Entry-to-Practice Requirements for Five Professions in Five Canadian Provinces:

Engineers

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The Office of the Fairness Commissioner is an arm's-length agency of the Ontario government, established under the Fair Access to Regulated Professions Act, 2006. Its mandate is to ensure that certain regulated professions have registration practices that are transparent, objective, impartial and fair.
1. INTRODUCTION

The Office of the Fairness Commissioner (OFC) in Ontario has studied the entry-to-practice requirements for regulated professions in other Canadian jurisdictions. This research allows the OFC to understand how the requirements in Ontario compare with those outside the province and informs its mandate of assessing the registration practices of Ontario's regulatory bodies to ensure they are transparent, objective, impartial and fair.

The OFC looked at entry-to-practice requirements for teachers, nurses, engineers, lawyers, and physicians and surgeons in British Columbia, Alberta, Saskatchewan, Manitoba and Quebec. These regulated professions were the five largest by number of members in Ontario in 2008, and the provinces are the five largest in Canada by population, outside of Ontario. This study reports requirements that relate to both internationally trained and domestically trained applicants.

The study examines the following categories of entry-to-practice requirements:

- Requirements for Full Registration or Permanent Certification
- Documentation Required
- Credentials Assessment (Third Party and/or Internal)
- Academic/Program Requirements
- Work or Practice Experience Requirements
- Examinations
- Language Requirements
- Fees Associated with the Licensing Process
- Third Parties Involved in the Licensing Process
- Typical Length of the Licensing Process
- Internal Review/Appeal Process

The categories examined correspond to those studied in the OFC's 2007 Studies of Registration Practices of regulated professions in Ontario. This study focuses only on the requirements for full or permanent registration. The other classes of licence offered by the regulatory bodies are too numerous and vary too greatly among the jurisdictions to be covered here.

The information reported here was gathered primarily from the regulatory bodies' websites and was supplemented by other provincial online resources and by inquiries to the regulatory bodies directly. The information was circulated to each regulatory body for verification of completeness and accuracy. All information, unless otherwise marked, has been validated by the regulatory body in question and is accurate as of January 2010. For the most up-to-date information, check the regulatory bodies' websites.

The study includes a table for each profession, which allows for easy comparison of the entry-to-practice requirements between Ontario and the other five provinces. A summary of findings appears below.

This research provides a comparative context for registration requirements in Ontario and it will inform the OFC's
expectations of Ontario regulatory bodies. Such comprehensive information on entry-to-practice requirements for these five professions is not available elsewhere.

This research also provides a snapshot of registration requirements as they stand on the eve of the implementation of the Agreement on Internal Trade (AIT) and provides a good baseline against which to measure the effects of the AIT. The revised agreement was signed in January 2009 by all first ministers and is at different stages of implementation in the various jurisdictions across Canada. According to the agreement, persons who have an unrestricted licence to practise in a given Canadian jurisdiction are eligible for a licence in any other Canadian jurisdiction without undergoing another assessment and without having to meet any additional requirements. This means that, despite any differences in requirements between jurisdictions, licensees are entitled to full labour mobility unless exceptions have been approved.

Regulatory bodies have been holding discussions to determine how best to respond to their obligations under the AIT and have speculated that the AIT may result in the eventual harmonization of requirements across the country. The OFC will continue to monitor developments and to work with regulatory bodies in Ontario to ensure that any changes proposed adhere to the principles of transparency, objectivity, impartiality and fairness and do not result in a greater burden on applicants in the province.
2. SUMMARY OF FINDINGS

Overall, the basic entry-to-practice requirements for British Columbia, Alberta, Saskatchewan, Manitoba and Quebec vary little within each profession. The education, work/practice experience, examinations and language competency required are often substantially similar. The important differences are highlighted below.

The manner in which the requirements for entry to practice are described is often very diverse among regulators in the same profession, making it difficult to understand the differences and similarities in requirements. There is also enormous variation in the clarity and completeness of the information on different regulators’ websites. As a result, potential applicants attempting to determine the requirements for entry to practice from province to province may experience great confusion.

The registration processes in Quebec are the most distinct. The length of postsecondary education required is usually shorter than in the other provinces. Three out of the five professions studied require applicants to undertake some sort of training program for orientation to the practice of the profession in Quebec, and where other provinces use national examinations Quebec has developed its own. There is also a standardized French-language examination that all applicants for registration must pass, regardless of the profession. The only exception is for teachers who will be teaching in the English language.

When the regulatory bodies for the professions surveyed were asked to provide an indication of the typical length of the registration process for their applicants, the responses varied considerably. Some declined to provide a specific response, stating that the process depends entirely on the individual applicant. In many instances, the length of time is longer for international graduates than for graduates from Canada or the United States. Regulators cite the time required for credentials assessment and for receiving the required documentation as the main factors that prolong the process for the internationally trained. It is also difficult to compare the lengths of the registration processes for the various regulatory bodies of a given profession because they use different starting points. Some start the count only after all the documentation has been received, credentials assessment is complete, and the applicant has finished any remedial education or training that was necessary to meet the requirements. Others calculate the length from the initiation of an application, and still others, as in the case of engineers in Quebec, from the initiation of the program of required professional experience.

Compared with the other provinces surveyed, Ontario has more or less onerous requirements, depending on the profession.

For teaching, Ontario has some of the least stringent requirements for teacher education for permanent certification.

For registered nursing, Ontario’s requirements are no more onerous than those of other provinces. Before the implementation of the Agreement on Internal Trade, the College of Nurses of Ontario was requiring applicants who graduated after 2005 without a four-year baccalaureate degree to complete additional education before they could be issued a full licence. This is no longer the case.

Applicants to the professional engineering designation in Ontario do not have to meet any more burdensome requirements than in the other provinces surveyed. In fact, Ontario is the only province that does not have a language requirement. Like Alberta and British Columbia, however, Ontario demands Canadian citizenship or permanent residency for full registration.

For lawyers, Ontario stands out by offering the possibility of exemption for internationally trained applicants from the entire articling term if they have sufficient professional experience. This exemption was introduced in 2008. Unlike many of the other provinces, however, it does not offer exemption from the bar admission course.

Applicants to the profession of physician or surgeon in Ontario have to meet similar requirements to those of the other provinces studied.

Information is accurate as of January 2010. Check the regulatory bodies’ websites for the most up-to-date information.

Engineers

The requirements for engineers are almost entirely uniform from province to province. A bachelor’s degree in engineering is required everywhere, as is pass standing on a professional examination. Outside of Quebec, this is the Professional Practice Examination (PPE). Quebec has its own exam, which mirrors the PPE. Demonstration of
language competency is a requirement everywhere except Ontario.

All provinces surveyed except Quebec require four years of engineering experience; Quebec requires only three. For all six, however, one of those years of experience must be completed in Canada, to allow the applicant to demonstrate a good knowledge of local engineering laws, practices, standards, customs, codes, conditions and climates. This Canadian experience requirement is one of the most frequently cited obstacles to licensing for the internationally trained. British Columbia, Saskatchewan, Quebec and Ontario may accept experience obtained outside Canada if it allowed the applicant to gain the required knowledge of the Canadian situation. Such knowledge could be gained, for example, by working for a company that uses Canadian standards.

Four provinces, but not Saskatchewan and Quebec, will issue a provisional licence to internationally trained applicants who have met all the requirements aside from Canadian experience.

Given that the requirements are so similar across the provinces, it is surprising that Ontario, British Columbia and Alberta require Canadian citizenship or permanent residency for licensing when Saskatchewan, Manitoba and Quebec do not. Where citizenship or residency is required, the licensing process can be delayed while applicants wait for their immigration paperwork to be processed.

Good character is a requirement for professional engineers in five jurisdictions, but not in Quebec.
3. COMPARISON

This table is accurate as of January 2010 and compares the requirements for full registration. Applicants may be able to practise under other types of licence. Check the regulatory bodies' websites for the most complete and up-to-date information.

<table>
<thead>
<tr>
<th>Entry-to-Practice Requirements: Engineers</th>
<th>Ontario</th>
<th>British Columbia</th>
<th>Alberta</th>
<th>Saskatchewan</th>
<th>Manitoba</th>
<th>Quebec</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's degree in engineering or recognized equivalent</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Engineering experience</td>
<td>4 years</td>
<td>4 years</td>
<td>4 years</td>
<td>4 years</td>
<td>4 years</td>
<td>3 years</td>
</tr>
<tr>
<td>1 year of Canadian work experience</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Canadian work experience may be obtained outside Canada*</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Formal assessment of language proficiency (languages accepted)</td>
<td>✓ (Eng)</td>
<td>✓ (Eng)</td>
<td>✓ (Eng)</td>
<td>✓ (Eng)</td>
<td>✓ (Eng)</td>
<td>✓ (Fr)</td>
</tr>
<tr>
<td>Good character</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Canadian citizenship or permanent residency</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Completion of a law and ethics seminar</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Successful completion of a professional examination</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Successful completion of a professional practice test</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Professional development and/or volunteer service</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Typical length of registration process</td>
<td>6 to 96 months **</td>
<td>3 to 6 months</td>
<td>2 to 3 months for Canadian graduates; 3 to 6 months for international graduates</td>
<td>6 to 12 months</td>
<td>Minimum 5 to 6 months</td>
<td>42 to 48 months **</td>
</tr>
</tbody>
</table>

*Experience obtained outside Canada may be accepted if, for example, it was completed under the supervision of a Canadian-licensed engineer or in a company that uses Canadian standards, customs and codes.

**Reflects the entire process of becoming an engineer.
4. BRITISH COLUMBIA

Regulatory body: Association of Professional Engineers and Geoscientists of British Columbia (APEGBC),
www.apeg.bc.ca

Requirements for Full Registration (P.Eng.)

- Canadian bachelor's degree in engineering or equivalent
- A minimum of four years of satisfactory engineering experience, including one year in a Canadian work environment under the direct supervision of a Canadian professional engineer
- English language competency
- Successful completion of the Professional Practice Examination (PPE)
- Good character, defined as having moral and ethical strength as well as integrity, candour, honesty and trustworthiness.
- Canadian citizenship or permanent residency
- Completion of the Law and Ethics Seminar

Documentation Required

- Completed application form
- Certified copy of Canadian citizenship or permanent resident status
- Work experience details (detailed description of engineering work experience according to a given format)
- Demographic information form
- Specific discipline requirements (if necessary): Individuals applying for registration in computer engineering, environmental engineering, forest engineering, integrated engineering, marine engineering, naval architectural engineering, software engineering or structural engineering must submit additional documentation.
- Official transcripts
- References from a minimum of four referees who can validate applicant's engineering experience
- Proof of English language competency

Credentials Assessment (Third Party and/or Internal)
The APEGBC conducts its own credentials assessment.

Academic/Program Requirements

Applicants must have completed a four-year bachelor's degree in engineering from an accredited Canadian undergraduate degree program or the equivalent.

Work Experience Requirements

- Applicants must have a minimum of four years of satisfactory engineering experience, assessed against seven criteria:
  - Application of theory
  - Practical experience
  - Management of engineering
  - Communication skills
  - Awareness of the social implications of engineering
  - Awareness of sustainability issues in engineering
  - Sponsorship (i.e., substantiation of experience by referees)
- The four years must include one year of work experience in a "Canadian work environment," defined as
  - Work experience obtained in Canada and supervised by a professional engineer who is registered or licensed in the applicable Canadian jurisdiction
• Work experience acquired outside Canada that allows applicants to demonstrate a good knowledge of local Canadian engineering laws, practices, standards, customs, codes, conditions and climates

Examinations
• Following the review of their academic qualifications, applicants may be assigned academic examinations, to ensure they meet the requirements.
• All applicants must pass the PPE. They are eligible to take the exam once they have met the academic requirements, completed at least 24 months of engineering work experience and submitted a completed application form.

Language Requirements
If applicants cannot provide proof that they graduated from an accredited program where English is the primary language of instruction, they must provide proof of one of the following:
• A TOEFL score of score of 625 or better on the paper-based exam, 263 or better on the computer-based exam, or 113 or better on the Internet-based exam
• A CanTEST score of at least Band 4.5 on the listening and reading sections and Band 4.0 on the writing section
• Successful completion of the Vancouver Community College course Communication for Engineering and Technology (ELSK 0730)
• An acceptable score on the Engineers Canada English Language Assessment Test for Engineers (the test is currently under development)

Fees Associated with the Licensing Process
• Application fee: $445.76
• One-time licensing fee: $367.50
• Annual membership dues, P.Eng.: $303.45
• Appeal fee: $157.50
• Law and Ethics Seminar fee: $362.25 or $404.25 (depending on early or late registration)
• PPE fee:
  • Written in Canada: $265
  • Written in the US: $325
  • Written outside Canada or the US: $365

Third Parties Involved in the Licensing Process
The APEGBC does not use third parties.

Typical Length of the Licensing Process
Once the APEGBC has received all the required documents, it usually takes between three and six months to review an application. The time depends on the schedules of the application reviewers and whether any issues arise from the work experience information submitted by the applicant.

Internal Review/Appeal Process
Applicants who are dissatisfied with the registration decision can submit a written request to the Registration Committee for a reassessment. The committee submits its decision for review to the Fairness Panel. If the panel makes recommendations that are not followed by the committee, the matter will be referred to council for a final decision.
5. ALBERTA

Regulatory body: Association of Professional Engineers, Geologists and Geophysicists of Alberta (APEGGA), www.apegga.org

Requirements for Full Registration (P.Eng.)

- Canadian bachelor's degree in engineering or equivalent

  Note: Applications will be accepted from those who have at least two years of education in a related discipline that is acceptable to the Board of Examiners.

- A minimum of four years of engineering experience, including one year in a Canadian work environment under the supervision and control of a Canadian professional engineer

- English language competency

- Successful completion of the Professional Practice Examination (PPE)

- Good character and reputation, defined as having moral and ethical strength, as well as integrity, candour, honesty and trustworthiness

- Canadian citizenship or permanent residency

Documentation Required

- Completed application form

- Copy of Canadian citizenship or permanent resident status

- Work experience details (detailed description of engineering work experience, presented in a specified format)

- Official transcripts

- References from a minimum of three referees who can validate the applicant's engineering experience (usually supervisors)

- Proof of English language competency

Credentials Assessment (Third Party and/or Internal)

Credentials assessment is conducted in-house by the Board of Examiners of the APEGGA.

Academic/Program Requirements

Applicants must have completed a four-year bachelor's degree in engineering from an accredited Canadian undergraduate degree program or the equivalent.

Note: Applications will be accepted from those who have at least two years of education in a related discipline that is acceptable to the Board of Examiners.

Work Experience Requirements

- Applicants must have a minimum of four years of engineering experience obtained under the supervision and control of an engineer in the respective area/discipline. Acceptable experience is evaluated against five criteria:
  - Application of theory
  - Practical experience
  - Management of engineering
  - Communication skills
  - Awareness of the social implications of engineering

- The four years must include one year of work experience in a Canadian work environment, defined as work experience obtained in Canada, under the supervision and control of a licensed professional engineer.

Examinations

- Following the review of their academic qualifications, applicants may be assigned academic examinations, to ensure they meet the requirements for registration.

- All applicants must pass the PPE.
Language Requirements

- Applicants whose native language is not English must demonstrate competency:
  - By providing a TOEFL score of 600 or more on the paper-based test, 250 or more on the computer-based test, or 100 or more on the Internet-based test
  or
  - By providing a handwritten letter in which the applicant describes why they should be considered competent in the English language

- Comments of the applicant's Canadian experience references regarding the ability to communicate in English are also considered.

Fees Associated with the Licensing Process

- Professional licence application processing fee: $270
- PPE fee: $130
- Technical exams (if required) fee: $150 per exam
- Fundamentals of Engineering Exam (if required) fee: $165
- Annual licensing fee for Professional Members: $280
- Reconsideration or appeal of examinations assigned: $150

Third Parties Involved in the Licensing Process

The APEGGA does not use third parties.

Typical Length of the Licensing Process

- Approximately one to two months is required to review applications for Engineer-in-Training (EIT) status or Professional Membership from candidates trained in Canada.
- Approximately two to five months is required to review applications for Professional Membership from internationally trained candidates who do not already have EIT status.
- Approximately one to two months is required to review applications for internationally trained applicants with EIT status.
- On average, after all the required documentation has been received, the registration process takes two to three months for Canadian graduates and three to six months for international graduates.

Internal Review/Appeal Process

- Applicants who have been assigned examinations following the assessment of their academic credentials may file for reconsideration by the Executive Committee of the Board of Examiners within 30 days for a fee of $150. An appeal of the reconsideration may also be made subsequently to the full Board of Examiners for a further fee of $150.
- If the applicant can provide new, previously unsubmitted information, it will be reviewed by the Executive Committee or secondarily by the full Board of Examiners.
6. SASKATCHEWAN

Regulatory body: Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS),
www.apegs.sk.ca

Requirements for Full Registration (P.Eng.)

- A bachelor's-level program of study in engineering recognized by the APEGS council
- A minimum of four years of acceptable engineering experience, including one year in a Canadian or equivalent-to-Canadian work environment
- Successful completion of the Professional Practice Examination (PPE)
- Three satisfactory professional references, including at least one from a professional engineer or professional geoscientist registered in Canada
- Good character
- English language competency

Documentation Required

- Application form
- Academic assessment form (may or may not be required)
- Certified copies of official transcripts and degree certificates
- Course descriptions (may or may not be required)
- Résumé of engineering experience since undergraduate degree
- Proof of English language competency

Credentials Assessment (Third Party and/or Internal)

- Credentials assessment is conducted by the Academic Review Committee (ARC) of APEGS.
- The ARC reviews the applicant's transcripts, résumé and other educational documentation (including, in many cases, course descriptions from the time the applicant took his or her program).
- In conducting its assessment, the ARC may use or consult any of the following sources:
  - Canadian Engineering Qualifications Board (CEQB) listing of applicant institutions
  - Information from the universities (University of Regina, University of Saskatchewan), other engineering associations or orders, and past applicants to APEGS
  - Engineering International Education Assessment Program (EIEAP) reports prepared by Engineers Canada, course-by-course assessments prepared by University of Regina or University of Saskatchewan faculty or other professional members, self-assessments completed by applicants, information from constituent members or assessments from other assessment agencies
- Regardless of the other assessments that may be provided, the ARC is responsible for the final recommendation to the Registrar.
- The following graduates are generally exempt from academic assessment (although a review of their application may result in requirement of an academic assessment):
  - Applicants who have a bachelor's degree accredited under a mutual recognition agreement (may include selected programs in the United States, United Kingdom, France, Ireland, South Africa, Australia, New Zealand, Japan, Chinese Taipei, Hong Kong China, Korea and Singapore)
  - Applicants who have a bachelor's degree or equivalent in engineering and a PE designation in the United States
  - Applicants who are faculty members at the University of Regina or University of Saskatchewan, who have a bachelor's degree or equivalent in engineering and a PhD
  - Applicants who obtained their bachelor's degree in engineering from an institution on the CEQB list and have a Canadian master's and/or PhD in engineering in the same discipline as their bachelor's degree or a closely related discipline
  - Engineers-in-Training with a constituent association or order whose academic credentials have been recognized
Applicants with a bachelor’s degree accredited by the Canadian Engineering Accreditation Board (CEAB)

**Academic/Program Requirements**

Applicants must have a bachelor's-level program of study in engineering recognized by the council.

**Work Experience Requirements**

- Applicants must have a minimum of four years of acceptable engineering experience. Acceptable experience is evaluated against five criteria:
  - Application of theory
  - Practical experience
  - Management of engineering
  - Communication skills
  - Awareness of the social implications of engineering
- The four years must include one year of work experience in a Canadian or equivalent-to-Canadian work environment. "Equivalent to Canadian" is defined as anywhere within Canada or the United States.
  - International experience with a company that uses Canadian standards, customs and codes may be considered equivalent to Canadian. Individuals with this form of experience should contact APEGS to determine if their experience will be accepted.

**Examinations**

- All applicants must pass the PPE. They are eligible to do so only once they have at least 12 months of experience after obtaining their bachelor's degree and have at least one experience report submitted to APEGS. APEGS will accept successful completion of the PPE with another Canadian association or order.
- If academic deficiencies are identified during the credentials assessment process, applicants will be assigned technical exams or courses to address them. Demonstration of suitable engineering experience may result in an applicant's exemption from such technical exams or courses.
- Applicants who do not have an engineering degree recognized by APEGS will be assigned three confirmatory exams after any deficiencies have been satisfied. The exams typically comprise two compulsory subjects from the appropriate discipline and one elective. Demonstration of suitable engineering experience may result in an applicant's exemption from these confirmatory exams.

**Language Requirements**

- Applicants whose first language is not English or who have not completed a university-level degree in English (or who have not taught at an institution where the language of instruction is English) must submit one of the following forms of proof of language competency:
  - A TOEFL score of at least 550 on the paper-based test, 213 on the computer-based test or 79 on the Internet-based test
  - A CanTEST score of at least Band 4.5 on the listening and reading sections and Band 4.0 on the writing section
  - A Canadian Language Benchmark Test score of at least 8 in both listening and reading and 8 in writing
  - Other language tests may also be used if they can be shown to be the equivalent of those listed above.
- Applicants have the opportunity to appeal the language testing requirement.

**Fees Associated with the Licensing Process**

- PPE fee: $265
- Member-in-Training application fee: $120
- Academic credentials assessment fee: $200
- Professional member application fee: $225 (Member-in-Training application fee deducted)
- Annual professional member licence/membership fee: $300
- Annual Member-in-Training licence/membership fee: $200
- All fees are subject to GST.
Third Parties Involved in the Licensing Process
The EIEAP may be used for initial credentials assessment in a reference capacity. Assessment information from the University of Regina, University of Saskatchewan and other engineering associations or orders may also be used.

Typical Length of the Licensing Process

- The P.Eng. registration process takes approximately six months to one year.
- Once all required documentation has been received, and if no examinations or additional training is required, typical application processing times are:
  - Initial Member-in-Training application: one month for Canadian engineering graduates (program accredited by the CEAB) and two to six months for international engineering graduates
  - Experience report review: maximum of three months
  - PPE: results received within six weeks of writing of examination
  - Professional member application: one month

Internal Review/Appeal Process

- Applicants who have been assigned exams following the evaluation of their academic credentials may request that the ARC consider exemption on the basis of the following:
  - More than five years work experience
  - Additional education
  - Recognition of additional prior learning (which may require an interview)
  - Successful completion of the National Council of Examiners for Engineering and Surveying Fundamentals of Engineering Exam

- If membership or licensing is refused by the Registrar, the applicant may appeal to the APEGs council. The appeal must be made within 30 days of the decision. If membership or licensing is refused by the council, the applicant may appeal the decision to the province's Court of Queen's Bench in Chambers.
7. MANITOBA

Regulatory body: Association of Professional Engineers and Geoscientists of Manitoba (APEGM), www.apegm.mb.ca

Requirements for Full Registration (P.Eng.)

- Canadian bachelor's degree in engineering or equivalent
- Minimum of four years of acceptable engineering experience, including one year in a Canadian or equivalent-to-Canadian work environment and 48 hours of professional development and 48 hours of volunteer service
- English language competency
- Successful completion of the Professional Practice Examination (PPE)
- Successful completion of the Professional Practice Test (PPT)
- Good character and demonstration of ethical and professional conduct, based on comments made by applicant's supervisor and other references
- Subscription to and agreement to abide by the code of ethics of the APEGM
- Payment of fees and dues

Documentation Required

- Application form
- Official transcripts
- Syllabus or course descriptions
- Engineering Progress Reports (one report for each place of employment)
- All original degrees or diplomas
- Passport, citizenship card or driver's licence
- Proof of English language competency
- References from two or three APEGM members with knowledge of the applicant's work

Credentials Assessment (Third Party and/or Internal)

- Credentials assessment is conducted by the Academic Review Committee of the APEGM. The committee assesses credentials against a syllabus developed by the Canadian Engineering Qualifications Board to determine equivalency to a program accredited by the Canadian Engineering Accreditation Board.
- The credentials assessment process makes provision for the applicant to meet with an assessment officer personally, to present the required documentation and to ensure it is clear and understandable to the reviewer. (This meeting is recommended but not required.)

Academic/Program Requirements

Applicants must have a four-year Canadian bachelor's degree in engineering or the equivalent.

Work Experience Requirements

- Applicants must have a minimum of four years of acceptable engineering experience under the direct supervision of a professional registered engineer or, in specific cases and with the permission of the APEGM, by a mentor engineer. More than four years may be required if the quality of the work is not deemed high enough or if the work does not show progression. Both the applicant and the supervisor must submit progress reports describing the experience.
- Acceptable experience is evaluated against four criteria:
  - Currency
  - Demonstration of progression in complexity and responsibility
  - Inclusion of the application of theory
  - Exposure to or experience with practical experience, management of engineering, communication skills, awareness of the social implications of engineering, and professional and ethical responsibilities
- The four years of acceptable engineering experience must include one year of work experience in a Canadian work environment.
Forty-eight hours of professional development and 48 hours of volunteer service are also required to satisfy the Pre-registration Program/Engineer-in-Training requirements.

Examinations
- If academic deficiencies are identified during the credentials assessment process, applicants will be assigned technical exams. Applicants who have more than 10 years of current engineering experience may be offered an interview to determine if any exams can be waived.
- All applicants must pass the PPE.
- At the Pre-registration/Experience Review stage, applicants must write the PPT. This is an open-book, true-or-false quiz on engineering in Manitoba, covering the Engineering and Geoscientific Professions Act, bylaws and code of ethics of the APEGM.

Language Requirements
Applicants who did not receive their academic training in English must provide proof of a Canadian Language Benchmark score of 8.

Fees Associated with the Licensing Process
- Academic assessment fee: $400
- Engineer-in-Training enrolment fee (includes annual dues of $130): $265
- Professional registration fee (includes annual dues of $274): $407
- Examination fee: $300 per exam
- Temporary licence fee: $475
- Engineering report reader's fee: $240
- Interview fee: $500. (Applicants who have more than 10 years experience may be offered an interview to determine if any exams can be waived.)

Third Parties Involved in the Licensing Process
The APEGM does not use third parties.

Typical Length of the Licensing Process
- If applicants have completed the four years of acceptable engineering experience and have met all the other requirements with no examinations having been assigned, the registration process takes a minimum of five to six months.
- Credentials assessment usually takes approximately four weeks after all supporting documentation has been received. Applicants receive notice of the result within two weeks.

Internal Review/Appeal Process
Applicants may appeal any decision by written submission to the APEGM.
8. QUEBEC

Regulatory body: Ordre des ingénieurs du Québec (OIQ), www.oiq.qc.ca

Requirements for Full Registration (P.Eng.)

- A bachelor's degree in engineering from an accredited institution in Quebec, or the equivalent
- A minimum of three years of acceptable engineering experience, including one year in a Canadian environment
- Adequate knowledge of French
- Successful completion of the Professional Examination (PE)

Documentation Required

- Application form
- Proof of French competence, as demonstrated by transcripts showing three years of full-time secondary or postsecondary studies in the language, or pass standing on the French exam administered by the Office québécois de la langue française (OQLF)
- Copy of birth certificate
- A recent certified passport-size photo
- All university degrees (or certification) supporting the application
- All official transcripts
- Descriptions of courses, if requested
- Detailed summary and certifications of relevant work experience since the completion of studies leading to the engineering degree
- Certifications of participation in training or professional development activities since the award of the engineering degree

Credentials Assessment (Third Party and/or Internal)

Credentials assessment is undertaken by the OIQ at the stage of application for Junior Engineer status.

Academic/Program Requirements

Applicants must have an engineering degree from an accredited institution in Quebec, or the equivalent.

Work Experience Requirements

- Applicants must complete three years of work experience under the direct supervision of an engineer.
- At least one year of the three must be completed in Canada. Work experience will be considered equivalent to experience in Canada if it meets all of the following conditions:
  - The experience was acquired while employed by a company of which the head office or the parent company's head office is in Canada.
  - The experience was acquired under the immediate control and supervision of a member of a Canadian association of professional engineers having full rights to practise.
  - The applicant demonstrates to the evaluator of experience a good knowledge of local Canadian conditions, notably with regard to legislation, standards, economy, climate, resources and technology.
- Experience is assessed according to the manner in which it enables the candidate to do all of the following:
  - Carry out activities related to the subject matter in the degree held
  - Solve problems requiring the application of engineering sciences in at least one of the following areas: research, development, design, production, construction, installation, maintenance, technical sales and marketing
  - Participate in one or more of the following: applying the financial, economic, regulatory and legal aspects of engineering; managing and leading a technical team; solving industrial or environmental problems; solving more complex problem-solving activities while taking on increasing responsibilities

Note: Only work experience acquired after candidates have passed all the qualifying examinations necessary to obtain their permits will be taken into account toward the three years.
Examinations

- Confirmatory or qualifying examinations may be assigned after the assessment of the applicant's academic credentials.
  - Confirmatory exams (as many as five) are generally required for applicants with an undergraduate degree in engineering not recognized by the OIQ.
  - Qualifying exams are generally recommended for applicants with an undergraduate degree in sciences or technology.
- All candidates must pass the PE. There is no minimum amount of experience required to write the PE; applicants are encouraged to write it once they have met the academic requirements (i.e., obtained the Junior Engineer's permit).
  - The exam may be written in English or French. While it tests the candidate's knowledge of laws relating to the engineering profession in Quebec, it is described as "meeting the conditions of all other Canadian associations in order to facilitate the mobility of engineers in and out of the province."

Language Requirements

- The language requirements for an individual applying for registration in any profession in Quebec are the same, as dictated by the province's Charter of the French Language. Applicants must demonstrate competence in French with at least three years of full-time secondary or postsecondary studies in the language, or by passing the OQLF exam (offered free of charge).
- Applicants who have met all other requirements for licensing may be granted a temporary permit for one year, which is renewable up to three times. They must pass the OQLF exam during this period.

Fees Associated with the Licensing Process

- Annual professional dues: $276.54 ($191.89 for Engineer-in-Training, second and third years) plus $28.30 as a contribution to the Office des professions du Québec
- Annual professional liability insurance fee: $13.24
- Application review fee:
  - Graduates of recognized Quebec programs or programs accredited by the Commission des titres d'ingénieur (France): $135.45
  - Graduates of programs outside Quebec accredited by the Canadian Engineering Accreditation Board or by a Washington Accord signatory: $507.94
  - Graduates of other engineering programs: $790.13
  - Graduates of non-engineering programs in science or technology: $3,386.25
- Junior Engineer enrolment fee $327.34, including experience evaluation and PE
- Examination fee: $270.90

Third Parties Involved in the Licensing Process

The OIQ does not use third parties.

Typical Length of the Licensing Process

The typical length of the registration process is 42 to 48 months.

Internal Review/Appeal Process

- If recognition of a diploma or training equivalence is refused or if recognition is conditional upon passing the required examinations, applicants may request a hearing with the OIQ to review its decision.
- Applicants who fail a training or confirmatory examination may ask to have the grade reviewed.
- If the OIQ refuses to recognize an applicant's engineering experience or to issue certification that the sponsorship activity was successfully completed, the applicant may request a review of the decision.
- Reviews of grades on the PE may also be requested.