

# Council for Access to the Profession of Engineering (CAPE)



Aims to become an Independent Ontario based membership Association for Internationally Trained Engineering Graduates (ITEGs)



Striving to enable ITEG access to the engineering profession across Ontario

# Engineering Access Project

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## ● Community Action Research:

- Document barriers facing ITEGs and employers
- Set up multi-stakeholder roundtable
- Survey and develop a database of ITEGs
- Develop a legitimate voice for ITEGs
- Pilot cross cultural tools

## ● Funded by

- Canadian Heritage – Multiculturalism and Aboriginal Program
- Human Resources Skills Development Canada, Labour Market Partnerships Unit

# Action Research Process

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- Systematic Integrated Strategic Approach
- Focus group - 8 ethno-cultural associations
- Historical analysis of immigration
- Dynamic model contextualizing the need to establish the scope and size of the problem
- The need for a database of ITEGs was established

# ITEG Database Outreach

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- Baseline situation analysis
- Stakeholders Identification
  - Leadership training for ethno-specific associations
  - Focus groups for community groups
- Developed an effective ITEG outreach methodology

# ITEG Survey

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- May - August 2004 CAPE surveyed 536 ITEGs from 49 countries. This showed :
  - 51% unemployed
  - 31% in survival and non engineering jobs
  - 18% employed in engineering related jobs,
  - 60% held B.Sc degrees, 23% held a Masters as well and 5% a Ph.D
  - The sample correlated well with the regional immigration trends published by Stats Canada
- ***Having established a definite problem of integrating ITEGs into the Ontario Engineering workplace CAPE consultatively developed a 3 point vision***

# Vision Statement 1

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- To mobilize proportionate resources based on ITEGs population ratio, for training opportunities focusing on bridging the cultural disconnect between ITEGs and the mainstream engineering fraternity of Ontario

# Vision Statement 2

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- To constructively engage 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

# Vision Statement 3

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- To become a collective voice and the premium engineering resource organization for ITEGs and the engineering industry in Ontario



# Constructive Engagement

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- CAPE has identified Constructive Engagement as the primary tool to engage stakeholders in finding solutions to ITEG employment access problems
- Today's Launch of CAPE is the first step in this process of constructive engagement and will establish a baseline stake-holding through your presentations

# Expectations

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- The wide range of legitimate perspectives will develop an overall understanding of this problem
- Stakeholders will be engaged in this attempt to generate strategies and solutions through a Multi-stakeholder Roundtable
- Open up discussions on three thematic areas comprising:
  - Globalization
  - International Mobility
  - Engineering and Canada in the 21<sup>st</sup> Century

# Globalisation

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- Incorporating legal practices that are global in nature into the engineering industry in Canada e.g Regulatory bodies developing standard conditions of Contract and arbitration practices.
- Re-examining paradoxes of not acknowledging the knowledge and skills that produce goods consumed in Canada
- Examining Federal/Provincial disconnects in Canada under globalization

# International mobility

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- Examining the connections between reserved titles and professional regulation as relates de-legitimizing international experience
- Acknowledging similarities with accepted international norms in Engineering e.g by participating in international engineering institutions to

# Engineering and Canada in the 21<sup>st</sup> Century.

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- Instituting greater efficiency and capacity in accrediting bodies in keeping with the increasing diversity of Immigrants
- Understanding the Transformation needs to incorporate the Knowledge-Based industrial requirements into the existing Service based economy
- Greater role for ITEGs in globalizing Canadian vision of Engineering in the 21<sup>st</sup> Century