

ACCREDITED EMPLOYER
PROGRAM



ENGINEERS &
GEOSCIENTISTS
BRITISH COLUMBIA

A GUIDE TO THE ACCREDITED EMPLOYER PROGRAM

WHAT IS THE ACCREDITED EMPLOYER PROGRAM?

The Accredited Employer 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 trainees—engineers-in-training (EITs) and geoscientists-in-training (GITs)—work with Engineers and Geoscientists BC to offer work environments that support trainees in their efforts to satisfy the association’s experience requirements when applying for their professional engineer (P.Eng.)

or professional geoscientist (P.Geo.) designation.

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

Trainees who wish to be considered for the program must work for an accredited employer. When trainees 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.

The program is currently in operation for EITs. Engineers and Geoscientists BC will be recruiting geoscience firms to include GITs.

WHY PARTICIPATE IN THE PROGRAM?

The program offers many benefits to stakeholders within the organization.

EMPLOYER	SUPERVISOR	TRAINEES
<ul style="list-style-type: none"> • Attract talent • Gain recognition • Network with other employers 	<ul style="list-style-type: none"> • Acquire resources to support trainees • Be better equipped for efficient and effective 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

Trainees apply for professional registration and complete a competency self-assessment. Once the self-assessment is validated, the application is sent for review to the Accredited Employer Assessment Panel.

The Accredited Employer Assessment Panel—comprising professional engineers and geoscientists from the applicant’s own organization and from other accredited employers—reviews accredited employer

applications only.

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

WHAT ARE THE ELIGIBILITY REQUIREMENTS?

TRAINING PLAN

Employers must describe how their trainees 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
Accredited Employer Assessment Panel	<ul style="list-style-type: none">• Assesses the trainee’s experience and the validator feedback• Includes a minimum of three professional engineers and/or geoscientists 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. or P.Geo. supervisor
Registration Mentors	<ul style="list-style-type: none">• Provides trainees with guidance through the system for competency-based assessments• Often a recently registered professional engineer, geoscientist, or professional licensee who is familiar with the system for competency-based assessments

APPLICANTS

Employers should have at least one trainee already on staff.

In addition to being enrolled as an engineer-in-training or geoscientist-in-training, 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 online application form at, egbc.ca/accredited-employer, a training plan, and nominees for the Accredited Employer Assessment Panel.

2

UNDERGO A DOCUMENT REVIEW

Registration staff will review the application form and training plan. Additionally, the Credentials Committee will review the nominees to the Accredited Employer Assessment Panel.

3

TRAIN FOR THE PROGRAM

Engineers and Geoscientists BC will conduct employer training sessions for the Head of Scheme, Accredited Employer Assessment Panel, supervisors, registration mentors, and trainees.

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.



Program training takes only three to four hours.



CONTACT:

Email: AccreditedEmployer@egbc.ca

Web: egbc.ca/accredited-employer