

## 2016-2017 Experience Review Committee

In order to become a registered professional engineer or geoscientist in Manitoba, individuals must first be academically qualified and then gain four years of acceptable experience under the direct supervision or mentorship of a qualified professional. The latter of the two requirements is reviewed and verified by the Experience Review Committee (ERC). Typically, members-in-training (MITs) submit their work experience reports online, which are evaluated by an assigned ERC reviewer. Most of the review process and approval of reports is done online. The committee meets once a month to discuss complex cases, problem files, appeals and policy issues.

At present, we have 1589 MITs enrolled with Engineers Geoscientists Manitoba. MIT reports typically cover six-month periods of work experience. These must be signed off by their supervisors and/or professional mentors to demonstrate:

- technical skills such as application of theory and design to engineering/geoscience problems and their limitations;
- management skills such as exposure to project planning, scheduling, budgeting, supervision, management and risk assessment;
- social and ethical implications of MITs' professional work;
- other professional skills such as communication, teamwork and assumption of responsibility; and
- continued professional development and growth.

Compliant MIT experience reports are approved as submitted. Common reasons for not accepting the experience claimed in a report are:

- the work description is so brief or lacking in specific detail that it is not possible to assess the merit of the experience obtained;
- the work reported is so similar to (or is a replication of) that in a previous report, thus not indicative of professional growth; and
- supervisor and/or mentor comments indicate substandard performance.

The ERC forwards the MIT's file to the Registration Committee once 48 months of work experience are approved and letters of reference attesting to the MIT's readiness for registration are received.

The committee is continually making efforts to streamline the file review process and develop more consistent guidelines and policies. In 2016, the ERC initiated a discussion to revise the decades old 'Ralph's form' that is used by reviewers to assess the competencies gained by MITs while obtaining professional experience. The goal of this exercise is to remove redundancies and ensure consistent review across the committee to make the review process more efficient. Over the year, the committee members discussed this matter at length and decided that the competencies need to be re-categorized as 'core' and 'desired'. In order to become eligible

for registration, an MIT needs to be proficient in core competencies such as engineering design. As for the desired competencies such as budgeting, a thorough exposure will be considered sufficient.

Additionally in 2016, the Registration Committee had requested the ERC to provide some clarification on Engineers Geoscientists Manitoba's current requirement of MITs obtaining one-year supervised practice in a 'Canadian' environment. The ERC developed a 'Supervised Practice Guideline', which was forwarded to the Registration Committee.

On behalf of the ERC, I would like to thank the Association staff members, Sharon Sankar (P.Eng.) and Chantelle Cabral, whose hard work, knowledge, diligence and attention to detail keeps ERC functioning smoothly. I would also like to thank the ERC volunteer members for their time, dedication and collective wisdom which stimulate deeper thinking, more diverse discussions and hence more reasoned decisions when assessing complex MIT work experience files.