



## YPG Quarterly Newsletter

### Winter 2013 “Life Long Learning”

Working in the consulting engineering industry we understand that education and knowledge is a key component of our individual and collective success. Engineers and technologists continue to learn on the job through review of technical documents and mentorship by senior practitioners. As the consulting industry has evolved a greater part of the job has become business and people focused. Most of us are not strictly technical experts.



As professionals we rely on keeping our skills and knowledge up to date. While professional development is not mandatory as of yet through APEG BC it is a recommended and encouraged professional activity by the association. APEG BC provides professional development programs throughout the province.

ACEC BC provides many opportunities for professional development through the YPG Breakfast Seminars and the half day Professional Development Events. Other programs and courses are available through APEG BC, FIDIC and University of British Columbia’s Sauder School of Business.

In this newsletter we have summarized a selection of professional development programs available to our members. Each program is unique and provides business or technical training in varying formats. Programs range from an introduction to a topic or a full week retreat to immerse yourself in an interactive workshop with other senior leaders.

#### Also in this edition:

- ACEC BC PD Committee
- APEGBC CPD
- Sauder - Executive Education
- ACEC BC Committee Updates
- FIDIC

We hope you enjoy this newsletter. Please feel free to get in contact with us for more information about any of these activities or to get involved! You can find us on Facebook, Twitter, or through email at [info@acec-bc.ca](mailto:info@acec-bc.ca).

Mark Byram, ACECBC YPG Provincial Chair

### ACEC BC Professional Development Committee

In 2011, the ACECBC Board of Directors recognized the demand for professional development (PD) events targeted at mid to senior level professionals in consulting engineering firms. With the tremendous success of the Young Professionals Group, the natural step for ongoing PD is to provide opportunities for these mid to senior level professionals to further develop the skills necessary to succeed in the business of consulting engineering.

Much of 2012 was spent planning how to successfully implement a PD program at ACEC BC. The first event was held in February 2013, and the PD events have really kicked into gear this past fall. Events for the fall of 2013 include a two-part seminar on Professional Service Agreements, a seminar on Business Development for Engineers, and a seminar on Writing Winning Proposals.

The Committee has developed a broad framework for future PD events, targeting events that fall under one of four main categories: Business Development, Legal, Communications, and Human Resources.

I would encourage professionals of all levels to get involved by attending the PD (or other ACEC BC) events or becoming actively involved in one of ACEC BC's many committees. Having been involved on various ACEC BC committees for the past 5 years, I can definitely speak to its value to my own career. These committees have helped my career by providing the tools and skills needed to succeed in today's consulting engineering environment. Through my involvement in the committees I have developed a knowledge of the business of consulting engineering, I have learned how to lead people, I have improved my communication skills, and I have developed my networking skills. The networking aspect of these committees is extremely important as you get to know others in the industry, even those you may compete with, as people and can discuss common issues you may have.

A complete list of PD events (past and upcoming) is as follows:

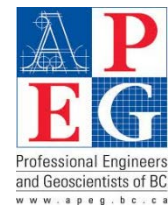
- Building Client Relationships Through Effective Agreements - February 2013
- Professional Service Agreements - 2 part series in October and November 2013
- Business Development for Engineers - 2 sessions held in October and December 2013
- Writing Winning Proposals - December 2013
- Avoid Costly Talent Gaps - A Guide to Succession Planning for Engineering Companies - January 2014

Be sure to look for more of these events in 2014.

Joel McAllister, P.Eng., ACEC BC Professional Development Committee Chair

## **APEGBC - Continuing Professional Development**

Professional development and life-long learning are important cornerstones in the practices of professional engineers and geoscientists. Technological advances and rapid change require that professionals actively participate in continuing education in order to remain competent and current in their chosen field of practice.



In Canada, the engineering and geoscience professions enjoy the privilege of self-regulating status. By virtue of professional designation, it is both a public and government expectation that regulated professionals maintain continued competency and that regulatory bodies monitor the professional development activities of their members. APEGBC members are responsible for undertaking professional development that is relevant to their practice.

As indicated in tenet six of the Code of Ethics:

*Members and licensees shall keep themselves informed in order to maintain their competence, strive to advance the body of knowledge within which they practice and provide opportunities for the professional development of their associates.*

Continuing Professional Development (CPD) simply means learning—by whatever means necessary—that helps you fulfill your present or future roles more effectively, maintain a sufficiently high standard of professional competence, and remain current in an ever-competitive job market.

APEGBC Continuing Professional Development Guideline outlines expectations with respect to the types of activities and amount of professional development that practicing members should be undertaking. It is designed to provide flexibility to meet members' unique requirements.

Compliance with APEGBC's Continuing Professional Development Guideline is recommended but not mandatory; however members who choose to declare compliance with the guideline are recognized as "Declared Continuing Professional Development Compliant" in the online public member directory. Member declaration of compliance demonstrates that APEGBC members maintain a high standard of professional practice and support the association's mandate of protection of public interest. APEGBC Council is in support of a mandatory program but has not made any decision on next steps with regards to mandatory CPD. It is an important issue that Council will be considering.

APEGBC recognizes the importance of professional development in the practice of its members and offers numerous technical, business and managerial seminars and workshops to help members reach their professional development goals. For a list of upcoming APEGBC seminars, workshops, webcasts, online and distance education opportunities, visit [apeg.bc.ca/Events](http://apeg.bc.ca/Events). For more information on the program, please contact [cpd@apeg.bc.ca](mailto:cpd@apeg.bc.ca).

## **Sauder School of Business - Executive Education**

The UBC's Sauder School of Business - Executive Education offers a comprehensive range of open enrolment programs, from shorter courses for the broader business community to immersive week-long residential courses for senior leaders. The programs are designed to have an immediate, positive impact on performance and minimize time away from the office.



Shorter courses, typically two day lectures, cover the following range of topics: Leadership, Strategy and Change, General Management and Business Acumen, Communication and Negotiation, Marketing Management, Human Resource Management, Project Management, Operations Management, and Executive and Administrative Assistants.

The six-day residential programs for senior leaders are intensive and highly interactive, designed to transform business practice through innovative teaching, real-world case studies and projects. One will gain unparalleled access to some of the world's leading business thinkers and join a supportive group of like-minded peers - all experienced professionals typically operating at director level and above, in a wide range of industry sectors. The residential programs courses offered are: Strategy and Innovation, and Meeting the Leadership Challenge.

For 2013-2014 Program Calendar, please visit [www.sauder.ubc.ca/exec\\_ed](http://www.sauder.ubc.ca/exec_ed)

## **ACEC BC - Committee Updates**

ACEC BC committees help members deal with issues in procurement, contracts, proposals and legislation in four industry sectors: Transportation, Municipal, Building as well as Resource and Energy. ACEC also regularly meets with specific liaison groups to reach the needs of individual clients.

ACEC BC YPG is represented on most of the committees. YPG members are present at the meetings, report back important information, and voice any concerns that the Young Professionals in our industry may have concerns about. Below is an update on activities for several of the committees.

### *Building Committee*

The ACEC BC building committee has been working on a number of issues throughout 2013 with an emphasis on engineer's requirements for sealing tender drawings, APEGBC's Organizational Quality Management (OQM) program, BIM modeling and greater clarity in RFP submissions. The committee submitted a letter to APEGBC regarding the requirement for sealing tender drawings and ACEC BC has established a committee to look into the matter. The issue of greater clarity with regards to project scope outlines in RFPs continues to pose problems for members looking to submit proposals. Other topics include the Wood First Act in BC, As-Built vs. Record Drawing nomenclature and the P.Tech/AScTT designation issue.

### *Business Practice Committee*

The Business Practice Committee last met in November 2013; the primary topics of discussion have been recommendations for the 2014 ACEC BC Engineering Fee Guidelines, Qualifications Based Selection (QBS) and prompt payment legislation. The committee also discussed preparation of a short form summary of the Guide to Selecting a Consulting Engineer and the impacts of the editorial article on the benefits of QBS written by ACECBC President, Keith Sashaw, which was published in the Journal of Commerce in March 2013.

### *Municipal Engineering Committee*

The Municipal Engineering Committee has just appointed Gurjit Sangha of Opus Dayton Knight as the new committee chair. Under Gurjit's direction, the committee is working on a number of different items of interest to consultants and municipalities. Currently, the committee is working on creating a Municipal Toolkit to help municipalities select consultants. The toolkit will include templates for RFPs and RFOs, interview questions, and sample evaluation criteria. The committee is also working on scheduling municipal mixers for the major municipalities in Southwestern British Columbia. The next mixers have not been finalized, but will tentatively include a Fraser Valley mixer toward the end of 2013 and a Tri-Cities mixer in February or March 2014.

## ***ACEC Canada Young Professional Network***

ACEC Canada Young Professional Network is preparing for the next ACEC Summit due to be held in Winnipeg in June 2014. Although the 2013 Summit was eventful due to the flooding in Alberta, there were many positive aspects that the committee would like to integrate into the 2014 Summit. Some of these initiatives include more sessions with interaction between young and mature professionals, combined technical tours and one-day local Summit registration. The committee is also working on marketing and leveraging social media (LinkedIn) to generate discussion about consulting engineering nationally, and the development of a relevant infographic to highlight specific issues related to YPs in Canada.



## FIDIC - International Federation of Consulting Engineers - Young Professional Management Training Program



FIDIC has created a one of a kind Young Professional Management Training Program (YPMTP) which is an intensive management training programme based on case studies and discussions of management issues within an international team of participants and mentors. The programme concludes at the annual FIDIC conference where the YP's meet for several days to finalize their project work. This provides international networking with key representatives of the world wide consulting industry.

The 2013 YPMTP concluded at the Centenary Conference in Barcelona Spain. It was a special event, celebrating the past 100 years of engineering excellence.



YP Delegates at the Barcelona YP Meet and Greet event

Young Professionals played a significant role at the conference, with a record high attendance of 155 Young Professionals with 1200 delegates from 97 countries. The FIDIC Young Professional Forum Steering Committee (YPFSC) organized YP events including the YP Meet 'n Greet, YP Plenary Session, a meeting with the FIDIC Executive Committee, and technical tour of the Barcelona Desalination Plant and Airport. The program concluded with a special Young Professional Dinner, sponsored by FIDIC's Executive Member companies at the Balcony of Barcelona. Over 70 Young Professional Management Training participants completed their training at the conference, and summarized their training with an excellent Future Leaders presentation during the FIDIC Business day.



FIDIC YPFSC Chair Selena Wilson and ACEC BC YPG Chair Mark Byram

Some of the many highlighted presenters included Key note speaker Bob Geldof, former Premier of British Columbia Mike Harcourt, and a YP Plenary session with presentations by Eric Montminy, President of Normandin Beaudry Consulting Actuaries, and Dr. Randal Pinkett - CEB of BCT Partners and U.S. winner of the reality T.V. show "The Apprentice."

FIDIC celebrated its Centenary with awarding Trophies of Excellence for projects that have made a significant contribution over the last 100 years at the closing Gala dinner. In the Major Civil Engineering Project Category, Canada's Confederation Bridge received an award with other world-class projects.

It was a fantastic experience for Young Professionals to network with their peers, participate in important discourse affecting our industry, and learn from leaders of engineering and innovators of our time.

For more information on the YPMTF and the associated Conference in Rio de Janeiro, Brazil as well as highlights from the Barcelona Conference, please visit [www.fidic.org](http://www.fidic.org).

## Young Professional Award

There are lots of young professionals in our industry who are making a difference, contributing to the industry and their firms. This is now an opportunity to both recognize and celebrate one individual!

Nominations are being accepted for the **2014 YOUNG PROFESSIONAL AWARD**, to recognize an individual in the first ten years of their career who has contributed to the consulting engineering industry, shown leadership within their company and the industry, demonstrated excellence in consulting business practices, demonstrated commitment to the delivery of quality projects or results, accomplished outstanding achievements in their applicable fields, and shown leadership in the community.

You'll find all the submission requirements in the [Young Professional Award Nomination Guide](#)! Don't forget to have your submission in **NO LATER THAN JANUARY 23, 2014**.



## 2013-2014 Breakfast Seminars

Below is a partial list of upcoming Breakfast Seminars for each ACECBC YPG region. Please note that this information could change in the future, so please visit the [Events Calendar](#) for updates!

### Lower Mainland Group

21-Jan-2014	Speaker: Mark Ferguson (Metro Vancouver) Topic: Owner/Client's perspective
4-Mar-2014	Speaker: TBD Topic: TBD

### Vancouver Island Group - Victoria

6-Feb-2014	Speaker: Julia James Topic: How to Reduce Stress and Improve Effectiveness
April-2014	Speaker: Rudi van den Broek - (Canadian Infrastructure Advisors) Topic: Design Build Communication

### Vancouver Island Group - Nanaimo

13-Mar-2013	Speaker: Don Stedeford (Levelton Consultants) Topic: Contracts and Contract Language
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### Okanagan Group - Kelowna

13-Feb-2014	Speaker: Ian Horseman / Tim Phelan (Opus) Topic: Effective Public Speaking for Projects / Case Study: Portland's Drinking Water
22-May-2014	Speaker: TBD Topic: TBD

### Okanagan Group - Kamloops

22-May-2013	Speaker: Cameron Gatey (Chair, ACEC British Columbia) Topic: TBD
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## **Social Media**

To get information regarding upcoming YPG seminars and events please find us at your favourite social media outlet.



Like us on Facebook: <http://www.facebook.com/acecbc>,



Follow us on Twitter: @acecbc,



Join our group on LinkedIn: ACEC British Columbia Young Professionals Group, or



Check out our webpage: <http://www.acec-bc.ca/young-professionals>.

## **Young Professional Liaison**

Want to keep your company and yourself informed about ACECBC YPG events and updates? Become a Young Professionals liaison! We are looking for one representative from each member firm to act as a liaison between their company and the APEG BC Young Professionals Group. Please email us at [ypg@acec-bc.ca](mailto:ypg@acec-bc.ca) to become your firm's ACECBC YPG liaison.