

2020 HUMAN RESOURCES PLAN

**Experience Requirements Committee (ERC)**

<b>Committee:</b> Experience Requirements Committee	<b>Date Developed:</b> September 25, 2019
<b>Committee Review Date:</b> September 25, 2019	<b>Date Council Approved:</b> November 15, 2019

Categories	Currently in Place	Required in 12 months (Identified "Gap" for each Core Competency)	Required in 2 to 5 years
<b>Core Competencies</b> <ul style="list-style-type: none"> <li>• Skills</li> <li>• Abilities</li> <li>• Expertise</li> <li>• Knowledge</li> </ul>	<ol style="list-style-type: none"> <li>1. Practical experience in an engineering discipline.</li> <li>2. Knowledge of the requirements of licensure with respect to experience (as expressed in the 5 criteria for licensure).</li> <li>3. Experienced in the different types of interviews that the ERC performs and the required outcomes of the interviews.</li> <li>4. Knowledge in the various academic requirements for their discipline and familiarity with the syllabus.</li> </ol>	<p>All in place in existing active members. Less active members may need additional training.</p>	<p>Ongoing training to existing members.</p>
<b>Volunteer Development Plans</b> <ul style="list-style-type: none"> <li>• List potential development opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing training as required by committee members <ul style="list-style-type: none"> <li>• Training on interview techniques/ best practices</li> </ul> </li> </ul>	<p>Ongoing training as required by committee members</p>	<p>Look into training courses related to interviewing techniques.</p>
<b>Committee Membership</b>	<ul style="list-style-type: none"> <li>• 160 active participating members with expertise in a wide range of disciplines.</li> <li>• New committee members are recruited by staff according to needs and are vetted by the committee chair.</li> </ul>	<p>Approximately 160 members who participate in interviews as required</p>	<p>Need individuals in all disciplines (immediate need for petroleum engineering, engineering physics, biomedical engineering, chemical engineering, mining Nano technologies, CIE).</p>
<b>Broad Engagement</b>  Career Stage	<p>Mid / late / retired</p>	<p>Mid/late/retired</p>	<p>Need more mid-career stage with practical work experience.</p>

## 2020 HUMAN RESOURCES PLAN

Disciplines	<ul style="list-style-type: none"> <li>varied</li> </ul>	varied	Need individuals in all disciplines (immediate need for petroleum engineering, engineering physics, biomedical engineering, chemical engineering, mining, CIE?, Nano technologies?)
Experience Level	practical engineering experience >10 years	practical engineering experience >10 years	Need more disciplines represented
Gender / Diversity	Representative of industry	Below industry levels with respect to gender	Recruit more women
Geographic Representation	<i>Ontario</i>		
Licensed –vs– Non-licensed	Licensed	Licensed	
CEAB Grads / Non-CEAB Grads	Majority of members are Non-CEAB Grads		
<b>Succession Planning</b> <ul style="list-style-type: none"> <li>List the members</li> </ul>	As required <ul style="list-style-type: none"> <li>To ensure that there is adequate pool of panel members to conduct interviews whose expertise matches the work experience of applicants and</li> <li>To identify members with leadership qualities and interest in ERC activities to invite them to join the ERC Sub-Committee</li> </ul>		
<b>Continuous learning</b>	<ul style="list-style-type: none"> <li>Ongoing training as required by committee members</li> <li>Training on interview techniques/ best practices</li> <li>Look into training courses related to interviewing techniques.</li> <li>Training on Competency Based Experience Assessment Interviews</li> <li>Training on Conflict of Interest and Eliminating Bias Policies</li> </ul>		
<b>Term of Office</b> <ul style="list-style-type: none"> <li>Chair</li> <li>Committee members</li> </ul>	<ul style="list-style-type: none"> <li>Chair – elected for one year with a maximum of 3 years in the position</li> <li>Vice Chair – elected for one year with a maximum of 3 years in the position</li> </ul>		