

Professional Engineers  
and Geoscientists of BC

# Accredited Member-in-Training Program

Overview



# Introduction

- **APEGBC is proposing a new partnership with engineering employers through the development of Accredited\* MIT Programs**
- **An Advisory Committee of MIT employers is participating in the development of the program, including:**

Associated Engineering	David Nairne & Associates Ltd.	Solaris Management Consultants Inc.
Ausenco	Golder Associates	Teck
Babcock Canada	Metro Vancouver	TELUS
BC Hydro	Ministry of Transportation	Urban Systems Ltd.

# Benefits of Participation

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- **Benefits for Employers:**
  - Assist in providing focus to existing internal EIT/GIT training programs
  - Alignment with APEGBC's registration requirements
  - Ability to attract and retain high calibre MITs
  - Confidence in successful registration of program graduates
  - External recognition of your company's training program
  - Support, guidance and training from APEGBC
- **Benefits for Employees:**
  - Confidence of progress towards P.Eng.
  - Expedited review and registration process at four year mark
  - Enhanced guidance in gaining necessary competencies for registration

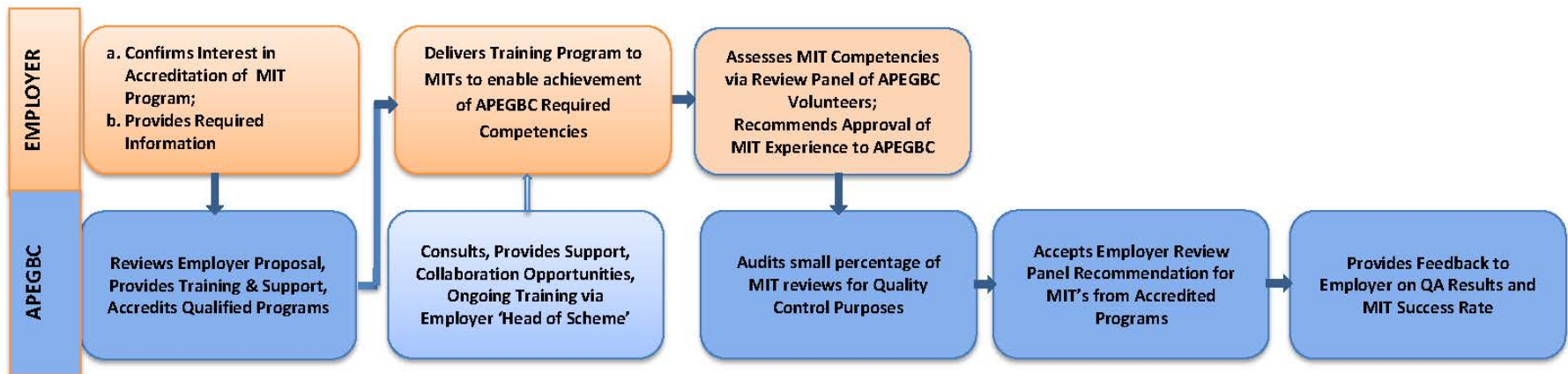


# Accreditation

An **Accredited MIT program** is a structured program developed by the employer for training MITs that:

- ❖ has been accredited by APEGBC; and
- ❖ allows MITs participating in the program to be registered on the employer's recommendation.

- **Accredited Program Structure & Responsibilities**

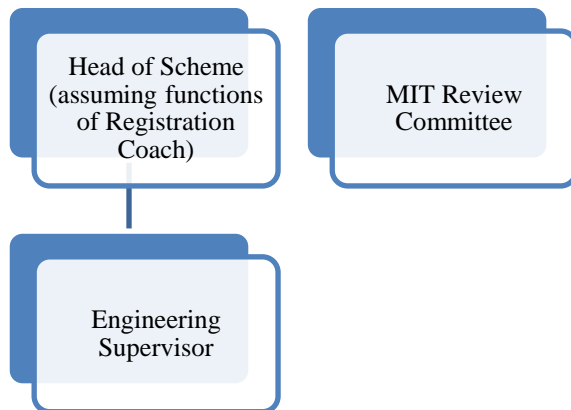




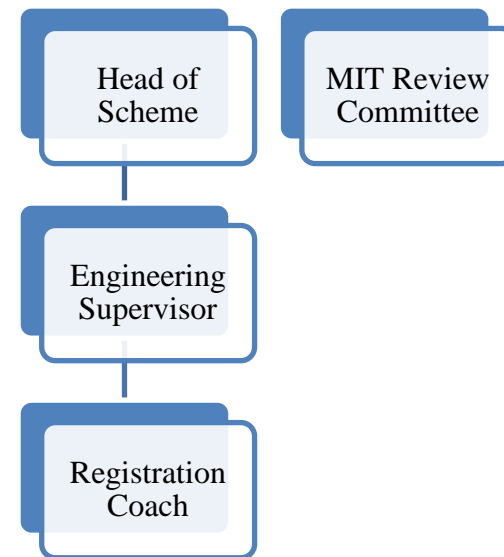
# Responsibility for Program

- **APEGBC is responsible for management and coordination of overall program**
- **Employer is responsible for structure, implementation and operation of its own training program**

## Smaller Company Program Infrastructure



## Larger Company Program Infrastructure



# 5-Step Accreditation Cycle

1. **Employer Interest Confirmed**
2. **Review by APEGBC**
3. **Revision/Accreditation**
4. **Annual Self-Review**
5. **Re-Accreditation (3 Year Cycle)**





# 1. Employer Interest Confirmed

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- **Companies submit a training program plan, including:**
  - Brief details of key personnel
  - Organizational structure of the program and training plan
  - Composition of the MIT Review Committee
  - Program guidelines for candidates and training staff
  - Timeline for MIT reviews & recommendations to APEGBC
  - Policy regarding conflicts of interest and Quality Control Procedures



# 2 & 3 Review by APEGBC

- **APEGBC will review a company's expression of intent through two steps:**
  - Documentation review: the company's expression of intent must meet certain initial benchmarks
  - Site visit: an APEGBC staff member will visit the company to verify the information in the expression of intent and meet with prospective training staff and current MITs
    - APEGBC may require that changes or additions be made prior to granting accreditation
- **Upon granting of accreditation, the company will sign a Memorandum of Understanding with APEGBC that outlines the responsibilities and obligations of both parties.**
- **Accreditation will be valid for 3 years and is renewable**



# 4 & 5 Annual self-review requirements

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- **Self-review includes:**
  - Declaration that the MIT program is operating as agreed
  - Disclosure of any changes to the company's training program
  - Disclosure of any conflict of interest issues
  - Details of any changes to the internal accreditation team (Head of Scheme, Registration Coach, engineering supervisors or members of the MIT Review Committee)

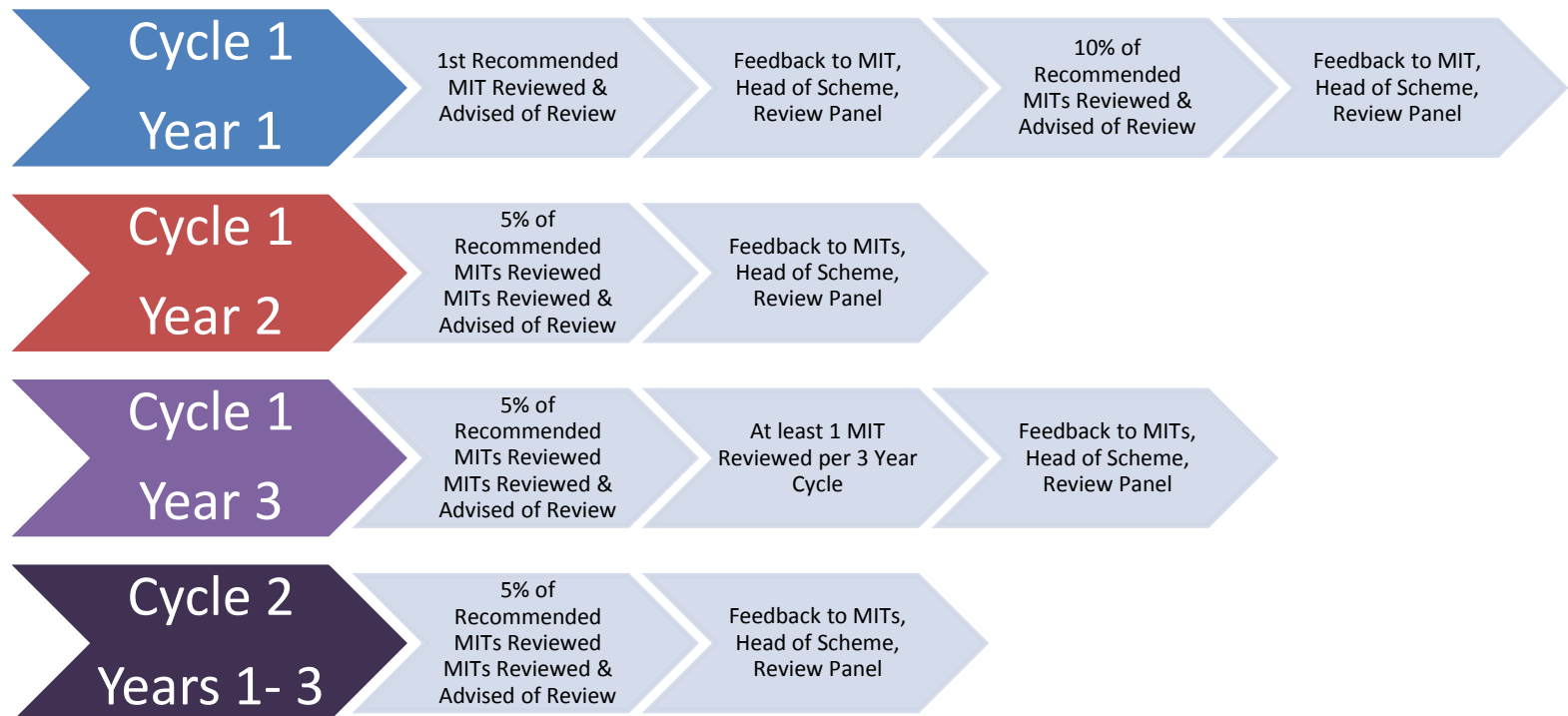


# Assessment of MITs

- **Assessment process:**
  - MITs complete competency examples
  - Head of Scheme or registration coach assists in developing these examples (if needed), with guidance from APEGBC
  - Engineering supervisor validates accuracy of examples
  - Head of Scheme selects 3 members from the MIT Review Committee (at least one of these must be external)
    - Smaller Companies may draw up to 3 reviewers from an established pool
    - Reviewers are APEGBC Volunteers – must act in ‘Arms-Length’ Capacity
  - The 3 members assess the MIT’s competency examples and decide whether to make a recommendation for registration to APEGBC

# Secondary Review

- Secondary reviews are conducted by APEGBC for Quality Control Purposes



# Secondary Review Outcomes

**If training or assessments are found to be inadequate following a secondary review, progressive steps will be implemented:**

- **First Instance**
  - If for first MIT from scheme; review rate may increase until calibration achieved
  - A report outlining concerns will be provided to the Head of Scheme by APEGBC
  - Validators (supervisors) and review committee/assessors will be contacted to review concerns and further training will be offered; may be required to re-attend a training session.
- **Second Instance**
  - Actions identified for First Instance; plus
  - Training session attendance required
  - Training plan and quality control procedures must be re-submitted addressing concerns identified
- **Third Instance**
  - Actions identified for Second Instance; plus
  - All documents required for accreditation must be re-submitted.
  - APEGBC will direct changes that must be implemented within 6 months to stay in the program

# Transfers

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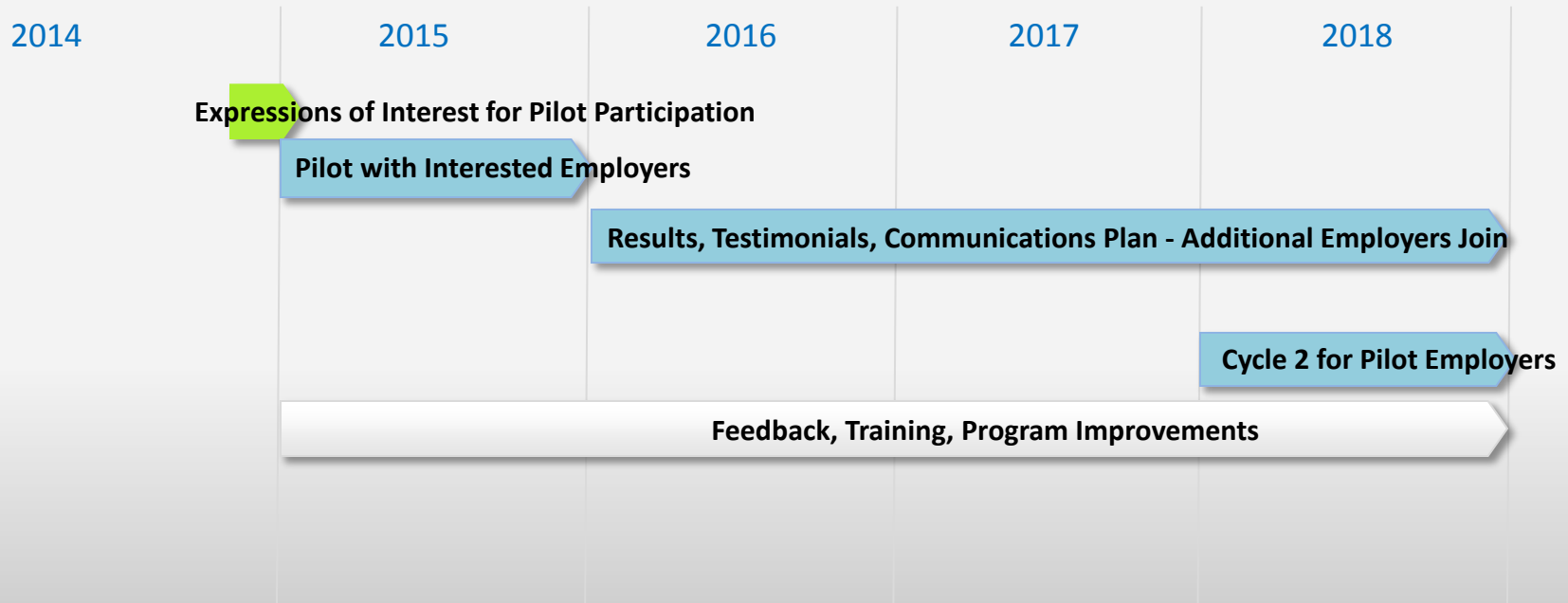
- **Applicants may transfer to another employer accredited MIT program**
- **Applicants must spend a minimum of two years in an accredited MIT program in order to be eligible for assessment by the employer's MIT Review Committee**

# Exemptions and Secondment

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- **Exemption for Previous Experience**
  - Permitted if the applicant is using the Competency Experience Reporting System and the previous experience was validated by the previous employer
- **Secondment**
  - Permitted if:
    - Both companies are accredited; or
    - An engineering supervisor at the parent company has sufficient oversight of the MIT during the secondment to allow for validation of the MIT's experience

# Timeline



# Resource Expectations

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- **APEGBC**

- Program administration
  - Accreditation Reviews
  - Training, Employer Support
  - Volunteer Support
  - Secondary Reviews (QA)
  - Communications
- Consultation
- Employer Forums

- **Employer**

- In-House MIT Program  
Alignment with Competency Framework
- Appoint Head of Scheme for In-House Oversight
- Training Time for Head of Scheme, Review Panel  
Employee Members,  
Registration Coach (optional)
- Host Review Panel (larger companies)
- Review Panel time (if employees)



# Benefits of Participation - Recap

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- **Benefits for Employers:**

- Assist in providing focus to existing internal EIT/GIT training programs
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- **Benefits for Employees:**

- Confidence of progress towards P.Eng.
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# A or B?

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## Participate in the Pilot

- letter confirming participation available for signature by authorized representative
- no commitment to program beyond one year pilot unless desired
- response by November 15<sup>th</sup> requested
- APEGBC will follow up to identify Head of Scheme, other participants and to offer training

## Wait and See

# Thank You

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- **For more information:**
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  - Name
  - email
- **APEGBC Contact**
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