be referred to the Hiring Manager/Employer who will contact you directly.

**IMPORTANT: For us to get employers interested we must have more of your completed portfolios on the database!**

**Help us to help you**

**Fill in your CAPE portfolio now! Go to**

**<http://www.capeinfo.ca/employment.php>**

## Knowledge Mobilization

### PRESENTATIONS: CAPE 3RD ANNUAL ENGINEERING KNOWLEDGE CONFERENCE 2009 FROM REGULATION TO INNOVATION



#### ANTOINE ROSE

Special Advisor, Business  
Special Survey and  
Technology Statistics  
Division Statistics Canada

#### Commercialisation of Innovation: Some Measures of Success

- Innovation and S&T are key drivers of economic growth
- S&T progress and innovation happens because we do something to make it happen
- Innovation is context dependant (market, regulation, prices...)
- Innovation is a result of social and economic interactions
- Product innovators seems to be fairly successful
- Successful commercialisation requires promotional activities
- Assessment of market conditions is important



#### VIVEK WADHWA

Director of Research, Center for  
Entrepreneurship and Research  
Commercialization, Pratt School of  
Engineering, Duke University  
Columnist, BusinessWeek

#### Workforce Development, Immigration and Entrepreneurship: The Keys to Global Competitiveness

America's New Immigrant  
Entrepreneurs: Tech & engineering  
firms 1995-2005:

- 25% nationwide had an immigrant as a key founder
- 52% of Silicon Valley startups founded by immigrants
- 2005 revenue -- \$52 billion.
- Employed 450,000
- Indians founded 26% of these -- more than (from U.K, China, Taiwan and Japan) combined.

WIPO patents:

- 25.6% had foreign national authors in 2006



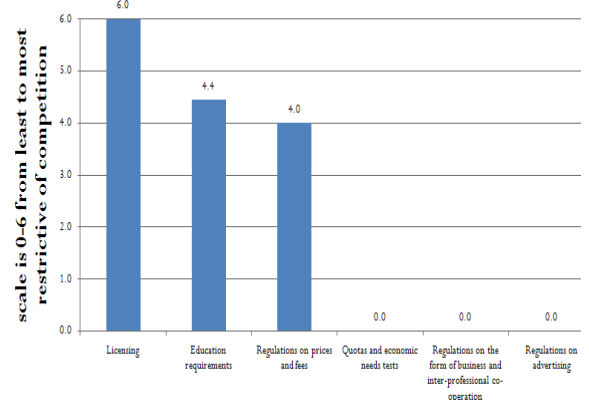
#### ANDREW SHARPE

Executive Director, Centre for the Study of Living  
Standards

#### Competition, Regulation, and Productivity in Canada

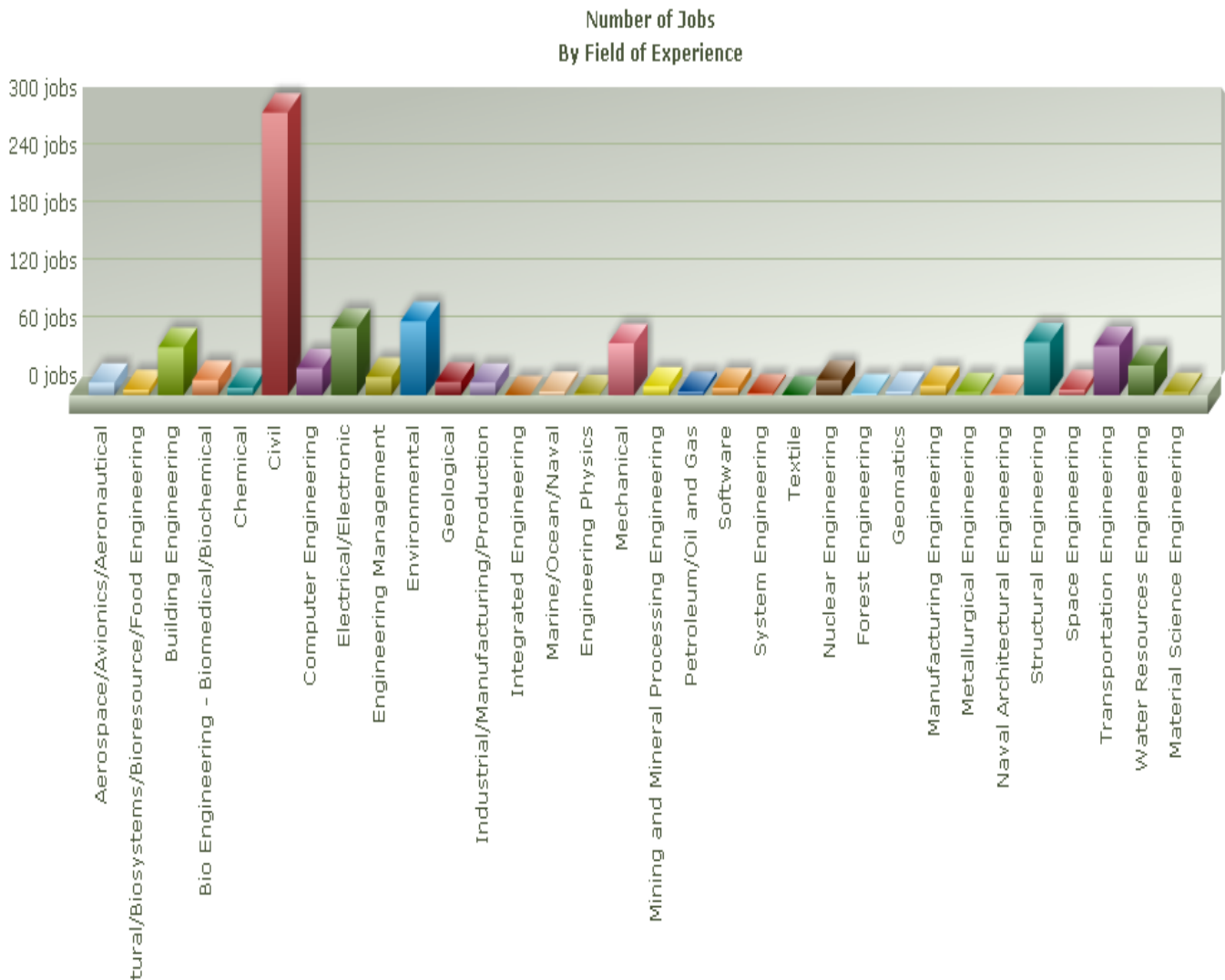
Highlighted that Canada's licensing process for engineers is the most restrictive of competition amongst OECD countries

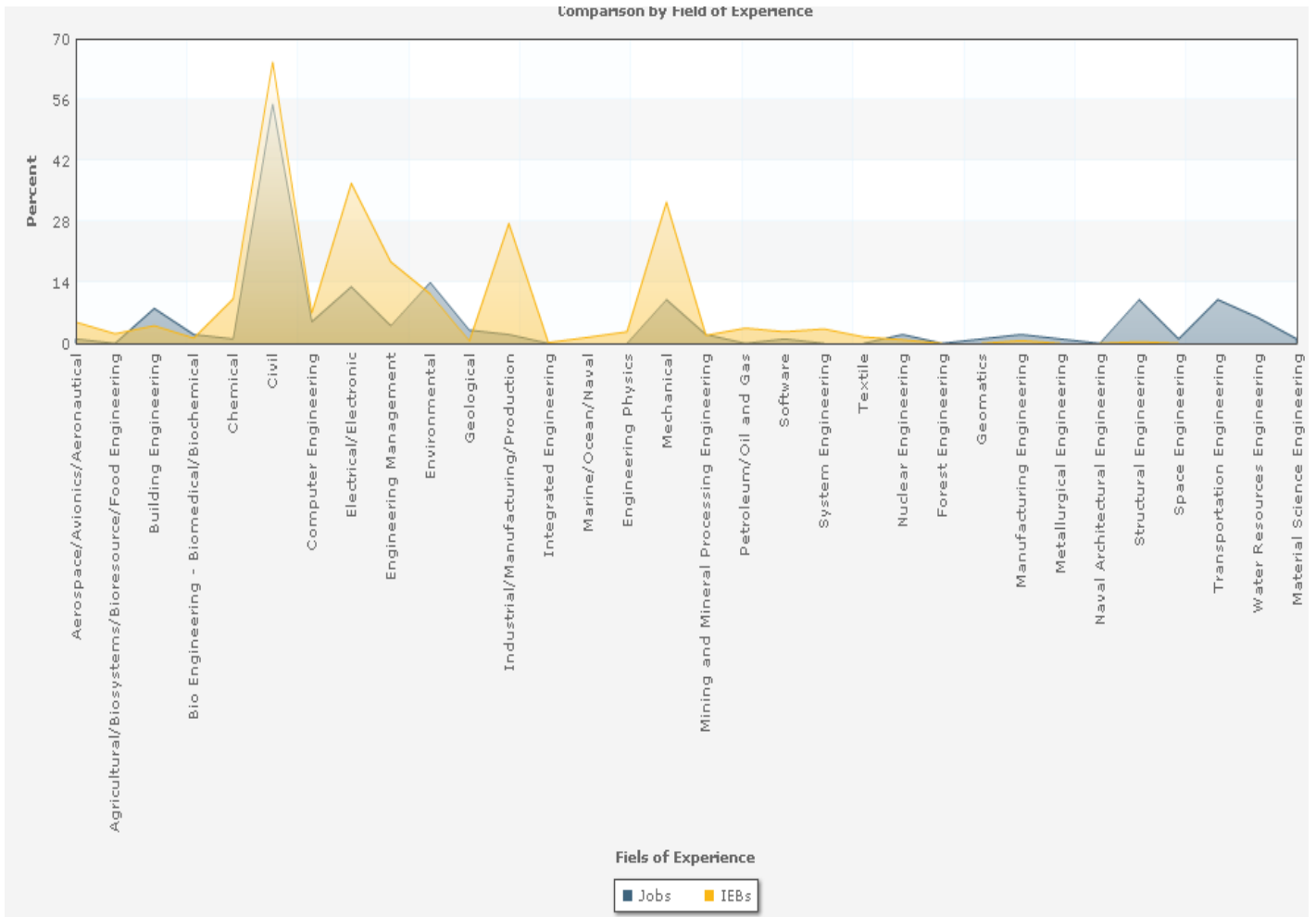
Regulatory Indicators of the Engineering Profession in Canada, 2008



## Real –Time Labour Market Analytics

CAPE has now developed an interface to capture real-time feedback of the Ontario engineering job market by looking at nearly 400 jobs in comparison to our growing database of over 2700 engineering candidates. This provides an instantaneous snapshot of top jobs in demand, and top skills available in Ontario’s engineering market today. Best of all, its instantaneous updating means that all recorded changes in the market are automatically generated in reports. In this report, we present dominant trends in the current engineering job market. We also present comparisons of the 400 engineering job postings to over 2600 engineering candidates to isolate ‘Gaps’ between percentage of jobs available by field of engineering and percentage of engineers available in these fields in our database in real time, to understand how Canada’s engineering market can become a stronger global player in engineering.





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**Number of Jobs  
By Field of Experience**

