



Magnetic North

2023-2025 Strategic Planning Update

Strategic Pillars

On January 28, 2022, PEO Council met for a Strategic Planning Kick-Off. Council was reminded of the progress that has been made to date under its three strategic pillars:

Enhanced Governance

- Action plan and activity filter
- Governance Roadmap
- Governance Committees
- Governance tenants and directions
- Equity, diversity, and inclusion initiatives
- Council attributes and election guide

Modernized Operations

- Action plan and activity filter
- 2020-2022 Strategic Plan
- Licensure review
 - Digitization
 - National practice exam
 - Mandatory continuing professional development
 - Licensure requirements

Superior Organization

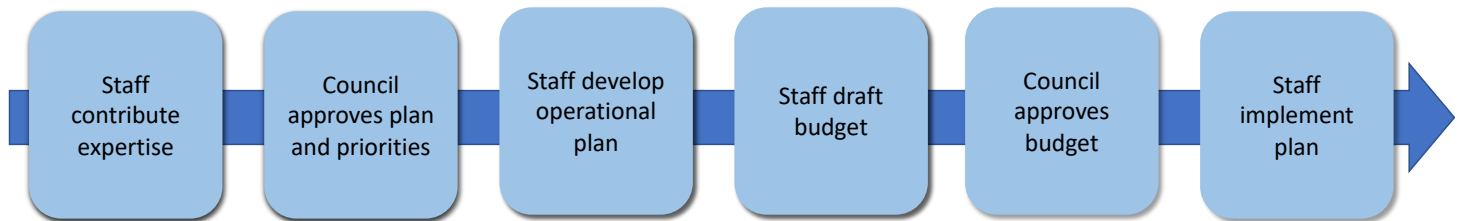
- New staff organizational structure
- New executive leadership team
- Hybrid work policy development

It was observed that while much has been accomplished, there remains much to be done under each pillar.

2023-2025 Strategic Planning Process

Strategic Planning for Regulators

The process discussed by Council is set out in the figure below.



Strategy for regulators is different than for some for-profit enterprises as all goals must support the statutory mandate: To serve and protect the public interest by setting and upholding high academic, experience and professional practice standards for the engineering profession.

The key questions Council will ask itself during the process are

- How can PEO organize its resources and priorities to best achieve its mandate?
- What are the opportunities in infrastructure and governance?
- What other opportunities exist to improve PEO's public service function?

Council will work towards developing SMART goals. That is specific, measurable, attainable, reasonable and time- bound.

Steps

March and April (underway)

- Stakeholder consultations
 - External stakeholder meetings
 - Internal capacity analysis and information-gathering about activities remaining in current action plan, and compelling demands from external stakeholders
 - Public focus group
 - Membership survey
- Environmental scan
 - Priorities of other regulators (both engineering and others) in key Canadian, American, and European jurisdictions
 - Potential future regulatory demands

May

- Two-day Council workshop
 - Receive report of gathered information
 - Affirm/revise Mission, Vision, and Values

- Affirm specific, measurable, attainable, reasonable, and time-bound goals in keeping with mandate

June to August

- Prioritize identified goals in the context of organizational capacity

November

- Approve Strategic Plan

Early priority indicators

At the strategy kick-off day, Council made it clear that the licensure process must be a key focus of the upcoming strategic plan: considering whether current licensure requirements are an obstacle to ensuring public protection and brainstorming about the future of licensing.

Another issue of critical importance to PEO's mandate is whether and how continuing professional development might be made compulsory.

Each of these issues would require a full-scale scoping exercise to ensure that all relevant information was collected for PEO consideration.