



**THE COUNCIL FOR ACCESS TO THE
PROFESSION OF ENGINEERING**

*Proceedings of the First Multi-
Stakeholder Forum*

On

***“Globalization, International Mobility
and Canada in the 21st Century”***

*October 16, 2004
North York Civic Centre*

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**CD-ROM VERSION OF PROCEEDINGS
THE FIRST MULTI-STAKEHOLDER FORUM ON**

***“Globalization, International Mobility
and Canada in the 21st Century”***

AND THE LAUNCH OF CAPE

FOREWORD

The Council for Access to the Profession of Engineering CAPE aspires to become an Ontario-based independent association of internationally trained engineering graduates (ITEGs). Its mission is to:

- Focus on bridging the cultural and other disconnects between ITEGs and the mainstream engineering fraternity of Ontario;
- To facilitate effective multi-stakeholder dialogue within the engineering community, including employers, educational, credential assessment, community and service providers, professional associations, advocacy groups, ITEGs and the media to create a process and methodology for better recognition of international engineering experience; and
- To form a collective voice and premium resource organization for ITEGs and the engineering industry in Ontario

CAPE is driven by a steering committee of thirty voluntary members comprising internationally trained engineers and engineering graduates and representatives from the broader engineering community. CAPE initiated its '*Engineering Access*' community research action project in June 2003. This is funded jointly by Canadian Heritage, Human Resources Skills Development Canada and by in-kind contributions by CAPE members. Since May 2004, using a systematic, integrated and strategic approach to outreach CAPE has built up a database of over 700 ITEGs and an information service for ITEGs. It is actively engaged in further outreach through its partnerships with nearly fifteen ethno-cultural associations serving ITEGs and holding a combined membership of over ten thousand members. CAPE is working with another ten service agencies throughout Ontario to spatially extend its outreach. CAPE has also engaged in dialogue and initiatives with other stakeholders including the Canadian Council of Professional Engineers (CCPE), the Association of Professional Engineers of Ontario (PEO), the Toronto Region Immigration Employment Council (TRIEC) and the Policy Roundtable Mobilizing Professions and Trades (PROMPT).

On October 16th, 2004 CAPE was launched through the first Multi-Stakeholder forum on *Globalization, International Mobility and Canada in the 21st Century* held under its Engineering Access project. This initiated a constructive engagement exercise to involve ITEGs, employers, professional associations, regulatory bodies, educational institutions and service providers in its proposed multi-stakeholder roundtable. This roundtable will strategize on how to integrate ITEGs into the Ontario engineering workforce. The present report captures the proceedings of this first multi-stakeholder forum and will define the agenda of the CAPE constructive engagement process to enable ITEGs to access the engineering profession in Ontario.

List of Acronyms

<i>ABEO</i>	<i>- Association of Bangladeshi Engineers of Ontario</i>
<i>APT</i>	<i>- Access to Professions and Trades</i>
<i>CAPE</i>	<i>- Council for Access to the Profession of Engineering</i>
<i>CALAPTE</i>	<i>- Canadian Association of Latin American professionals, Technicians and Entrepreneurs</i>
<i>CCPE</i>	<i>- Canadian Council of Professional Engineers</i>
<i>CPAC</i>	<i>- Chinese Professional Association of Canada CCPE</i>
<i>CASSA</i>	<i>- Council of Agencies Serving South Asians</i>
<i>ITEG</i>	<i>- Internationally Trained Engineering Graduates</i>
<i>IEG</i>	<i>- International Engineering Graduate</i>
<i>HRSDC</i>	<i>- Human Resources Skills Development Canada</i>
<i>LGA</i>	<i>- Lieutenant General Appointee</i>
<i>MEGA</i>	<i>- Malayalee Engineering Graduates Association</i>
<i>MOHANDES</i>	<i>- Canadian Society of Iranian Engineers and Architects</i>
<i>MTCU</i>	<i>- Ministry of Training Colleges and Universities</i>
<i>PEO</i>	<i>- Professional Engineers of Ontario</i>
<i>OSPE</i>	<i>- Ontario Society of Professional Engineers</i>
<i>OACETT</i>	<i>- Ontario Association of Certified Engineering Technicians and Technologists</i>
<i>PROMPT</i>	<i>- Policy Roundtable for Access to Professions and Trades</i>
<i>SFC</i>	<i>- Skills for Change</i>

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1. INTRODUCTION

Previous research undertaken under the 'Engineering Access' project has defined globalization, international mobility and Canada's vision for the engineering profession in the twenty-first century as key components driving the immigration to Canada agenda for ITEGs. The theme of the first Multi-Stakeholder forum of CAPE held under its 'Engineering Access' community action research project therefore was "Globalization, International Mobility and Canada in the 21st Century". This forum was held on October 16th, 2004 at the North York Civic Centre and was attended by nearly a 180 participants as listed in appendix A.

The proceedings of this forum started with a plenary session in which key stakeholders were invited to make short addresses to define their stakes, issues, constraints and opportunities with regards to ITEGs in Ontario. These short addresses are presented herewith and will form the basis for the CAPE agenda for constructive engagement of stakeholders to enable ITEG access to the engineering profession in Ontario.

2. PLENARY SESSION: CHAIR ANDY SHI

The Plenary was chaired by Andy Shi, Senior Vice President of Chinese Professional Association of Canada (CPAC), one of the ethno-cultural associations engaged with CAPE and holding one of the largest memberships of ITEGs in Ontario.

Keynote Address: Hon. Joe Volpe, the Minister for Human Resources and Skills Development, Federal Government

Hon. Volpe was unexpectedly called to an emergency meeting and was unfortunately unable to present the keynote address in person. He however asked to share the message presented overleaf with the participants.

***Address by Provincial Government Leader, Hon. Mary Ann Chambers
Minister of Training Colleges and Universities, Ontario Provincial
Government***

The honorable minister was unable to attend the event and asked to share the message presented on page 5 with the participants.

Minister
of Human Resources
Development



Ministre
du Développement
des ressources humaines

Ottawa, Canada K1A 0J9

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Ms. Faviola Fernandez
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Dear Dr. Bambrah and Ms. Fernandez:

On behalf of the Government of Canada, let me offer you my thanks for organizing this morning's event to encourage greater participation in the engineering profession.

While I can't be present, I wanted to let you know that our efforts to increase the recognition of our foreign-trained professionals continues. We hope to make further significant announcements in the coming weeks of our investment in this priority area.

Your work is helping us drive that agenda forward by increasing our ties with professional associations. Thank you for your efforts, and again, please accept my best wishes for your discussions today.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Joe Volpe". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Joe Volpe, P.C., M.P.

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October 16, 2004

To the Participants at the Launch of the Council for Access to the Profession of Engineering

On behalf of the Ministry of Training, Colleges and Universities, I extend my warmest wishes to you all on the occasion of the launch of the Council for Access to the Profession of Engineering, as well as the launching of the position paper "Recasting Equity", by the Policy Roundtable Mobilizing Professions and Trades.

Your organizations are important advocates on behalf of internationally trained professionals, and our government is pleased to work with you to ensure access to professions and trades for qualified individuals trained outside Canada.

I am proud of the progress that we have been making together in eliminating the barriers that prevent not only internationally trained engineers, but all internationally trained individuals, from continuing their chosen careers in Ontario.

We will continue to succeed through our partnerships with professional regulatory bodies, universities, colleges, industry, employers, community-based organizations that help newcomers, as well as the newcomers themselves. In particular, we will succeed because of the continued involvement of organizations such as yours that are signalling direction for regulatory bodies, industry, and government, and, most importantly, because we are working together.

We are committed to expanding access to professions and trades because we know that when individuals are able to put their skills to work, our entire province benefits.

Thank you for your continued efforts, and again, I offer my best wishes for a successful and enjoyable symposium.

Sincerely,

A handwritten signature in black ink that reads "Mary Anne Chambers".

Mary Anne Chambers
Minister

Introductory Address: Dr. Gurmeet Bambrah, Coordinator' Engineering Access' and the Council for access to the Profession of Engineering (CAPE)

This presentation started off by stating that CAPE respects the standard of engineering in Canada. It is facing a bleak situation in which over 50% of its database members are unemployed. Therefore:

- It aims to become an independent, Ontario-based membership association for internationally trained engineering graduates (ITEGs); and
- It is striving to enable ITEG access to the engineering profession across Ontario

CAPE is currently undertaking the 'Engineering Access' project, a community action research project that will:

- Document barriers facing ITEGs and employers;
- Set up a multi-stakeholder roundtable;
- Survey and develop a database of ITEGs;
- Develop a legitimate voice for ITEGs; and
- Pilot cross-cultural tools to help integrate ITEGs into the Ontario engineering workplace.

This project is funded by Canadian Heritage's Multiculturalism and Aboriginal Program, Human Resources Skills Development Canada's Labour Market Partnerships Unit and in-kind contributions by CAPE members.

The action research process adopted for this project comprised a systematic integrated strategic approach. An initial outreach focus group of 9 ethno-cultural associations led to a historical analysis of immigration that resulted in a dynamic model contextualizing the need to establish the scope and size of the problem. Given the anecdotal nature of information available regarding employment of ITEGs in the engineering workplace in Ontario, a need for a database of ITEGs was established.

Outreach to develop an effective ITEG database included:

- A baseline situation analysis;
- Stakeholder identification;
- Leadership training for ethno-specific associations;
- Focus groups for community groups; and
- Partnership with service agencies for newcomers.

On the basis of this outreach a random sample survey of 536 ITEGs from 49 countries was carried out by CAPE between May and August 2004. This showed:

- 51% of the sample were unemployed, 31% were in survival and non-engineering jobs and 18% were employed in engineering related jobs;
- 60% held Bachelors degrees, 23% held a Masters, and 5% a PhD.
- The sample correlated well with the regional immigration trends published by Statistics Canada

Having established a definite problem of integrating ITEGs into the Ontario engineering workplace the organization consultatively developed a 3 point vision for CAPE as stated below:

Vision Statement 1: To mobilize proportionate resources based on ITEGs population ratio, for training opportunities focusing on bridging the cultural and other disconnects between ITEGs and the mainstream engineering fraternity of Ontario.

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.

Under its ‘Engineering Access’ project CAPE has identified Constructive Engagement as the primary tool in finding solutions to ITEG employment access problems. Through its multi-stakeholder forum, the proceedings of which are captured in this report, CAPE sets out the first step in this process of constructive engagement. This event will establish baseline stake-holding issues and opportunities through the presentations and addresses made.

Through this event CAPE expects to:

- Elicit a wide range of legitimate perspectives to develop an overall understanding of this problem;
- Engage stakeholders in an attempt to generate strategies and solutions through the constitution of a Multi-Stakeholder Roundtable;
- Open up discussion on three themes that CAPE has identified as areas of interest.

These comprise:

- Globalization
- International Mobility
- Engineering and Canada in the 21st Century

In the context of *Globalization*, CAPE expects to address:

- The relationship of the engineering and legal professions in the context of contractual and arbitration practices and instruments adopted for engineering in Canada;
- Re-examine paradoxes of not recognizing the knowledge and skills that produce goods elsewhere for consumption in Canada;
- Examining governance disconnects in Canada under globalization.

In terms of *International Mobility*, CAPE seeks to:

- Examine the connection between reserved titles and professional regulation as it relates to de-legitimizing international experience;
- Acknowledge similarities with accepted international norms in engineering (e.g. by participating in international engineering institutions).

As regards *Engineering and Canada in the 21st Century*, CAPE is seeking to:

- Institute greater efficiency and capacity in accrediting bodies in keeping with the increasing diversity of immigrants;
- Understand the nature of the transformation needed to incorporate knowledge-based industrial requirements into the existing service based economy;
- Develop a greater role for ITEGs in globalizing the Canadian vision of engineering in the 21st Century.

Employer Address: Dr. Jim Higgins, Manager, Ecological Engineering and Special Projects, Jacques Whitford Ltd.

Dr. Jim Higgins shared the story of an engineer, Mr. Jacques, who came to Halifax from Goa, India and built his company over 35 years. Mr. Hector Jacques had the liability of speaking with a stammer in addition to being an immigrant. The company has an average growth rate of 15.3 % p.a. and presently has a staff of over 200 personnel. He presented this as an example for new immigrants and stated that Hector has won many awards. He emphasized that his company does not care about the color of the skin or the ethnicity of the candidate, but requires that he/she has two important qualifications to be hired as an engineer: demonstrable skills and – directly related to this – is articulate in the English language. He suggested that if there is one thing CAPE can do to help ITEGs to get a job, it is that they should provide English classes and this does not mean ESL classes. It does not matter what level of ESL the candidate has but he/she should be articulate and presentable enough to be in front of the customer. Customers do not mind if the contact at the engineering firm has a license from PEO or not, but the candidate should show that he/she is able to do the work required. If the ITEG is articulate the firm will assist the ITEG to obtain a P.Eng. An accent is not important so long as the ITEG is articulate.

***Recruiter and Founding Patron Address: Mr. Steve Ostafichuk (Hope),
Brunel Multec, Senior International Recruiter***

Mr. Steve Hope presented an address on behalf of the founding patron of CAPE, Brunel Multec Canada Ltd. Steve who is a first generation Canadian shared the story of his father who came to Canada from Ukraine as a war refugee under contract as a doctoral researcher with the Canadian Government. For the first five years he worked with First Nations communities and learned Indian languages before moving to Toronto. As a recruiter, Steve uses the surname of “Hope” a phrase that always reminds him to be conscientious, caring and compassionate about the issues of accessing work on the professional front as recruiters may well appear inhumane, inconsiderate, non-compassionate and very rigid. He stated that he is very proud of the opportunity to place internationally trained engineering graduates in their first jobs in Canada. Brunel Multec Canada Ltd. is a multi-national recruiting company that has been providing global career opportunities to individuals working in the engineering, manufacturing, IT and business professional community for the past 17 years. It has 114 offices in 20 countries and five offices in Canada. The firm has a global perspective on engineering and places people all over the world so designations do not matter. The key issues are education and requisite skills. In the recruitment industry people use the catch phrase ‘No Canadian experience’ as a reason not to look at new immigrants and from a human resources perspective they need to be risk managed. They need Canadian experience because human resources people do not like to fill the job twice. Immigrants therefore get shortchanged because the recruiter is looking for requisite skills with Canadian experience. He also pointed out that recruiters are paid a fee to look for engineers with the designated skills that clients are looking for and they want to be successful in their placements - this is their primary motive in placing candidates. He concluded by expressing the opinion that all human beings should be treated with respect and equity, something that he does not forget when doing his business.

***Regulator Address: Mr. Kim Allen, Chief Executive Officer and Registrar,
Professional Engineers of Ontario.***

Mr. Allen, Registrar of PEO, expressed his pleasure on participating in the CAPE constructive engagement exercise. As part of PEO, he mentioned that he has been working hard to alleviate many obstacles facing international engineering graduates (IEGs) in the licensing process. He mentioned that one third of the 68,000 Professional Engineers in Ontario were educated outside Canada. He mentioned that PEO has licensed graduates from 1597 educational institutions and that this significant number is likely to increase as a result of the federal government’s continuing initiative to attract more trained immigrants to boost Canada’s workforce. Last year 100,000 immigrants came to Ontario, 60% of who were immigrant professionals. He mentioned that 80% of the professionals requiring licensing in Ontario were IEGs. In recent years PEO has nearly doubled the professional licenses issued to internationally trained applicants. He said that PEO has learned that one of the keys to a successful licensing process for skilled

immigrants is for immigrants to understand what to expect before arriving in Canada. He also said that since 2002, in an attempt to make this transition smoother, prospective immigrants can start the licensing application process from outside the country before they finalize the immigration process. In 2003, PEO received 2000 applications from IEGs.

In February 2003 the Professional Engineers Act was modified to include the issuance of Provisional Licenses to the engineers who have satisfied all the licensing requirements except 12 months Canadian experience. The provisional license was designed with the intent to recognize the experience and to provide a useful tool to promote IEG skills to prospective employers. He said that PEO will be working in the next few months with the MCTU to promote the awareness of the Provisional License among employers. The prospective immigrants now have access to information about the legislative requirements, acceptability of qualifications, examination and educational requirements they need in order to obtain a license. The most recent initiative is the incorporation of the “Personal Interview” to support the licensing application. In addition to assessing academic qualifications, these interviews are used to gauge the technical knowledge of applicants in order to potentially exempt them from examinations. In 2003, PEO conducted 800 interviews and 70% of the candidates interviewed were exempted from exams. This year the number of interviews granted is projected to more than double to around 1700 interviews. PEO is streamlining the process of conducting interviews to speed-up licensing while making sure that all candidates have met the standard requirements. Several years ago PEO setup requirements on experience to enable applicants to obtain a license and proposed that the process principle should be based upon fairness, competency and transparency.

Recognizing the difficulty IEGs face in obtaining this 12 months of Canadian experience, PEO will soon be working with the MTCU to become involved in the process of facilitating the integration of IEGs into the labor market. On behalf of PEO, Kim Allen expressed the desire to build an open relationship with CAPE and iterated that foreign trained engineers deserved to work in their profession. He invited IEGs to visit the PEO website.

***Successful ITEG-LGA Address: Dr. Ravi Gupta Nuclear Engineer
Specialist (retired) Ontario Power Generation and Lt. Governor
appointed Councilor, Professional Engineers of Ontario***

In his presentation Dr. Gupta first clarified that the central theme of his address dealing with non-Canadian trained engineering graduates involved the maintenance of Canadian engineering standards while integrating engineering graduates from other countries into the Canadian workforce.

He stressed that PEO has the role of a self-regulated body for professional engineering in Ontario and carries the mandate of regulating and setting standards for engineering in this province. The object of regulation is to maintain public safety and welfare, which is paramount and the application of the engineering principles is clearly the backdrop of the

professional licensing. He provided the following statistics on the professional engineering fraternity of Canada:

- 160,000 Professional Engineers in Canada
- 65,000 Professional Engineers in Ontario
- 26,000 Engineering Students
- 10,000 Internationally Trained Engineers

He stated that Canada is unique in the world because it has a different lens through which different provinces and territories regulate the profession.

Dr. Gupta clarified that while PEO regulates engineering for the benefit of the public, the Ontario Society of Professional Engineers (OSPE) is the advocacy group which operates purely for the benefit of professional engineers. He then went on to state that the licensing process is expected to be systematic, equitable and transparent without compromising the standards of practice. He said that if one goes through the steps of licensing he/she will realize that the so-called barriers are perhaps more a perception than reality. PEO also wants make sure that those barriers, perceived or real, are gradually diminished without compromising the standards.

In relation to the typical requirement of four years of experience including one year of acceptable Canadian experience, he mentioned that PEO has gotten around the catch-22 related to Canadian experience by issuing provisional licenses which can be granted before an individual acquires the 12 months of Canadian experience.

He said the licensing process set up by PEO comprised the following.

- Application requirements set out in an easy to follow package inclusive of the attached cost.
- The licensing steps which consist of:
 - Assessing academic qualifications through which a candidate is assigned an examination program, interviewed to waive exams, write exams and pass the Professional Practice Examination. Academic requirements are assessed as CEAB, non-CEAB, or other requiring specific examination or program of study;
 - Experience interviews are carried out by a very strong team of 130 members in each discipline. Interviews are video taped to ensure the applicant is treated fairly. The objective is to assess the theoretical and practical experience, management of engineering, competency and skills as well as social implications of engineering. Postgraduate experience is taken into consideration.

He finished his address by listing the following as things to remember when applying:

- Application fees;
- Although there a number of barriers, standards must be maintained or even raised;

- PEO provides an engineering internship program (EIT) as a service, reviews work experience and provides individual guidance.

He ended by saying that the objective should be to “*reduce barriers that are more perceived than real*”

***National Organization of Regulators Address: Ms Deborah Wolfe,
Director, Education Outreach and Research, Canadian Council of
Professional Engineers***

Ms. Wolfe started by thanking CAPE for inviting CCPE to its multi-stakeholder forum. Acknowledging the importance of consultation, she stated that CCPE had held discussions with a variety of people under the ‘From Consideration to Integration’ project. This is a project that deals with labor market integration from the time that an international engineering graduate (IEG) considers immigration to Canada to the time when the IEG has been integrated into the engineering workforce at a level commensurate with his/her skills. She stated that CAPE has been assisting in this process and congratulated CAPE on having put together a database of IEGs.

Ms. Wolfe went on to state that with reference to perceived and real problems facing the integration of IEGs into the labor market, CCPE wishes to deal with both these categories of problems. She then went on to say that over the last two years, CCPE has developed 17 recommendations under its ‘From Consideration to Integration’ project relating to licensing, communications, labor market study and employment. These include:

- Setting out and adopting language standards;
- Assisting community agencies to set-up mentoring programs;
- To avoid dissemination of misleading or incorrect information by setting up effective information portals to deliver clear, consistent and updated information.

She stated that CCPE is supported by PEO and 11 other licensing bodies across the country to work on implementing these recommendations.

She finished her address by stating that she looked forward to involving CAPE in this work and in the mean time continues to look forward to working together to integrate IEGs into the labour market.

***Ethno-Cultural Address: Dr. Mozammel Khan, President Association of
Bangladeshi Engineers of Ontario.***

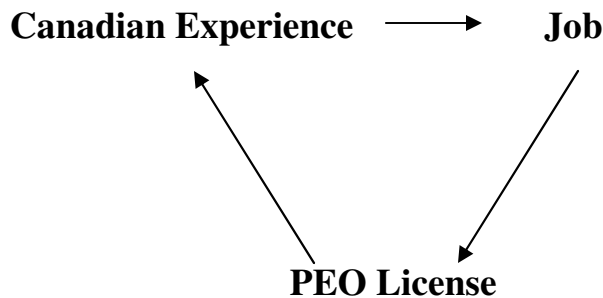
Dr. Khan started his address by clarifying that the objectives of his organization are to help its members with newcomer support, career guidance, soft-skills training, job search and skills upgrading and training. The criteria for membership are an individual should be an engineer or architect from Bangladesh. He noted that in Bangladesh engineers and

architects tend to work closely with each other. The membership fee is twenty dollars and the association currently has a membership of 600 engineers and architects. He estimated there are 1000 engineers and architects from Bangladesh in Ontario.

Dr. Khan stated that the main challenges faced by its members are a high unemployment rate and less than 25% of the members are working in their exact field of training. This in spite of the fact that until last year CCPE was evaluating and recognizing academic qualifications of engineers before they immigrated to Canada from Bangladesh. He also raised the following points:

- The overseas experience of their members is not counted when they come to Canada;
- Support is needed to translate their experience;
- Canadian experience (very unique terminology given that there is no such thing as ‘American’, ‘Indian’, or ‘Chinese’ experience for instance) is a major issue for the membership;
- The title “Engineer” is rigidly reserved by PEO so ITEGs are not able to use this title which destroys their self esteem and induces frustration.

In concluding his address he summarized the situation of ITEGs as a vicious cycle shown below. Dr Khan concluded his address by begging the question; where in this vicious circle should the ITEG begin his search for a job?



***Address on Advocacy: Access to Professions and Trades. Ms. Uzma Shakir
Executive Director, Council of Agencies Serving South Asians***

Ms. Shakir started her address by stating that she is an advocate for change and that advocacy is a critical component of this call for change. Her organization advocates for immigrant labour market participation, access and equity to create a just and equitable society in Canada. Sharing her personal immigration experience, she stated that it was only when she came to Canada that such a thing as trying to change society so that rights of the individual could be guaranteed became an occupation. She called upon all immigrants to acknowledge that collective action is required to change society. Her organization therefore fights for everyone’s rights - not only of south Asians - the

community that is served by CASSA (Council of Agencies Serving South Asians). CASSA is therefore engaged with CAPE to create a better Canada over and above its technical role of trusteeship and support to CAPE, which aspires to become an association of engineers trained and educated in any country in the world outside Canada.

She went on to say that when immigrants are marginalized to the position of ‘second class citizens,’ then their children suffer psychological damage that prevents them from faring better than their parents.

Stressing the need for all internationally educated professionals to become familiar with Canada and its norms, she stated that Canada too has to become familiar with the world which it brought into its own backyard. She concluded by saying that immigrant professionals can no longer be party to Canada’s desire to benefit from the globalization involving the transfer of goods and money, but not people. She argued that Canada cannot expect immigrants to somehow check out their skills, experience and memories at the immigration counter upon arrival in Canada and suffer from collective amnesia. Today’s immigrants she stated are a mobile people and the world is their backyard. They are here to stay in Canada and the question that must be asked is ‘what does Canada intend to do with them?’

In conclusion, she reminded the participants that a just and equitable society is crucial to the preservation of human dignity, an ideal that immigrants should all fight for collectively.

***Address on Policy Research, Internationally Educated Professional on
Recasting Equity, Ms Faviola Fernandez, Coordinator Policy
Roundtable Mobilizing Professions and Trades (PROMPT)***

Ms. Fernandez started her presentation on the public launch of PROMPT’s discussion paper entitled “Recasting Equity – A conceptual framework” at this event by stating that CAPE is a strong member of PROMPT and party to this paper.

Her presentation began with envisioning Canada as having arrived at new plateau of development through its experiment in diversity through immigration. To take its place of pride on the global stage, Canada needs to take into account new international realities – realities that have arrived through immigrants, seeking their place of equality within human-centered governance for the globalized world.

She then went on to state that equity involves a vigilant, on-going, dynamic process that recognizes:

- Diversity of peoples, their common humanity, intrinsic worth and dignity;
- Differential relations of power and material circumstances between groups in society, whether through historical, present or evolving circumstances, require interventions to re-balance.

To achieve this Ms. Fernandez suggested that the following items need to be examined:

- Implementation and flow of Canada's progressive legislation;
- Realization of rationale for immigration policy of attracting skilled immigrants;
- Democratic, human-centered governance model for the globalized world.

She pointed out that every year over 200,000 immigrants choose to make Canada their home. Highly skilled immigrants have been rewarded with points for their education, training and work experience under the Skilled Worker Class point system for entry into Canada. Skilled immigrants represent the transnational flow of people, ideas, production, investment and authority that characterize a globalized world. Other considerations Ms. Fernandez raised included:

- The 'Citizenship Gap' – Insufficient protections at the juncture between permanent residency and formal citizenship;
- Rights gained versus rights at risk.

In analyzing the case of skilled immigrants she set out a Vision for Globalization for Canada versus the reality of Experiences of Skilled Immigrants to Canada as presented in the 'Recasting Equity' paper. In this discussion paper globalization and immigrant response to this are summarized as follows:

- Selected as immigrants on the basis of their skills, immigrants believe they have the skills necessary to help Canada in its globalization drive;
- Human attributes in the act of immigration are not acknowledged in the points system;
- Immigrants are baffled by the requirement of 'Canadian experience' in a globalized context;
- Canada is a beneficiary of the skills, education and training that immigrants bring who have 'paid their dues' elsewhere in this shared world;
- Practices that limit employment or access to professions and trades go against the spirit of equality or equity on national or global terms, as well as against the universality of entitlement to rights;
- Immigrants seek their rightful place of 'citizenship,' with full entitlements of membership, within the democratic vision of the globalized world; and
- This is not just a demand for equality within existing hiring or regulatory practices.

She went on to state the barriers international professionals face in Canada and their consequences include:

- Norms of 'sameness' or 'equivalency';
- De-legitimization of values, attributes, credentials and experience of new, skilled immigrants;
- Deskillling of immigrants;

- Under-employment, un-employment, frustration, poverty, stagnation or ‘death’ of professional careers;
- Constriction of the professional and economic development and international mobility of both immigrants and the native-born; and
- Detrimental to the human rights of those denied opportunities for meaningful participation or facing constriction of life opportunities as a result of barriers.

As stated in the paper, Canada has the following progressive legislation and instruments:

- Canadian Constitution - Charter Of Rights and Freedoms;
- Employment Equity Act; and
- Human Rights Code of Ontario.

In conclusion, Ms. Fernandez quoted Boyce (2004) on the failure to democratize global human governance as “...protection of capital having outpaced protection of human well-being.” Ms. Fernandez went on to say that if anyone in the world can achieve the new vision to support the hopes and aspirations of all people, Canada can!

Address on Advocacy: Professional Engineers Voice Ontario, Mr. Paul Martin, Member Board of Directors, Ontario Society of Professional Engineers

Mr. Paul Martin who is a chemical engineer started his address by thanking CAPE for having invited him to address the session. OSPE is an advocacy voice and services for professional engineers in Ontario. Its membership is defined as members and potential future members. It advocates on behalf of professional engineers in Ontario to ensure that engineers can do their job. OSPE also provides members and future members with reliable services that will help them to get employment and continuing education. It currently has 12,000 members. He stated the problem of integration of international engineering graduates as comprising of two issues:

- Access to Professional License;
- Access to Engineering Employment.

OSPE shares PEO’s interest in ensuring a fair and transparent licensing process that is easy to navigate as possible as well as the validity of licensing to ensure public protection. He said the license serves a valid public protection function.

He went on to state that in the USA, for instance, only 5% of the engineers are licensed and only those engineers who practice in a very narrowly defined area require a license. There is a general exemption of licensure for everyone else to practice engineering. The Canadian system he said is a little different. He clarified that Canada has 10 provinces and 2 territories, each with their own regulatory bodies. Ultimately people do not care about the license, which is a secondary issue to having a job.

He outlined the problem of matching supply with demand of engineers as the main problem and provided the following data:

In 1991, approximately 1,300 IEGs came to Canada and 6,800 graduates from Canadian accredited universities entered the workforce. Fast-forwarding to 2001, there were 8700 Canadian graduates and 16,000 IEGs, a twelve-fold increase, entering the workforce. This was a three-fold increase in the number of engineers entering the workforce in a decade where the Canadian economy grew 17%. He said that was a stark difference and this represents only the supply side – the demand side was very difficult to characterize as no one was collecting data on this.

The employer looks for ideal candidates who are defined as those who have worked either internally in the same environment or for a competitor. People who have 20 years of experience outside this environment are not considered and are outside the criteria, as they are perceived to be a high risk because they are associated with the unknown. He expressed the view that while OSPE is unsure about how this problem can be solved it feels that the provisional license was created specially to address this issue.

We cannot confuse access to employment with access to license. We cannot shut doors saying we do not want engineers here as the engineering market place is saturated. He said everybody is important and we should provide accurate up to date information of the region-specific and discipline-specific labor market situation for IEGs and potential graduates because we are seeing under utilization of IEGs and graduates from Canadian universities. This information should be available to people before they make their decision to come to Canada. He said that the fundamental problem is the supply versus the demand for professionals.

He will be happy to give information at the end of the sessions.

Newcomer Employment Service Address: Ms. Peggy Edwards, Executive Director, Skills for Change

Ms. Edwards congratulated CAPE and pointed out that Skills for Change had a very intimate relationship with the creation, development and the evolution of CAPE. It has been providing a leadership role with regard to the IEGs and continues to provide a range of discipline-specific programs. She was encouraged by what she had heard at the proceedings and was optimistic that this signaled well for the future. She liked the framework CAPE has adopted about Constructive Engagement. There was no value in marginalizing sectors of the society that have an interest and concern for working for change and at the end of the day justice for one, justice for some, is justice for all. She was optimistic that we would move from the rhetoric of the papers to real actions.

She then went on to mention the strong role that the community service sector had played in providing integration and settlement services and lamented that this contribution remains unacknowledged and unrecognized. She also mentioned that this sector has risen

to the challenge of providing employment service programs over the past decade when the regulatory bodies were limited by their mandate and not in the position to deliver certain types of programs, the government had limitations about what it wanted to do and educational institutions had challenges in terms of what they could do and the lack of flexibility in what they could provide. She suggested that the volunteer service sector is under severe stress at present. Many of these organizations have immigrants of few years and immigrants of many years at the heart of them and therefore it behooves us to all recognize and work together. There is no point in dividing because at the end of the day it is important to see the goal that we have is achieved. Her agency, she said, stands for justice for all.

3. STAKE ANALYSIS AND AGENDA FOR ACTION

An integrated analysis of all the issues and opportunities that emerged from this multi-stakeholder panel is presented in table 1 overleaf. The analysis is stakeholder-based rather than issue-based in order to create a more integrated understanding of the issues, roles, responsibilities and expectations of the broad spectrum of stakeholders that make up the engineering fraternity in Canada as a whole, and in Ontario in particular,

Based on this analysis the following are areas that merit consideration in developing forward-looking strategies to optimize the talents of ITEGs through properly integrating them into the engineering workforce in Ontario:

- Recognition of foreign trained professionals;
- Ensuring access to trades and professions of all qualified individuals;
- Engineering and the legal profession linkages;
- Governance disconnects;
- Paradoxes of production and consumption;
- Globalization of goods Vs. globalization of people;
- Governance and levels of licensing – local, provincial, national and international Vs. only provincial licensing;
- Reserved professional titles and their relationship to regulation;
- Acknowledgement of international norms;
- Employer capacity to move to knowledge-based industry;
- Role of ITEGs in globalization;
- Database and information on ITEGs;
- Legitimizing international/foreign engineering experience;
- International experience Vs. Canadian experience;
- Canadian experience and requisite skills;
- Experience requirements and content identification;
- Risk management Vs. inaccessibility of jobs and the role of recruiters;
- Integrating licensing, immigration and information;
- Accrediting capacity of regulators and coordination of credential assessments;
- Intent - implementation disconnect in provisional license, and limitation clauses;

- Streamlining the length of processing time;
- Standards Vs. labor market demands;
- Self-regulation – profession Vs. industry;
- Conflict of interest – employer licensing Vs. engineer licensing;
- Perception Vs. reality of barriers;
- Labor market integration – commensurate with skills;
- Engineering/presentation-oriented language classes and content development;
- Who should provide these programs considering limitations of government, regulator mandates and inflexibility of academic institutions;
- Societal change – both immigrant and Canadian;
- Marginalization of immigrants;
- Canada's place on the global stage;
- Equity;
- Citizenship Gap;
- Equivalency, de-legitimization of credentials and deskilling of immigrants;
- Protection of capital Vs. protection of human well-being;
- Separation of engineering license from engineering employment;
- Matching supply with demand in engineering.

The above will form the agenda for the first multi-stakeholder roundtable that CAPE will be hosting early next year.

SUMMARY OF PRESENTATIONS AND STAKE ANALYSIS

STAKEHOLDER	PRESENTATION SUMMARY	MULTI-STAKEHOLDER ROUNDTABLE AGENDA
1. Government – HRSDC and MTCU	HRSDC gives recognition of foreign-trained professionals priority and will invest to ensure this remains the case. Will look to ITEGs to help drive the agenda. MTCU is working to ensure access to professions and trades of all qualified people and will be working on effective information delivery with PEO.	<ul style="list-style-type: none"> • Recognition of foreign-trained professionals • Ensuring access to trades and professions of all qualified individuals
2. Internationally Trained Engineering Graduates - CAPE	Given the huge unemployment and under-employment problem of internationally trained engineering graduates, a collective voice and coordination of data is needed. Employer perspectives also need to be understood. Three themes for discussion; Globalization, international mobility and Canada in the 21 st century.	<ul style="list-style-type: none"> • Engineering and the Legal Profession links • Governance Disconnects • Paradoxes of Production and Consumption • Reserve Titles and relationship to regulation • De-legitimizing Engineering experience • Non-Acknowledgement of International Norms • Accrediting capacity of regulators and coordination of credential assessments • Capacity to move to Knowledge-based industry • Role of ITEGs in globalization • Database and information on ITEGs
3. Employers/recruiters – Jacques Whitford and Brunel Multec	Articulation, presentation, risk management, demonstrable skills, requisite skills and Canadian experience.	<ul style="list-style-type: none"> • Canadian Experience and requisite skills • Risk Management Vs Inaccessibility to Jobs with the recruiter • Engineering/Presentation oriented language classes
4. Regulation PEO, LGA-PEO,CCPE	Pre-immigration information on licensing, provisional license and employer understanding. Fair, transparent, competent, systematic, and equitable licensing processes. Language standards, mentoring programs and effective information portals.	<ul style="list-style-type: none"> • Governance and Levels of Licensing - Local, Provincial, National and International Vs only Provincial Licensing • Linking Licensing, Immigration and information • Intent - Implementation disconnect in Provisional License, and Limitation Clauses • Streamlining the length of Processing Time • Experience Requirements • Standards Vs Labor Market demands • Self Regulation - Profession Vs Industry • Conflict of Interest - Employer Licensing Vs Engineer Licensing • Perception Vs Reality of Barriers • Labor Market Integration - Commensurate with Skills
5. Ethnio-cultural and other Community service - SFC, ABEO, CASSA	Non-recognition of overseas experience, reserved title. Societal change - both Immigrant and Canadian. Community service sector is under severe stress	<ul style="list-style-type: none"> • Who should provide the programs considering limitation of Government, regulator mandate and inflexibility of academic institutions • International experience Vs Canadian experience
6. Advocacy – PROMPT, CASSA, OSPE	Immigrant labor market participation and access. Call for just and equitable society. Handling diversity and differential relations of power. Meaningful participation of immigrants	<ul style="list-style-type: none"> • Globalization of Goods Vs Globalization of People • Societal Change - Both Immigrant and Canadian • Marginalization of Immigrants • Canada's Place on the Global Stage

	in the economy. Percentage of engineers who need the license. Unavailability of demand side information and updated labor market information	<ul style="list-style-type: none">• Equity• Citizenship Gap• Equivalency, de-Legitimization of Credentials and deskilling of Immigrants• Protection of Capital Vs Protection of Human Well-being• Separation of Engineering License from Engineering Employment• Matching Supply with Demand in Engineering
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APPENDIX A: LIST OF PARTICIPANTS

1	Ajoy Mukherjee	47	A.T.M.M. Bashar	93	Nadeem Haider Lone	139	Mehrnaz Tabibi
2	A Rahim Mirdha	48	Abdul Salam	94	Nick Yuan	140	Michael Dang
3	Abdul Salam	49	Ajay Sinha	95	Nurul Haque	141	Michelle Allen
4	Abu Siddiqui	50	Ajoy Das	96	P Sudhakar Reddy	142	Moiqan Nemati
5	Andy Shi	51	Alireza Gazerani	97	Pariad Mansouri	143	MohammadAli Mirzaee
6	Anna Schmidt	52	Aman Syed	98	Paul Hakim	144	Mozzamel Khan
7	Azizul H Bhuiyan	53	Asadullah Malik	99	Paul Wan	145	Mundy McLaughlin
8	Behkish Jafal	54	asim mahboob	100	Paula Zhu	146	Muttamam Nassar
9	Bipin Chauhan	55	Azam Davvan	101	Pauline Lawrence	147	Nasreen Malek
10	Brende Gentry	56	Babak Matinfar	102	Prafulla Chandra Pujapanda	148	Orlin Saratchinov
11	Darshak Vaishnav	57	Basharat Ali	103	Rageshkumar Rathod	149	Osama Faraq
12	Debal Banerjee	58	Carmen R Fleites	104	Rajesh Shah	150	Parviz Berjis
13	Deborah Wolfe	59	Chiraa Vvas	105	Rajul Gandhi	151	Patti Redmond
14	Dilip Parik	60	Cholakkilakath Abdul	106	Rakesh	152	Paul Martin
15	Dorothy Ashworth	61	Chunna Li	107	Ramachandran Natarajan	153	Pauline Lawrence
16	Mozammel H.	62	Eliza Ding	108	Ramesh Movva	154	Peqqv Edwards
17	Eli Gongolova	63	Farhad Vojdani	109	Riyadh Salih	155	Prabal Kanti
18	Faviola Fernandes	64	Farshad Momeni	110	Saeed Omid	156	Pravin Kaplish
19	Fuzail Siddiqui	65	Farshad Sharif	111	Shahzad Naqvi	157	R. Anthony Warner
20	Girard Eric	66	Fazal Mohammad	112	Shamsul Azizi	158	Ramsev Kane
21	Gurmeet Bambrah	67	Hanan Raghil	113	Shyam Shringi	159	Rao Guduri
22	Hanan Jibry	68	Harun-ur- Rashid	114	Siyaram Sah	160	Ravi Gupta
23	Hari Sarkar	69	hassan baghal	115	Suad Qasha	161	Raymond Micah
24	Harikumar Navar	70	Hiren Desai	116	Surendra Patel	162	Rhonda Singer
25	Hiran Desi	71	Hussain Shahin	117	Sved Abbas	163	Rohan Sequiera
26	Homer-	72	Iftekhar Ahmed	118	Tajul Islam	164	S.M. Moni
27	Horia Stavre	73	Iirna Georgescu	119	Tina Tiann	165	Saeed Zaiee
28	Jan Jakieklek	74	Ivy Zheng	120	Tomcy Thomas-	166	Santosh Gupta
29	Jason Yi,	75	Jack Fan	121	Vaishali Vvas	167	Sharon Leonard
30	Jeff Baldock	76	Jafar Behkish	122	Vasant Bhide	168	Soharab Bhuiyan
31	Jerrey George	77	Jehan Zeb	123	Zhang Yasheng	169	Steve Hope
32	Jill Black	78	Jing Lijun	124	Mohammad Matinfar	170	Tahira Qamar
33	Jim Higgins	79	Johnson Thomas	125	Aiitsinh R. Chudasama	171	Uzma Shakir
34	Joan Atlin	80	Laura J. Wang	126	Rupa Amolik	172	Valeria Vicco
35	John Xiao,	81	Leo Zhang	127	Kiren Cohen	173	Wilhelmina Peter
36	Kala Vora	82	Levong Zhang	128	Chritina Chauhan	174	Marina Savchenko
37	Karen Berends	83	Luis Orlando. Vargaas	129	Githanjali Dagar		
38	Katrina	84	M.Ataur Rahman	130	Hiro		
39	Kazi Hoque	85	Maneesh Goyal	131	Sanjay Shah		
40	Kim Allen	86	Maryna Masarik	132	Palith Assalaratchi		
41	Lakshman	87	Maryna Masarik	133	Sheikh Moniruzzaman		
42	Laurie McVittie	88	Mashoud Nasser	134	Horia Stavre		
43	Leolyn Handricks	89	Md. Tariqul Islam	135	Hira Ahuja		
44	Lucy Robinson	90	Meer Nazmul Alam	136	Mr Ashok Thakkar		
45	Mano Phillip	91	Mingxin Yu	137	Mashood Nassari		
46	Manu Abraham,	92	Mohiuddin Shah Golam	138	Mazhar Havat		