

MEMBER-IN-TRAINING

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The Engineering and Geoscience Professions Act



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1 OVERVIEW

This discussion paper reviews the opportunity to extend certain rights to Members-in-Training regarding APEGA governance matters and the length of time an individual can remain in the record as a Member-in-Training.

2 EXECUTIVE SUMMARY

Member-in-Training (M.I.T.) is a category of membership that APEGA designates for individuals who have met the academic and good character requirements of registration but who have not completed the other requirements, including the necessary experience for registration as a Professional Engineer or Professional Geoscientist. Member-in-Training include Engineers-in-Training (E.I.T.s) and Geoscientists-in-Training (G.I.T.s).

Currently, M.I.T.s are not allowed to vote on APEGA matters, nor are they allowed to run for Council positions. Council has reviewed this matter and supports giving this right to M.I.T.s as valued Members of APEGA. Council believes the right to vote and to run for election for Council will foster M.I.T.s' potential to become more engaged as Professional Members and to fully participate in the self-regulation of the professions in the future.

In addition, this discussion paper addresses the existing time limit an individual can be listed as an M.I.T in APEGA's records (subsequently referred to as "in the record"). The existing limitation does not take into consideration personal issues that may arise from time to time for M.I.T.s. It remains, in principle, that eight years should be sufficient for an individual to obtain the required four years of experience to become a Professional Member; however, it is in the public's and the professions' best interests to revise the legislation to allow APEGA to extend the time limit and be flexible in supporting individual circumstances.

3 EXISTING LEGISLATION

Under *The Engineering and Geoscience Professions Act (The EGP Act)*, only Professional Members and Professional Licensees are entitled to vote in Council elections, annual, district or special meetings of the Association, proposed regulation or bylaw changes, or run for election to Council (collectively referred to in this paper as "governance matters").^{1, 2, 3}

Regarding the length of time that an individual may remain an M.I.T., EGP Regulations 11(1) and (2) state that no one can remain in the record as an M.I.T. for more than six years. Council may extend that period to not more than eight years in particular situations.

4 RESEARCH SUMMARY

The legislation governing the Constituent Engineering and Geoscience Associations (CAs) across Canada has been reviewed regarding governance matters and the term length of M.I.T.s

¹ *The Engineering and Geoscience Professions Act*, Section 14(1),(2), 19(4), 20 (3) and 86.2(1)

² *The Engineering and Geoscience Professions Act*, General Regulations 25, 26(1), 27(1) and 78

³ EGP Bylaw 6(3), 37(3), 38(1), and 40

(see Appendix 2). Currently, eight associations grant voting rights to M.I.T.s, with two associations having a dedicated M.I.T. position on their Councils (Association of Professional Engineers and Geoscientists of Saskatchewan and Association of Professional Engineers and Geoscientists of Manitoba).

APEGA reviewed the legislation governing other Alberta professions on conditions associated with training periods. The review found no consistent trend regarding how these members participate in governance matters within their associations. Some organizations have given M.I.T.s voting rights. Some organizations support having M.I.T.s sit on Council by making them non-voting Council members (see Appendix 3).

There is no conclusive trend across the country regarding the length of time an M.I.T. has to complete the term. There are varying degrees of flexibility on term extensions, though often no specifics are provided regarding the reasons to support approving a term extension.

5 RECOMMENDATION

Recommendation on Governance

It is recommended that M.I.T.s be given the same privileges as Professional Members regarding APEGA governance matters.

Rationale

It is to the benefit of the public and the professions that M.I.T.s participate in the affairs of the Association, the professions and the practices of engineering and geoscience early in their careers. One way to do this is to give M.I.T.s the privilege to participate in the governance matters of APEGA.

As a result, individuals are more likely to remain engaged in the affairs of the Association and in the regulation of the professions during their careers.

M.I.T.s with four years of post-secondary education are capable of making responsible decisions, especially as they already have the right to vote in federal, provincial and municipal elections. Furthermore, they should be entitled to participate in the governance of the Association and their chosen profession.

APEGA Council has considered this and supports the recommendation to give M.I.T.s the privilege to participate in APEGA governance matters.

Recommendations on Length of Term

It is recommended that the legislation be revised to allow the length of time an individual can remain an M.I.T. to be extended in appropriate circumstances to provide flexibility and recognize an individual's unique circumstances.

Rationale

Under the existing legislation, an individual can remain in the record as an M.I.T. for a maximum of eight years. After this, APEGA must cancel the enrolment of such individuals. This can be

limiting for many M.I.T.s who have temporarily stepped out of the workforce but who still want to maintain their ties with their professions and be a part of APEGA.

Extending the length of term for M.I.T.s adapts to today's changing workforce and enables them to remain engaged with APEGA should they choose to take an extended parental and/or compassion care leave. By adjusting the length of term of M.I.T.s, the Association can better accommodate these societal changes.

It is in the public's and the professions' best interest to allow individuals to remain part of the Association and to maintain their M.I.T. designation. This establishes a stronger professional Association by allowing APEGA to be flexible in supporting individual circumstances and by allowing M.I.T.s to continue to be engaged in their professions.

6 APPENDICES

Appendix 1 – Existing Legislation

Appendix 2 – Member-in-Training Canadian Engineering and Geoscience Associations
Summary and Analysis

Appendix 3 – Alberta Associations Summary and Analysis