



# **Career Map**

for Internationally Educated

# **Engineers**



**Professional Engineers**  
Ontario

# Table of Contents

Introduction .....	1
Professional Engineering in Ontario .....	1
Right to Practise in Ontario .....	4
Application Process.....	4
Before You Arrive in Ontario.....	4
When You Arrive in Ontario .....	5
Application Process from Ontario.....	6
Engineering Intern (EIT) Program .....	9
Information for International Engineering Graduates.....	10
Labour Market Information .....	11
Fees and Costs .....	11
For More Information.....	12
Getting Help .....	14
Questions and Answers .....	14

## Introduction

This Career Map was updated in August 2016 in collaboration with [Professional Engineers Ontario](http://www.peo.on.ca) (www.peo.on.ca) and the [Ontario Ministry of Citizenship and Immigration](http://www.ontarioimmigration.ca) (www.ontarioimmigration.ca). The information is accurate at time of writing. Requirements may have changed by the time you apply. Please refer to the Professional Engineers Ontario website for the latest information and before commencing your application process.

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## Professional Engineering in Ontario

The Engineering profession is regulated in the Province of Ontario by Professional Engineers Ontario (PEO), a regulatory body that ensures public safety by setting standards for admission, issuing licences to practise professional engineering, and regulating the practice of engineering in Ontario. The rules concerning the licensing of professional engineers in Ontario are contained in provincial legislation – the *Professional Engineers Act, R.S.O. 1990, Chapter P28* and *Regulation 941, R.R.O 1990*. You can obtain free copies of the *Professional Engineers Act, R.S.O. 1990, Chapter P28* and regulations under this act on the [Government of Ontario website](http://www.ontario.ca/laws/statute/90p28) (www.ontario.ca/laws/statute/90p28).

By law, no one is authorized to practise as a professional engineer without a licence (see Note).

NOTE: Not all engineering graduates in Ontario are professional engineers. A professional engineer must have satisfied the requirements set by PEO to earn a

licence. However, you can work in engineering without a licence, if a professional engineer supervises and takes responsibility for your work. You cannot use the title "professional engineer", the abbreviation "P.Eng.", or any similar title that may lead to the belief that you are qualified to practise professional engineering unless you are a licensed professional engineer.

There are about 79,000 professional engineers in Ontario and about 200,000 in Canada. Professional engineers use the abbreviation "P.Eng." after their names. In Ontario, professional engineers specialize in a wide range of engineering activities, in areas including:

- Agricultural Engineering
- Biosystems Engineering
- Bioresource Engineering
- Food Engineering
- Biochemical Engineering
- Biomedical Engineering
- Building Engineering
- Chemical Engineering
- Civil Engineering
- Communications Infrastructure Engineering
- Computer Engineering
- Electrical Engineering
- Engineering Physics
- Environmental Engineering
- Forest Engineering
- Geological Engineering
- Geomatics Engineering

- Industrial Engineering
- Manufacturing Engineering
- Marine Engineering
- Materials Engineering
- Mechanical Engineering
- Metallurgical Engineering
- Mining and Mineral Engineering
- Nanotechnology and Molecular Engineering
- Naval Architectural Engineering
- Nuclear Engineering
- Petroleum Engineering
- Software Engineering
- Structural Engineering
- Transportation Engineering
- Water Resources Engineering

Professional engineers work as employees of large or small companies, in education or government, or as independent practitioners in the various fields of engineering.

PEO licenses professional engineers for practice only within Ontario. Under the *Ontario Labour Mobility Act, 2009*, PEO also licences P.Eng.'s in good standing licensed in other Canadian provinces with no further scrutiny. You can obtain a free copy of the *Ontario Labour Mobility Act, 2009*, on the [Government of Ontario website](http://www.ontario.ca/laws/statute/09o24?search=ontario+labour+mobility+act) ([www.ontario.ca/laws/statute/09o24?search=ontario+labour+mobility+act](http://www.ontario.ca/laws/statute/09o24?search=ontario+labour+mobility+act)).

Similar laws in other Canadian provinces may allow an applicant to transfer their licence or obtain another provincial/territorial licence if they need to practise in another province or territory of Canada, or choose to move to another province or territory and become licensed. Each province or territory regulates the practice of professional engineering within that jurisdiction.

## **Right to Practise in Ontario**

Only those who are granted the "professional engineer" licence have the right to practise professional engineering in Ontario. You may still work in engineering without a licence provided that a licensed professional engineer takes responsibility for your work. In Ontario, it is illegal to use the title "professional engineer" or any variation thereof as an occupational or business title if you are not licensed by PEO.

To become licensed by PEO, you must:

1. Be at least 18 years of age;
2. Be of good character. You will be requested to answer questions and make a written declaration on your application form, attesting to the absence of any past conduct that would afford grounds for the belief that you will not practise professional engineering with honesty and integrity. In addition, PEO will solicit opinions about your suitability for PEO membership from referees whose names you provide;
3. Meet PEO's stipulated academic requirements for licensure. This may include writing technical examinations (See below);
4. Pass the Professional Practice Examination (PPE) (See below); and
5. Fulfil engineering work experience requirements (See below).

## **Application Process**

### **Before You Arrive in Ontario**

You may apply to PEO to begin the licensing/registration process from your country of residence before you arrive in Ontario.

You will be required to provide documentary evidence of your qualifications, which PEO will assess, such as:

- Notarized transcript(s);
- Detailed course descriptions;
- An experience record; and
- The appropriate fees to initiate your application for licence.

You will then receive information from PEO:

- To help you determine whether you will be able to obtain a licence to practise professional engineering in Ontario; and
- About how long it may take you to get a licence, which explains the number of technical exams you may have to complete and the associated costs.

To download the application for licence, visit the [PEO website](http://www.peo.on.ca) (www.peo.on.ca) or contact the office at the address provided at the end of this Career Map.

You must submit the following:

- The completed application form with the required supporting documentation; and
- An application fee payable to “Professional Engineers Ontario”.

If your academic documents are not in English, you must submit a notarized English translation, as well as the original documents. You must also provide your detailed course descriptions and an experience record for PEO’s review.

The academic qualifications assessment should take no longer than two months to complete after PEO has received all the required documents.

Once your documents have been assessed, PEO will advise you concerning what examinations you will be required to write, in the event your assessment reveals any gaps in your academic qualifications for licensing purposes, or to confirm that they are equivalent to PEO’s academic requirements for licensure. If you do not have the minimum academic requirements, PEO will advise you that you may not be able to qualify to work as a professional engineer in Canada.

As soon as you arrive in Ontario you may continue the licensing process without being required to pay any additional application for licence fee.

## **When You Arrive in Ontario**

There is no guarantee that you will find employment in the engineering field upon arrival in Ontario.

If you have already had your academic qualifications assessed, as described above, you should contact PEO when you arrive to continue the licensing process. You will be asked to provide proof of:

- Your full legal name;

- Your PEO file number (this appears on all PEO communication to you); and
- PEO acceptable proof of identification.

You must also re-submit an official English translation of your documents, certified by a translator from the Association of Translators and Interpreters of Ontario (ATIO), or prepared and certified by a professional engineer.

You will then receive a detailed update on the status of your application and information on the next step in the licensing process.

## **Application Process from Ontario**

If you have not already applied to PEO for a licence, follow these steps:

### **Step 1 — Apply for a Licence**

Visit the [PEO website](http://www.peo.on.ca/) (www.peo.on.ca/) to download a copy of the Application Guide and Application for Licence form.

Please note, International Engineering Graduates (IEGs) with a Bachelor of Engineering or Applied Science Degree may be able to apply for PEO's professional engineer licence at no cost, if they qualify under the Engineering Intern Financial Credit Program (FCP). For more information, visit the [PEO website for the FCP](http://peo.on.ca/index.php/ci_id/2063/la_id/1.htm) (http://peo.on.ca/index.php/ci\_id/2063/la\_id/1.htm).

### **Step 2 — Assess Academic Qualifications**

If you do not hold a bachelor's degree in engineering from an accredited Canadian undergraduate degree program, your academic qualifications will be assessed by PEO to determine if you possess equivalent qualifications. You will be asked to submit the following documents and information:

- Original, certified diploma(s), degree(s), and full transcript(s), showing courses completed and marks;
- Detailed description of each course taken;
- The full address of the educational and professional institutions relevant to your engineering qualifications; and
- If your academic documents are not in English, you must submit notarized English translations prepared by a service that is certified by the Association of Translators

and Interpreters of Ontario (ATIO), or by a professional engineer licensed in Canada who can certify that they are fluent in both languages.

If your academic qualifications are not accepted by PEO as equivalent, PEO may assign you technical examinations. These examinations are assigned to either:

1. Give you an opportunity to confirm the equivalency of your degree; or
2. Help you remedy identified deficiencies in your academic qualifications.

When technical exams are assigned, PEO will provide you with a list of recommended textbooks on the subject matter to help you prepare. Special arrangements can be made with PEO's Admissions Department to have technical exams written abroad.

If you are assigned a confirmatory examination program, you may be required to write and pass up to four examinations. If you are assigned an individual (specific) examination program, you may be required to write and pass up to 18 examinations, which you must complete in eight years. For more information about fees and related costs for writing examinations, please visit [fees information on the PEO website](http://www.peo.on.ca/index.php?ci_id=2148&la_id=1) (www.peo.on.ca/index.php?ci\_id=2148&la\_id=1).

If you do not pass your technical examinations, you may be permitted to rewrite them, under certain circumstances. You may also appeal the grade received in an examination. If you appeal your grade, your examination will be re-marked by another examiner. There is a fee for appealing your examination grade.

Individual (specific) examination program candidates may be asked to submit an Engineering Report as part of their academic requirements. This report should demonstrate to the Academic Requirements Committee (ARC) your ability to define an engineering problem, devise a solution, draw conclusions and make recommendations using engineering principles, consistent with well-established engineering practices. This report must be your own work and must be of an acceptable professional level.

PEO may grant you an exemption from technical examinations (and the Engineering Report) if:

- You have an engineering degree conferred outside Canada that PEO believes to be equivalent to one from an accredited Canadian engineering degree program and you have also completed postgraduate studies in engineering at a Canadian university, in the same discipline as that of your foreign undergraduate engineering degree; or
- You have an undergraduate engineering degree from an institution in a country that has a Mutual Recognition Agreement with the Canadian Council of Professional

Engineers. These countries are: Australia, Ireland, New Zealand, the United Kingdom, the United States (after 1989), Hong Kong (1995), South Africa (1999), Japan (2005), Singapore (2006), Chinese Taipei (2007), South Korea (2007), Malaysia (2009). (Please note that to be recognized as equivalent, the degree must have been granted during or after the year indicated after the name of the country.)

In both cases, however, if your academic qualifications are not deemed to be equivalent to those required for licensure by PEO, technical examinations will be assigned.

### **Step 3 — Professional Practice Examination**

Once you have met the academic standards, whether by successfully completing assigned technical examinations or being exempted from exams, the next step is to write the Professional Practice Examination (PPE).

You will be advised when you are eligible to write the PPE and you will be notified of the next opportunity to write it. The exam is offered three times each year in 16 different Ontario cities/towns, and you may choose to write in either English or French. (If you wish to write the exam in French, you must indicate this at the time of applying to write.) You must complete the PPE within two years of the date you become eligible to write it. (Special arrangements can be made with PEO's Licensing and Finance Department to have the PPE written abroad.)

The PPE has two parts: Part A covers professional practice and ethics; Part B is on engineering law and professional liability. You must pass both parts in order to pass the PPE.

PEO will provide outlines of the subject matter for both parts of the exam and recommend textbooks to help you prepare. Copies of previous PPEs are available from PEO at a nominal cost. One previous exam is available at no cost from the [PEO website](http://www.peo.on.ca/) (www.peo.on.ca/). There are also some institutions in Ontario that provide preparatory courses to help applicants prepare for this exam.

If you do not pass the PPE, you will be permitted to rewrite it. You may also appeal the grade you receive on the examination. If you appeal your grade, your exam will be re-marked by another examiner. There is a fee for appealing your examination grade.

### **Step 4 — Practical Experience**

Under Ontario law, you must complete four years of verifiable, acceptable engineering work experience, of which at least 12 months must be experience gained in a Canadian jurisdiction under the supervision of a professional engineer, before you will be granted your licence as a professional engineer. The mandatory requirement for Canadian

experience ensures that you are conversant with Canadian engineering codes, legislation, technical standards and regulations as they pertain to engineering practice in your field.

Your engineering experience will be assessed against the following five criteria:

- application of theory
- practical experience
- management of engineering
- communication skills
- awareness of the social implications of engineering

If your academic qualifications satisfy PEO's licensing requirements, all of your engineering experience gained from the date your engineering degree was awarded is eligible for credit toward PEO's four-year experience requirement. In addition, you may receive a one-year experience credit for the successful completion of a postgraduate degree in engineering in the same discipline as your undergraduate degree.

### **Step 5 — Language Proficiency Assessment**

There is no language proficiency requirement for this profession as part of the licensing process. However, please note that a high level of language proficiency in English or French may be needed to find employment in Ontario. Additionally, there is a legislative requirement for PEO to ensure that all applicants for a licence to practise professional engineering are able to demonstrate good English language proficiency.

## **Engineering Intern (EIT) Program**

If you apply for a P.Eng. licence, you may also be eligible to be registered in PEO's Engineering Intern (EIT) Program. The EIT Program is designed for applicants who are employed in an engineering capacity. It is not a job search or placement program.

PEO's EIT Program:

- Helps you to understand the licensing requirements, particularly the experience required to qualify for a P.Eng. licence;
- Offers you the opportunity to obtain detailed, confidential work experience reviews from the EIT Program Manager. At your request, PEO will review your experience

upon changing jobs, upon completion of any temporary work assignment, and after obtaining your first six months of engineering experience in Canada;

- Helps you demonstrate to employers your commitment to becoming a licensed professional engineer; and
- Encourages you to become involved in the profession and to participate in PEO's chapter activities, insurance and investment plans.

PEO's EIT program provides:

- Access to the password-protected sections of the PEO website for questions and answers of concern to PEO's engineering interns;
- Online discussions with other engineering interns and with professional engineers;
- Advice on reporting work experience;
- Examples of legal and ethical issues; and
- Specialized EIT assistance.

You must complete the EIT section in the P.Eng. application or notify the EIT Program Manager by email at [eit@peo.on.ca](mailto:eit@peo.on.ca) if you wish to be recorded in the EIT Program.

There is an annual fee for the EIT program. For more information about fees, please visit [fees information on the PEO website](http://www.peo.on.ca/index.php?ci_id=2148&la_id=1) (www.peo.on.ca/index.php?ci\_id=2148&la\_id=1).

## **Information for International Engineering Graduates**

The PEO website provides information and resources specifically for International Engineering Graduates (IEGs), including:

- PEO's brochure [Valuing Newcomers: A Guide to Licensure for International Engineering Graduates](http://www.peo.on.ca/index.php/ci_id/22546/la_id/1.htm) (www.peo.on.ca/index.php/ci\_id/22546/la\_id/1.htm);
- Steps that can be taken in the application process before and after arrival in Ontario;
- Bridge training programs; and
- Contact information for questions from applicants.

IEGs can also refer to the [Engineers Canada website for the Roadmap to Engineering in Canada](http://newcomers.engineerscanada.ca/) (http://newcomers.engineerscanada.ca/) resource that provides information about the profession and finding work as an engineer in Canada.

For further information, visit the [PEO website for IEGs](http://www.peo.on.ca/index.php?ci_id=2061&la_id=1) (www.peo.on.ca/index.php?ci\_id=2061&la\_id=1).

## Labour Market Information

If you are planning to settle in Ontario, it is a good idea to get familiar with the local labour market in your destination community. This information will give you a detailed description of your profession and a good sense of the job prospects in your field to help you make informed decisions about your employment search.

Here is a list of resources that provide Ontario labour market information, including current industry trends, job salaries and work conditions, where to find employers, and what skills and training employers are looking for:

- Ministry of Advanced Education and Skills Development [Labour Market Information](http://www.tcu.gov.on.ca/eng/labourmarket/) (www.tcu.gov.on.ca/eng/labourmarket/)
- Ministry of Advanced Education and Skills Development [Ontario Job Futures](http://www.tcu.gov.on.ca/eng/labourmarket/ojf/) (www.tcu.gov.on.ca/eng/labourmarket/ojf/)
- Government of Canada [Job Bank](http://www.esdc.gc.ca/eng/jobs/lmi/publications/index.shtml) (www.esdc.gc.ca/eng/jobs/lmi/publications/index.shtml)
- Settlement.org [Labour Market Information](http://settlement.org/ontario/employment/working-in-canada/labour-market-information/) (http://settlement.org/ontario/employment/working-in-canada/labour-market-information/)

## Fees and Costs

For more information about fees and related costs, please visit [fees information on the PEO website](http://www.peo.on.ca/index.php?ci_id=2148&la_id=1) (www.peo.on.ca/index.php?ci\_id=2148&la\_id=1). Make cheques or money orders payable to Professional Engineers Ontario (PEO). All fees are non-refundable.

## For More Information

For more information on **how to become a licensed professional engineer in Ontario**, contact:

### **Professional Engineers Ontario**

40 Sheppard Avenue West, Suite 101

Toronto, ON M2N 6K9

CANADA

Telephone: 416-224-1100

Toll-free: 1-800-339-3716 (only in Ontario)

Fax: 416-224-8168

Toll-free Fax: 1-800-268-0496 (only in Ontario)

Website: [www.peo.on.ca](http://www.peo.on.ca)

For more information on **advocacy and services for engineers**, contact:

### **Ontario Society of Professional Engineers**

4950 Yonge Street, Suite 502

Toronto, ON M2N 6K1

CANADA

Telephone: 416-223-9961

Toll-free: 1-866-763-1654

Fax: 416-223-9963

Toll-free Fax: 1-866-763-1655

Website: [www.ospe.on.ca](http://www.ospe.on.ca)

For information on **finding a certified translation service**, contact:

### **Association of Translators and Interpreters of Ontario (ATIO)**

1 Nicholas Street, Suite 1202

Ottawa, ON K1N 7B7

CANADA

Telephone: 613-241-2846

Fax: 613-241-4098

Toll-free: 1-800-234-5030

Email: [atio@fox.nstn.ca](mailto:atio@fox.nstn.ca)

Website: [www.atio.on.ca](http://www.atio.on.ca)

For information on **Ontario university programs in engineering**, contact:

**Professional Engineers Ontario**

40 Sheppard Avenue West, Suite 101

Toronto, ON M2N 6K9

CANADA

Telephone: 416-224-1100

Toll-free: 1-800-339-3716 (only in Ontario)

Fax: 416-224-8168

Toll-free Fax: 1-800-268-0496 (only in Ontario)

Website: [www.peo.on.ca](http://www.peo.on.ca)

**Engineers Canada**

180 Elgin Street, Suite 1100

Ottawa, ON K2P 2K3

CANADA

Telephone: 613-232-2474

Fax: 613-230-5759

Email: [info@engineerscanada.ca](mailto:info@engineerscanada.ca)

Website: [www.engineerscanada.ca/](http://www.engineerscanada.ca/)

For information about the **occupational skills** engineers **require on the job in Ontario**, search for engineer in the occupations database at:

**The Ontario Skills Passport, Ontario Ministry of Education**

<http://www.skills.edu.gov.on.ca/OSP2Web/EDU/Welcome.xhtml>

For government contacts on **accessing professions and trades** in Ontario, contact:

**Ministry of Citizenship and Immigration**

Global Experience Ontario (GEO)

Telephone: 416-327-9694 or 1-866-670-4094

TTY: 416-327-9710 or 1-866-388-2262

Email: [GEO@ontario.ca](mailto:GEO@ontario.ca)

Website(s): [www.ontarioimmigration.ca/en/geo/index.htm](http://www.ontarioimmigration.ca/en/geo/index.htm)

or [www.ontario.ca/globalexperience](http://www.ontario.ca/globalexperience)

## Getting Help

There are many programs and services designed to help internationally educated professionals work in their field in Ontario, such as internship and mentoring programs, bridge training programs and language training programs. For more information, please visit the [Ontario Ministry of Citizenship and Immigration website](http://www.ontarioimmigration.ca/en/working/index.htm) ([www.ontarioimmigration.ca/en/working/index.htm](http://www.ontarioimmigration.ca/en/working/index.htm)).

## Questions and Answers

To view the most common questions and responses for applicants, please visit [Frequently Asked Questions: Applicant on the Professional Engineers Ontario \(PEO\) website](http://www.peo.on.ca/index.php/ci_id/2075/la_id/1.htm) ([www.peo.on.ca/index.php/ci\\_id/2075/la\\_id/1.htm](http://www.peo.on.ca/index.php/ci_id/2075/la_id/1.htm)).

You may have additional questions about the registration process for engineers in Ontario. For more information, please visit the [Professional Engineers Ontario \(PEO\) website](http://www.peo.on.ca) ([www.peo.on.ca](http://www.peo.on.ca)).