



GLP Info Note 21.0 – PEO Transformation Progress Update

Issued March 2022

For GLP info only. No action required.

PEO has engaged in a multi-year, enterprise-wide transformation to help it achieve its vision of becoming a professional, modern regulator and deliver on its statutory mandate to serve and protect the public interest.

The transformation is built on three critical pillars:

- Operational effectiveness.
- Organizational alignment; and
- Governance renewal

SUPPORT FROM THE ONTARIO ATTORNEY GENERAL

We are appreciative of the support PEO has received from the Attorney General, the minister responsible for our legislation, for these initiatives. PEO will continue to keep all our key stakeholders apprised of progress in becoming a more modern, more effective and more responsive regulator.

1. OPERATIONAL EFFECTIVENESS

Licensure

The action plan allows PEO's CEO/registrar to prioritize stabilization of the licensing function within the context of the current legislative scheme.

Digitization

PEO is committed to a digital transformation to enable greater automated processing, better business intelligence and greater efficiencies.

National Professional Practice Examination

Noting the recommendation for “psychometrically balanced” objective testing criteria, PEO has

adopted the multiple-choice National Professional Practice Examination to replace the more subjective exam that was previously utilized.

Mandatory continuing professional development

PEO is committed to implementing a mandatory continuing professional development program in early 2023 that is based on the existing voluntary Practice Evaluation and Knowledge (PEAK) program and supported by changes to the regulation to be considered soon.

Requirements for licensure – Canadian experience

The action plan called for a longer-term review of some of our academic and admission processes and criteria. These include the existing 12-month Canadian engineering experience requirement for licensure. The review will also consider changing employment patterns in the profession.

2. ORGANIZATIONAL ALIGNMENT

PEO is addressing its staff organizational structure to ensure it has the appropriate capacity and agility to achieve its regulatory and governance objectives.

3. GOVERNANCE RENEWAL

In the second year of the governance renewal roadmap, Council has solidified its role and function as a governance board that provides strategic direction to PEO and provides high level control. Once completed, the roadmap will result in an approach to regulatory governance that is

fully consistent with that of a modern, enlightened and responsive self-regulator.

To further support its role and function, Council established four new governance committees in 2021:

- Audit and Finance;
- Governance and Nominating;
- Human Resources and Compensation;
- Regulatory Policy and Legislation

This action was one of 11 governance tenets and seven additional governance directions approved by Council last year.

2020-2022 STRATEGIC PLAN

Roadmap to Transformation (Clarity of Purpose) summarizes the critical elements of our transformation process, the majority of which are rooted in the Action Plan that our Council approved in 2019 to address the recommendations from PEO's external regulatory performance review, as well as Council's two-year Governance Roadmap. This document provides a vehicle to clearly articulate our short-term priorities and intentions to stakeholders.

EQUITY, DIVERSITY & INCLUSION

Anti-Racism and Anti-Discrimination Exploratory Working Group (AREWG)

In November 2021, Council agreed to extend and expand the AREWG mandate, which was previously charged with scoping the extent of the work that needed to be done, first at a high level (Phase 1) and then with somewhat more detail (Phase 2). The AREWG is now instructed by Council to complete Phase 3 by spring 2022. Among numerous things to be considered as the basis for further action are:

- Development of a policy code to address systemic racism and related equity issues;
- Recommendations on how Council should develop, review and approve its strategic

directions, as seen through the lens associated with the AREWG mandate;

- Public reporting requirements regarding PEO's commitment and progress applicable to the AREWG mandate;
- Accountability mechanisms to help Council assure itself of regulatory effectiveness on dealing with anti-racism, anti-discrimination issues

30 by 30 Task Force

PEO Council made a 10-year commitment to track progress to raise these areas to measure progress toward raising the percentage of newly licensed engineers in Ontario who are women to 30 per cent by 2030. The task force was stood down effective December 31, 2021, as per its terms of reference, with related work being incorporated into PEO operations.

The next steps include an independent gender audit of PEO's existing licensing process and internal operations to be conducted by the University of Toronto's Rotman School of Management.

For more information on PEO's Transformation Progress Update, click [here](#).

KEY POINTS

- PEO is undergoing a transformation to help it achieve its vision to becoming a professional, modern regulator and deliver on its mandate to serve and protect the public interest.
- It is built on three critical pillars:
 - Operational effectiveness;
 - Organizational alignment; and
 - Governance renewal
- The Attorney General has been supportive of this effort