

# MANDATORY CONTINUING EDUCATION great results for 2013-2015



Although every change requires an adjustment period, members of the Ordre quickly saw the benefits they gained with the Regulation respecting mandatory continuing education for engineers (unofficial translation of *Règlement sur la formation continue obligatoire des ingénieurs*), as evidenced by data pertaining to the application of the Regulation during its second reference period which began April 1st, 2013 and ended March 31st, 2015. Here are the highlights of this positive outcome.

## A SUCCESSFUL SUPPORT SYSTEM

### Notices sent and removals

Periods	Notices of default	Final notices	Removals
2013-2015	3,524	1,711	364
2011-2013	4,532	1,657	909

First positive point: the number of engineers removed from the Ordre's roll for having failed to meet the Regulation's requirements greatly decreased between the first reference

period ((2011-2013) and the second. While the Ordre had to strike 909 members from its roll at the end of the first reference period, that number fell to 364 for the second period, which represents a 60% drop!

Pleased with this improvement, the Ordre took concrete actions to help members in default, such as:

- delaying delivery of notices of default to the Fall of 2015 given the limited number of training activities offered during the summer, which makes it more difficult to remedy the situation;
- implementing a telephone-based coaching system in order to help members who are behind in complying with the requirements to better understand the Regulation as well as the options at their disposal that would allow them to comply with the Regulation.

## NUMEROUS AND DIVERSE TRAININGS

On average, engineers accumulated 55.4 hours for the 2013-2015 period and 56.9 hours for the 2011-2013 period. From one period to the next, engineers take a number of training hours that is clearly superior to the minimum of 30 hours required by the Regulation.

Generally, engineers' competencies are based on a wide range of knowledge, as evidenced by the diversity in topics they choose as training courses.

**55.4 h**  
of training on average  
carried out by a mem-  
ber in 2013-2015

could declare 30 hours of training in the form of conferences or workshops.

**Breakdown of activities by subject – 2013-2015 period**

33.1 % of activities: technical topics	66.9 % of activities: other topics
Design, manufacture, installation, operation, maintenance of processes, systems, equipment or structures (22.6 %)	Risk management (9.5 %)
Materials, energy and other production factors used in engineering works (3.6 %)	Ethics and professional conduct (14.8 %)
Information technologies (6.9 %)	Laws, regulations and standards (8.7 %)
	Communications (4.7 %)
	Human, material and financial resources management (9.7 %)
	Project management (8.7 %)
	Analysis, studies and reports (4.2 %)
	Others (6.6 %)

Diversity is also key when it comes to training suppliers. Although training courses offered by employers far outnumber others, engineers also frequently opted for courses offered by the Ordre, training organizations and specialized institutions.

**Breakdown of activities by supplier –2013-2015 period**

Employer	<b>34.6 %</b>
Professional order	<b>18.4 %</b>
Other	<b>18 %</b>
Training organization	<b>10.7 %</b>
Specialized institution	<b>10.7 %</b>
University	<b>6.6 %</b>
College	<b>1 %</b>

**A MORE FLEXIBLE REGULATION**

The changes that the Ordre made to the Regulation in 2014 in terms of relaxing provisions that members found restrictive has certainly fostered this diversity.

As such, time limits relating to different types of training activities have been eliminated, except for the limit imposed on research projects and self-learning activities (which remains at 5 hours per reference period). This formula offers a lot of flexibility. For example, a member

The Regulation was also relaxed with respect to retired members provided that they do not practise the profession. Under the Regulation, members who are registered on the Ordre's roll as retired members are not the only ones who are released from the obligation of taking continuing education activities. Under the Regulation, the following members are also considered retired:

- those who have ceased or reduced their professional activities because of their age;
- those who do not have full time employment (30 hours or more per week on a regular basis).

Members who meet these criteria and who do not practise the profession can ask for an exemption with respect to continuing education. To find out how to ask for an exemption, please see the "Exemption" heading in the "Continuing Education" rubric on the Ordre's site.

**EMERGING ACTIVITIES**

The questions and comments the Ordre receives from its members provide interesting insight on the types of activities they choose and again, variety seems to be key! In fact, members take advantage of the flexibility the Regulation allows and frequently opt for new types of training.

In that respect, more and more online courses are offered, which is very appealing. However, before taking this type of training, members must ensure that:

- the subject matter is related to their professional activities;
- the supplier is able to issue proof of training upon completion, detailing the subject and average duration of the activity (that is, the number of hours members can declare) as well as completion dates.

Individual support activities (coaching, mentoring, sponsoring) and collective support activities (community of practice) seem to have become more popular, namely because they deal with topics and stakes that relate directly to participants' professional practices. In order to be considered as eligible continuing education training courses, these activities must deal with subjects that are related to participants' professional activities. The following chart summarizes other eligibility

continuing education training courses, these activities must deal with subjects that are related to participants' professional activities. The following chart summarizes other eligibility criteria which must be respected.

## ELIGIBILITY CRITERIA FOR OTHER ACTIVITIES

**Individual support activities (coaching, mentoring, sponsoring).**

	PARTICIPANT	FACILITATOR (coach, mentor, sponsor)
Type of activity to be declared	Taking part in a workshop	Facilitating a workshop
Eligible hours	Hours of participation in meetings with the coach, mentor or sponsor	Hours devoted to facilitating the meetings with the participant
Supporting documents to be kept for two years following the end of the reference base)	Coaching, mentorship or sponsorship agreement + description of the activity's content (objectives and subjects to be discussed)	
	Participation certificate relating to the coaching, mentorship or sponsorship activity, including dates of meetings and their duration in hours (signed by the facilitator)	Participation certificate relating to a coaching, mentorship or sponsorship activity, including the facilitator's name as well as the dates of the meetings and their duration in hours (signed by the participant)

### Community of practice

	PARTICIPANT	FACILITATOR
Type of activity to be declared	Taking part in a workshop	Facilitating a workshop
Eligible hours	Hours of participation in meetings	Hours of facilitating meetings
Supporting documents (to be kept for two years following the end of the reference period)	Description de l'activité: présentation sommaire du thème de la communauté de pratique et énumération des sujets traités	
	Participation certificate issued by the organisation responsible for the community of practice detailing the theme as well as the dates of meetings and their total duration in hours	Documents evidencing the existence of the community of practice (ex.: email address of the person responsible for the community certifying its existence and detailing the facilitator's name, the theme of the community, the dates of the meeting and their total duration in hours)

## TOWARD NEW IMPROVEMENTS

Given this positive outcome, the Ordre intends to carry out various initiatives aimed at supporting its members' efforts with respect to continuing education. Such initiatives include continuing to offer a variety of activities tailored to members' needs, maintaining and updating its website, and raising awareness when it comes to good professional development practices.

## THE ORDRE IS WORKING ON IMPLEMENTING A PROFESSIONAL DEVELOPMENT COMMITTEE IN ORDER TO BETTER TAKE INTO ACCOUNT ITS MEMBERS' CONCERNS RELATING TO THE REGULATION RESPECTING CONTINUING EDUCATION.

In addition, the Ordre wishes to continue being receptive to its members' concerns relating to the Regulation respecting continuing education and improve its application. In that respect, the Ordre is in the throes of implementing the Professional Development Committee, which will be tasked with:

- ensuring that the Regulation respecting mandatory continuing education for engineers is up to date and recommending desired improvements to the Board of Directors (BOD);
- where required, recommending to the BOD that all or some members take a specific training following a legislative or regulatory reform, a major change in standards or serious documented shortcomings which hinder an engineer's professional practice;
- assessing a member's application for review following the Ordre's refusal to acknowledge a declared training or an exemption, and issuing recommendations to the Executive Committee relating to its decision.

The Ordre issued a call for nomination to its members this past Spring and the committee will commence work as soon as its members have been appointed by the BOD.