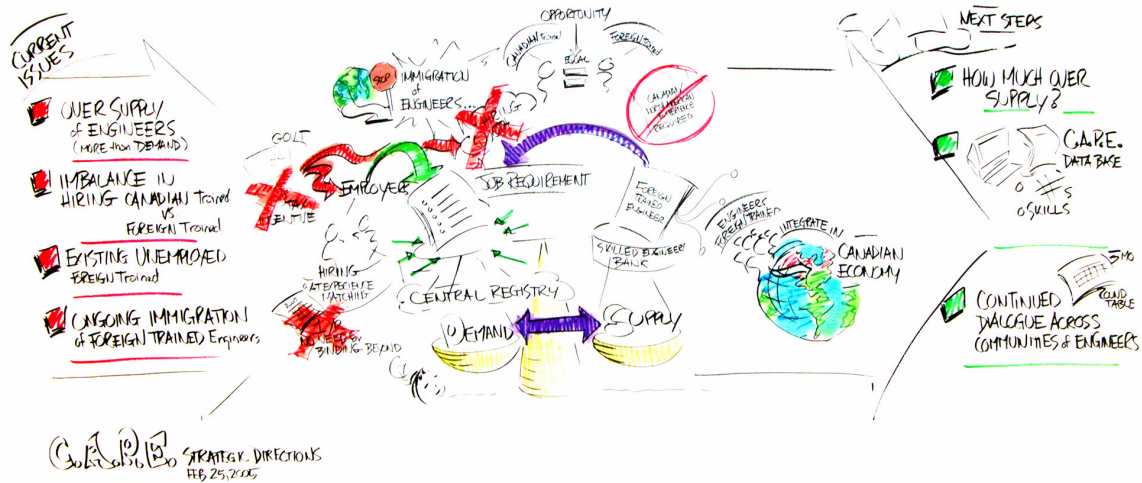




THE COUNCIL FOR ACCESS TO THE PROFESSION OF ENGINEERING

ENGINEERING ACCESS PROJECT



PROCEEDINGS

Of the

THIRD STRATEGIC LEADERSHIP DEVELOPMENT SESSION COALITION OF COMMUNITY ASSOCIATIONS FOR IMMIGRANTS WITH ENGINEERING BACKGROUNDS

HELD ON 30TH SEPTEMBER 2005 BETWEEN 5.30 P.M TO 8.30 P.M AT METRO HALL TORONTO

13th December 2005

© The Council for Access to the Profession of Engineering (CAPE) 2005

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 is an Ontario-based independent membership-based association for immigrants with engineering backgrounds. 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 third Strategic Leadership Development Session held on 30th September 2005 for community associations serving immigrants with engineering backgrounds in order to strengthen the capacity of these associations to participate collectively in the six multi-stakeholder employment strategy roundtables of which the third was held on 20th October, 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>IEBs</i>	<i>- Immigrant with engineering backgrounds</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>- 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>
<i>GEM</i>	<i>- Gujarati Engineers in Motion</i>

INTRODUCTORY ADDRESS

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

1. SURVEY UPDATE

The CAPE coordinator explained that an update of the on-going online survey by CAPE standing at over 1000 ITEGs from over 70 countries shows:

- Over 55% unemployed, Over 29 % in survival and non engineering jobs, Less than 16% employed in engineering related jobs;
- 65% hold Bachelors degrees, 25% hold Masters degrees while more than 4% hold doctorates;
- The sample correlated well with the regional immigration trends published by Stats Canada

It was explained that in addition a series of short on-line surveys of the CAPE members have been carried out by CAPE to obtain further information on outcomes from the accreditation and employment services that are currently available to our members. The results of these surveys would be published on the CAPE website shortly

2. ANALYSIS OF PROFESSIONAL ENGINEERS IN ONTARIO

The CAPE Coordinator explained that an analysis of the professionally licensed engineers residing in Ontario presented at the second meeting of the coalition in power-point presentation and available on the CAPE website link:

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

had been updated. This would be available as a part of the advisory and decision support system being developed for CAPE members.

Based on the previous understanding of the members of the coalition based on this information that the employment situation of IEBs is unlikely to improve in the near future, it was generally accepted that an integrated employment strategy would need to be developed for the immigrants with engineering backgrounds.

3. ACTION PLAN – FIRST AND SECOND STRATEGIC LEADERSHIP PLANNING SESSION

The CAPE coordinator explained that the action plan that was derived at the first strategic leadership planning session held on 25th February 2005 is the basis for the actions and strategies being developed by the coalition. In brief the following Plan of Action was agreed upon at the first meeting:

- 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 community engineering associations and streamline all these databases.
- Develop a means for the community engineering associations to meet regularly to maintain a continued dialogue across the community of immigrants with engineering backgrounds.

The following were added to the above action plan at the second meeting:

- A suggestion was made that an open letter should be sent to Premier and Prime Minister regarding the situation facing immigrants with engineering backgrounds in Ontario
- It was agreed that CAPE should build up our numbers of IEBs credibly through the coalition of community associations
- It was agreed that a greater Understanding of the professional engineering fraternity in Ontario and linking immigrants with engineering backgrounds through mentoring programs would enhance the integration of IEBs into the Ontario engineering fraternity

At the third meeting it was further agreed that:

- Proposals should be submitted to strengthen the community associations that form the coalition.

4. SECOND MULTI-STAKEHOLDER ROUNDTABLE ON EMPLOYMENT STRATEGIES

Jason Yi (CPAC), Jyoti Sengupta (BE Engineering Alumni), Professor Raghu Nayak (IIT Association Canada) and Mr. Satabdo Debnath (Jadavpur University Alumni Association, Toronto) participated in this event on behalf of the community engineering associations coalition.

5. OPEN LETTER TO THE PREMIER OF ONTARIO AND THE PRIME MINISTER

. It was agreed that this suggestion should be delayed for the time-being.

6. 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. It was stated that CAPE had since this submission participated in a CBC Radio interview to explain this stand. Others who participated in the same interview included CCPE and CIC.

7. 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 data sharing arrangements with their associations.

CAPE has forwarded a draft of a letter that can be used by each association to forward to CAPE specifying the number of IEBs that are their members. CAPE will simply add up all the figures of IEB members of the associations as representative number of IEBs that it represents.

8. 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 meters. Thus he is in a skills commensurate occupation even though he is not licensed.

CAPE explained that the focus is now shifting to an investigation of skills commensurate employment for IEBs

9. MENTORING PROGRAMS FOR IEBs

CAPE presented a proposal for a community driven cross-cultural mentoring program to be set up by CAPE with the support of its community engineering associations' coalition. This was well received and CAPE will continue to develop this proposal.

10. NEW MEMBERS

Two new associations are currently under formation and the leaders for these were invited to join the coalition. They are:

- Ms Priscilla Solis and Mr. Fabian Unda who will be the leaders for The Latin American And Caribbean Regions
- Mr. Iskander Abikaram, who will be forming an association for the Middle East.

The coalition welcomed the new members.

APPENDIX A: LIST OF PARTICIPANTS

NAME	ORGANIZATION REPRESENTED
1. Jyoti Sengupta	Bengal Engineering College Alumni Association Of Canada', 'BECAAC'
2. Bipin Chauhan	Gujarati Engineers in Motion, GEM (in formation)
3. Mr Satabdo Debnath	Jadavpur University Alumni Organization
4. Prof. Raghu Nayak	IIT Alumni Association, Canada
5. Ms Priscilla Solis	The Latin American And Caribbean Regions
6. Mr. Iskander Abikaram	Middle East.
7. Mojgan Nemati	CAPE
8. Gurmeet Bambrah	Council for Access to the Profession of Engineering
9. 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.