

LABOUR MOBILITY REPORT
Canadian Council of Land Surveyors
May 2009

The Labour Mobility Coordinating Committee has met by teleconference six times between October 2008 and April 2009 as the provincial and territorial governments ramped up their treatment of the Agreement on Internal Trade and renewed their efforts to improve Labour Mobility for all certified and regulated professions in Canada.

Working to meet the requirements of the Agreement on Internal Trade, Labour Mobility Chapter is a challenge at the national level for several reasons, namely:

- The AIT is an agreement between provincial and territorial governments,
- The push to improve labour mobility under the agreement came from the highest political level at meetings of the Council of the Federation yet details of implementation fell to ministers and employees of provincial territorial ministries that often had little knowledge of the wide range of trades and professions they needed to deal with,
- Each provincial government interpreted the broad wording of the agreement in slightly different ways and each association is answerable to their own government,
- Each trade and profession is unique, and surveying in particular has unique concerns with respect to local knowledge issues which needed to be understood by ten different provincial governments,
- It became apparent after several discussions that the ACLS was in a unique situation of being governed under federal legislation and yet participating in the labour mobility discussions which were taking place between provincial and territorial governments.

Despite the challenges inherent in this issue, all of the association representatives on the Labour Mobility Coordinating Committee came to the national table and held frank discussions, shared information and opinions openly, and are working together to ensure that all Canadian surveyors benefit from labour mobility while their associations are vigilant in their mandate to protect the public by ensuring only qualified people are licensed. This group is working under the best possible model of national coordination of a professional issue by working to ensure that policies, practices, and procedures for recognition of licensed members in good standing from sister associations are fair, transparent, and harmonized to the fullest extent possible.

Much work was done on a purely voluntary basis over the fall and spring and now that CCLS has received a grant from HRSDC for just under \$100,000, the work will continue. The following work is currently in progress:

- Jeff Mercer, ANLS Executive Director has been contracted to complete the research begun by the committee on current best practices for labour mobility,
- Grant Suderman has been contracted to facilitate a two-day working session on labour mobility and is working with Sarah Cornett, Committee Secretary and Chuck Salmon Committee Chair on the agenda,
- All associations have committed a representative to attend the working session in Winnipeg June 7, 8, 2009,
- Brian Munday and Chuck Salmon are researching the logistics of expanding a web based platform for administering a local knowledge examination nationally for all associations.

The following page contains a description of the work being done under the HRSDC funding agreement.

HRSDC Funded Project on Labour Mobility Facility Development for Professional Surveying**Overall Project Objective and Goals:**

The overall funded project objective is to develop and share tools, processes, and best practices within the regulatory bodies for the profession to improve national labour mobility for their members, while fully protecting the interests of the public. The specific goals of the project are:

1. Develop an understanding within the regulatory bodies of the current labour mobility issues within the profession including recent and ongoing AIT discussions by the provincial and territorial governments, implementation of TILMA in British Columbia and Alberta, trade and labour mobility discussions between Quebec and Ontario, and fair access to regulated profession legislation and programs in Ontario, Nova Scotia and other jurisdictions.
2. Develop specific processes, tools, and best practices for open, transparent, and timely recognition of surveying professionals from other Canadian jurisdictions that fully comply with the Agreement on Internal Trade, and maintain the highest standard of protection of the public required under professional surveying statutes across Canada. The following are three specific items in this category:

The ability of the associations to provide a candidate with a professional examination on jurisdictional knowledge within a short timeframe is inconsistent across the country. Associations have traditionally provided a written examination once or twice per year which falls well below the acceptable timeframes, yet the capacity of small associations dependant on volunteer resources, to provide on-demand and possibly on-line examinations, does not exist. Using the work already done by the Alberta and British Columbia associations under TILMA, development of this capacity will be undertaken. This will include developing common processes and tools and sharing of best practices amongst all jurisdictions. Each association will need to develop their own specific jurisdictional content, but this initiative will ensure that the tools and processes for the examination of labour mobility applicants are consistent across Canadian.

Developing a comprehensive national agreement on acceptable topics of jurisdictional knowledge for examination is another area that needs work. There is a schedule of the existing labour mobility Mutual Recognition Document that was developed in 2000/2001 which will form the starting point, but a comprehensive review is needed to ensure the schedule is up-to-date and meets the current requirements of the AIT. This will ensure that the examinations set by all regulatory bodies are consistent.

Another specific tool that is being developed is a common certificate of conduct to be used by all associations to document the current standing of a licensed surveyor in their home jurisdiction(s). The Labour Mobility Monitoring Group, facilitated by CCLS, has developed a draft document which needs further review and refinement before being accepted by all associations as part of the mutual recognition process.

3. Complete the development of the new national core academic syllabus for the profession which will greatly improve harmonization of entry standards and facilitate national mobility for surveyors throughout the qualification process and also after licensure.
4. Establish additional action plans for increasing national harmonization of licensing requirements and processes to further the goals of labour mobility within the profession.

National Working Forum:

One activity within the project is a national working session on labour mobility for the surveying profession in Canada. This two-day facilitated face-to-face meeting of the Labour Mobility Monitoring Group will be held to review the research and analysis (see Advance Preparation), continue the development of tools and processes that have been begun or identified (i.e. examination process, certificate of conduct, schedule of jurisdictional knowledge topics), document and share best practices amongst the regulatory bodies, brainstorm other tools and process that would facilitate timely, transparent and fair recognition, and develop detailed action plan to continue forward.

Having representatives of each association, who are prepared in advance and understand the issues and objectives, meet face to face, will allow for cooperative and creative solution building. Professional facilitation services will also improve the effectiveness of the forum. The individuals who participate in the forum will bring specific knowledge from their associations and return to champion the work that needs to follow within their jurisdiction.

Advance Preparation:

Two research reports will be prepared and circulated prior to the working forum.

Research on labour mobility facility within the associations

The Labour Mobility Monitoring Group has undertaken research to gather all current information from the eleven licensing bodies on their requirements and processes for evaluation of candidates with licenses from other Canadian jurisdictions under the Labour Mobility MRA. This includes a comparison between the requirements for MRA applicants and new unlicensed candidates. The Group is currently collecting detailed information on the topics and subject areas that are tested in the professional jurisdictional knowledge examination for MRA applicants in each jurisdiction, and the communication and appeal processes within the associations for MRA applicants with concerns about the process or requirements. This research will result in a written report containing up-to-date information and providing a solid basis from which to continue moving forward with improving the ability of the associations to facilitate consistent, timely, fair and transparent labour mobility.

Research on national, provincial, and international agreements:

There has been considerable work done in recent months on labour mobility for professions including the changes to the AIT, TILMA, Ontario / Quebec negotiations, Quebec / France mutual recognition agreements, provincial fair access to foreign trained professionals legislation. All of this work has potential to provide valuable insights and best practices for improving national labour mobility facility within the surveying profession. A consultant will be hired to research this work and provide a report to the profession comparing insights gained in that research against the current situation within the profession with respect to the AIT.

Submitted by:

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Labour Mobility Monitoring Committee