APEGBC KEY PERFORMANCE INDI	CATORS		On Track									
			Monitoring Closely									
			Unlikely to achieve									
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)	Results at June 30,2015 (1 Year)	Status at June 30,2015 (1 Year)	Status at June 30,2015 (1 Year)	Comments on Status	2015/16 Target (YR2)	3 Year Target Set September 2014	Comments
		Weasure			pers and Future Members	real)	i eai j	(1 Teal)			September 2014	
		Our mod in to me	to DC material and	vincers and acception	to average with the		vefeeriewel and ethical	hahaviar				
		Our goal is to ma	ke BC professional eng	ineers and geoscientis	ts synonymous with the	e highest standards of p	roressional and etnical	penavior.				
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; 6,077 hits on guidelines webpage	•	Survey goals and outline developed. 12,965 hits on Guidelines webpage.			Guideline web page hits far exceeded target. Survey not completed this fiscal year due to staff resources and other priorities; planned for November 2015		0 8,000 or more guidelines	Establish baseline information in 2014/2015 via practice related survey.
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.		10% increase (186) # of Mentee applications - 10% increase (63) # of New Matches - 10% increase (61)	# of Mentor applications - 10% increase - 69 # of Mentee applications - 10% increase - 66 # of New Matches - 10% increase - 40 # of Retained Matches - Maintain - 232		# of Mentor applications - 10% increase - 135* # of Mentee applications - 10% increase - 156 # of New Matches - 10% increase- 105 # of Retained Matches - Maintain - 283			*Mentors were not actively pursued as we currently have twice the number of mentors in our system than mentees.		Total increase over 3 yrs # of Mentor applications - 30% # of Mentee applications - 30% increase # of New Matches - 30% increase # 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% B. 2013/14 MemberGrowth Total Membership: 4.7% - P.Eng.: 3.8% - P.Geo.: 4.1% - MIT & Provisional: 9.4% - 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)	Calendar 2014 vs Calendar 2013 growth: 4.5%; to be revisited in July 2015		Fiscal 2015 vs Fiscal 2014: 4.2% = 10.6% decrease in growth rate over 2013/14 - 3126 new memberships & reinstatements not including student members granted FY 15 vs 3003 in FY 14			Attributed to higher removal/resignation rate in 2015 vs 2014 FY2017 number may be attainable if 5.5% member growth is achieved in both FY16 and FY17 Higher applicant numbers have been sustained through June 2015.	Fiscal 2016 vs Fiscal 2015: 5% membership growth, not including student members	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%. 2011 Level of respect engineers 90%; geoscientists 77%. 20 requests from educators for classroom/career awareness presentations	do (85%); what geoscientists do (56%), Respect for engineers (90%), Respect for geoscientists (80%.). 20 requests from educators for	11 requests from educators		Familiarity for what engineers do (69%) geoscientists (37%); Respect for engineers (30%), geoscientists (79%). 22 requests from educators for classroom/career awareness presentations. 6 requests from APEGBC members for support for prearranged Career Awareness presentations. Out of the 28 presentations which APEGBC organized/supported 11 were to all girl groups. Out of 30 CA volunteers who participated in school/Girl			Familiarity quotient as indicated by public opinion survey not achieved. Classroom visits exceeded target.	30 requests from educators for classroom/career awareness presentations.	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.	
				Membe	er's Employers and Clients							
	Our goal	is to be regarded as a	valued partner by client	ts and employers in all	sectors, supporting the	e delivery of engineering	and geoscience servic	es in the public interes	st.			
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 # of AC sponsors - 14, # of AC exhibitors - 38, Science Games sponsorship \$4k); OQM participation - total 250; MIT program new - 0	# of Exhibitors - 45 # of Sponsors - 16 #OQM firms registered to participate in OQM - 50/yr # Employers in MIT Pilot: 5 Science Games sponsorship maintained at \$4K	# of Exhibitors: 44 # of Sponsors: 15 plus 8 for WIEG New OQM firms registered to participate (not yet certified) this year - 78 # Employers in MIT Pilot: 5 Science Games sponsorship \$7K		# of Exhibitors: 44; # of Sponsors: 15 plus 8 for WIEG event New OQM Firms registered to participate: 96 # Employers in MIT program: 6			All KPI's achieved.	# of Exhibitors - 38 (max space allows) # of Sponsors - 18		-Student Program revenue will need to be broken out of MembershipOQM new target is; -Accredited MIT Program: a. Sept 2014: Develop Framework; policies and bylaw implications (if any) for Enhanced Member-in-Training Program b.Oct 2014: Business Plan and Feasibility Study for Accredited Employer Program complete October 2015 c. November 2014: Accredited Employer Program deemed viable or reformulated concept identified and presented to Council d. January 2015 Pilot Training of Mentors, Employers begins

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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.	days; average of 40 days All Internationally Trained nev	All Internationally Trained new P.Eng. Applicants: 85% within 78 Days; average of 40	All Canadian Trained P.Eng. Applicants: 85% within 72 Days; Average 42 days All Internationally Trained new P.Eng. Applicants: 85% within 88 days; average 44 days; All EIT to P.Eng. Applicants: 85% within 57 Days; Average 32 Days		All Canadian Trained P.Eng. Applicants: 85% within 98 Days; Average 58 days All Internationally Trained new P.Eng. Applicants: 85% within 139 days; average 74 days; All EIT to P.Eng. Applicants: 85% within 99 Days; Average 60 Days			and overburdened volunteers resulted in slower application processing and more ITE applicants being interviewed	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:	Applicants: 85% within 70 Days; Average 35 days All Internationally Trained new P.Eng. Applicants: 85% within 75 days; average 40 days;	a. Measuring EIT's only as programs are based on competency assessment b. FY 2014 figures are similar for Canadiar and Internationally Trained EIT's c. No change anticipated for FY 2015 as pegins in late FY2015 and pilot participatir employers' MIT's tend to be those with low processing times.
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; 150 firms OQM certified; 100% CPD 6 Compliance 3,340 Seminar attendance	34 Practice Reviews completed; 111 firms OQM certified; 48.6% CPD Compliance; 1,819 Seminar attendance		102 practice reviews completed 134 firms OQM certified 48.6% CPD Compliance; 3,089 Seminar attendance;			Exceeded the # projected for completed practice reviews . ON TRACK We are under the projected number of OQM certified firms by 15 . This is due to the extensive effort and assistance (OQM Launch Assist) organizations require to develop their QM procedures which are in compliance so they receive OQM certification. CPD Compliance target and seminar attendance targets not met.	completed/year; 200 firms OQM certified; 100% CPD Compliance	100 Practice Reviews completed/year; 200 firms OQM certified; 100% CPD Compliance 3,600 Seminar attendance	
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	In discussions with IEEE on the activity to be covered in a guideline.		In discussions with IEEE on the activity to be covered in a guideline.		•	Activity delayed to refocus resources to Site Characterization Guidelines	Metric no longer being assessed to allow refocusing of effort to regulation of companies consultation.	One guideline completed , second in draft format	By 6/30/15 the professional activity in an emerging/non-traditional field of practice w be identified, table of contents developed & drafting initiated.To be submitted to Counc 6/30/16.
8 NEW 2015/16 - Decision made on the course of action for the Regulation of Companies	Phase 1 complete	n/a	n/a			n/a		n/a	n/a	Consultation with stakeholders underway	Decision to proceed or not and if so the types of companies to be regulated (e.g. consulting firms, others).	
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			85% in 3.4 months				Investigation Committee 85% of complaint files within 5 months	Target to close or send to the Investigation Committee 85% of complaint files within 4 months	
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	n/a	3 new corporate engagement initiatives/ year	2 new initiatives underway		5 new initiatives undertaken			Corporate strategy developed. Labour Market Study Validation. Industry luncheon. EIT/GIT Industry Networking Event	Begin consultation on Regulation of Companies	6 new corporate engagement initiatives since 2014	

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					, Public and Other Stakehol			, ,	•			
												1) Reference to APEGBC or APEGB
oal is to enhance public confidence in c	our members through leadershi	o in regulatory, enginee	ering and geoscience be	est practices.								professionals via media 2) #APEGB0 supplied experts cited 3) Output of r friendly materials
	Increase in number of actual earned media and stakeholder interactions.	12 instances of successful media engagement; 9	15 instances of successful media engagement; 12	9 instances of successful media engagement; 5		22 instances of successful media engagement; 10			8 Commmunications and 9 PPSD documented forms of	15 instances of successful media engagement; 12	20 instances of successful media engagement; 15	
at provide positive exposure for 7th 2000.	media and statemoner interactions.	instances of APEGBC	instances of APEGBC	instances of APEGBC		instances of APEGBC			recognition/interaction with	instances of APEGBC	instances of APEGBC	
		supplied experts cited; 5 information release topics	supplied experts cited; 12 media resource materials	supplied experts cited; 3 media resource materials		supplied experts cited; 6 media resource materials			various stakeholders	supplied experts cited; 10 media resource materials	supplied experts cited; 15 media resource materials	
		targeted; 5 documented forms	released; 6 documented	released; 5 documented		released; 17 documented				released; 7 documented	released; 7 documented	
		of recognition/interaction with various stakeholders that	forms of recognition/interaction with	forms of recognition/interaction with		forms of recognition/interaction with				forms of recognition/interaction with	forms of recognition/interaction with	
		provide positive exposure for	various stakeholders that	various stakeholders		various stakeholders				various stakeholders that	various stakeholders that	
		APEGBC	provide positive exposure for APEGBC							provide positive exposure for APEGBC	provide positive exposure for APEGBC	
rowth of collaborative interactions and formalized	Growth in number of collaborative	5 documented collaborative	5 or more documented	5 practice related and 4 PD		11 practice related and 6 PD				2 or more documented	7 or more documented	
	interactions such as partnerships to	submissions/guidelines/initiati		related collaborations		related collaborations				collaborative	collaborative	
	produced PD seminars, joint submissions to authorities having jurisdiction, joint	ves; 3 PD partnerships	submissions/guidelines/initiatives:							submissions/guidelines/initiatives:	submissions/guidelines/initiati	
	guidelines, joint initiatives		5 PD partnerships							2 PD partnerships	7 PD partnerships	
emonstrated confidence of government through	Maintain existing legislation utilizing	Two efforts in 2014 to	Two efforts to maintain or	APEGBC staff on 2		Two efforts undertaken to			Participated in and made	2 additional documented	Three efforts to maintain or	
ontinued or increased usage of the professional	APEGBC members and licensees as	maintain or increase the	increase the appropriate use	government appointed		maintain or increase the			submissions to the province's	efforts to maintain or increase	increase the appropriate use	
liance model and/or requirements that specify the spertise of APEGBC members in support of the public	qualified professionals. Attempt to	appropriate use of APEGBC professionals in legislation.	of APEGBCF Professional in government legislation.			appropriate use of APEGBCF Professional in government			Building Code Modernization Working Groupand their Fire		of APEGBCF Professional in government legislation.	
erest.	action proces of legislation.	p. s. ossionais in legislation.	go. ommont logislation.	the use of APEGBC professionals under the BC		legislation.			Protection Advisory Working		go.ommont logislation.	
				Building Code					Group.			
					Enabling Goal							
			Our goal is to prov	ide a solid foundation	for the sustainable deli	very of the association's	s mission.					Accuracy of budget
emonstrate financial prudency on a consistent basis.	Budgeted surplus/deficit vs. actual	Actuals 4x greater than	Budgeted surplus/deficit vs.	Prelim forecast variance		Budget variance = 12,105%			Surplus is \$671K vs. \$5.5K	Budgeted surplus/deficit vs.	Budgeted surplus/deficit vs.	Indicates financial controls and finan
	surplus/deficit to be less than 3%	budgeted deficit	actual surplus/deficit to be less than 3%	>3%					budgeted surplus. Half of surplus due to unexpected	actual surplus/deficit to be less than 3%	actual surplus/deficit to be less than 3%	reporting are in good shape
									application revenue (\$340K),			
									Contigency of \$75K not used, Fine from disciplinary action			
									(\$99K), remaining surplus due			
	Produce a clean audit ie. An unqualified	No material annual audit	One or less material annual	Audit for 2014/15 occurs		Results pending.			to savings in salaries & No material audit adjustments	One or less material annual	One or less material annual	
	opinion.	adjustments.	audit adjustments.	summer 2015.		race per per per per per per per per per pe			for APEGBC.	audit adjustments.	audit adjustments.	
	No additional annual membership fee	Established in budget \$35 fee	Established in budget \$35 fee	\$35 fee increase in 2015 as		\$35 fee increase in 2015 as				Established in budget \$35 fee	Established in budget \$35 fee	1
İ	increase outside of what is budgeted for	increase in 2015, \$0 fee	increase in 2015, \$0 fee	budgeted		budgeted				increase in 2015, \$0 fee	increase in 2015, \$0 fee	
	2015-2017	increase in 2016, \$0 fee increase in 2017	increase in 2016, \$0 fee increase in 2017							increase in 2016, \$0 fee increase in 2017	increase in 2016, \$0 fee increase in 2017	
	Budgeted surplus/deficit vs. actual	n/a added as metric in	n/a			n/a		n/a		\$456,501	≤3% of budgeted gross	
	surplus/deficit to be less than 3% of gross budgeted revenue.	November 2015									revenue	
ain membership approval for bylaw amendments	Members ratify bylaws.	Achieve member ratification.	Achieve member ratification.	Bylaw 3 ratified.		Bylaw 3 ratified.				Approval of CPD Bylaw.	Achieve member ratification.	First year of volunteer program
nich advance the work of the organization and the				-								implementation and will monitor resu
ofession.												
	Enhanced diversity as managed by the	Patio Majo/Earrelo - 7 Est	6% of total volunteers are	New volunteer: 4 25%		Naw Voluntaers: 269				10% increase of family	20% of total voluntoes are	
crease diversity and new volunteer participation in the lunteer program	number of new volunteers to APEGBC,	Ratio Male/Female = 7.5:1 Ratio of Volunteers >40 yrs to	new; maintain existing ratio of			New Volunteers: 26% Male:Female Volunteers: 5:1				10% increase of female speakers and participants at	20% of total volunteers are new; maintain existing ratio of	
crease diversity and new volunteer participation in the lunteer program	number of new volunteers to APEGBC, the number of women, and the number of	Ratio of Volunteers >40 yrs to < 40 years = 4:1; 33%	new; maintain existing ratio of 7.5:1 Male:Female and 4:1	Male:Female volunteers 6.5:1 >Age40 vs < Age 40:						speakers and participants at Student Program events.	new; maintain existing ratio of 7.5:1 Male:Female and 4:1	
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crease diversity and new volunteer participation in the lunteer program	number of new volunteers to APEGBC, the number of women, and the number of	Ratio of Volunteers >40 yrs to < 40 years = 4:1; 33%	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	Male:Female volunteers 6.5:1 >Age40 vs < Age 40; Achieved 4.1:1 1 female speaker (33%) and		Male:Female Volunteers: 5:1				speakers and participants at Student Program events. Maintain 26% volunteer workforce as new volunteers Decrease M:F ratio of	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	
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	APEGBC KEY PERFORMANCE INDIC	CATORS		On Track									
				Monitoring Closely									
				Unlikely to achieve									
	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)	Results at June 30,2015 (1 Year)	Status at June 30,2015 (1 Year)	Status at June 30,2015 (1 Year)	Comments on Status	2015/16 Target (YR2)	3 Year Target Set September 2014	Comments
17b		Percentage of Active Members (In training & provisional) or with Practice Rights that is female.									13.8%	14.8%	'
17c			Registered between November 1, 2014 to October 30, 2015, excluding NRLs = 19.3%								20.0%	20.70%	