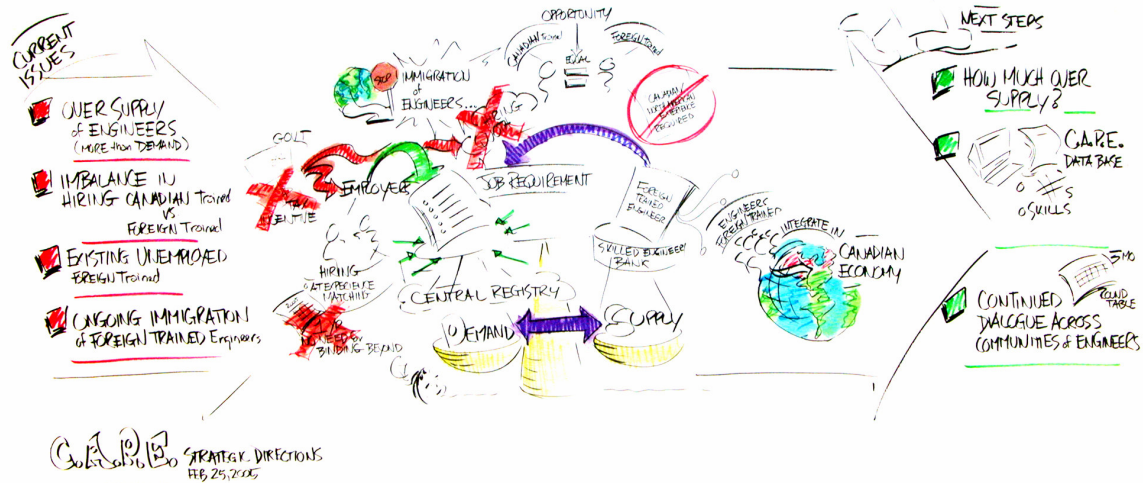




THE COUNCIL FOR ACCESS TO THE PROFESSION OF ENGINEERING

ENGINEERING ACCESS PROJECT



PROCEEDINGS

Of the

SECOND STRATEGIC LEADERSHIP PLANNING SESSION ETHNO-CULTURAL ASSOCIATIONS SERVING INTERNATIONALLY TRAINED ENGINEERING GRADUATES AND ENGINEERS

HELD ON 17TH JUNE 2005 BETWEEN 5.30 P.M TO 8.30 P.M. AT METRO HALL TORONTO

31ST July 2005

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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 900 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) among others.

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 was held on 6 April 2005 and started off the process of developing a multi-stakeholder employment strategy for IEBs. The present report captures the proceedings of the Second Strategic Leadership Planning Session held on 17th June 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 six multi-stakeholder employment strategy roundtables of which the second will be held on 30th June, 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

1. SURVEY UPDATE

An update of the on-going online survey by CAPE now standing at nearly 900 ITEGs from over 54 countries shows:

- Over 55% unemployed, Over 29 % in survival and non engineering jobs, Less than 16% 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

2. ANALYSIS OF PROFESSIONAL ENGINEERS IN ONTARIO

The CAPE Coordinator presented an analysis of the professionally licensed engineers residing in Ontario. This power-point presentation is available on the CAPE website link:

http://www.capeinfo.ca/docs/PEO_presentation.ppt

All the members of the coalition agreed that based on this information, the employment situation of IEBs is unlikely to improve in the near future.

3. ACTION PLAN – FIRST STRATEGIC LEADERSHIP PLANNING SESSION

The CAPE coordinator briefly presented the action plan that was derived at the first strategic leadership planning session held on 25th February 2005. This included the following 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.

4. FIRST MULTI-STAKEHOLDER ROUNDTABLE ON EMPLOYMENT STRATEGIES

Jason Yi (CPAC), Saeed Ziaee (MOHANDRES), Jyoti Sengupta (BE Enigneering Alumni) and Ila Roy(Jadavpur University Alumni) participated in this event on behalf of the community engineering associations coalition.

5. OVERSUPPLY OF ENGINEERS

Following from the mandate given to CAPE at the first strategic leadership planning session of the coalition to request the government to stop further immigration of foreign trained engineers, CAPE made a formal submission on *Recognition of the International Experience and Credentials of Immigrants with Engineering Backgrounds* to the CROSS-CANADA HEARINGS OF THE HOUSE OF COMMONS STANDING COMMITTEE ON CITIZENSHIP AND IMMIGRATION dated 31st March, 2005. This is available on the CAPE website link:

http://www.capeinfo.ca/docs/Submission_to_standing_committee.doc

6. BUILDING STRENGTH OF OUR COALITION AND PROPOSALS

All the participants agreed that numbers speak so we now need to reflect the strength of our coalition through our combined membership. CAPE has a growing membership database that is approaching a thousand members. The BE Alumni has agreed to support this database by sharing a coded membership base of another 66 IEBs. The other members of the coalition agreed to investigate the possibility of similar datasharing arrangements with their associations.

It was agreed however that to upscale our numbers faster, each association will write a letter to CAPE stating that they are a member of the coalition and specifying the number of IEBs that are their members. CAPE will then simply add up all the figures of IEB members of the associations as representative number of IEBs that it represents.

7. SKILLS COMMENSURATE EMPLOYMENT

Mr Satabdo Nath explained how he had become self-employed using the condition that an Architect does not necessarily need to hire a licensed structural engineer to design structures having an area less than 600 square metres. Thus he is in a skills commensurate occupation even though he is not licensed.

It was agreed that CAPE would begin to focus on similar skills commensurate occupations in its efforts to investigate employment options for its members.

8. MENTORING PROGRAMS FOR IEBS

Saeed Ziaee described how he was contributing as a mentor to the JVS mentoring program for foreign trained engineers. He recommended that CAPE should institute a similar mentoring program. The other members of the coalition agreed with the suggestion that CAPE should begin to look into such a program by identifying mentors from within our community engineering associations

APPENDIX A: LIST OF PARTICIPANTS

NAME	ORGANIZATION REPRESENTED
1. Hari Sarker	Bangladeshi Engineers Association
2. Saeed Ziaee	MOHANDES
3. Pauline Lawrence	Association of Bulgarian Engineers of Canada
4. Nikolay Paskalev	Association of Bulgarian Engineers of Canada
5. Mr Satabdo Deb Nath	Jadavpur University Alumni Organization
6. Bipin Chauhan	Gujarati Engineers in Motion, GEM (in formation)
7. Jyoti Sengupta	Bengal Engineering College Alumni Association Of Canada', 'BECAAC'
8. Tahira Qamar	APPA
9. Homer Vannaisingham	SRI Lankan Engineers
10. Gurmeet Bambrah	Council for Access to the Profession of Engineering
11. Darshak Vaishnav	Council for Access to the Profession of Engineering

APPENDIX B: AGENDA FOR THIS TRAINING SESSION

This session will be updated on developments taking place in the CAPE agenda as a consequence of our partnership with all of you including

- The CAPE submission to CIC
- Strengthening community associations to serve immigrants with engineering backgrounds and proposals
- Looking into skills commensurate options for employment
- Understanding the economic strength of immigrants with engineering backgrounds

This session will focus on how we can help ourselves to serve our fraternity of immigrants with engineering backgrounds.