



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

Putting Canada First

A faint, light grey globe is centered in the background. In front of the globe are three stylized human figures represented by colored circles: a red one on the left, a blue one in the middle, and an orange one on the right.

**Annual General Meeting &
Conference
2008**

KNOWLEDGE CONFERENCE 2008 - Theme: *Can Self-regulation of
Professions Survive in the 21st Century?*

ENGINEERING TALENT 2008 – *Employer meeting & Speed Mentoring*

WORKSHOPS - *Reshaping recruitment*

22nd November 2008
Metro Hall rooms 308, 309, 310
55 John Street, Toronto ON M5V 3C6

MESSAGE FROM PRESIDENT

Greetings! It is with great pleasure that I welcome all participants to CAPE's Second Annual General Meeting and Engineering Knowledge Conference as well as our Leveraging Engineering Talent 2008 and Reshaping Talent Search presentations.

Over the last two centuries the world has moved from colonization to independence to interdependence. 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. Consequently 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 global mobility of engineers.

Canada's and in particular Ontario's reaction to this crisis is being articulated through the recent fair access to professions legislation in Ontario and change in the temporary worker program at the federal level. The following key questions are emerging and will be addressed in our Engineering Knowledge 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?

As skills shortages are identified and competition for knowledge workers increases, there is also greater pressure on human resources to adapt hiring practices suited to the rapidly changing engineering workplace. We are pleased therefore to join hands with the Engineering Program Network (EPN), a network of agencies working with internationally trained engineers in the GTA to present Leveraging Engineering Talent 2008 an employer networking event and Reshaping Talent Search 2008 a full day professional development event for HR personnel which we hope will demonstrate the direction this new kind of service can take. We would also like to invite you to the second Annual General Meeting of CAPE. Please feel free to participate in as many and any of these activities.

Saeed Ziaee, President, 2006 – 2008
November 22, 2008

PROGRAM OF EVENTS

08:00 - 09:00 am	Meet and Greet	Registration and Breakfast	Employer Booth Setup
09:00 - 09:30 am	Opening Address: <ul style="list-style-type: none"> • IEB Overview – Nikhat Rasheed • Opening Address – Saeed Ziaee President, CAPE • EPN – Overview Mia Toose, ACCES Employment 		
09:30 – 10.45 am	CAPE Knowledge Conference 2008 Panel – Self-Regulation, Public Administration and Governance of the Profession of Engineering <ul style="list-style-type: none"> • Self-Regulation and Governance in Engineering – Gurmeet Bambrah, COO, CAPE • Collaborative Self Regulation: Reflections for a New Paradigm – Glen Roberts, Director, Health Programs Conference Board of Canada • Recruiting Talent, Under-utilizing Talent: Evidence from the Canadian Census, Monica Boyd, Ph.D., FRSC, Canadian Research Chair in Immigration, Inequality and Public Policy 	Presentation 1: New Programs <ul style="list-style-type: none"> • Engineering Program Network – An Introduction, Mia Toose, Project Manager - Engineering Connections ACCES Employment • Engineering your Future and Enhanced Language Training for Engineers, Rashid Osman, Skills for Change, • Engineering Connections: Software Skills Enhancement Program, John Mavrogiannakis P.Eng., Project Coordinator, Humber College 	Employer Meetings with Pre-screened Candidates Speed Mentoring
10.45 – 12.00 pm	<ul style="list-style-type: none"> • David Adams, President, Professional Engineers Ontario • Duncan C. Boswell, Gowling Lafleur Henderson, LLP • Professional Deontology, Self-regulation, Globalization, and Immigrant Engineers, Shahzad Baig, Sarder E. Sadique, PhD, Homer Maurice Vinnaiasingham, Muralidharan Maheshwara <p style="text-align: center;">Commentator: Nikhat Rasheed</p>		
12:00 - 13:00 pm	Luncheon and Guest Speaker		
13:00 - 14:30 pm	CAPE's Annual General Meeting (Open to the public)	Presentation 3: Job development and Hiring <ul style="list-style-type: none"> • Reshaping Online recruitment JOBTAC .com • Skill International • Mentoring Saeed Ziaee, President CAPE 	Employer Meetings with Pre-screened Candidates Speed Mentoring
14.30 – 15.00 pm	Closing Remarks and Wrap Up		

CAPE KNOWLEDGE CONFERENCE 2008 - PANEL DISCUSSANTS



Title: Opening Remark and Overview

Presenter: Dr. Gurmeet Bambrah, Chief Operating Officer, CAPE

Biography: Gurmeet Bambrah PhD, F.Eng (UK), R.Eng, consulting Engineer, (Kenya) has over 20 years' global consulting engineering experience in water and wastewater engineering, 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. She has served as the vice-president of the International Rainwater Catchment Systems Association and is a member of the Association of Consulting engineers of Kenya and the Institution of Engineers of Kenya. She is also a Fellow of the Institution of Civil Engineers (London, England). At present she is the Chief Operating Officer of CAPE Council for Access to the Profession of Engineering.



Title: Collaborative Self-Regulation
Reflections for a New Paradigm

Presenter: Dr. Glen Roberts

Biography: Glen Roberts is The Conference Board of Canada's Director of Health Programs. 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. Dr. Roberts has formal training in Continuous Quality Improvement, Six Sigma and root cause analysis. He has been acknowledged as a leader in health policy analysis across Canada.



Presenters: Shahzad Baig, Seyyid, Sardar Sadique PhD, Homer, Maurice Vinnaiasingham, Muralidharan Maheshwara

Biography: A group of CAPE members drawn from a range of Asian Countries, who have experienced issues of mobility of engineers first hand.



Title: To be Announced
Presenter: J. David Adams, P.Eng., MBA, President,
Professional Engineers Ontario

Biography: Dave Adams studied arts and science at Carleton University before earning a B.Eng. in mechanical engineering at McGill University, and later his MBA in finance and marketing from the University of Western Ontario. He has been involved extensively in mechanical engineering design and production management, as well as acquisition analysis and business operations. He has worked at the National Research Council, in the oil fields of Alberta, CIL, Cockshutt, Abitibi and Rio Tinto (England), and held senior positions with Canadian Gypsum and Massey Ferguson before acquiring the 140-employee Canada Spool & Bobbin Company. Adams is president of Maple Leaf Engineering, a consulting firm specializing in lean design and manufacturing, wood processing machinery, and sawmill and dry kiln design. He was twice elected a Regional Councillor and has many years of chapter, committee and task force service. He chaired both the Governance Task Force and the Audit Committee. A past president of the Rotary Club, member of Gideon International, *Canadian Who's Who* since 1989, and *Marquis Who's Who* (US) since 1984, Adams was made a member of International Men of Achievement in 1986.



Title: Recruiting Talent, Under-Utilizing Talent,
Evidence from Canadian Census
Presenter: Monica Boyd, Ph.D., FRSC, Canadian Research Chair in
Immigration, Inequality and Public Policy

Biography: Dr. Monica Boyd holds the Canada Research Chair in Immigration, Inequality and Public Policy, joining the University of Toronto in 2001. Previously, she was the Mildred and Claude Pepper Distinguished Professor of Sociology at Florida State University where she also was 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



Title: Self-Regulation- George Thompson Commission Report
Revisited
Presenter: Duncan C. Boswell, Partner, Gowlings

Biography: 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.

ENGINEERING TALENT 2008

The purpose of this event is to provide insights to Engineering employers on how to leverage leading edge knowledge workers for their small, medium, or large firms. It is also to provide an opportunity for engineering employers to meet with pre-screened candidates who meet their skill requirements.

EMPLOYER NETWORKING

For employers who are participating in this event, upon registration, they have completed the Hiring Needs Assessment, and will be met with pre-screened candidates. They will also be presented with the opportunity to meet with other unscreened candidates attending the event if they wish.

For Engineering job seekers, this is a fantastic opportunity to network and gain valuable knowledge about hiring practices and labour market trends that may provide an edge during future interviews and networking occasions. Some job seekers may be pre-invited for one-on-one employer meetings/interviews.

PRESENTATIONS: NEW PROGRAMS AND DEVELOPMENTS

This is a full-day professional development event for engineering organizations – their Hiring Managers, HR employees and other interested parties. As well, the program is suitable for employed and job seeking Engineering professionals who wish to gain more knowledge about trends in the Engineering labour market. *Who Should Attend: Engineering Employers, HR employees, Hiring Managers, other Engineering Employees, Policy makers, Job Seekers*

ENGINEERING PROGRAM NETWORK (EPN)

This event is being 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:

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



FEATURED EMPLOYERS

Aker Metals, a division of Aker Solutions Canada Inc. (Toronto)

Aker Solutions is a leading global provider of engineering and construction services, technology products and integrated solutions. The business within Aker Solutions comprises several industries, including Oil & Gas, Refining & Chemicals, Mining & Metals and Power Generation.

PeopleLogic , Telecom & Wireless Consultants

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MGA Consulting is a Canadian multi disciplinary engineering and technology resourcing company that offers staffing and project management. We specialize in Professional Engineering, Project Management, Engineering Management and Technology staffing. Our customers include some of the largest Canadian Utilities and Engineering Consulting firms. For three consecutive years, we have been ranked in the Profit 100 Canada's fastest growing companies. MGA Consulting is a certified ISO 9001: 2000 company, and is certified by Professional Engineers Ontario.

FEATURED MENTOR

Bernard Teper P.Eng

Ben holds degrees in Civil and Mechanical Engineering, and is affiliated with the Association of Professional Engineers of Ontario (since 1976) and the Canadian Nuclear Society. He has Over 35 years experience in the nuclear and energy sectors with Anric Enterprises Inc, OPG, Babcock and Wilcox and John H. Ross and Associates

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