


Competency Rating Scale Summary

<div><div>Additional Guidance for Canadian Environment Competencies</div></div>		Competency Category						
Competence Level	Competencies (1.1, 1.6, 1.9, 5.1, 6.3 & Category 2)	1	2	3	4	5	6	7
0	Has no experience with the competency	Has little or no exposure to the competency						<ul style="list-style-type: none">Has completed no continuing professional developmentHas not completed a gap analysis to determine areas of weaknessHas demonstrated no plan for future professional development
1	Demonstrates some awareness of the competency through work experience	<ul style="list-style-type: none">Receives training in the various phases of office, plant, field, or laboratory engineeringTasks assigned may include preparation of simple plans, designs, plots, calculations, costs or bills of material in accordance with established codes, standards, drawings, etcMay carry out routine technical surveys or inspections and prepare reportsHas no supervisory role	<ul style="list-style-type: none">Receives training in on-the-job assignmentsIs at an early/beginner levelCarries out activities of low complexityHas no supervisory role.Is at a basic level in this area; competency needs substantial development			<ul style="list-style-type: none">Has completed little continuing professional development activitiesGap analysis and assessment of areas of weakness incompleteHas developed an inadequate or no professional development plan; many gaps in knowledge are not sufficiently addressed		
	Direct supervision required = Significant		Responsibility and Risk = Minimal			Complexity of applicant's own work = Minimal		
2	Demonstrates awareness of the competency and has minimal practical experience with the competency (either in Canada or another jurisdiction)	<ul style="list-style-type: none">Receives tasks of limited scope and complexity; minor phases of broader projectsUses standard engineering methods and techniques in solving problemsAssists senior engineers with technical tasks requiring accuracy in calculations, completeness of data, and adherence to prescribed testing, analysis and or designMay assign and check work of approximately one to five non-engineering staffNormally regarded as a continuing portion of an engineer's training and development	<ul style="list-style-type: none">Carries out activities of limited scope and complexityUsually relies on predetermined standards and techniques in solving problems.Assists more senior engineers in carrying out tasksNormally regarded as a continuing portion of an engineer's training and developmentMarginal skills; requires training to bring skills to a professional level			<ul style="list-style-type: none">Has completed some continuing professional development activitiesGap analysis is marginal; insufficient assessment of areas of weaknessHas developed a marginal professional development plan; not all key gaps in knowledge are addressed		
	Direct supervision required = Considerable		Responsibility and Risk = Some			Complexity of applicant's own work = Some		
3	Has moderate experience with the competency while working under supervision (either in Canada or another jurisdiction)	<ul style="list-style-type: none">Receives tasks of moderate scope and complexity; standalone phases of major projectsUsually solves problems by using combinations of standard procedures, modifications of standard procedures, or methods developed in previous assignments.May assign and check work of approximately one to five non-engineering staffIs typically seen to be ready to assume professional engineering responsibilities	<ul style="list-style-type: none">Carries out activities of moderate scope and complexityProvides significant assistance to more senior engineers in carrying out tasksUsually solves problems by using combinations of standard procedures, modifications of standard procedures, or methods developed in previous assignments.Possesses adequate skills in this competencyIs typically seen to be ready to assume professional engineering responsibilities			<ul style="list-style-type: none">Has completed sufficient continuing professional development activitiesGap analysis is adequate; areas of weakness are adequately assessedHas developed an adequate professional development plan; gaps in knowledge are addressed		
	Direct supervision required = Some		Responsibility and Risk = Considerable			Complexity of applicant's own work = Moderate		
4	Has advanced knowledge of the competency and can carry out complex activities with minimal supervision	<ul style="list-style-type: none">Carries out responsible and varied assignments requiring general familiarity with a broad field of engineering and knowledge of reciprocal effects of the work upon other fields.Solves problems by using a combination of standard procedures and devising new approachesDeals with assigned problems by devising new approaches, applying existing criteria in new ways, and drawing conclusions from comparative situationsParticipates in planning to achieve prescribed objectivesMay give technical guidance to junior engineers, technologists and techniciansIs typically seen to be working at a fully qualified professional engineering level	<ul style="list-style-type: none">Carries out responsible and varied activitiesDeals with assigned problems by devising new approaches, applying existing criteria in new ways, and drawing conclusions from comparative situationsParticipates in planning to achieve prescribed objectivesMay provide guidance to junior engineers, technologists and techniciansPossesses strong skills in this competency; above-average ability is apparentIs typically seen to be working at a fully qualified professional engineering level			<ul style="list-style-type: none">Has completed a good amount of continuing professional development activitiesGap analysis is strong; areas of weakness are correctly assessedHas developed an strong professional development plan; gaps in knowledge are well addressed		
	Direct supervision required = Minimal		Responsibility and Risk = Significant			Complexity of applicant's own work = Considerable		

5	Demonstrates ability to carry out activities of the competency with advanced skills and complexity, with minimal supervision	<ul style="list-style-type: none">• Applies mature engineering knowledge in planning and conducting projects having scope for independent accomplishment, and coordination of difficult and responsible assignments.• Deals with assigned problems in a mature, creative and experienced manner by modifying established guides, devising new approaches, applying existing criteria in new ways, and drawing conclusions from comparative situations• Participates in short and long-range planning• Makes independent decisions for devising practical and economical solutions• Assigns and outlines work; advises on more difficult problems and methods of approach	<ul style="list-style-type: none">• Carries out activities of advanced scope and complexity• Independently coordinates difficult and responsible assignments and activities• Deals with problems or issues in a mature, creative and experienced manner by modifying established guides, devising new approaches, applying existing criteria in new ways, and/or drawing conclusions from comparative situations• Participates in short and long-range planning• Makes independent decisions for devising practical and economical solutions to problems• Possesses superior skills in this competency; provides mentorship or supervision	<ul style="list-style-type: none">• Provides and demonstrates leadership in continuing professional development activities• Gap analysis is excellent; areas of weakness are very well assessed• Has developed a superior professional development plan to address all gaps in knowledge and maintain currency in field of practice• Develops professional development plans with others and may instruct courses as appropriate
	Direct supervision required = Minimal	Responsibility and Risk = Total	Complexity of applicant's own work = Significant	