

APEGBC KEY PERFORMANCE INDICATORS												
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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
Members and Future Members												
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.	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				Guideline web page hits far exceeded target. Survey not completed this fiscal year due to staff resources and other priorities; planned for November 2015	Satisfaction baseline established via survey. 15,000 hits on Guidelines web page.	75% Satisfied as per survey; 8,000 or more guidelines webpage hits.	Establish baseline information in 2014/2015 via practice related survey.
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 # of Mentee applications - 57 # of New Matches - 55 # of Retained Matches - 188	# of Mentor applications - 10% increase (186) # of Mentee applications - 10% increase (63) # of New Matches - 10% increase (61) # of Retained Matches - Maintain (188)	# of Mentor applications - 10% increase - 69 # of Mentee applications - 10% increase - 66 # of New Matches - 10% increase- 40 # of Retained Matches - Maintain - 232				*Mentors were not actively pursued as we currently have twice the number of mentors in our system than mentees.	# 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	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				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	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 (69%) geoscientists (37%); Respect for engineers (90%), geoscientists (79%). 11 requests from educators for classroom/career awareness presentations.				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.	
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.	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				All KPI's achieved.	# of Exhibitors - 38 (max space allows) # of Sponsors - 18	# 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	-Student Program revenue will need to be broken out of Membership. -OQM 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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Government, Public and Other Stakeholders													
Our goal is to enhance public confidence in our members through leadership in regulatory, engineering and geoscience best practices.													1) Reference to APEGBC or APEGBC professionals via media 2) #APEGBC supplied experts cited 3) Output of media-friendly materials
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	<div></div>	22 instances of successful media engagement; 10 instances of APEGBC supplied experts cited; 6 media resource materials released; 17 documented forms of recognition/interaction with various stakeholders			8 Communications and 9 PPSPD documented forms of recognition/interaction with various stakeholders	15 instances of successful media engagement; 12 instances of APEGBC supplied experts cited; 10 media resource materials released; 7 documented forms of recognition/interaction with various stakeholders that provide positive exposure for APEGBC	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; 3 PD partnerships	5 or more documented collaborative submissions/guidelines/initiatives; 5 PD partnerships	5 practice related and 4 PD related collaborations	<div></div>	11 practice related and 6 PD related collaborations				2 or more documented collaborative submissions/guidelines/initiatives; 2 PD partnerships	7 or more documented collaborative submissions/guidelines/initiatives; 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 APEGBCF Professional in government legislation.	APEGBC staff on 2 government appointed working groups dealing with the use of APEGBC professionals under the BC Building Code	<div></div>	Two efforts undertaken to maintain or increase the appropriate use of APEGBCF Professional in government legislation.			Participated in and made submissions to the province's Building Code Modernization Working Groupand their Fire Protection Advisory Working Group.	2 additional documented efforts to maintain or increase the appropriate use of APEGBC professionals in govt legislation	Three efforts to maintain or increase the appropriate use of APEGBCF Professional in government legislation.	
Enabling Goal													
Our goal is to provide a solid foundation for the sustainable delivery of the association's mission.													Accuracy of budget
14a	Demonstrate financial prudencey 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%	Prelim forecast variance >3%	<div></div>	Budget variance = 12,105%			Surplus is \$671K vs. \$5.5K budgeted surplus. Half of surplus due to unexpected application revenue (\$340K), Contingency of \$75K not used, Fine from disciplinary action (\$99K), remaining surplus due to savings in salaries &	Budgeted surplus/deficit vs. actual surplus/deficit to be less than 3%	Budgeted surplus/deficit vs. actual surplus/deficit to be less than 3%	Indicates financial controls and financial reporting are in good shape
14b		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.	<div></div>	Results pending.			No material audit adjustments for APEGBC.	One or less material annual audit adjustments.	One or less material annual audit adjustments.	
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	Established in budget \$35 fee increase in 2015, \$0 fee increase in 2016, \$0 fee increase in 2017	\$35 fee increase in 2015 as budgeted	<div></div>	\$35 fee increase in 2015 as budgeted				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	
14d		Budgeted surplus/deficit vs. actual surplus/deficit to be less than 3% of gross budgeted revenue.	n/a added as metric in November 2015	n/a			n/a		n/a		\$456,501	≤3% of budgeted gross revenue	
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.	Bylaw 3 ratified.		Bylaw 3 ratified.				Approval of CPD Bylaw.	Achieve member ratification.	First year of volunteer program implementation and will monitor results.
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 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 4.25% Male:Female volunteers 6.5:1 >Age40 vs < Age 40; Achieved 4.1:1 1 female speaker (33%) and 25 industry participants (17%) at Student Program events		New Volunteers: 26% Male:Female Volunteers: 5:1 >Age 40 vs <Age 40; 2.5:1 Four female speakers (27%) and 70 female industry participants (17%) at Student Program events				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	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.	
17a	Increase the number of women in the professions.	The percentage of women in the professions.	Total Female Membership: 3,257 (11.4%) - Engineering P.Eng. & Licensees: 2,015 (9%) - Geoscience P.Geo. & Licensees: 316 (17.6%) - EIT & Provisional Member (Eng): 806 (19.3%) - GIT & Provisional Member (Geo): 120 (43.6%)	Total Female Membership: (12.6%) - Engineering P.Eng. & Licensees: (9.9%) - Geoscience P.Geo. & Licensees: (19.4%) - EIT & Provisional Member (Eng): (21.2%) - GIT & Provisional Member (Geo): (48.2%)	Total Female Membership: 11.7% - Engineering P.Eng. & Licensees: 9.1% - Geoscience P.Geo. & Licensees: 18.3% - EIT & Provisional Member (Eng): 19.7% - GIT & Provisional Member (Geo): 41.8%	<div></div>	TOTAL MEMBERSHIP EXCLUDING STUDENTS INCLUDING NON-PRACTISING AND LIFE MEMBERS Total Female Membership: 3,540 (11.8%) - Engineering P.Eng. & Licensees: 2,195 (9.4%) - Geoscience P.Geo. & Licensees: 347 (18.8%) - EIT & Provisional Member (Eng): 864 (19.6%)			In order to achieve 15% female vs 85% Male of the Total Membership by FY 2017, approximately 1,400 net new Female Members will need to be qualified. There are currently 405 female applicants across all application types. It is highly unlikely that this goal will be achieved due to the proportion of members over 60 who are male.	Total Female Membership (12.5%) - P.Eng and EngL: (10.8%) - P.Geo and GeoL: (21.2%) - EIT & Provisional Member (Eng): (23.1%) - GIT & Provision Member (Geo): (49.1%)	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%)	

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17b		Percentage of Active Members (In training & provisional) or with Practice Rights that is female.	At November 5, 2015 = 13.2%								13.8%	14.8%	
17c		Percentage of New Registrants excluding NRLs that is female.	Registered between November 1, 2014 to October 30, 2015, excluding NRLs = 19.3%								20.0%	20.70%	