

## **REPORT TO ASTTBC COUNCIL**

**March 11, 2021**

(submitted February 17, 2021)

1. **SUBJECT: CEO Report for March 2021 Council Meeting**

2. **PURPOSE:**

To provide Council with a summary of ASTTBC's activities for the period of January 1 - February 17, 2021.

3. **DISCUSSION:**

This Report will focus on key PGA related activities that took place in 2020 which includes the work of this time period given that most of our work aside from running the day-to-day operations was focussed on transition to the Professional Governance Act. We note that letters of congratulations were sent during this time period to all elected MLA's.

### **Goal 1: Professional Legislation & Regulation**

#### Professional Governance Act

- Moved under PGA on February 5, 2021.
- Bylaws completed, approved by Council and OSPG. Posted immediately to website.
- Governance policies updated to reflect PGA and new bylaws.
- March Council meeting open to the public with notice on the ASTTBC website and social media.
- OSPG introducing final guidance and policies in January & February.
- Monthly meetings with OSPG and other regulators, monthly meetings on the regulation of Firms, quarterly meeting in January with OSPG Advisory Committee.
- Now implementation under PGA requires realignment of ASTTBC operational structures, policies, procedures.
- Change management planning has shifted from transition to implementation.

#### Annual Report to OSPG

- New requirement under PGA for Council to submit an annual report.
- Updated format to include new information including trends in practice advisor questions and will include the Lay Councillor Report.
- Submission will take place in late March 2021.

**Goal 2: Qualified Professionals**

## Presentations

- Okanagan serving and retired Armed Forces Personnel – career opportunities as a technologist or technician.
- Post secondary presentations have been postponed.

**Goal 3: Professional Harmonization**

## Expediting Technology Professional Labor Integration Project

- National association is looking at the sustainability of the gateway for international and military applicants.
- Launch of website is set for April.
- All provinces are participating.

**Goal 4: Registrant Services**

## PGA Change Communications

- February issue of Connect focussed on the new Code of Ethics as did the February webinar. See Schedule D of the bylaws or go to the website to view these new requirements <https://asttbc.org/wp-content/uploads/2021/02/Standards-of-Competence-and-Code-of-Ethics.pdf>.

## Staffing Increase

- In order to meet the additional requirements of the PGA and OSPG standards of good regulation, by which government will audit regulatory bodies, there will be new positions created to support enhancements in registrations, investigations, practice reviews and the creation/update of practice guides and standards.

## Indigenous Reconciliation Continuing Professional Development

- A requirement for all regulatory bodies is to make mandatory CPD in this area. Education is key to a true and lasting reconciliation. Sustained learning and development require continually increasing a registrant's ability to build and maintain respectful and effective relationships with Indigenous peoples.
- Registrants are required to commit to a minimum of two hours annually to continuing professional development which addresses Indigenous intercultural competency, Indigenous history, Indigenous engagement, Indigenous conflict resolution, Indigenous human rights, and Indigenous anti-racism as it relates to a registrant's applied science and engineering technology practice.
- Continuing educational development must address a minimum of one of the following learning outcome areas:
  1. Foundational awareness: history and impact of colonialization in Canada; legal rights of Indigenous Peoples and relevant law; reconciliation actions.
  2. Service-related skills: communication, consultation, engagement, relationship-building, and collaboration; understanding and respect for the contribution of Indigenous knowledge.

3. Organization approach: incorporate cultural safety and humility into meetings and events; employee onboarding; change leadership; outreach, recruit, retain, and develop qualified Indigenous employees.

- CPD hours taken in these learning areas are inclusive of the 20 hours required to fulfil annual CPD requirements. Recognition will be given to those registrants that have taken previous course work that addresses the learning outcomes below. Registrants will be permitted to apply extra Indigenous CPD credit up to a maximum of three years.

Diversity and Inclusion: ensuring access for all registrants - *Advancing women as technology professionals*

- The ASTTBC project titled Advancing Women in Engineering and Technology (AWET) is nearing the end with a final report and presentation to Government in early spring.
- Planning for the sustainability of this work has started and will be based on the final recommendations from the report and building alliances.

### **Goal 5: Governance**

#### Yearly Financial Audit

- To meet OSPG April 1 deadline we started our audit 2 months earlier in order to have Council approved, audited financial statements included.

#### Change Management

- The scope of the change is enterprise wide. The type of changes required to come under the PGA includes policy, processes, system, organization and redefining some job roles within ASTTBC and certainly with the statutory committees. This impacts roughly 10,000 people currently. Therefore, as this is a somewhat dramatic change this process will be ongoing in 2021 and into 2022.
- Change management plan is being developed as planning for training needs for staff, committee members and Council is finalized.
- Given this is a large system wide change for regulators, planning will have training taking place in stages to accommodate the various needs.

#### Virtual Annual General Meeting & Conference May 7, 2021

- Planning continues with the finessing of sessions which will be a mix of live and on-demand.
- Registration will begin in early March.
- Now that vaccines are being rolled out across Canada, we are looking to host an in-person event in 2022 assuming it is safe to do so. We hope to host the event with another PGA regulator and will announce more after this year's AGM.

#### Website Refresh

- Much of the writing of new content took place in January, February and continues into March.
- We anticipate launching the refreshed website in early spring.

**4. RECOMMENDATION:**

That the ASTTBC CEO report be received by Council for information.

Prepared by: Theresa McCurry, Chief Executive Officer

Submitted: February 17, 2021