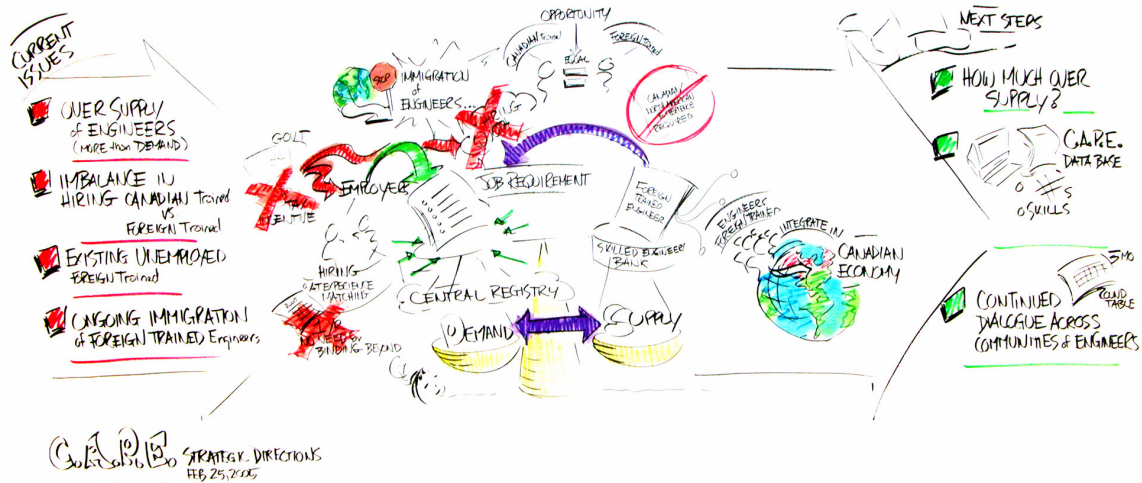




THE COUNCIL FOR ACCESS TO THE PROFESSION OF ENGINEERING

ENGINEERING ACCESS PROJECT



PROCEEDINGS
 Of the
FIRST STRATEGIC LEADERSHIP PLANNING SESSION
ETHNO-CULTURAL ASSOCIATIONS SERVING INTERNATIONALLY
TRAINED ENGINEERING GRADUATES AND ENGINEERS
 HELD ON 25TH FEBRUARY, 2005, BETWEEN 5.30 P.M TO 8.30 P.M AT METRO HALL TORONTO

19 March 2005

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Available from

CAPE
2 Carlton Street
Suite 820
Toronto
M5B 1J3

Tel: (416) 979 8611
Fax: (416) 979 9853
Web: www.capeinfo.ca

For further information contact:

Dr. Gurmeet Bambrah
CAPE and Engineering Access Coordinator
gbambrah@cassa.on.ca

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 multi-stakeholder dialogue in 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, 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 CAPE has built a database of over 700 ITEGs under this project and an information website and service for ITEGs through voluntary and in-kind contributions of its members. Through its '*Engineering Access*' Project, CAPE has developed research partnerships with nearly twenty ethno-cultural associations serving a combined membership of over ten thousand members. CAPE is also working with ten service agencies throughout Ontario. 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 roundtables on strategies to employ ITEGs under the '*Engineering Access*' project.. The first of a series of six such roundtables will be held on 6 April 2005 and will strategize on how to integrate ITEGs into the Ontario engineering workforce. The present report captures the proceedings of the Strategic Leadership Planning Session held on 25 February, 2005 for ethno-cultural associations serving internationally trained engineering graduates and engineers in order to strengthen the capacity of these associations to participate collectively in the proposed CAPE roundtable of 6 April 2005.

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>BECAAC</i>	<i>- Bengal Engineering College Alumni Association Of Canada</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>IIT</i>	<i>- Indian Institute of Technology</i>
<i>HRSDC</i>	<i>- Human Resources Skills Development Canada</i>
<i>LGA</i>	<i>- Lieutenant General Appointee</i>
<i>MEGA</i>	<i>- Malaya lee Engineering Graduates Association</i>
<i>MOHANDES</i>	<i>- Canadian Society if 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>

INTRODUCTORY ADDRESS

By G. K. Bambrah, Coordinator Engineering Access Project and CAPE

CAPE intends to bring together all its partner ethno-cultural associations to a strategic leadership session through which a joint plan of action and vision can be developed by these associations in order to collectively voice the concerns of their members in respect of engineering employment and to seek the resources necessary for these associations to provide the services required by their members. The outputs of this session will form a part of the agenda that will be discussed at the first multi-stakeholder roundtable of CAPE to develop strategies to integrate internationally trained engineering graduates, technicians and technologists into the Ontario workplace that will be held on 6 April, 2005

An on-going online survey by CAPE of nearly 766 ITEGs from over 54 countries shows:

- Over 53% unemployed, Over 30 % in survival and non engineering jobs, Less than 17% employed in engineering related jobs,
- 64% held B.Sc degrees, 25% held a Masters as well and 4% a Ph.D
- The sample correlated well with the regional immigration trends published by Stats Canada

There is a definite problem integrating ITEGs into the Ontario Engineering workplace (not anecdotal any more)

Previous research undertaken under the 'Engineering Access' project 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. At this event CAPE formally launched the 'Constructive Engagement' model that it hopes to adopt for the 'Engineering Access' Project multi-stakeholder roundtables and CAPE as a membership-based association for immigrants with engineering backgrounds. Constructive Engagement is a way to solve problems rather than hide behind them

The following is the total menu of issues that was identified by the stakeholders including HRSDC, MTCU, PEO, CCPE, OSPE, Jacques Whitford Ltd (Employer), Brunel Multec (Recruiter), OACETT, ABEO, MOHANDÉS, CASSA, PROMPT, Skills for Change who made presentations at the first Multi-Stakeholder forum of CAPE held on 16th October 2004.

1. INFORMATION AND SERVICES FOR NEWCOMERS

- Integrating pre-immigration, landing, settlement and licensing information;
- Database and information on and for ITEGs
- Who should provide newcomer programs given limitations of government, regulator mandates and inflexibility of academic institutions
- Engineering/presentation-oriented language classes and content development
- De-legitimization of experience and credentials

2. EXPERIENCE AND EMPLOYMENT

- Separation of engineering license from engineering employment;
- Paradoxes of production and consumption and employer capacity to move to knowledge-based industry;
- Globalization of goods Vs. globalization of people; Role of ITEGs;
- Legitimizing international/foreign engineering experience;
- Risk management Vs. inaccessibility of jobs and the role of recruiters;
- Labor market integration – commensurate with skills;
- Matching supply with demand in engineering

3. LICENSING

- Streamlining the length of processing time;
- Accrediting capacity of regulators and coordination of credential assessments
- Equivalency criteria- Canadian experience requirements and content identification;
- Provisional license and limitations
- Perception vs. reality of barriers

4. GOVERNANCE, LEGISLATIVE AND REGULATORY ISSUES

- Levels of licensing – local, provincial, national and international vs. only provincial licensing;
- Reserved professional titles and regulation;
- Influence of legal instruments on the Engineering Profession
- Self-regulation – profession vs. industry;
- Conflict of interest – employer vs. engineer licensing
- Acknowledgement of international norms;
- Standards vs. labor market demands
- Protection of capital vs. protection of society

5. EQUITY AND SOCIETAL CONCERNS

- Societal change – both immigrant and Canadian;
- Marginalizing and ghettoizing immigrants;
- Canada's place on the global stage;
- Citizenship Gap

Against this background, the session moved into a multi-stakeholder group discussion moderated by Dave Hasbury to derive a plan of action to initiate collective inputs at the

first roundtable on integrating immigrants with engineering backgrounds into the Ontario engineering workforce.

AGENDA FOR COLLECTIVE ACTION ON INTEGRATING IMMIGRANTS WITH ENGINEERING BACKGROUNDS TO BE ADOPTED BY THE ETHNO-CULTURAL ORGANIZATIONS PARTNERING WITH CAPE

Moderated by Dave Hasbury

Dave started off this session by asking all the participants to introduce themselves. He then divided up the participants into five groups. The groups were then allowed 45 minutes to hold discussions focusing on the following:

- What should the ideal employment situation for immigrants with engineering background look like
- What did the participants need to do to achieve this vision

Following this the five groups were brought back into a plenary session to jointly present their answers to Dave who then proceeded to capture these discussions into an illustration. This illustration is presented below:

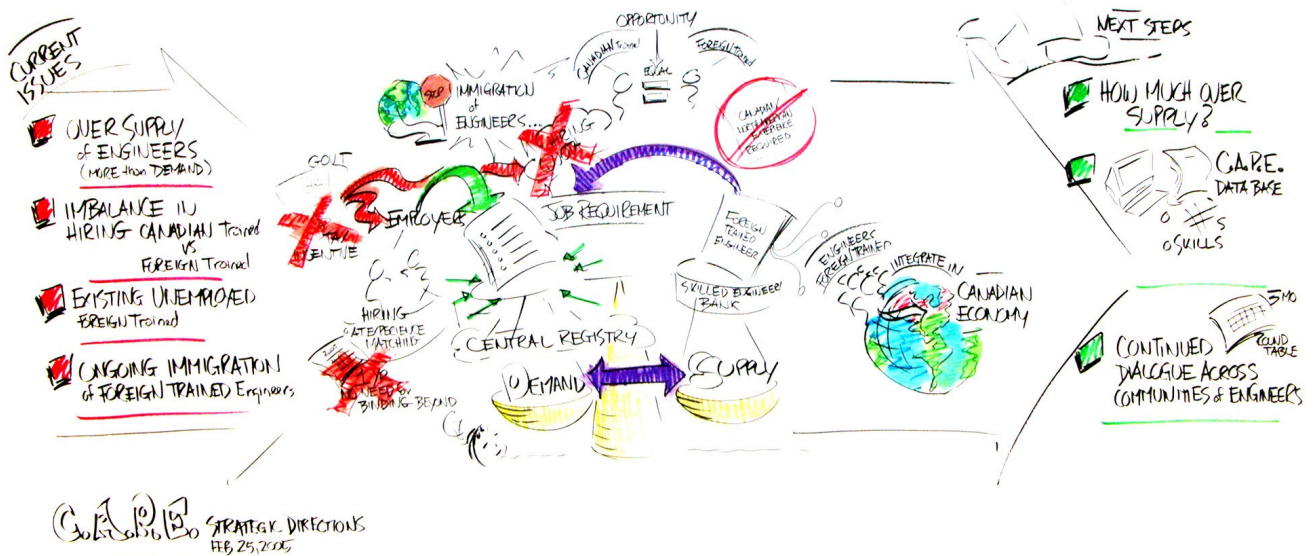


ILLUSTRATION PRODUCED BY DAVE HASBURY

The following is the plan of action developed by the participants:

1. KEY ISSUES

- Too many Engineers and not enough jobs (Oversupply of engineers in Ontario))
- Imbalance in Hiring (Canadian trained Versus Foreign trained)
- High unemployment rate among immigrants with engineering backgrounds in Ontario
- Continued on-going immigration of skilled workers with engineering backgrounds

2. RATIONALE

- There is need to objectively assess what are the real opportunities for immigrants with engineering backgrounds versus Canadian born and trained engineers in Ontario
- Expectations of new immigrants s with engineering backgrounds should be supported with information about their poor chances of accessing engineering jobs in Ontario
- A central registry should be created that will comprise two parts- a job bank into which the employers will post all position calls outlining their requirements and a databank of immigrants with engineering backgrounds. Mechanisms should then be created to match hiring against immigration so that demand and supply forecasts can be accurately assessed.
- Focus should now shift from labor market integration of immigrants with engineering backgrounds to integrating them into the Canadian economy.

3. Plan of Action

- Research to accurately establish the level of oversupply of engineering graduates (Canadian trained and foreign trained) in Ontario
- Further develop the CAPE database by linking it to the databases of the ethno-cultural associations and streamline all these databases.
- Develop a means for the ethno-cultural associations to meet regularly to maintain a continued dialogue across the community of immigrants with engineering backgrounds.

APPENDIX A: LIST OF PARTICIPANTS

NAME	ORGANIZATION REPRESENTED
1. John Xiao	Chinese Professional Association of Canada
2. Jason Yi	Chinese Professional Association of Canada
3. Hari Sarker	Bangladeshi Engineers Association
4. Saeed Ziaee	MOHANDES
5. Pauline Lawrence	Association of Bulgarian Engineers of Canada
6. Zdravka Georgeia	Association of Bulgarian Engineers of Canada
7. Mr. Sampath Kumar Voora	IIT Alumni Association, Canada
8. Mr Shaikat Ghosh	Jadavpur University Alumni Organization
9. Mrs P. Ghosh	Services Agency, Scarborough
10. Mr. Abdul Salam	Malayalee Engineering graduates Association (MEGA)
11. Bipin Chauhan	Gujarati Engineers in Motion, GEM (in formation)
12. Jyoti Sengupta	Bengal Engineering College Alumni Association Of Canada', 'BECAAC'
13. Ludmilla Sements	Canadian Ukranian Immigrant Aid Society
14. Svitlana Demchenko	Canadian Ukranian Immigrant Aid Society
15. Alvin Raghurai	Guyanese Engineering Graduates (in formation)
16. Unda Fabian	Latin American group (in formation)
17. Dave Hasbury	Cocreation
18. Dave Lovelock	CLTA
19. Caroline	CLTA
20. Carolyn Cohen	CLTA
21. Gurmeet Bambrah	Council for Access to the Profession of Engineering
22. Darshak Vaishnav	Council for Access to the Profession of Engineering