





















**APEGBC KEY PERFORMANCE INDICATORS TO DECEMBER 2014**

 On Track  
 Monitoring Closely  
 Not Achieved



| Metrics  | Key Performance Indicator Measure  | As of June 30, 2014 Base Measure   | 2014/15 Target (YR1)   | Results at December 31, 2014 (6 months)  | Status at December 31, 2014 (6 months)  | Comments on Status  | 3 Year Target   |   |
|--|--|--|--|--|---|---|---|---|
| <b>Members and Future Members</b>  |  |  |  |  |   |   |   |   |
| <b>Our goal is to make BC professional engineers and geoscientists synonymous with the highest standards of professional and ethical behavior.</b> |  |  |  |  |   |   |   |   |
| 1  | Increase awareness of, access to, and compliance with professional practice and ethics guidelines and resources. | Member survey on awareness and use of guidelines; number of APEGBC website hits on guidelines webpage.   | 2013 Level of satisfaction with practice guidelines Satisfied 69%; 6,574 guidelines webpage hits   | 73% Satisfied as per survey; 7,000 or more guidelines webpage hits.  | Survey pending; <b>6,077 hits</b> on guidelines webpage   |  | ON TRACK  | 75% Satisfied as per survey; 8,000 or more guidelines webpage hits.   |
| 2  | Increase participation in APEGBC's mentoring program.  | Number of participants in the program measured by the number of mentors and mentees applying for the program, and the number of new and retained matches.              | # of Mentor applications - 169<br># of Mentee applications - 57<br># of New Matches - 55<br># of Retained Matches - 188  | # of Mentor applications - 10% increase (186)<br># of Mentee applications - 10% increase (63)<br># of New Matches - 10% increase (61)<br># of Retained Matches - Maintain (188)                              | # of Mentor applications - 10% increase - <b>69</b><br># of Mentee applications - 10% increase - <b>66</b><br># of New Matches - 10% increase - <b>40</b><br># of Retained Matches - Maintain - <b>232</b>                                |  | On track or ahead for all KPI except number of Mentor applications which is slightly behind at mid year.                | Total increase over 3 yrs # of Mentor applications - 30%<br># of Mentee applications - 30% increase<br># of New Matches - 30% increase<br># of Retained Matches - Maintain  |
| 3  | Increase in the percent growth of membership   | Percent of overall membership growth with breakdown analysis by membership category.   | A. 5 Year Average Membership Growth (FY2009 through FY 2013): 4.1%<br>B. 2013/14 Member Growth Total Membership: 4.7%<br>- P. Eng.: 3.8%<br>- P. Geo.: 4.1%<br>- MIT & Provisional: 9.4%<br>- Limited Licence: 16%   | Increase of 10% over previous year's increase (e.g. 3.8% membership increase in 2014 = 4.18% increase in membership the following year)  | <b>Calendar 2014 vs Calendar 2013 growth: 4.5%; to be revisited in July 2015</b>  |  | ON TRACK  | Increase of 16% over 2014 membership numbers  |
| 4  | Increase in awareness of the engineering and geoscience professions.   | Level of public respect & familiarity with what engineers and geoscientists do in their jobs as measured by a public opinion survey; number of requests from educators | 2011 Level of familiarity for what engineers do 81%; geoscientists do 52%.<br>2011 Level of respect for engineers 90%; geoscientists 77%.<br>20 requests from educators for classroom/career awareness presentations | Familiarity for what engineers do (85%); what geoscientists do (56%); Respect for engineers (90%); Respect for geoscientists (80%). 20 requests from educators for classroom/career awareness presentations. | Familiarity for what engineers do ( <b>69%</b> ) geoscientists ( <b>37%</b> ); Respect for engineers ( <b>90%</b> ), geoscientists ( <b>79%</b> ).<br><br><b>11 requests</b> from educators for classroom/career awareness presentations. |  | Will not meet target for familiarity for what engineers and geoscientists do. Other KPI met or on track to be achieved. | Familiarity for what engineers do (90%); what geoscientists do (65%); what geoscientists do (65%); Respect for engineers (92%); Respect for geoscientists (83%). 40 requests from educators for classroom/career awareness presentations. |



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| <b>Member's Employers and Clients</b>   |   |   |  |   |   |   |  |  |
| <b>Our goal is to be regarded as a valued partner by clients and employers in all sectors, supporting the delivery of engineering and geoscience services in the public interest.</b> |   |   |  |   |   |   |  |  |
| 5   | Increase year over year employer awareness and participation in key APEGBC programs.                                  | Level of industry participation as measured by attendance at APEGBC events such as student industry nights, response for company representatives on APEGBC committees, number of firms who have registered to participate in OQM, number of companies in Employer Accredited MIT program. | 2013/2014<br># of AC sponsors - 14, # of AC exhibitors - 38, Science Games sponsorship \$4k; OQM participation - total 250; MIT program new - 0  | # of Exhibitors - 45<br># of Sponsors - 16<br># OQM firms registered to participate in OQM - 50/yr<br>Employers in MIT Pilot: 5<br>Science Games sponsorship maintained at \$4K   | # of Exhibitors: <b>44</b><br># of Sponsors: <b>15 plus 8 for WIEG</b><br>New OQM firms registered to participate (not yet certified) this year - <b>78</b><br># Employers in MIT Pilot: <b>5</b><br>Science Games sponsorship <b>\$7K</b>                      |  | ON TRACK   | # of Exhibitors - 45<br># of Sponsors - 20<br># OQM firms registered to participate in OQM - 50/yr<br>Employers in MIT Program: 28; Science Games sponsorship increased to \$6500  |
| 6   | Decrease processing time for applicants who participate in accredited employer and enhanced EIT/GIT training programs | Processing time for applicants who participate in Accredited Employer MIT program as compared to other applicants.  | FY 2014<br>All Canadian Trained P.Eng. Applicants: 85% within 80 days; average of 40 days<br>All Internationally Trained new P.Eng. Applicants: 85% within 78 Days; average of 40 days<br>All EIT to P.Eng. Applicants: 85% within 77 days; average of 38 Days | FY 2015 - Maintain 2014 Levels<br>All Canadian Trained P.Eng. Applicants: 85% within 80 days; average of 40 days<br>All Internationally Trained new P.Eng. Applicants: 85% within 78 Days; average of 40 days<br>All EIT to P.Eng. Applicants: 85% within 77 days; average of 38 Days | All Canadian Trained P.Eng. Applicants: <b>85% within 72 Days; Average 42 days</b><br>All Internationally Trained new P.Eng. Applicants: <b>85% within 88 days; average 44 days</b><br>All EIT to P.Eng. Applicants: <b>85% within 57 Days; Average 32 Days</b> |  | Generally on track with KPIs though slightly behind processing time for ITEs. Applicant volume has increased 34%.  | All Canadian Trained P.Eng. Applicants: 85% within 70 Days; Average 35 days<br>All Internationally Trained new P.Eng. Applicants: 85% within 75 days; average 40 days;<br>All EIT to P.Eng. Applicants: 85% within 50Days; Average 30 Days |
| 7   | Increase the awareness and use of APEGBC risk management tools and programs   | Increased use of risk management tools and programs as measured by the number of practice reviews, number of certified OQM companies, number of participants in APEGBC seminars, reported compliance with CPD guideline.  | 100 Practice Reviews completed/year; 73 firms OQM Certified; 3035 participants in seminars; 46% CPD compliance   | 100 Practice Reviews completed/year; 150 firms OQM certified; 100% CPD Compliance<br>3,340 Seminar attendance   | <b>34 Practice Reviews completed; 111 firms OQM certified; 48.6% CPD Compliance; 1,819 Seminar attendance</b>   |  | On track for number of firms certified for OQM and seminar attendance. Watching practice review numbers. Will not achieve CPD compliance numbers.  | 100 Practice Reviews completed/year; 200 firms OQM certified; 100% CPD Compliance<br>3,600 Seminar attendance numbers.   |
| 8   | Increase the number of practice guidelines developed for emerging fields of practice.                                 | Number of new professional practice guidelines published for emerging fields of practice.   | 0  | Draft of 1st one  | <b>In discussions with IEEE on the activity to be covered in a guideline.</b>   |  | Process started, may not have draft developed by June.   | One guideline completed, second in draft format  |
| 9   | Improved resolution of complaints against members through better education on appropriate resolution processes.       | Target to close or send to the Investigation Committee 85% of complaint files within 5 months   | 2012: 7.8 months<br>2013: 6.3 months<br>2014: 3.7 months   | Target to close or send to the Investigation Committee 85% of complaint files within 5 months   | <b>85% in 3.5 months</b>  |  | ON TRACK, but the database is designed so each fiscal year is assessed separately. As we continue to close files opened in previous years, the statistics for each year change. The number of complaint files has doubled in 2014 and 2015 in comparison to prior years. | Target to close or send to the Investigation Committee 85% of complaint files within 4 months  |
| 10  | Increase outreach to individuals and organizations in various sectors on the value of engaging APEGBC professionals.  | Number of new corporate engagement initiatives and resources undertaken/produced  | new item;  | 3 new corporate engagement initiatives/ year  | 2 new initiatives underway  |  | ON TRACK   | 6 new corporate engagement initiatives since 2014  |

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| <b>Government, Public and Other Stakeholders</b>  |   |  |   |   |  |   |  |   |
| <b>Our goal is to enhance public confidence in our members through leadership in regulatory, engineering and geoscience best practices.</b> |   |  |   |   |  |   |  |   |
| 11  | Increase in earned media and stakeholder interactions that provide positive exposure for APEGBC.  | Increase in number of actual earned media and stakeholder interactions.  | 12 instances of successful media engagement; 9 instances of APEGBC supplied experts cited; 5 information release topics targeted; 5 documented forms of recognition/interaction with various stakeholders that provide positive exposure for APEGBC | 15 instances of successful media engagement; 12 instances of APEGBC supplied experts cited; 12 media resource materials released; 6 documented forms of recognition/interaction with various stakeholders that provide positive exposure for APEGBC | 9 instances of successful media engagement; 5 instances of APEGBC supplied experts cited; 3 media resource materials released; 5 documented forms of recognition/interaction with various stakeholders |  | Slightly behind on supplied experts as of Dec 31 though this number is quickly increasing and expected to be on track by year end. | 20 instances of successful media engagement; 15 instances of APEGBC supplied experts cited; 15 media resource materials released; 7 documented forms of recognition/interaction with various stakeholders that provide positive exposure for APEGBC |
| 12  | Growth of collaborative interactions and formalized partnerships with private and public sectors, and with other professional associations in areas of common interest to build on existing successes.            | Growth in number of collaborative interactions such as partnerships to produced PD seminars, joint submissions to authorities having jurisdiction, joint guidelines, joint initiatives | 5 documented collaborative submissions/guidelines/initiatives;<br>3 PD partnerships   | 5 or more documented collaborative submissions/guidelines/initiatives;<br>5 PD partnerships   | 5 practice related and 4 PD related collaborations   |  | ON TRACK   | 7 or more documented collaborative submissions/guidelines/initiatives;<br>7 PD partnerships   |
| 13  | Demonstrated confidence of government through continued or increased usage of the professional reliance model and/or requirements that specify the expertise of APEGBC members in support of the public interest. | Maintain existing legislation utilizing APEGBC members and licensees as qualified professionals. Attempt to achieve new pieces of legislation.   | Two efforts in 2014 to maintain or increase the appropriate use of APEGBC professionals in legislation.   | Two efforts to maintain or increase the appropriate use of APEGBC Professional in government legislation.   | <b>APEGBC staff on 2 government appointed working groups dealing with the use of APEGBC professionals under the BC Building Code</b>   |  | ON TRACK   | Three efforts to maintain or increase the appropriate use of APEGBC Professional in government legislation.   |

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| <b>Enabling Goal</b>  |  |  |   |   |  |   |   |   |
| <b>Our goal is to provide a solid foundation for the sustainable delivery of the association's mission.</b> |  |  |   |   |  |   |   |   |
| 14  | Demonstrate financial prudence on a consistent basis.  | Budgeted surplus/deficit vs. actual surplus/deficit to be less than 3%                 | Actuals 4x greater than budgeted deficit  | Budgeted surplus/deficit vs. actual surplus/deficit to be less than 3%                              | <b>Prelim forecast variance &gt;3%</b>       |  | Currently forecasting a >3% surplus due to increase applicant volumes and unfilled staff positions, but managing closely. | Budgeted surplus/deficit vs. actual surplus/deficit to be less than 3%                              |
|   |  | Produce a clean audit ie. An unqualified opinion.                                      | No material annual audit adjustments.   | One or less material annual audit adjustments.  | Audit for 2014/15 occurs summer 2015.        |  | Results will not be known until Summer 2015.  | One or less material annual audit adjustments.  |
|   |  | No additional annual membership fee increase outside of what is budgeted for 2015-2017 | Established in budget \$35 fee increase in 2015, \$0 fee increase in 2016, \$0 fee increase in 2017 | Established in budget \$35 fee increase in 2015, \$0 fee increase in 2016, \$0 fee increase in 2017 | <b>\$35 fee increase in 2015 as budgeted</b> |  | ON TRACK  | Established in budget \$35 fee increase in 2015, \$0 fee increase in 2016, \$0 fee increase in 2017 |
| 15  | Gain membership approval for bylaw amendments which advance the work of the organization and the profession. | Members ratify bylaws.   | Achieve member ratification.  | Achieve member ratification.  | <b>Bylaw 3 ratified.</b>                     |  | ON TRACK  | Achieve member ratification.  |

**APEGBC KEY PERFORMANCE INDICATORS TO DECEMBER 2014**

|   |                    |
|---|--------------------|
|  | On Track           |
|  | Monitoring Closely |
|  | Not Achieved       |

|    | Metrics   | Key Performance Indicator Measure   | As of June 30, 2014 Base Measure   | 2014/15 Target (YR1)  | Results at December 31, 2014 (6 months)   | Status at December 31, 2014 (6 months)  | Comments on Status                               | 3 Year Target  |
|----|---|---|--|---|---|---|--|--|
| 16 | Increase diversity and new volunteer participation in the volunteer program | Enhanced diversity as measured by the number of new volunteers to APEGBC, the number of women, and the number of young professionals participating. | Ratio Male/Female = 7.5:1<br>Ratio of Volunteers >40 yrs to < 40 years = 4:1 ; 33% female speakers and participants at student program events.   | 5% of total volunteers are new; maintain existing ratio of 7.5:1 Male:Female and 4:1 >40 to < 40; 10% increase of female speakers and participants at Student Program events. 30% of available openings are new volunteers. | New volunteers <b>4.25%</b><br>Male:Female volunteers <b>6.5:1</b><br>>Age40 vs < Age 40;<br>Achieved <b>4.1:1</b><br><br><b>1 female speaker</b> (33%) and <b>25 industry participants</b> (17%) at Student Program events                 |  | <b>ON TRACK</b>                                  | 20% of total volunteers are new; maintain existing ratio of 7.5:1 Male:Female and 4:1 >40 to < 40; 10% increase of female speakers and participants at Student Program events. 50% of available openings are new volunteers. |
| 17 | Increase the number of women in the professions.                            | The percentage of women in the professions.   | Total Female Membership: 3,257 (11.4%)<br>- Engineering P.Eng. & Licensees: 2,015 (9%)<br>- Geoscience P.Geo. & Licensees: 316 (17.6%)<br>- EIT & Provisional Member (Eng): 806 (19.3%)<br>- GIT & Provisional Member (Geo): 120 (43.6%) | Total Female Membership: (12.6%)<br>- Engineering P.Eng. & Licensees: (9.9%)<br>- Geoscience P.Geo. & Licensees: (19.4%)<br>- EIT & Provisional Member (Eng): (21.2%)<br>- GIT & Provisional Member (Geo): (48.2%)          | Total Female Membership: <b>11.7%</b><br>- Engineering P.Eng. & Licensees: <b>9.1%</b><br>- Geoscience P.Geo. & Licensees: <b>18.3%</b><br>- EIT & Provisional Member (Eng): <b>19.7%</b><br>- GIT & Provisional Member (Geo): <b>41.8%</b> |  | Slightly behind year 1 target in all categories. | Total Female Membership: (15%)<br>- Engineering P.Eng. & Licensees: (11.7%)<br>- Geoscience P.Geo. & Licensees: (23%)<br>- EIT & Provisional Member (Eng): (25%)<br>- GIT & Provisional Member (Geo): (50.0%)                |



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Date: January 30, 2015

Report to: **Council for Information**

From: Ann English, P.Eng.  
Chief Executive Officer & Registrar

Subject: APEGBC Road Map for 2014-2015 - Update

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### Update

Attached to this report you will find the updated APEGBC Road Map for 2014-2015. Kindly note the following changes have been made:

1. The addition of the 'APEG Foundation Update and Report' item to the *13 Feb Council Meeting* column. This item was added at the request of the President and in response to a Councillor Agenda Item Request.
2. The shift of the 'Approval of Publication Policy for Discipline Panel Decisions' item from the *13 Feb Council Meeting* to the *17 April Council Meeting*. This item was shifted as the Policy is required to go through the Discipline Committee for review prior to coming before Council for approval. The Discipline Committee meeting schedule did not allow ample enough time for this item to come to the February Council meeting.
3. The shift of the 'Visiting Dean' item from the *13 Feb Council Meeting* to the *17 April Council Meeting*. This item was shifted as the February Council agenda included three other presentations. It was decided that in order to allocate an appropriate amount of time to the visiting Dean's presentation this item would need to be added to the April Council agenda.
4. Approval in principle of the Engineers Canada Educational Credential Assessment proposal has been deferred from the *13 Feb Council Meeting* to the *17 April Council Meeting*, as consultation with the Constituent Associations and others is not yet concluded and a final model is pending.

Kindly note the items on the Road Map that have been shaded green are the items have been addressed by Council.

# APEGBC Road Map for 2014-2015 - Revised January 30, 2015

|   | HIGHLIGHTS                                     | 28 Nov Council mtg   | 12 Feb Planning Session  | 13 Feb Council mtg  | 17 April Council mtg  | 19 Jun Council mtg  | 11 Sept Council mtg   | 15 - 17 Oct Annual conference and AGM |
|---|--|--|--|---|---|---|---|---------------------------------------|
| Members & Future Members                | BRANCHES, DIVISIONS & SOCIETIES REPORTS        |  |  | MED Presentation<br>Branch Engagement Report  | DEGIRS Presentation   | Branch Engagement Report  | Foundation and Benevolent Fund AGMS                                   |                                       |
|   | IMPROVING MEMBER SUPPORT & BRAND               | Volunteer Recruitment Demo<br>Public Opinion Survey and Brand Strategy progress update |  | Draft Expert Witness Guideline<br><a href="#">APEG Foundation Update and Report</a> | Elevator Guideline  | Approve Prof. Geoscience Mobility Agreement (end of pilot)      | Draft Guidelines for Professional Practice                            |                                       |
|   | ENHANCING REGISTRATION PROCESSES               | Approve Pilot of Alternatives to 1 yr Canadian Experience                              |  |   | Report on Status of Enhanced MIT Program  | Approve Geoscience Competency Assessment Framework              | Update on On-line Law and Ethics Training Program                     |                                       |
| Members, Employers, etc.                | EMPLOYER ENGAGEMENT                            |  | Review of Regulatory Authority tools   | Approve Accredited Employer EIT Program Pilot                                       | Corporate Engagement Strategy<br>Update on OQM Program  | Report on Enforcement Outreach Activities                       | Update on OQM Program   |                                       |
| Government, Public & Other Stakeholders | INCREASING PUBLIC CONFIDENCE                   |  |  |   | Approval of Publication Policy for Discipline Panel Decisions   | Approval of Award Nominations                                   |   |                                       |
|   | ACADEMIC OUTREACH                              |  |  | Update on Speaking Engagements at Academic Institutions                             | Visiting Dean   | Visiting Dean   | Update on Speaking Engagements at Academic Institutions               |                                       |
|   | ENGINEERS CANADA AND GEOSCIENTISTS CANADA      | Approve Geoscience Entry to Practice Competencies                                      |  |   | Approve Geoscience Canada Strategic Plan and related objectives<br>Approve in principle Engineers Canada Educational Credential Assessment Proposal | Update on Eng Can National Framework on Professional Regulation |   |                                       |
| Enabling Goal                           | STRATEGIC PLAN CYCLE AND MONITORING ACTIVITIES |  | Strategic plan tweak and future visioning, semi-annual progress update on plan |   | Approval of tweaked 2016/17 plan if necessary   |   |   |                                       |
|   | LEGISLATION CHANGES AND BYLAW CYCLE            | CPD Strategy Discussion  |  | Approval in principle of housekeeping bylaws  | Report on MCPD Bylaw & Leg Amendment Consultation   | MCPD Bylaw Approval   | Confirm list of Act Amendments to be formally presented to Government |                                       |
|   | IMPROVING DIVERSITY                            | Update on WIEG Activities  |  |   | Update on WIEG Activities   |   | Draft Diversity Guideline<br>Update on WIEG Activities                |                                       |
|   | EFFECTIVE GOVERNANCE                           | Council Governance Training/ Council meeting observed                                  | Council Governance Training  | Council Meeting Observed  | Update on Review and Consolidation of APEGBC Committees   | Council Governance Training                                     | Update on review of Council Governance Policies                       |                                       |
|   | FINANCIAL OVERSIGHT                            | Quarterly financial report/ Budget Guideline approval                                  |  | Quarterly Financial Report  | Quarterly Financial Report/ Budget approval   |   | Audited Financial statements/Year End Review                          | Approval of Auditors                  |
|   | Activities Completed                           |  |  |   |   |   |   |                                       |
|   | Activities Behind Schedule                     |  |  |   |   |   |   |                                       |
|   | New Item                                       |  |  |   |   |   |   |                                       |