

## Action Plan: Certified Technicians and Technologists Association of Manitoba

In response to the Fairness Commissioner's recommendation in the 2016-17 Registration Review, CTTAM proposed the following action:

Progress Opportunities	Action Plan	Anticipated Completion Date	Status as of February 2018	Update
<p>1. Adopting the Competency Report assessment model currently in use in other provincial jurisdictions would improve CTTAM's capacity to assess professional work experience;</p>	<p>Implement competency work reports to assess applicants work experience based on the National Technology Benchmarks.</p>	<p>Sept 2017</p>	<p>In place</p>	<p>Adopted August 2017, CTTAM's new Competency Report allows applicants to document work experience and supports employers verifying competencies. Initially developed in Alberta and now in use in British Columbia, the report gives CTTAM a better, innovative tool to assess professional work experience.</p>
<p>2. Adopting the Professional Certification Exams in use in other provincial jurisdictions and review the Technical Report qualification requirement for its relevance in this context would improve technologist licensure opportunities for IETTs;</p>	<p>Integrate competency exams, training seminars and exam handbooks into existing certification processes to evaluate recognition of prior learning.</p> <p>Technical report requirement to be reevaluated.</p>	<p>Sept 2017</p>	<p>In place and completed</p>	<p>Approved in May 2017, the first sitting of CTTAM's Professional Certification Exams with a group 20 applicants occurred in October 2017. The pass rates were high. Training seminars, exam handbooks and practice exams are available.</p> <p>CTTAM offers Certification Exams in six disciplines and a seventh is under development in Alberta. These multiple-choice exams allow applicants seeking the technologist designation an opportunity to show qualification.</p> <p>Certification Exams together with Competency Reports represent a new model of assessment for CTTAM and replace its older Technical Report Writing Requirement. Initially both a Certification Exam and Competency Report were to be required. However, CTTAM's positive experience with the exams has led to the possibility of waiving the Competency Report requirement in some circumstances.</p> <p>Another progressive change in assessment practice, CTTAM now offers its Technologist designation to internationally educated</p>

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				engineers that have been assessed as such by Engineers, Geoscientists Manitoba.
3. The mandatory, one year Canadian work experience requirement would be fairer if consideration is given to international experience acquired in a Canadian-like environment or relevant for successful Canadian practice;	Recognition of validated international work experience will meet the two-year work requirement for certification.  One year of supervised practice and a competency work reports are required.	Sept 2017	Status Quo	CTTAM recognizes internationally work experience to count towards up to one year of its two-year requirement. A mandatory one-year Canadian work experience requirement is still in place. CTTAM sees this mandatory 1-year requirement as relevant and reasonable.
4. Delivering the Professional Practice Seminar CTTAM has developed would provide IETTs strong professional orientation and help support workplace integration;	CTTAM members have received Professional Practice training. Scheduling of sessions are in progress.	Feb 2017	Not complete	CTTAM anticipates delivering the Professional Practice Seminar for its internationally educated applicants n 2018. Curriculum and trained instructors are in place.
5. To improve CTTAM's registration information for IETTs, it would be helpful if the 'Steps to Registration' and 'Document Checklist' items were re-introduced and if access to records information was provided;	Webpage redesign and the addition of online registration module to current association management software is under development.  Applicants will be able to register online, upload records, access member status and records.	Dec 2017	In place and in progress	Since May 2017, CTTAM uses the Technology Registrations Canada (TRC) website as an online application dashboard. The user-friendly website allows applicants to see documents and the status of their application in real time. It also allows applicants to self-assess against the National Technology Benchmarks.  The TRC website is a joint initiative by Canada's provincial technology professions. Human Resources and Skills Development Canada funded the project.  One benefit of the TRC online application process is the elimination of the assessment decision delay experienced by CTTAM applicants applying over the summer.  CTTAM is in the process of revising its website to reflect changes to

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				its assessment process. This will include updated 'Step to Registration' and 'Document Checklist' materials.