

ACCREDITED EMPLOYER
MEMBER-IN-TRAINING
PROGRAM



ENGINEERS &
GEOSCIENTISTS
BRITISH COLUMBIA

A GUIDE TO THE ACCREDITED EMPLOYER
MEMBER-IN-TRAINING PROGRAM

WHAT IS THE ACCREDITED EMPLOYER MEMBER-IN-TRAINING PROGRAM?

The Accredited Employer Member-in-Training Program helps employers attract and retain high-calibre talent and streamlines the processing and evaluation of applicants seeking professional membership. Under the program, engineering companies that employ engineers-in-training (EITs) work with Engineers and Geoscientists BC to offer work environments that support EITs in their efforts to satisfy the association’s experience requirements when applying for their professional engineer (P.Eng.) designation.

To be considered an “accredited employer,” companies must develop their own EIT training programs and apply to the association to become accredited. They are responsible for identifying which of their EITs will participate in the program. Participating employers must renew their accreditation at the end of each three-year term if they wish to continue.

EITs who wish to be considered for the program must work for an accredited employer. When EITs complete four years of work experience and report it using Engineers and Geoscientists BC’s system

for competency-based assessment, their applications qualify for a low-risk expedited review.

At this time, the program is only available to EITs. Geoscientists-in-training will be included when a competency-based assessment system has been implemented specifically for them.

WHY PARTICIPATE IN THE PROGRAM?

The program offers many benefits to stakeholders within the organization.

EMPLOYER	SUPERVISOR	ENGINEERS-IN-TRAINING
<ul style="list-style-type: none"> • Attract talent • Gain recognition • Network with other employers 	<ul style="list-style-type: none"> • Acquire resources to support EITs • Be better equipped for efficient and effective EIT work training • Qualify for professional development 	<ul style="list-style-type: none"> • Undergo an expedited experience review • Become strong candidates for professional registration

HOW IT WORKS

EITs apply for professional registration and complete a competency self-assessment. Once the self-assessment is validated, the application is sent for review to the Member-in-Training (MIT) Review Panel.

The MIT Review Panel—comprising professional engineers from the applicant’s own organization and from other accredited employers—reviews accredited employer EIT applications only.

This means that EITs in the accredited program generally have shorter application wait times than other applications.

WHAT ARE THE ELIGIBILITY REQUIREMENTS?

TRAINING PLAN

Employers must describe how EITs are trained, supervised, and evaluated. They must also explain how the employer's training program meets the association's key competencies for professional licensure.

STAFF STRUCTURE

An organization's structure may vary depending on the size of the employer. To be eligible for the program, an employer must have on-staff personnel who are qualified to fill the following roles:

ROLE	RESPONSIBILITY
Head of Scheme	<ul style="list-style-type: none">• Bears ultimate responsibility for administering the program
MIT Review Panel	<ul style="list-style-type: none">• Assesses the EIT's experience and the validator feedback• Includes a minimum of three professional engineers registered with Engineers and Geoscientists BC, each of whom have been licensed for at least five years
Supervisors	<ul style="list-style-type: none">• Validates work experience• Ideally should be a P.Eng. supervisor
Registration Mentors	<ul style="list-style-type: none">• Provides EITs with guidance through the system for competency-based assessments• Often a recently registered professional engineer who is familiar with the system for competency-based assessments

APPLICANTS

Employers should have at least one EIT already on staff.

In addition to being enrolled as EITs, applicants will use Engineers and Geoscientists BC's system for competency-based assessment to document their work experience. Applicants must have worked for the accredited employer for a minimum of two years prior to submitting their competencies. Applicants who do not meet this threshold cannot participate in the program.

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There is no cost to participate in the program.



“I think it's a great program for fostering professional engineer registration and ensuring that firms are vigilant in ensuring their engineers-in-training are getting the required experience and exposure to reach minimum competency.”

Michael Wheaton, P.Eng.

“I would recommend the program to other organizations as it gives you a unique way to support your EIT's work toward and ultimately get their accreditation as professional engineers as quickly as possible. There is some initial extra work to get the organization accredited but after that, it is just a matter of keeping track of who your EITs are and monitoring their progress toward accreditation. The effort is minimal and the rewards are most satisfying.”

*Ken Newbert, P.Eng.,
and Head of Scheme,
Integral Group*

WHAT ARE THE STEPS TO BECOMING ACCREDITED?

1

APPLY

The employer submits an application form, an EIT training plan, and nominees for the MIT Review Panel.

2

UNDERGO A DOCUMENT REVIEW

Registration staff will review the application form and training plan. Additionally, the Registration Committee will review the nominees to the MIT Review Panel.

3

TRAIN FOR THE PROGRAM

Engineers and Geoscientists BC will conduct a half-day employer training session for the Head of Scheme, MIT Review Panel, Supervisors, Registration Mentors, and EITs.

4

RECEIVE APPROVAL FOR ACCREDITATION

When a company's application is accepted, Engineers and Geoscientists BC will issue an accreditation certificate and a memorandum of understanding.

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Program training takes only three to four hours.



CONTACT:

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