

Constructive Engagement Model 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

SISA Process

- A systematic, integrated and strategic approach (SISA) was adopted
- This contextualized concerns being voiced about ITEG access to the workplace in Ontario
- ITEG Outreach Entry point – October 2003 - focus group of 8 ethno-cultural associations
- A historical analysis of immigration - generated information on a number of ITEG issues and stakeholders
- Resulted in dynamic model contextualizing the need for an ITEG database
- Clarified that the ITEG situation was mostly anecdotal in Ontario and
- Established need for more systematic data

ITEG Outreach

- CAPE undertook a baseline situation analysis and sought funds for an ITEG survey
- Identified the stakeholders servicing ITEGs to integrate them into the Ontario workforce
 - Using leadership training for ethno-specific associations of ITEGs/engineers
 - Focus groups with other ITEG community groups
- Developed an effective ITEG outreach methodology

ITEG Survey

- 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
- ***Definite problem integrating ITEGs into the Ontario Engineering workplace – not anecdotal any more***

Developing a Vision

- CAPE held two planning sessions with ITEGs to develop a vision on how to find a solution to the ITEG problem
- The first brought together eight ITEGs to identify their problems and concerns
- The second session brought over twenty ITEGs to develop a way forward
- CAPE set up a website structured through these sessions as a communication tool



Vision Statement 1

- 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



Vision Statement 2

- 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

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

Constructive Engagement

- CAPE has now identified Constructive Engagement as the primary tool to engage stakeholders in finding solutions to ITEG employment access problems
- Constructive Engagement is a way to solve problems rather than hide behind them

Different Stakes

- When agencies have different stakes and agendas, Constructive Engagement can help develop a clear purpose for the common good of all stakeholders through a properly engineered process
- Attention must be given to a history of issues, constraints and opportunities
- CAPE has identified the issues, stakes and sensitivities in the ITEG problem

Stakeholder Consultation

- CAPE now wishes to engage stakeholders in finding solutions to this problem.
- We recognize that the interests of all stakeholder groups are legitimate and need to be taken into account
- A credible means of initiating this process must be established. So far CAPE has:
 - Initiated dialogue where it can't share initiatives, PEO
 - Partner with on-going initiatives where it can, TRIEC, CCPE

Consultation Process

- CAPE recognizes that representatives must keep their constituencies informed and make sure they do not become isolated from the people they represent.
- CAPE is ensuring that consultation is instituted at levels of its operations using its website interactively to disseminate information and solicit constant feedback to its database members and partners

Effective Process Design

- An effective process needs to be designed that addresses such issues as :
 - ground rules
 - conducting meetings
 - decision-making, and
 - disseminating information and communications protocol
- CAPE is doing this by instituting website consultation through its Steering Committee, focus groups and leadership training and support.

Growing Pains

- The amount of effort it has taken to initiate the Constructive Engagement process is considerable and resources limited
- ITEG outreach took longer than anticipated
- Employer outreach was initially difficult if not impossible
- Trial & Error strategy has been adopted to move forward with employer engagement and is showing results

Transparency

- Communication systems in CAPE are completely transparent through our interactive, multi-tiered website
- Multi-level matrix methodology was critical for developing the transparency

Hidden Agendas & Phobias

- If there are too many perceived “hidden interests,” communication problems easily arise
- Sensitivity to cross-cultural issues needs to be built into Constructive Engagement procedures
- CAPE has a submission on record with PEO on the provisional license for instance
- CAPE has adopted the approach of gaining greater understanding of all on-going stakeholder initiatives

Next Steps

- CAPE will shortly be inviting all those involved in ITEG employment access initiatives to join its a multi-stakeholder roundtable
- CAPE will be Launched on October 16, 2004
- For more information visit our website:

www.capeinfo.ca

Gurmeet Bambrah, PhD.
Co-ordinator, CAPE