

| APEGBC KEY PERFORMANCE INDICATORS FOR THE REPORTING PERIOD JULY 1, 2015 - DECEMBER 30, 2016 | | <div><div>On Track</div><div>Monitoring Closely</div><div>Unlikely to achieve</div></div> | | | | | | | |
|--|---|---|--|---|--------------------|---|---|---|---|
| Metrics | Key Performance Indicator Measure | 2015/16 Target (YR2) | Results at June 30, 2016 (end of Year 2) | Status at June 30, 2016 | Comments on Status | 2016/17 Target (YR3) Set September 2014 | Results at Dec 30, 2016 (first 6 months of Year 3) | Status at Dec 30, 2016 | Comments on Status |
| Our goal is to make BC professional engineers and geoscientists synonymous with the highest standards of professional and ethical behavior. | | | | | | | | | |
| 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. | Satisfaction baseline established via survey. 15,000 hits on Guidelines web page. | 78% satisfied with current available guidelines. 13,535 hits on Guidelines webpage to date. | <div></div> | Total of 78% satisfied is combined of 54% satisfied and 24% somewhat satisfied. | 75% Satisfied as per survey; 8,000 or more guidelines webpage hits. | 7,713 hits on Guidelines webpage | <div></div> <div>Guideline website hits are at 96.4% of target for the year. New member declaration requirement regarding guidelines contributed significantly to website hits.</div> <div>Guideline satisfaction is measured in next fiscal year.</div> |
| 2 | Increase participation in APEGBC 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 - 20% more than targeted mentee applications (82) # of Mentee applications - 20% increase (68) # of New Matches - 20% increase - (66) # of Retained Matches - Maintain - 283 | 61 Mentor applications 158 Mentee applications 154 New Matches 368 Retained Matches | <div></div> | *Mentors were not actively pursued as we currently have twice the number of mentors in our system than mentees. Have surpassed all other year end targets. | Total increase over 3 yrs # of Mentor applications - 30% increase # of Mentee applications - 30% increase # of New Matches - 30% increase # of Retained Matches - Maintain | 34 Mentor applications 73 Mentee applications 100 New Matches 317 Retained Matches | <div></div> |
| 3 | Increase in the percent growth of membership | Percent of overall membership growth with breakdown analysis by membership category. | Fiscal 2016 vs Fiscal 2015: 5% membership growth, not including student members. | 4.30% | <div></div> | | Increase of 16% over 2014 membership numbers. | Calendar 2016 vs Fiscal 2014: 10.13% growth. | <div></div> |
| 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. | 30 requests from educators for classroom/career awareness presentations. | 43 requests from educators for classroom/career awareness presentations. Public opinion not measured this year. | <div></div> | Achieved. | Familiarity for what engineers do (90%); what geoscientists do (65%); Respect for engineers (92%); Respect for geoscientists (83%); 40 requests from educators for classroom/career awareness presentations. | 19 requests from educators for classroom/career awareness presentations | <div></div> <div>The "19 requests from educators" only includes requests from educators (e.g. teachers, Girl Guide/Scout leaders), which we were able to fill during the first 6 months of the fiscal year. It does not include special events (e.g. Around the Dome, Catalyst Conference, library events).</div> <div>Public opinion not measured this year (anticipated July/August 2017)</div> |
| Member's Employers and Clients | | | | | | | | | |
| 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. | | | | | | | | | |
| 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. | # of Exhibitors - 37 (max space allows) # of Sponsors - 18 New OQM Firms registered to participate: 75 Employers in MIT program = 6. Science games sponsorship \$5500 | # of Exhibitors = 37 # of Sponsors = 14 # New OQM Firms registered to participate: 88 # Employers in MIT program = 5 \$10,300 Science Games | <div></div> | Exhibitor target met, sponsorship short by 4, exceeded new firm participation in OQM, short 1 employer for MIT program participation. | # of Exhibitors - 45 # of Sponsors - 20 # OQM firms registered to participate in OQM - 50/yr # Employers in MIT Program: 28; Science Games sponsorship increased to \$6500. | # of employers in MIT Program: 10. # of Exhibitors: 44. # of Sponsors: 39. 27 new companies have registered to participate in OQM since July 2016 so on track for 50 new firms this fiscal year. | <div></div> <div>18 AC2016 Sponsors, 4 Student Event Sponsors and 17 conference sponsors.</div> <div>Science Games activities mostly in second half of year.</div> |
| 6 | Decrease processing time for applicants who participate in accredited employer and enhanced EIT/ET training programs. | Processing time for applicants who participate in Accredited Employer MIT program as compared to other applicants. | All Canadian Trained P.Eng. Applicants: 85% within 80 Days; Average 50 days All Internationally Trained new P.Eng. Applicants: 85% within 100 days; average 65 days All EIT to P.Eng. Applicants: 85% within 80 Days; Average 50 Days. | Processing time for P.Eng. applicants in accredited programs: 1 applicant processed in FY 16 - 30 days as required review by Registration Committee as required audit. Anticipated processing time for remaining applicant is less than 10 business days. For Other Categories, Estimated Processing times: All Canadian Trained P.Eng. Applicants: Estimate 85% within 92 days; Average 46 days. All Internationally Trained new P.Eng. Applicants: estimate 85% within 96 days; Average 48 days. All EIT to P.Eng. Applicants: estimate. 85% within 85 days; Average 42 days. | <div></div> | Results for other categories are estimates as data set analysis report generation still under development. | All Canadian Trained P.Eng. Applicants: 85% within 70 Days; Average 35 days All Internationally Trained new P.Eng. Applicants: 85% within 75 days; average 40 days; All EIT to P.Eng. Applicants: 85% within 50 days; Average 30 Days. | Report not available. | N/A <div>Accurate reporting on these performance benchmarks continues to be a challenge and is improving. Despite the reporting challenges, staff are actively mindful of the Council targets and work towards expediting the processing of all applications in accordance with policy</div> |
| 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; 200 firms OQM certified; 100% CPD Compliance 3,400 Seminar attendance | 113 Practice Review Completed and 201 firms OQM Certified. 53.3% CPD Compliance 2916 seminar attendance | <div></div> | Number of practice reviews exceeded target as did total number of OQM firms now certified. CPD Compliance is higher than ever before but still well short of 100% compliance by practicing members. Seminar attendance goal was not achieved. | 100 Practice Reviews completed/year; 200 firms OQM certified; 100% CPD Compliance 3,600 Seminar attendance | 49.95% CPD Compliance (as of January 16, 2017) 1,279 seminar attendance. 29 practice reviews have been completed since July . 235 firms are now OQM certified. | <div></div> |
| 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. | Metric no longer being assessed to allow refocusing of effort to regulation of companies consultation. | Activity discontinued | N/A | N/A | One guideline completed - second in draft format | Discontinued | Discontinued |
| 8 | NEW 2015/16 - Decision made on the course of action for the Regulation of Companies. | Phase 1 complete | Consultation with stakeholders underway. | Phase 1 Consultation launched June 2016. Survey issued with background to consult with membership. | <div></div> | On track for recommendation to Council in April 2017. | Decision to proceed or not and if so the types of companies to be regulated (e.g. consulting firms, others). | The Advisory Task Force on Corporate Practice is on track in providing the APEGBC Council with a recommendation at their meeting in April 2017. Phase 2 consultation launched in September 2016. Task Force discussion paper released, 2nd consultation survey, branch events and stakeholder outreach nearing conclusion. A draft of the Consultation summary report has been prepared for review at the task force meeting scheduled for Jan. 30, 2017. | <div></div> |
| 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. | Target to close or send to the Investigation Committee 85% of complaint files within 5 months. | For files opened in 2016, 85% in 4.4 months. | <div></div> | | Target to close or send to the Investigation Committee 85% of complaint files within 4 months. | Of the files we have closed or sent to the Investigation Committee, 85% have been closed or sent to the committee in the following times: For files opened in fiscal 2015 : 4.7 months For files opened in fiscal 2016 : 5.7 months For files opened in fiscal 2017 : 5.3 months | <div></div> |
| 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. | Efforts to be refocused to the regulation of companies. | N/A | N/A | N/A | Efforts to be refocused to the regulation of companies. | Discontinued | Discontinued |

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| Government, Public and Other Stakeholders | | | | | | | | | |
| Our goal is to enhance public confidence in our members through leadership in regulatory, engineering and geoscience best practices. | | | | | | | | | |
| 11 | Increase in earned media and stakeholder interactions that provide positive exposure for APEGBC. | Increase in number of actual earned media and stakeholder interactions. | 15 instances of successful media engagement; 12 instances of APEGBC or APEGBC experts referenced in media, 12 media resource materials released; 7 documented forms of recognition/interaction with various stakeholders that provide positive exposure for APEGBC. | 19 Media inquiries fielded; 35 instances of APEGBC or APEGBC experts referenced in media, 12 media resource materials released (includes media/public-facing key messages plus news releases). Completed 7 documented forms of recognition/interaction with various stakeholders that provide positive exposure for APEGBC. | <div></div> | 20 instances of successful media engagement; 15 instances of APEGBC or APEGBC experts cited; 15 media resource materials released; 7 documented forms of recognition/interaction with various stakeholders that provide positive exposure for APEGBC. | 7 instances of successful media engagement; 10 instances of APEGBC or APEGBC supplied experts cited; 5 media resource materials released; 10 documented forms of recognition/interaction with various stakeholders that provide positive exposure for APEGBC. | <div></div> | Priorities around media outreach have shifted. Greater focus and resources allocated to member and stakeholder engagement. |
| 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 | 2 or more documented collaborative submissions/guidelines/initiatives; 2 PD partnerships | 7 collaborative submissions 3 PD partnerships | <div></div> | 7 or more documented collaborative submissions/guidelines/initiatives 7 PD partnerships | 2 more documented collaborative submissions/guidelines/initiatives 2 PD partnerships (5 currently being planned for early 2017). One with the Architectural Institute of BC in offering the Advanced Building Code Training course and the Certified Professional course in seminars from Jan to April 2017. One with the Association of BC Forest Professionals in cooperation with the Ministry of Forests Lands and Natural Resource Operations on climate resilient designs for forest roads and forest crossings. | <div></div> | |
| 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. | 2 additional documented efforts to maintain or increase the appropriate use of APEGBC professionals in govt legislation | 2 completed | <div></div> | Three efforts to maintain or increase the appropriate use of APEGBCF Professional in government legislation. | 1 more documented effort to maintain or increase the appropriate use of APEGBC professionals completed as seen through the contract with the BC Ministry of Health for \$230,000. Purpose is to reinforce the role of Professional Engineers in developing risk management plans for water and waste water treatment plants in BC. | <div></div> | |
| Enabling Goal | | | | | | | | | |
| Our goal is to provide a solid foundation for the sustainable delivery of the association's mission. | | | | | | | | | |
| 14a | Demonstrate financial prudence on a consistent basis. | Budgeted surplus/deficit vs. actual surplus/deficit to be less than 3% | Budgeted surplus/deficit vs. actual surplus/deficit to be less than 3% | Budgeted deficit (\$50K) vs. Actual surplus \$540K = 10,796% variance. | <div></div> | Higher than expected membership revenues, unused contingency, and savings in staff vacancies. | Budgeted surplus/deficit vs. actual surplus/deficit to be less than 3% | As at Dec 31, 2016 budgeted surplus of \$43K vs. Actual surplus \$721K = 1,586% variance. | Higher than expected membership revenues, staff vacancies and timing differences. |
| 14b | | Produce a clean audit ie. An unqualified opinion. | One or less material annual audit adjustments. | Clean audit report received with no adjustments. | <div></div> | | One or less material annual audit adjustments. | On track. | Audit occurs in July 2017. TBD. |
| 14c | | 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. | No fee increase in 2016/17. | <div></div> | Achieved. | Established in budget \$35 fee increase in 2015, \$0 fee increase in 2016, \$0 fee increase in 2017. | No fee increase in 2017. | Achieved. |
| 14d | | Budgeted surplus/deficit vs. actual surplus/deficit to be less than 3% of gross budgeted revenue. | \$456,501 | \$539,806 surplus which is 3.5% of gross budgeted revenue. | <div></div> | Additional 0.5% surplus | <3% of budgeted gross revenue | As at Dec 31, 2016 \$721K surplus which is 9.2% of gross budgeted revenue. | Heading towards approximately \$500K surplus for June 30, 2016 which is close to target. |
| 15 | Gain membership approval for bylaw amendments which advance the work of the organization and the profession. | Members ratify bylaws. | Approval of CPD Bylaw. | CPD Bylaw failed. | <div></div> | Not achieved. | Achieve member ratification. | N/A | |
| 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. | 10% increase of female speakers and participants at Student Program events. Maintain 26% volunteer workforce as new volunteers. Decrease M:F ratio of volunteers to 4.5:1. Decrease # of volunteers >age 40 vs <age 40 to 2:1 | Increase in New Volunteers: 27.2%. Active Male/Female Volunteers: 5:1. Active >Age 40 vs <Age 40: 3:1. 60, out of a total of 316 (19%) female industry participants at Student Program events to date. | <div></div> | Exceeded target for number of new volunteers, did not reach target for age or gender diversity. | 20% of total volunteers are new. 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. | 16% of the volunteers are new volunteers Male/Female Ratio 5:1 Ratio of Volunteers >age 40 vs < age 40 is 3:1 | |
| 17a | Increase the number of women in the professions. | The percentage of women in the professions. | Total Female Membership (12.5%) - P.Eng and Eng.L. (10.8%) - P.Geo and Geo.L. (21.2%) - EIT & Provisional Member (Eng): (23.1%) - GIT & Provision Member (Geo): (49.1%) | No longer tracking this statistic as Active Membership provides a more accurate reflection. | No longer tracking this statistic as Active Membership provides a more accurate reflection. | | Total Female Membership: (15%) - Engineering P.Eng. & Licensees: (11.7%) - Geoscience P.Geo. & Licensees: (23%) - EIT & Provisional Member (Eng): (25%) - GIT & Provisional Member (Geo): (50.0%) | No longer tracking this statistic as Active Membership provides a more accurate reflection. | N/A |
| 17b | | Percentage of Active Members (In training & provisional) or with Practice Rights that is female. | Total Active Female membership 13.8% | Total Active (Practising and Active) that is Female: 13.5% - P.Eng. and Eng.L. (11.0%) - P.Geo. And Geo.L. (20.4%) - EIT & Provisional Member (Eng) (19.4%) - GIT & Provisional Member (Geo) (40.4%) | <div></div> | Target missed by 0.3% | 14.8% | Total Active (Practising and Active) that is Female: 13.6% - P.Eng. and Eng.L. (11.0%) - P.Geo. And Geo.L. (20.0%) - EIT & Provisional Member (Eng) (18.8%) - GIT & Provisional Member (Geo) (40.5%) | <div></div> |
| 17c | | Percentage of New Registrants excluding NRLs that is female. | 20.0% | Registered in FY 16: 15.6% - P.Eng. (14.8%) - P.Geo. (23.9%) - EIT (18.2%) - GIT (36.6%) - Eng.L. (10.5%) | <div></div> | Target missed by 4.2% | 20.70% | Registered in FY 17: 16.3% - P.Eng. (16.2%) - P.Geo.(25.0%) - EIT (14.9%) - GIT (38.2%) - Eng.L. (4.8%) | Registered July 2016 to December 31, 2016 |