

**COUNCIL FOR ACCESS TO THE  
PROFESSION OF ENGINEERING (CAPE)**

**LEADERSHIP TRAINING SESSION 2**  
Skills for Change, 791 St Clair West, Toronto Ontario

6<sup>th</sup> March, 2004

## INTRODUCTION

This leadership training session, brought together sixteen internationally trained engineering graduates, database developers, career support experts and an IT specialist. Having previously developed a vision and mission statement for CAPE, the objective of this second leadership training session was to develop the aims of CAPE, set out a systematic ITEG outreach strategy, draw up a plan for restructuring CAPE and set out a framework of duties and responsibilities for the steering committee and others volunteering their time for CAPE. The session was held against the understanding that CAPE would be helping ITEGs to:

- Build a Collective voice
- Bring out available ITEG skills
- Find out Employer needs
- Building an information support system for ITEGs

CAPE having initiated its database development set up this leadership training using its website as the frame of reference for defining the aims, activities and target populations for the database and its organization. Accordingly the Moderator for this training session was Marco Campana, who is the website Content Development Coordinator for Settlement.org.

### **SESSION 1: CAPE HISTORY AND AIMS** *By Gurmeet Bambrah, Project Coordinator, CAPE*

Gurmeet explained that CAPE which currently comprises a multi-stakeholder steering committee mostly made up of ITEGs, started out in 1990 when a number of independent associations serving internationally trained engineers got together to address issues facing ITEGs. She explained that the history of CAPE is available on its website: [www.capeinfo.ca](http://www.capeinfo.ca). The terms of reference for the steering committee have been drafted and will be evolved through a consultative process.

She went on to explain that CAPE is undertaking the Engineering Access Project funded jointly by Canadian Heritage and Human Resources Development, Canada under the trusteeship of the Council of Agencies serving South Asians (CASSA). Gurmeet explained that Engineering Access is a three year, Ontario wide project that will seek to:

- Build a collective voice for IEs
- Engage employers in increasing IE access to the engineering workplace
- Facilitate multi-stakeholder consultation through a Roundtable
- Create an extensive database of IEs, employers and relevant labour market trends.

She explained that under the Engineering Access project, CAPE held a focus group of ethno-cultural organizations in October 2003 which identified two clusters of organizations serving ITEGs – a pre 1960 group and a post 1990 cluster characterized as described in Table 1 below.

Table 1: Clusters Of Organizations Serving ITEGs

<b>PRE 1960 Cluster</b>	<b>POST 1990 Cluster</b>
Place of Origin, Culture, Religion – good connect	Place of Origin, Culture, Religion – almost total disconnect
Mixed generally low skills	Highly skilled
Total Language disconnect	Partial language disconnect
<ul style="list-style-type: none"> <li>• Lacked newcomer assistance</li> <li>• Worked with PEO to establish an accreditation process to integrate diversity</li> <li>• Community-based language learning</li> </ul>	<ul style="list-style-type: none"> <li>• Newcomer assistance including Credential assessment, Employment Preparation and language training</li> <li>• Uncertain economic/development paradigms</li> <li>• Canadian Experience requirements-</li> </ul>

<ul style="list-style-type: none"> <li>• Economic Boom times</li> <li>• Experience requirements unknown</li> </ul>	<ul style="list-style-type: none"> <li>• High technological skills perceived to be required for shift to service/knowledge based economy.</li> </ul>
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She went on to explain that according to the report entitled 'The Facts are in':

- ITEGs and IEPs face higher unemployment rates than their Canadian counterparts
- Less the 25% of them work in their exact field of specialization
- 46.8% are doing something irrelevant to their field
- Are more likely to have University Education than their Canadian counterparts
- Lack of Canadian experience is the most common barrier they face in seeking engineering or other gainful employment
- Are required to undertake assessment of language skills rather than language learning.

Consequently based on a hypothesis of inter-connection between Ethnicity, Economic Development, Regulation and Integration of ITEGs and other Internationally Educated Professionals (IEPs) into the Ontario workforce, Dr Bambrah carried out research on the Canadian Economic 'Experiment' in Diversity tracing the trends in immigration from the origins of migration in the fifteenth century to the present day and their relationship to the Engineering Profession.

The findings of this research were that:

- Immigration policy for Canada tends to be based on economic/displacement considerations.
- Rate of diversity has increased rapidly in Canada after the Second World War leading to serious questions about the Canadian system's capacity to absorb this diversity.
- Diversity has three clearly identifiable ethnicity (place of origin, race or visibility and religion) , cultural and linguistic components which need further investigation
- Immigrant links to the host population are very important for integration into the workforce
- The perceived shift to service and knowledge-based economies was inadequately defined – was this perception realistically developed given that the system is unable to assimilate the knowledge base of the ITEGs.
- While the history of amendment of regulation of engineers is easy to verify, there is insufficient information at present to analyze completely:
  - The ITEG accreditation capacity and requirements for their regulation.
  - The basis upon which experience requirements are set - when for instance was Canadian Experience introduced into these requirements and how and what skills/knowledge acquired through Canadian experience are not present in international experience?

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She concluded the presentation with the explanation that independent of the above research, CAPE held its first leadership training under the 'Engineering Access' project to define the mission and vision for CAPE on 7<sup>th</sup> February 2004. The following were identified as components of the mission and vision statement for CAPE:

- To mobilize funding and resources based on ITEGs population ratio, for training opportunities focussing on bridging the cultural disconnect between ITEGs and the mainstream engineering fraternity;
- To facilitate effective dialogue between all stakeholders of the engineering community, including employers, educational institutions, professional associations, advocacy groups and ITEGs to create a process and methodology for better recognition of international engineering experience.
- To become a collective voice and the premium engineering resource organization for ITEGs and the engineering industry in Ontario.

## **SESSION 2: CAPE STRUCTURE AND STRATEGIC PLAN**

### CAPE STEERING COMMITTEE

Given the voluntary contribution nature of the CAPE steering committee, the participants agreed that the terms of reference that have been drafted for the steering committee should be adopted as the governing document for CAPE, until the ITEG outreach under the Engineering Access project has reached a point where the concept of CAPE membership can be properly constituted.

The participants also agreed that through the ongoing outreach to ITEGs, focus groups and multi-stakeholder meetings CAPE should begin to re-structure itself into a membership based organization for ITEGs.

The following were some of the suggestions made by the participants

### OUTREACH COMPONENTS

The participants identified the following as the outreach aimed at the future membership for CAPE:

1. ITEGs thinking of immigrating to Canada - deliver timely and appropriate decision support information
2. ITEGs who are already permanent residents of Canada -deliver timely and relevant labor market information, report on systemic and barriers and progress, employment preparation and search as well as cross cultural training for integration into the workplace
3. ITEGs who are successfully practicing engineering in Canada - abstract how they did it and what advice they can offer to newcomers.

### MULTI-STAKEHOLDER OUTREACH

The participants also felt that it was very important for CAPE to build relationships with other stakeholders in the engineering fraternity particularly employers but including regulators, frontline service providers, community organizations, recruiters and government agencies based on the following framework:

- Employers - to identify better strategies to integrated ITEGs into the workplace, develop skills inventories of ITEGs and create awareness about the nature of their international experience and benefits likely to accrue to the employer from this.

Networking

4. Regulators, Service agencies and ethno-cultural organizations serving ITEGs to make available information about their roles, support available to ITEGs and requirements to be met by ITEGs.

The following were identified as the areas for focus>

Some ITEG portal for the users who have membership:

- Skills Inventory
- Courses upgrading
- Engineer Societies
- Networking
- Education institutions
- Regulatory Bodies
- Occupation Specific info
- Terminologies

For Membership:

- Cross-cult. Education
- Creating Opportunities(trends, ideas)
- Fighting marginalization(poll advocacy)

For Membership:

- Support in workplace
- Employment opportunities
- Career Development
- Entrepreneurial
- Becoming mentors(Networking)

For membership:

- Skills Inventory
- Networking

**Some notes:**

**Success Stories include:**

- **Engineers' ---- ITEG**
- **Companies Championing**
- **Older immigrant who have set up companies**

**Partners are:**

- **Community Groups**
- **No-profit service providers**

**SESSION 3: LAUNCHING CAPE**

**SESSION 4: ROLES/RESPONSIBILITIES**

Employers:

- Skills Inventory
- Business Case
- Cross Culture Tools and Support
- Networking

Should balance public pages and pages for membership, Business case and Cross-cult. Tools could go public



## LIST OF PARTICIPANTS

FIRST NAME	LAST NAME	OCCUPATION
1. Rugang	Zeng	Structural Engineer
2. Manu	Phillips	ITEG - Civil
3. Hari	Sarkar	ITEG - Electrical
4. Saeed	Ziaee	Product Development Manager
5. Owen	Mullings	ITEG - Pathways
6. Inigo	Francis	Electrical Engineer
7. Meles	Gebreliul	ITEG - Mining
8. Jayesh	Parmar	Student – University of Toronto
9. Orlin	Saratchinov	ITEG - Operations Manager
10. Gurmeet	Bambrah	CAPE
11. Darshak	Vaishnav	CAPE
12. Tim	Yao	Database Consultant
13. Igor	Culic	ClueDesign – Database Developer
14. Sasha	Culic	ClueDesign – Database Developer
15. Marco	Campana	Website Content Developer – Settlement.org
16. Mohan	Doss	Engineering Carrer Officer