



Minutes

EXPERIENCE REQUIREMENTS COMMITTEE

Meeting of June 27, 2019

PRESENT:

MEMBERS:

David Kiguel- Chair
Antonio Paz
Charles de La Rivere
Rishi Kumar
Sat Sharma
Ranee Mahalingam
Tibor Palinko
Santosh Gupta
Andrew Cornel
Duncan Blachford
Titus Rusu
Bill Jackson
Ravi Gupta
Cam Mirza

David Kahn
Berta Krtichker
Zoran Mrdja
Saleh Tadros
Devinder Bahra
Eric Nejat
Michael Wong
Hisham Alkabie
Leroy Lees
Bosko Madic
Mohamed Mushantat
Branislav Gojkovic
Zeljko Sucevic
Matthew Xie
Mohinder Grover

STAFF:

Pauline Lebel
Faris Georgis
Moody Farag
Daniel Mandefro
Mark Hekimgil
Edward Tahiri
Gersan D'Souza
Jasmina Kovacevic
Una Mehta
Ann Pierre
Muna Labib
Tracey Scott

REGRETS:

Michael Dang
Jim McConnach
Saverio Pota
Savio Desouza
Vasanthia Wijeyakulasuriya
Francis Sigouin-Allan
Andrew Poray
John Smith
George Apostol
Lionel Ryan
Changiz Sadr
Jianguo Wang
Christian Bellini

GUEST:

Ramesh Subramanian
(ARC Chair)

1. Call to Order and Chair's Remarks

The Chair, David Kiguel, called the meeting to order at approximately 1:30 p.m. The ERC members and PEO Licensure staff briefly introduced themselves.

David informed the ERC that Claire Riley no longer works at PEO as the Administrative Assistant and has been replaced by Tracey Scott.

On June 11th David Kiguel, Barna Szabados, and a staff members (Jasmina Kovacevic) made a presentation to the Hamilton/Burlington Chapter regarding licensing requirements. The meeting was very successful, with Oakville and Ottawa requesting to have the same presentation with their chapters.

David advised he prepared a presentation for the Eastern Regional Congress on the role of the ERC and its mandate. It was to be presented on David's behalf by Lionel Ryan, however he is unsure whether the presentation was made.

In the April ERC meeting, there was mention about an email sent to all PEO Volunteers regarding mandatory training. There are 3 modules which educate on Accessibility, Human Rights and Workplace Violence and Harassment training.

PEO Staff are tracking the number of volunteers complying with this requirement. Daniel will send out a reminder email to the volunteers to complete before the December 31st deadline.

2. Approval of the Agenda

- Item 7: The Council liaison update: Marisa is unable to attend the meeting; however, Ramesh Subramanian is present and can speak to any arising issues.
- Item 9: The 30 by 30 Initiative Update: Christian Bellini is unable to attend the meeting today; this item will be removed.
- Item 14.1: Ravi Gupta would like to add a discussion on The External Regulatory Review.
- Item 14.2: Mathew Xie would like to speak about the Order of Honour.

It was **moved** by Santosh Gupta and **seconded** by Mohinder Grover that the agenda be Approved as amended

CARRIED

3. Approval of Minutes of the April 26, 2019 Business Meeting

Pg. 1. Santosh Gupta needs to be added to the regrets list.

Pg7. Item F:

- Rishi Kumar requested a status update on this issue, and for clarification on the word "modified". Pauline advised it meant waived and there is no update to report, although it will be followed up.
- The language will be amended to have Pauline Lebel's name added where "she" is written to clarify who is speaking.

Pg. 10. Interview Quality Review Trial: Duncan Blachford advised that even though the minutes are extensive they are missing the discussion on bias. It was agreed that PEO should amend the minutes to show the comments which were made regarding bias either in favour or against in the applicant during the reviews. David will review these minutes and suggest wording and amendments.

It was **moved** by Tibor Palinko and **seconded** by Berta Krichker to approve the minutes of the April 26, 2019 Business Meeting.

CARRIED

4. Matters and Action Items Arising from the Minutes and the ERC Motions and Action Lists

The ERC Sub-Committee members reviewed the ERCSC Action List and identified the status of each item on the list.

Action item list-

David advised the Action list has recently fallen off the radar, but it will be updated and monitored going forward.

Task 1: Letter to PSC regarding Licence Number when stamping documents and drawings: Completed. The action was completed, the letter was sent, however we have not received a response.

Task 2: Staff to evaluate White Paper proposing to return to two-year experience as licensure requirement: In progress. The report is still under review by PEO staff, however the white paper request will be sent to the ERC members to provide further information on the rationale of the Council member who requested it. Pauline will include the review in next meetings Staff report.

Task 3: ERC Budget Plans: In progress: The Budget plans are an annual task which is submitted to council every year, prepared by staff and discussed by the subcommittee. This budget is due in August.

Task 4: Review of Interview Report Forms: In Progress: The applicant form regarding their projects has been approved and is currently being used for all interviews. However, the ERC interview reporting form has not been finalised, but training will be issued to members once it has.

Ravi Gupta referred to Bill Jacksons point from Pg.12. How should we deal with inconsistencies in respect to the OIQ? It might be a disadvantage to the Ontarians as it could be seen as “cheating the system” by out of province applicants not having to complete the required experience.

The issue of Liability also needs to be addressed. With applicants crossing provinces would Ontario or Quebec be accountable?

The ERC and PEO are bound by the law and need to allow free mobility across the provinces; we cannot refuse an applicant if they have a valid licence in another province and moving to a competencies-based system might eliminate the quantified experience requirement across Canada altogether. Matters are evolving, and Council are taking steps to address these concerns.

The LIC will be discussing these issues at their next meeting with input by the Registrar.

Pg. 2. Item 1. Regarding the last paragraph and the NSPE. Has there been any progress made on this issue? David is not aware of any further progress but will add this item to the “Matters arising from the minutes”.

Pg.12. Bill Jackson: Do we have any feedback from Engineers Canada on how they are going to handle OIQ reducing the experience to 3 years and, potentially eliminating the Canadian experience requirement altogether?

David advised the ERC Subcommittee were given the task to discuss, however concluded it is not their role to comment on another association, but it should be looked at by PEO and Engineers Canada. Its up to Council to create a policy regarding this.

5. Chair's Report

David Kiguel reported on the following items:

(a) ERC chair and Vice chair attended ARC meetings on 17 May and June 14th, and they reported on the ERC activities at these meetings.

(b) The LIC has not held any formal meetings since the last ERC meeting however, any updates will be addressed with Santosh Gupta in Item 11.

(c) PEO hired an independent consultant to conduct an external and voluntary review of PEO's regulatory performance

The report and recommendations were release this morning to PEO members, staff and the public.

PEO is pleased with the thoroughness of the review, has accepted the report and its 15 recommendations and has agreed there is room for improvement. PEO are committed to being transparent and making It a high priority to refocus on the strategic plan.

From the Recommendations there would be an impact on the ERC and the functionality of the Committee which will be discussed later.

(d) The ERC Interview Quality Review Board had their first round of interview reviews on June 24th. The panel members watched the 1-hour videos followed by a 10-15 min discussion. There was nothing critical to address, however there were recurring findings amongst the 3 random interviews. Panel members were:

- not following the introductory remarks script,
- using their Cell phones,
- asking questions at the same time and interrupting one another.
- using body language that could be interpreted as intimidating, laughing at the applicants.
- not allowing enough time for the applicant to answer the question.
- Questions asked were not conducive to a competency-based experience assessment.

The Panel also found there is potential need to consider extending the interview time from 1 hour to 1 hour15 minutes to ensure there is enough time for the applicant. The Panel will schedule more reviews, consolidate findings and report back to the ERC.

The Members agreed that these issues apply to all and that they need to be mindful of these habits.

(e) Marissa Sterling advised that due to a new job and being newly elected President Elect, she will no longer have sufficient time to attend the ERC Business meetings. Christian Bellini has agreed to step into the role and we are obtaining council approval for this reappointment.

(f) ERC Sub-Committee Activities

The ERC Sub-Committee met on June 24th and discussed the following matters:

- Review of the implementation of the consultant's recommendations. The Status of the items are either completed or ongoing which the Committee is monitoring the progress.
I3PWG group was created to go through this report and create a working plan back in 2017. Most of the recommendations have been implemented.
- Information on the Council approved policy on Eliminating bias (the document was provided to members in today's material) will be discussed later in the meeting.
- The ERC subcommittee discussed and provided comments on the CEQB Consultation about the assessment of Engineering work experience using a competency-based assessment. Pauline will be consolidating the results and submit to Engineers Canada on behalf of the ERC.
- The ERCSC discussed the possibility of the perceived Conflict of Interest for ERC members conducting private sessions with individuals or small groups, training them on interview preparation, their selection of projects, etc. The conclusion is that general PEO organized events, provided through the Chapters to inform applicants on processes and requirements are acceptable however, private sessions or non PEO sponsored events are not, as there could be a perceived COI.
Dalila Giusti and David Kiguel were given the responsibility to draft a new policy to bring to the subcommittee and once it is approved, we will be looking for the ERC Committee to endorse the Policy.

6. Staff's Report Including OFC Update

Pauline Lebel reported on the following:

- PEO will be meeting with OFC staff on July 25, 2019 however nothing new to report until then.
This July meeting will look at the 4 outstanding recommendations.
- Pauline is part of a group which attends Bi-weekly teleconferences to look at the Pan Canadian Competencies system and the implementation across the other provinces. The system is primarily based on the system used in BC; however, it is now being implemented across Canada, with discussions on how to adapt to each province's

needs. For instance, Nova Scotia has eliminated the requirement for Canadian experience and have substituted a mandatory seminar with tests and assessments among other options.

Engineers Canada created a group (NAOG) which makes recommendations to the CEO group and looks at alternatives to having Canadian experience. These recommendations are based on the PAN Canadian competencies system which consists of 34 competencies, 8 of which are required to be completed in a Canadian environment. The goal is to create equivalent requirements instead of Canadian experience across the country.

Members thought we should be looking at the pros and cons for eliminating the Canadian experience requirement and to ensure the competencies match the experience exhibited by the applicant to move forward with the times.

It is noted that the different Engineering disciplines are assessed by someone in the aligning discipline.

7. ERC Council Liaison's Report:

David Kiguel commented on the following:

The Council meeting held last week mostly discussed the Regulatory review outcomes. The disposition of motions of council were distributed this morning and adopted a motion which permits the increase of fees for applicants who wish to take a course in lieu of first technical exam.

PEAK Program - Council has instructed the registrar to operationalize the PEAK program. Some councilors are opposing the peak program even though we may not have a choice, the Harry Cayton report spoke to moving to Mandatory CPD for all members.

While practicing membership numbers are increasing, the PEAK participation numbers are decreasing and if the PEAK program were to be made mandatory it could see a drop in from the "non-practicing" members. We see the current practice will stay in place to provide statistics on the program, but the future could see a 2-tier membership.

8. Council approved Policy on Eliminating Bias update:

David Kiguel reported on the following:

David had asked Bernard Ennis to speak about the policy, but he was unable to attend.

As directed by the Fairness commission, the ARC and ERC developed policies on 'Bias' to address possible bias during ARC assessments and ERC interviews. The policies were sent to the commission, however they advised that while the policies were well intended, they did not contain specific actions if bias occurred.

PEO retained a lawyer to develop a new policy which was approved by council on February 8th. It has been sent to the fairness commission and we are waiting on a response.

The Commission are coming to PEO on the 26th of July to discuss this policy, which also encourages peers to complete the human rights 101 eLearning module.

If the policy is approved, we will incorporate it into our ERC Policy manual and provide training. Its not explicit in this policy, applies to applicants, members and staff.

9. 30 by 30 Initiative Update:

Christian Bellini was unable to attend the meeting today; this item was be removed.

10. Licensing Committee Update

Santosh Gupta reported on the following:

Nothing to report as the LIC could not meet, however, this morning he learned that the workplan, terms of reference and human resources plan that were submitted to council have been remanded to the LIC needing further work, no information provided yet on the issues, but it will be discussed in detail and reported back.

There is continuing work on defining “Good character” and a discussion of the responsibilities of the referees, what does it mean and how we ensure that referees understand what they are signing.

11. ARC Activities Report

Ramesh Subramanian reported on the following ARC activities from the May and June meetings:

- Council Liaison appointee to ARC is Leila Notash, she is the new councillor at large and past chair of ARC.
- What defines an EIT? ARC have approved to name applicants who have finished their academic criteria, but not the experience, an “Articling Engineer”. It was thought to add it under the Provisional Licence, however “Articling” will see past the 12 months which is allowed for the PL. Leila is writing a briefing note for the Council.

In terms of the Iron ring, Ramesh had thought the EIT was an indicator of academic requirements being fulfilled.

- Al Stewart and Waguhi ElMaraghy are now new members of the CEQB. 4 out 16 members of the accreditation board are from ARC.
- 6 universities are going through accreditation in 2019/2020 and are looking for General visitors. It has been advertised on the PEO website, and although Ramesh is unsure on the status, the next cycle should still need visitors.
- The decision meeting was held on June 1st and 2nd for the CEAB programs. From 69 programs at 15 institutions 70% got a 6V or 3R which clears the university for 6 years without a visit, 20% were 3V and need to be checked in 3 years, 6 programs had focus visits and one had a 4V.
- PEO developed the guidelines for use of syllabi which is headed to CEQB for approval.
- Al Stewart is sitting on a 5-person panel reviewing the curriculum of the basic studies examinations. The group will report back with recommendations which will go to CEAB for approval, and then to the regulators.

14. Other Business

14.1 Regulatory Review: Ravi Gupta

Ravi asked if the consultant had also created the report which was issued for B.C and if B.C happened to endorse it?

The BC report was a governance review and was politically forced upon the province. PEO volunteered for the Regulatory Practice Review to be proactive, and with the idea to conduct a governance review once the recommendations were met.

It was discussed that as the report will have significant impact on the ERC we would ask Registrar Johnny Zuccon or President Nancy Hill to come to speak in the August meeting to discuss the next steps.

It was advised by the consultant that we are not meeting the standards which we have set out, however Pauline advised 3/7 of the standards for Licensing are not within the departments control and don't have an impact on the ERC specifically.

14.2 Order of Honour – Matthew Xie

The Order is an honorary society of Professional Engineers Ontario. It honours those professional engineers who have rendered conspicuous service to the engineering profession. Many of the long-standing committee members for the Licensure and registration are dedicated and fair who are doing good work to ensure impartial decisions are being made.

We should be looking to make it a condition amongst ourselves to nominate our members for their hard work, and to also potentially change the misconception about the Licensing committees.

The deadline is the 2nd week of October.

15. Adjournment

The meeting was adjourned at 3:55 PM