

LIC special meeting April 12-18

## **April 12, 2018 Special Meeting of LIC**

(prepared by B.Sz. Chair)

### Participants:

Barna Szabados (chair)  
Santosh Gupta (Vice Chair)  
George Comrie  
Ravi Gupta  
David Kiguel  
Lola Hidalgo Salgado (tele)  
Christian Bellini (tele)

Pauline Lebel (staff)  
Faris Georgis(staff)

Marsha Serrette (secretary)

Regrets: Roydon Fraser

### **Notes from Flip charts**

Anybody doing Eng must be licensed > LAW? – Principle

A- Lack of communication PEO <-> students

B- Appropriate PPE education by every institution (review appropriateness of the material and evaluation) (H)

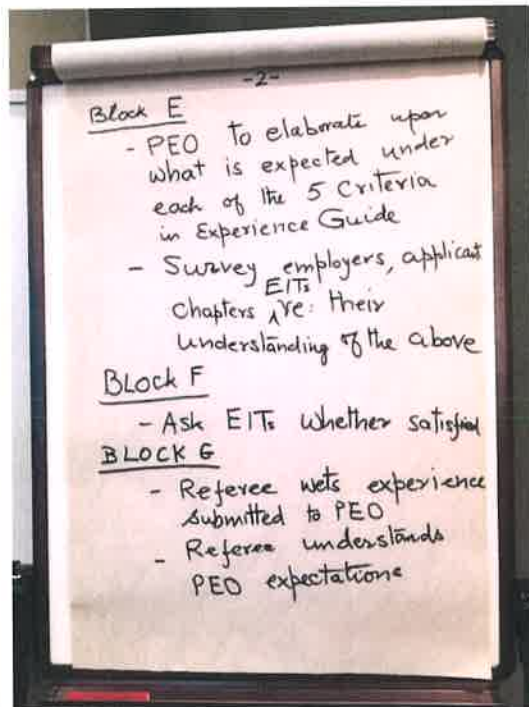
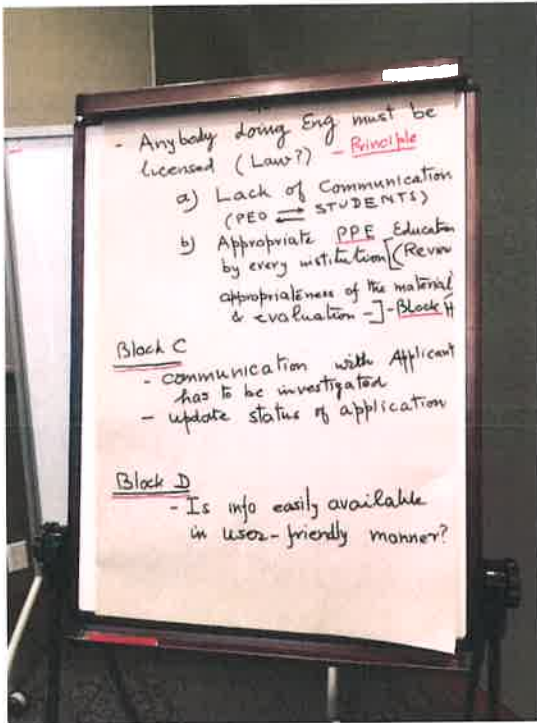
C- Communication with applicant has to be investigated  
update status of application

D- Is info easily available in user friendly manner?

E- Peo to elaborate upon what is expected under each of the 5 criteria in experience guide  
- survey employers, applicants, chapters, EITs of their understanding of the above

F- ask EITs whether satisfied with the process

G- Referee wets experience submitted to PEO  
-referee understands PEOs expectations?



## Elaboration of the notes from flip chart

The discussion started by the principles that “anybody practicing engineering need to be licensed”.

Problems: many practicing engineers/employers/clients may not realize that the services offered require a P.Eng. or Limited licence.

There may be the need to have a better dissemination of what constitutes professional services by PEO. The act and the regulations interpretations are too broad.

### Block A:

There appear to be a lack of communication from PEO to secondary education to have proper recruiting. Some chapters and OSPE are doing things, but we do not know enough about it to suggest improvements.

### Block B:

The primary objectives of requiring P.Eng. licensure to teach design and engineering science for CEAB accreditation is to bring the “Engineering Culture” to the students and create a will for them to register after graduation to “belong”.

This is failing in most cases. Reasons perceived are:

- Faculty registration is “bogus” and only there to satisfy CEAB
- Faculty experience is not well defined and certainly not well communicated, and does not foster the need to register.
- Teaching of engineering is not considered valid experience, and yet we demand that teachers be P.Engs >>> rather contradictory! There are P.Engs who teach design/engineering science from a text book. There are non-Pengs who teach passing their engineer’s experience. Effectiveness of the requirement???
- Need much more active participation from PEO to foster student interest
- PPE related material should be properly taught and put into perspective in every institution and make it appealing to students, not just a “bird course”. (see later for PPE discussion)

### Block C:

- Communication with applicant must be improved. PEO assumes that the material distributed is clear and does not realise that many statements can be interpreted in various ways.
- Even chapter volunteers helping with applications have difficulties to navigate the system
- Applicants have great difficulties to obtain the status of their application.
- There is real need to investigate how the information disseminated by PEO is interpreted and how useful it is.

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**Block D:**

This part was not discussed in detail because it was deemed to be more relevant to ARC. However, the 2 main items to zero in were identified as:

- Communication of the status of the application
- How are the various communications and notifications received (e.g. tone of the NOAs;)
- How are the various rules and processes made available to applicants (user friendly?)
- How are these (if obtained) interpreted by the applicants

**Block E:**

From our feedback it appears that the PPE as used, is an excellent and needed process. However the material is not renewed and there may be a need to update and modernise the content. (This is an exercise that is better suited for ARC, however should we deploy a survey this should be included).

**Block F-G:**

This was by far the most discussed item. Major identified problems were found as:

- PEO to elaborate upon what is expected under each of the 5 criteria in experience guide. These statements are general and can lead to many different interpretations.
- Many areas of practice are not “standard” (maintenance-construction-project management etc...) and applicants have difficulties to see what qualifies.
- Applicants have difficulties to understand what and how much is expected (many jobs will not encompass all 5 criteria)
- Does the applicant have a clear picture of what is expected and how they are expected to present it?

There is definitely a need to survey employers, applicants, chapters, EITs of their understanding of the above before any improvement can be considered.

**Block H:**

- Is the information disseminated by PEO to help applicants to prepare for the interview clear enough? In format understandable? Properly interpreted?
- Is PEO defining well enough what is acceptable or not acceptable as experience?
- Many areas of experience are very far from what has been taught at University and the “principles” may be hidden.
- Experiences in emerging disciplines or even in new areas of practice or in very specialized areas of practice may not have the proper ERC support needed. We should be able to investigate where the problems are before trying to work on improvements.
- There is a need to have a comprehensive feedback from EITs on both experience assessment and experience followed during the 4 years.
- The 4 year arbitrary time to measure appropriateness of experience is dubious. Would it not be better to use an outcome based assessment? How to define it to

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encompass established and new disciplines and also “standard deliveries” and new methods of working.

Discussion arose on proper referee’s reports. Are the referees cognizant on what PEO expects? (Do they properly interpret the instructions issued?). At least one referee should read the experience report and validate it.

**Block I:**

Is the present process where we do not have an “appeal” as per say but a “de novo” hearing where many times the applicant represents itself and the panel does not have the technical knowledge required to make a valued judgement adequate?

**Block K:**

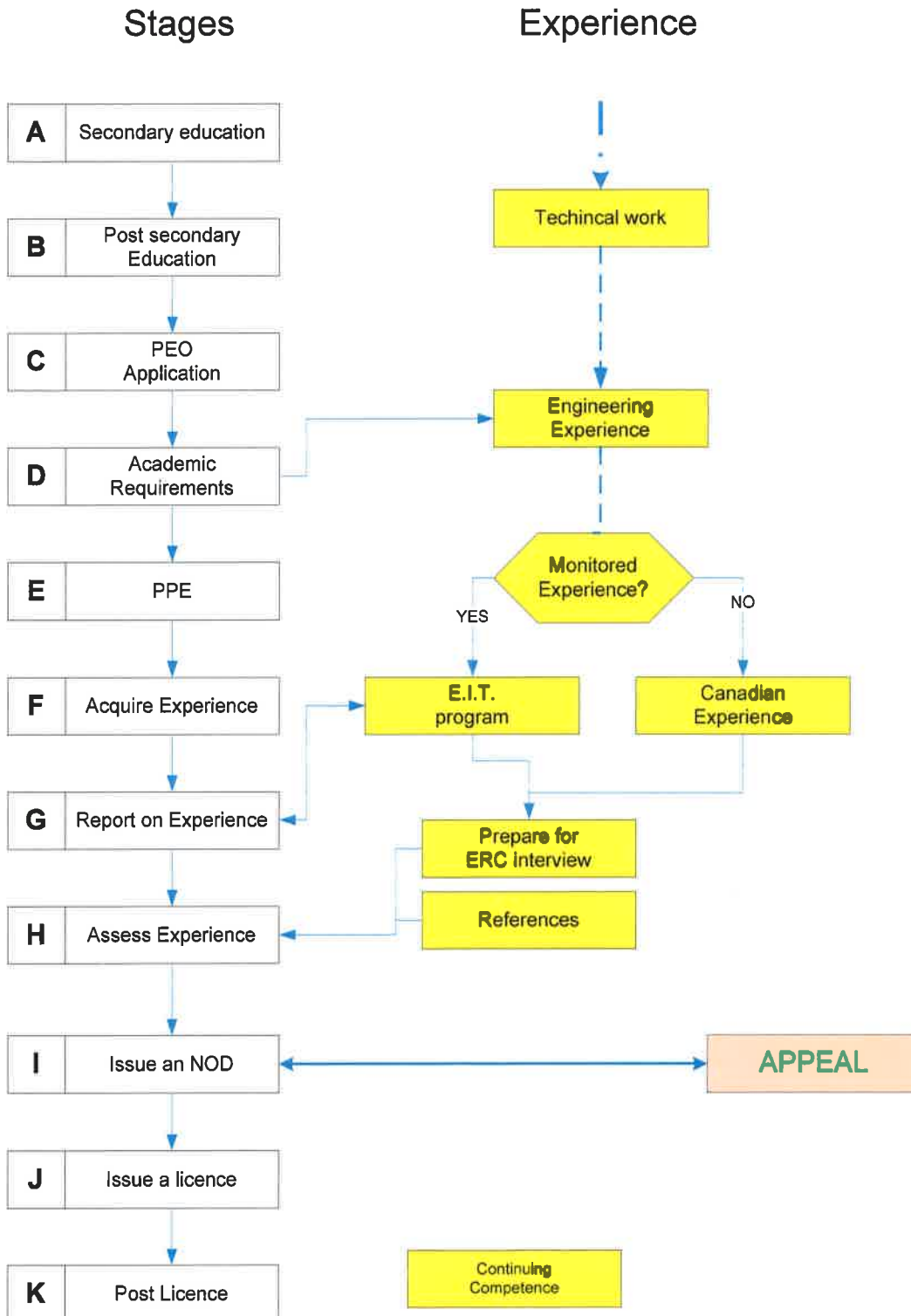
Was not discussed as it is felt that it does not directly implies LIC mandate.

## **Where do we go from there?**

The main topics emerging:

- We identify possible problems from our PEO perspective. Are these real problems as stated? (For instance the problem perceived by EITs on experience may come from communication, interpretation, lack of correct information or difficulties to obtain the proper information, not the actual substance of the experience itself)
- We definitely need to obtain solid feedback to identify the REAL problems and formulate them unequivocally before implementing solutions.
- Pros and cons of a formal survey with preset questions should be considered before embarking on that path. (Many previous surveys have been done; how effective is the feedback for our purpose?)
- Investigate the option of sending out to selected chapters a delegate to have personal contact with members/EITs/mentors etc... and gather the information that way. For instance the Northern chapters have completely different problems than the GTA chapters; a standard survey would not capture these properly or would distort the data gathered.
- Can we come up with a “project” to recommend to Council?

# PEO Licensing Process



## 2017 Over 2 years Non-Payment Practising Status

	2-5 years		5-10 years		> 10 years		ERC Paper Review Pass/Fail	ERC Interviewed Pass/Fail	Notes
	Non-Practising	Practising	Non-Practising	Practising	Non-Practising	Practising			
1							Fail	Pass	Working as a Geologist
2							Fail	Pass	Working Outside of Canada
3							Fail	Pass	Working Outside of Canada
4		X		X			Fail	Pass	Working Mostly Outside of Canada
5				X			Fail	Pass	Working Outside of Canada
6							Fail	Pass	Working in Banking Sector IT
7							Fail	Pass	Working Outside of Ontario and Canada
8							Fail	Pass	High level Director Position, Environmental Services
9		X					Fail	Fail	Working Outside of Canada
10							Fail	Pass	Working Outside of Canada
11				X			Fail	Pass	Working Inside/Outside of Canada
12							Fail	Pass	Working Outside of Canada, Technical Sales and Marketing
13				X			Pass	Pass	Working in Canada, Maintenance
14				X			Pass	NA	Working in Canada, Mostly in Saskatchewan
15				X			Pass	NA	Working and Licensed in British Columbia
16							NA	NA	Working and Licensed in Newfoundland
17							NA	NA	Working and Licensed in British Columbia
18							Fail	Pass	Working in Ontario, Under Licensed P. Eng.
19		X		X			NA	Pass	Working and Licensed in Alberta
20				X			Fail	Pass	Working Outside of Canada
21				X			NA	NA	Working Outside of Canada
22				X			Fail	Fail	Working Outside of Canada
23							Fail	Fail	Working in Ontario
24				X			NA	NA	Working and Licensed in Alberta
25							Fail	Pass	Working in Ontario
26				X			NA	NA	Working and Licensed in AB plus BC
27				X			Pass	NA	Working Outside of Canada
28							Pass	NA	Working Outside of Canada
29							Fail	NA	Working as a Professor in Ontario, Lassonde School of Engineering
30				X			Fail	Pass	Working and Licensed in Alberta
31				X			NA	NA	Working and Licensed in British Columbia
32							Fail	Pass	Working Outside of Canada
33	X						NA	NA	Retired
34		X					NA	NA	Working and Licensed in QC plus BC
35		X					Pass	NA	Working in Ontario
36		X					NA	NA	Working and Licensed in Alberta
37		X					NA	NA	Working and Licensed in QC

Count	1	17	0	8	1	10
%	3%	46%	0%	22%	3%	27%

## David Kiguel

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**From:** Barna Szabados <bszabados73@gmail.com> on behalf of barna <barna@power.eng.mcmaster.ca>  
**Sent:** May 1, 2018 8:01 PM  
**To:** David Kiguel  
**Subject:** Re: Licence Reinstatements

That looks ok to me. I will let you lead the discussion. I will ask Marsha to distribute both your original and your email for the meeting.

Barna

Sent from my iPad

On May 1, 2018, at 7:47 PM, David Kiguel <[David.Kiguel@Sympatico.ca](mailto:David.Kiguel@Sympatico.ca)> wrote:

Thank you Barna,

The intent of my document was just to describe the current regs and procedures in order to initiate the conversation.

I will try to respond to your question.

1. Applicants who resigned to their PEO licensure, do not have to do anything other than paying the fees. There are no means for PEO to verify currency of their knowledge of laws, codes and standards, regardless of how long they have not practiced (e.g. 2, 5, 10, 20 years) and whether or not they have done any engineering work during those years.
2. The process for applicants who had their licence cancelled due to non-payment, seems okay. However it needs some improvements (see 3 below)
3. We would like to revisit the whole concept and consider that if the applicant has not had the licence for an X number of years, they could be required to write and pass the PPE, in both resignation and cancellation cases. We should verify acceptable knowledge related not only to various acts/standards and codes but also knowledge of ethics and contract law.

As described above, the process is inconsistent and unfair as it treats the two cases so differently. The reinstatement process should be the same for all, no matter what the reason of the cancellation was.

*David*

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**From:** Barna Szabados [<mailto:barna@power.eng.mcmaster.ca>]  
**Sent:** May 1, 2018 6:16 PM  
**To:** David Kiguel  
**Cc:** Santosh Gupta  
**Subject:** Re: Licence Reinstatements



As a result of the discussion in the ERC Sub-Committee and the ERC, I received the task of writing this note to the Chair and the Vice-Chair of the LIC, asking that the LIC addresses the matter on a priority basis. If so concluded, the LIC could recommend a change of the regulations, to enable PEO to treat reinstatement applicants in a fair and consistent manner.

To help LIC members understand the issue, I drafted the attached document, summarizing the applicable regs. and the process that the ERC, follows when dealing with reinstatement applicants. Note that the ERC assessment only applies to the case when the licence has been cancelled for longer than 2 years due to non-payment of fees. All other cases are dealt with directly by staff, without ERC involvement.

I am copying the PEO managers for their information.

I hope that appropriate steps are taken by you to include this matter in the LIC agenda and actions.

Best regards,

*David Kiguel*

[David.Kiguel@Sympatico.ca](mailto:David.Kiguel@Sympatico.ca)

*Toronto - Canada*

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