

Canadian Work-Environment Experience Competencies

For Geoscience Applicants and Assessors



CompetencyAssessment.ca

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Purpose

The purpose of this guide is to provide details on the assessment of the Canadian environment competency requirement and how applicants and assessors will evaluate satisfaction of the requirement using a competency-based approach.

Background

All applicants must demonstrate the Canadian Work-Environment Experience Competencies under the direct supervision of a Canadian Professional Geoscientist (or the equivalent) or, depending on the jurisdiction applied to, a Canadian Professional Engineer qualified to conduct geoscience (or the equivalent). Traditionally, Canadian Work-Environment Experience (or equivalent) has been a time-based requirement, typically satisfied by working in a Canadian Work-Environment (or equivalent) for at least 12 months and by demonstrating that the appropriate depth and breadth of applicable Canadian laws, practices, standards, customs, codes, conditions, and climates have been achieved.

Participating regulators using the work experience Competency-Based Assessment framework have determined the growing need to use a competency-based method to evaluate Canadian Work-Environment experience.

The intent of the Canadian Work-Environment Experience Competencies are to:

- Provide clear and transparent evaluation criteria for the determination of satisfactory geoscience experience in a Canadian Work-Environment or equivalent.
- Provide an alternative method for applicants to satisfy the minimum 12 months of Canadian Work-Environment Experience Requirement.
- Align the assessment method of the Canadian Work-Environment Experience Requirement with the Competency-Based Assessment framework.
- Maintain and uphold high standards for the geoscience profession in the public interest.
- Reduce the reliance on time-based requirements (i.e., minimum 12 months).

Canadian Work-Environment Experience Competencies

The Canadian Work-Environment Experience Competencies are a subset of seven (7) of the existing 29 geoscience competencies of the work experience Competency-Based Assessment (CBA) framework that best demonstrate knowledge and experience of Canadian regulations, codes, standards, quality control, business culture and practices, safety awareness, professional accountability, and communication.

The seven Canadian Work-Environment Experience Competencies are:

1. Professionalism

- 1.1 Comply with relevant legislation, regulations, and statutory reporting requirements
- 1.4 Maintain constructive working relationships
- 1.5 Apply ethical principles
- 1.6 Respond to obligations and responsibilities to the public, to the natural environment, to clients, and to employers
- 1.7 Contribute to health and safety in the workplace

4. Complementary

- 4.1 Deliver and comprehend oral communication
- 4.2 Deliver and comprehend written communication

In order to satisfy the Canadian environment experience requirement, all professional geoscience applicants are required to achieve each of the Canadian competencies at the minimum category level (3.0).

For more information, please refer to the [Guide to Geoscience Canadian Work-Environment Competencies](#) for Applicants and Assessors.

Assessment of Canadian Work-Environment Experience Competencies

All applicants will be required to **meet a minimum rating level of 3, the entry-to-practice level (etp), for each of the Canadian Work-Environment Experience Competencies** (as shown in Table 1 below).

In addition to achieving the required average level for each competency category, **each** of the CWEC must be achieved at the minimum rating level of 3 to satisfy the Canadian environment competency requirement.

This means that if an applicant achieved the required average for each competency category – but have not achieved one or more of the Canadian Work-Environment Experience Competencies at the minimum required level of 3 – the applicant will not be recommended for registration until the required level has been met.

Please refer to Table 1 below for a summary of the rating levels required.

Table 1: Minimum Required Level for Canadian Work-Environment Experience Competencies

Pan-Canadian Competency	Indicator	Min. Rating Level Per Canadian Competency
1. Professionalism (Minimum Category Level Required = 3)		
Competency 1.1	Comply with relevant legislation, regulations, and statutory reporting requirements	3
Competency 1.4	Maintain constructive working relationships	3
Competency 1.5	Apply ethical principles	3
Competency 1.6	Respond to obligations and responsibilities to the public, to the natural environment, to clients, and to employers	3
Competency 1.7	Contribute to health and safety in the workplace	3
4. Complementary Competencies (Minimum Category Level Required = 3)		
Competency 4.1	Deliver and comprehend oral communication (English/French)	3
Competency 4.2	Deliver and comprehend written communication (English/French)	3

Should an applicant achieve a level lower than the specified minimum required level, the applicant may be:

- Re-assigned the Canadian Work-Environment Experience Competencies that have not yet been met at a satisfactory level.

NOTE: If an applicant has been re-assigned one or more of the Canadian Work-Environment Experience Competencies, in some jurisdictions the applicant may still have the option to fulfill the Canadian Work-Environment Experience Requirement by demonstrating at least 12 months of satisfactory geoscience experience in the workplace.

Table 2: Assessment Outcomes for Canadian Work-Environment Experience Competencies

Assessment Rating	Assessment Outcome
Rating meets the minimum Canadian Work- Environment Experience Competency Level	<ul style="list-style-type: none"> • Applicant satisfies the specified Canadian Work-Environment Experience Competency. <p><i>(All Canadian Work-Environment Experience Competencies require a minimum score of 3.0)</i></p>
Rating is less than minimum Canadian Work- Environment Experience Competency Level of 3	<ul style="list-style-type: none"> • Canadian Work-Environment Experience Competencies not yet satisfied are re-assigned

Validators/Referees

Applicants are asked to provide the names and e-mail addresses of a validator to confirm their work experience example and to provide overall feedback on their readiness for professional registration/licensure.

Ideally, validators will be professional geoscientists (or the equivalent) or, depending on the jurisdiction, professional engineers qualified to conduct geoscience (or the equivalent). However, if this is not possible, ensure that validators for the mandatory Canadian Work-Environment Experience Competencies are direct supervisors within the same discipline of practice and who can demonstrate an understanding of the competency requirements. Some jurisdictions may require a CV or Resume be supplied by the validator.

Self-Assessment Rating Scale

Applicants are required to provide a self-assessment of their competence level.

Table 3: Competency Rating Scale for Mandatory Canadian Work-Environment Experience Competencies

Competence Level	The candidate's provided example demonstrates:
0	No exposure to the competency
1	A general awareness of the competency and its significance in practice.
2	Application of the competency, or components of the competency, with considerable supervision, in situations of low complexity and low risk.

3 (entry-to-practice level)	Application of all components of the competency with limited supervision, in situations of moderate complexity and moderate risk. This may include situations in which the candidate supervises others in application of aspects of the competency, while maintaining accountability for their work.
4	Application of the competency with minimal supervision, in situations of considerable complexity and moderate risk. This may include situations in which the candidate supervises others in application of aspects of the competency, while maintaining accountability for their work.
5	Application of the competency without supervision, in situations of significant complexity and high risk. This may include situations in which the candidate supervises others in application of aspects of the competency, while maintaining accountability for their work.

Assessment Outcomes for Canadian Work-Environment Experience Competencies

All applicants are required to meet a minimum rating for each of the Canadian environment competencies (as shown in Table 2 above). If an applicant has achieved the minimum required rating for all Canadian environment competencies, the applicant will be considered to have satisfied the Canadian environment competency requirement.

Should an applicant achieve a rating lower than the specified minimum required level, the applicant may be:

- Re-assigned the Canadian environment competencies that have not yet been met at the satisfactory rating.

NOTE: Assessors also have the discretion to recommend additional months of experience if applicable.

Table 4: Assessment Outcomes for Canadian Work-Environment Experience Competencies

Assessment Rating	Assessment Outcome
Rating meets the minimum Canadian Work- Environment Experience Competency Level	<ul style="list-style-type: none"> • Applicant satisfies the specified Canadian Work-Environment Experience Competency. <p><i>(All Canadian Work-Environment Experience Competencies require a minimum score of 3.0)</i></p>
Rating is less than minimum Canadian Work- Environment Experience Competency Level of 3	<ul style="list-style-type: none"> • Canadian Work-Environment Experience Competencies not yet satisfied are re-assigned

Methods to satisfy mandatory Canadian Work-Environment Experience Competencies which have been assessed as not meeting the minimum rating level

There may be courses or bridging programs that can be accepted. Please contact your provincial/territorial professional geoscience regulator to confirm eligibility of a course/bridging program to partially fulfill the Canadian Work-Environment Experience Competencies.

Re-Assessment Procedure for Canadian Work-Environment Experience Competencies

The Competency-Based Assessment (CBA) framework allows for competencies to be re-assigned to the applicant if the specified competency has not been satisfied. This procedure also applies to the seven mandatory Canadian Work-Environment Experience Competencies.


If the minimum rating level of 3 is not met for one (or more) of the seven mandatory Canadian Work-Environment Experience Competencies, the competency will be re-assigned to the candidate for completion. Once the appropriate experience has been obtained, the candidate will re-submit the competency for re-assessment.

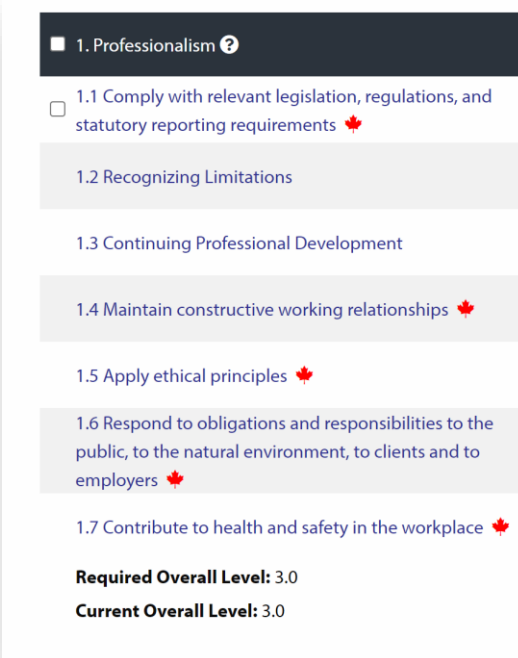
For Applicants: Self-Assessing Canadian Work-Environment Experience Competencies

This section provides guidance to applicants on the submission and evaluation of the seven Canadian Work-Environment Experience Competencies in the online Competency Assessment System. It is intended to supplement the Competency Assessment Guide.

Competency Self Assessment

Overview of Canadian Work-Environment Experience Competencies

Canadian Work-Environment Experience Competencies are denoted with a  on the Competency Self Assessment overview screen. This highlights to both applicants (and to validators and assessors) that these competencies are used towards the assessment of Canadian (or equivalent to Canadian) environment experience.



The screenshot shows a list of competencies under the heading '1. Professionalism'. The first item, '1.1 Comply with relevant legislation, regulations, and statutory reporting requirements', is marked with a red maple leaf icon. Other items include '1.2 Recognizing Limitations', '1.3 Continuing Professional Development', '1.4 Maintain constructive working relationships', '1.5 Apply ethical principles', '1.6 Respond to obligations and responsibilities to the public, to the natural environment, to clients and to employers', and '1.7 Contribute to health and safety in the workplace'. At the bottom, it shows 'Required Overall Level: 3.0' and 'Current Overall Level: 3.0'.

Providing Competency Examples for Canadian Work-Environment Experience Competencies

The format for submitting Canadian environment competencies will look familiar as it still relies on the Situation, Action, Outcome structure, but with some additions that provide guidance on how to report for the specified Canadian environment competency. The screen below shows that the header section will:

- Indicate that the selected competency is a mandatory Canadian Work-Environment Experience Competency;
- State the minimum required competency level;
- Provide a link to guidance on reporting for the specific Canadian Work-Environment Experience Competency.

Competency to be demonstrated:

This competency is intended to demonstrate your knowledge and awareness of Canadian national, provincial, territorial and municipal regulations, codes, standards, and Indigenous knowledge, rights and treaties. This includes local geoscience procedures and practices as applicable.

This is a mandatory Canadian Environment competency. The minimum required competency score for this competency is 3.

For additional guidance, please see the guide for applicants on reporting for [Mandatory Canadian Environment Competencies: 1.1 Comply with relevant legislation, regulations, and statutory reporting requirements](#)

Workplace Examples:

1. Apply for licenses and permits
2. Undertake stakeholder consultations
3. Consider and incorporate Indigenous knowledge, rights and treaties in decision making
4. Use appropriate standards in decision making
5. Complete and file reports and notifications

Employer *

Your Position *

Using the Guidance Documents

Each of the seven individual Canadian Work-Environment Experience Competencies has a guide that provides applicants with additional information on how to submit examples that addresses the Canadian (or equivalent to Canadian) environment. It also provides guidance for those who may not have direct Canadian environment experience and wish to use international examples. This may be helpful for:

- Applicants with no or limited experience within a Canadian (or equivalent to Canadian) environment; or
- Applicants being assessed to determine if confirmatory examinations may be waived (select jurisdictions only, such as APEGS)

Using the guidance documents will assist assessors in determining satisfaction of the requirements and/or equivalency.

Please note: Applicants may submit international examples for Canadian Work-Environment Experience Competencies. However the applicant has the responsibility to establish equivalency (as explained in the guidance documents online). It is possible for an example to take place outside of Canada and satisfy the Canadian environment competency as long as the information the applicant has provided is sufficient to establish equivalency.

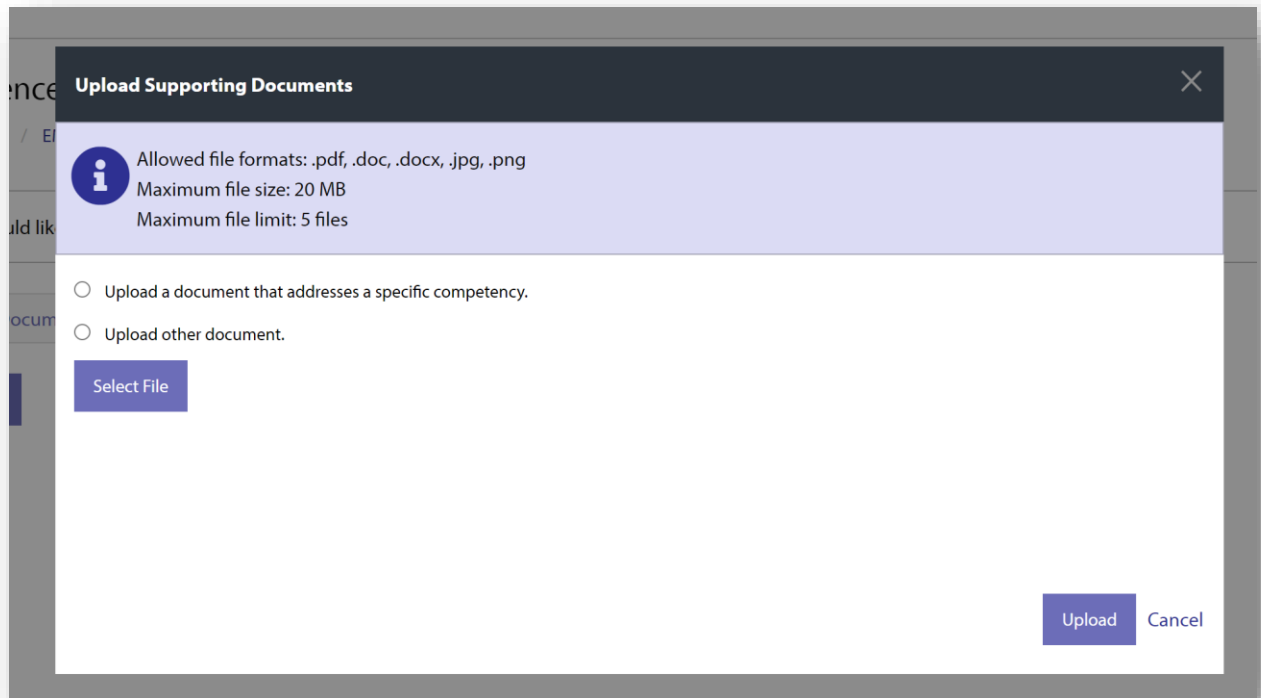
Self-Assessed Competency Level

Indicate the level on the Competency Rating Scale that you believe is demonstrated in the example. While the Canadian Work-Environment Experience Competencies have minimum required levels that must be achieved prior to registration, you may still submit the competency for validation and assessment even if you rate yourself below the minimum level.

Uploading Supporting Documents

As an applicant, you may feel supplementary documents are necessary to demonstrate how your example satisfies the Canadian Work-Environment Experience Competencies. Supporting documents may be more valuable for those who use international examples. Following the guidance documents, there may be additional information you would like to attach to assist assessors in establishing whether the experience may be equivalent to a Canadian

environment. There is a screen available to do that and is shown below:



For Assessors: Assessing Canadian Work-Environment Experience Competencies

[APPLICANT INFORMATION](#) /
 [EDUCATION](#) /
 [EMPLOYMENT HISTORY](#) /
 [SUPPORTING DOCUMENTS](#) /
 COMPETENCY ASSESSMENT /
 [VALIDATOR FEEDBACK](#) /
 [FINAL RECOMMENDATION](#)

The 'Competency Assessment' and 'Final Recommendation' pages are the key sections to review Canadian Work-Environment Experience Competencies.

Competency Assessment Summary

When reviewing an applicant's competency report, assessors will see a new "Canadian Competencies" section on the Competency Assessment Summary screen. All seven Canadian Work-Environment Experience Competencies will be listed under the "Canadian Competencies" section to provide a quick overview. Each of the Canadian Work-Environment Experience Competencies will also appear in their original respective categories.

COMPETENCY ASSESSMENT SUMMARY

Category	Applicant	Validator	Assessor	Required
1. Professionalism	3.7	2.9	3.0	3.0
COMPETENCIES +				
Canadian Competencies	4.0	3.1	3.1	
COMPETENCIES -				
1.1 Comply with relevant legislation, regulations, and statutory reporting requirements	3.0	3.0	3.0	3.0
1.4 Maintain constructive working relationships	5.0	4.0	3.0	3.0
1.5 Apply ethical principles	3.0	1.0	3.0	3.0
1.6 Respond to obligations and responsibilities to the public, to the natural environment, to clients and to employers	3.0	2.0	3.0	3.0
1.7 Contribute to health and safety in the workplace	5.0	4.0	4.0	3.0
4.1 Deliver and comprehend oral communication	4.0	4.0	3.0	3.0
4.2 Deliver and comprehend written communication	5.0	4.0	3.0	3.0

Assessing the Canadian Work-Environment Experience Competencies

The screen below shows that the header section for each CWEC will:

- Indicate that the selected competency is a mandatory Canadian Work-Environment Experience Competency;
- State the minimum required competency rating;
- Provide a link to guidance on the specific Canadian Work-Environment Experience Competency

Competency to be demonstrated:

This competency is intended to demonstrate your knowledge and awareness of Canadian national, provincial, territorial and municipal regulations, codes, standards, and Indigenous knowledge, rights and treaties. This includes local geoscience procedures and practices as applicable.

This is a mandatory Canadian Environment competency. The minimum required competency score for this competency is 3.

For additional guidance, please see the guide for applicants on reporting for [Mandatory Canadian Environment Competencies: 1.1 Comply with relevant legislation, regulations, and statutory reporting requirements](#)

Workplace Examples:

1. Apply for licenses and permits
2. Undertake stakeholder consultations
3. Consider and incorporate Indigenous knowledge, rights and treaties in decision making
4. Use appropriate standards in decision making
5. Complete and file reports and notifications

Employer *

Your Position *

As an assessor reviewing the Canadian Work-Environment Experience Competencies, the assessor should:

- 1) Review the applicant's example to ensure the information provided is sufficient in breadth, depth and quality to determine competency. The guidance documents and indicators can also provide assessors with the appropriate guidance.
- 2) Understand that applicants may submit international examples for Canadian Work-Environment Experience Competencies; however, the applicant has the responsibility to establish equivalency with support from the guidance documents. It is possible for an example to take place outside of Canada and satisfy the Canadian environment competency as long as the information the applicant has provided is sufficient to establish equivalency.

Providing a Final Recommendation

Assessors are asked to provide their recommendation regarding the Canadian environment competency. A series of additional questions appears depending on the options selected.

FINAL RECOMMENDATION

In your opinion, does the applicant meet the Canadian Environment requirement as specified in [Mandatory Canadian Work-Environment Experience Competencies Guidance Document](#)? *

- Yes
 No
 Unable to complete review
 More information needed

Assessors will need to address whether the applicant has satisfied the Canadian Work-Environment Experience Competency requirement. A series of questions will appear based on the 'Yes'/'No' selection.

Applicant Satisfies Canadian Environment Competency Requirement

- If the applicant satisfies the Canadian environment competency requirement, select 'Yes'.
 - Assessors are then asked whether the applicant has met all competencies and categories at the appropriate level for registration. Assessors can address and provide comment on the applicant's overall readiness for professional registration.

In your opinion, does the applicant meet the Canadian Environment requirement as specified in [Mandatory Canadian Work-Environment Experience Competencies Guidance Document?](#) *

Yes
 No
 Unable to complete review
 More information needed

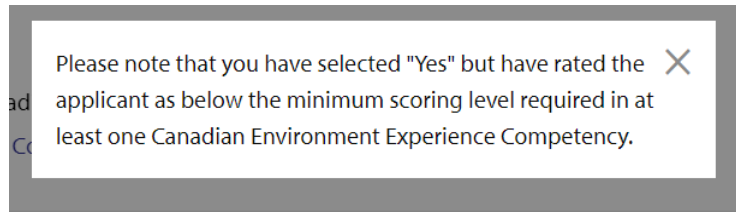
Do you believe this applicant has met the competencies at the appropriate level for registration? *

Yes
 No

If yes or no, please comment

Please provide any additional overall comments regarding this application, if applicable.

- An alert will appear if the assessor indicates that the applicant has met Canadian experience requirement, but at least one Canadian environment competency is below the minimum required level:



Applicant Does Not Satisfy Canadian Environment Competency Requirement

- If the applicant does not satisfy the Canadian environment competency requirement, select 'No'.
 - Assessors can recommend additional experience by re-assigning competencies if necessary.

In your opinion, does the applicant meet the Canadian Environment requirement as specified in [Mandatory Canadian Environment Competencies Guidance Document?](#) *

Yes
 No
 Unable to complete review
 More information needed

Do you believe this applicant has met the competencies at the appropriate level for registration? *

Yes
 No

If yes or no, please comment

Please provide any additional overall comments regarding this application, if applicable.

[◀ Previous](#) [Save Feedback](#) [Submit Assessment](#)

Unable to Complete Review or More Information Needed

- If the assessor is unable to complete the review for any reason, the assessor can select the 'Unable to complete review' section and provide a brief explanation.

In your opinion, does the applicant meet the Canadian Environment requirement as specified in [Mandatory Canadian Environment Competencies Guidance Document?](#) *

Yes
 No
 Unable to complete review
 More information needed

Please provide a reason why you are unable to complete the review *

Please provide any additional overall comments regarding this application, if applicable.

- If more information is required in order to proceed with the assessment, the assessor can select 'More information needed' Assessors are then asked to provide details on the information request.

In your opinion, does the applicant meet the Canadian Environment requirement as specified in [Mandatory Canadian Environment Competencies Guidance Document?](#) *

- Yes
- No
- Unable to complete review
- More information needed

Please let us know what information you need (e.g. more detailed examples for some - please list specific numbers - or all of the competencies) *

Please provide any additional overall comments regarding this application, if applicable.

Appendix: Detailed Guidance of Canadian Work-Experience Environment Competencies

Competency 1.1: Comply with relevant legislation, regulations, and statutory reporting requirements

Minimum competency level required: 3

This competency is intended to demonstrate your knowledge and awareness of Canadian national, provincial, territorial, and municipal regulations, codes, standards, and Indigenous knowledge, rights and treaties. This includes local geoscience procedures and practices as applicable.

To assist you with your report for this competency, consider the following workplace examples. Use one or more of the following examples, or other examples, from your work experience that would demonstrate the competency:

1. Apply for licenses and permits
2. Undertake stakeholder consultations
3. Use appropriate standards in decision making
4. Consider and incorporate Indigenous knowledge, rights and treaties in decision making
5. Complete and file reports and notifications

If you are an applicant:

- A. With no or limited experience within a Canadian work-environment; or
- B. Being assessed to determine if confirmation examinations may be waived (select jurisdictions only, such as APEGS)

Please consider the following guidance on using examples from your international experience to address this competency:

Things to consider if your workplace example for Competency 1.1 took place outside of Canada:

- a) If you used international/other applicable codes, standards, and/or practice guidelines, consider the following information to include in your example:
 - Specify any international/other applicable codes, standards and/or practice guidelines used within your example. Be specific with the codes, standards and/or guidelines used. Web links to the specified code, standard and/or practice guidelines are encouraged.
 - Describe how you used and applied the specified code(s), standard(s), and/or practice guidelines in an international work-environment.
 - Identify and describe the main differences and/or similarities between Canadian codes and standards, and the specified codes, standards and/or guidelines used in your example. Would there be an equivalent or related Canadian code/standard/regulation to the international code/standard/regulation that you used?
 - What steps did you take to adhere to best practices and to maintain safety, reliability, and quality in your practice? Why is it important and what are the consequences of non-adherence?
 - You may need to attach additional documentation related to this workplace example.
- b) If the jurisdiction in which your example takes place does not have codes, standards and/or practice guidelines, consider the following information to include in your example:
 - What steps did you take to adhere to best practices and to maintain safety, reliability, and quality in your practice? Why is it important and what are the consequences of non-adherence?
 - Identify any relevant Canadian codes, standards and/or practice guidelines that may be applicable to your example. Briefly discuss how the Canadian code/standard/guidelines would be applied in your example if it had taken place in Canada.

Competency 1.4: Maintain constructive working relationships

Minimum competency level required: 3

This competency is intended to demonstrate your ability to understand and implement Canadian business culture and practices.

To assist you with your report for this competency, consider the following workplace examples. Use one or more of the following examples, or other examples, from your work experience that would demonstrate the competency:

1. Undertake and apply diversity training
2. Provide and accept constructive feedback
3. Contribute to workplace conflict resolution

If you are an applicant:

- A. With no or limited experience within a Canadian Work-Environment; or
- B. Being assessed to determine if confirmation examinations may be waived (select jurisdictions only, such as APEGS)

Please consider the following guidance on using examples from your international experience to address this competency:

Things to consider if your workplace example for Competency 1.4 took place outside of Canada:

- a) Consider the following information to include in your example:
 - Identify and describe the main similarities and/or differences between your example and appropriate training/process/response in a Canadian Work-Environment.

Competency 1.5: Apply ethical principles

Minimum competency level required: 3

This competency is intended to demonstrate your ability to apply principles of the Code of Ethics within the Canadian geoscience Work-Environment.

To assist you with your report for this competency, consider the following workplace examples. Use one or more of the following examples, or other examples, from your work experience that would demonstrate the competency:

1. Communicate consequences of disregarding professional advice
2. Respond to unethical behaviour of others
3. Identify and address conflict of interest

If you are an applicant:

- A. With no or limited experience within a Canadian Work-Environment; or
- B. Being assessed to determine if confirmation examinations may be waived (select jurisdictions only, such as APEGS)

Please consider the following guidance on using examples from your international experience to address this competency:

Things to consider if your workplace example for Competency 1.5 took place outside of Canada:

- a) If you used international/other applicable Codes of Ethics (or other ethical practice guidelines), consider the following information to include in your example:
 - Specify which international/other applicable Codes of Ethics (or similar guidelines) were used in your example.

- Describe how you used and applied the specified Code of Ethics in a non-Canadian geoscience Work-Environment.
 - Identify the main differences and/or similarities between the Canadian codes of ethics, and the ethical practices described in your example.
 - What steps did you take to adhere to ethical conduct, and what are the consequences of non-adherence?
- b) If the jurisdiction in which your example takes place does not have a Code of Ethics (or relevant ethical practice guidelines), consider the following information to include in your example:
- What steps did you take to adhere to ethical conduct, and what are the consequences of non-adherence?
 - Identify possible or relevant Canadian Code of Ethics tenets that may be applicable to your example. How would these apply to your specific example?

Competency 1.6: Respond to obligations and responsibilities to the public, to the natural environment, to clients and to employers

Minimum competency level required: 3

This competency is intended to demonstrate your ability to balance stakeholder needs with Canadian professional geoscientist obligations.

To assist you with your report for this competency, consider the following workplace examples. Use one or more of the following examples, or other examples, from your work experience that would demonstrate the competency:

1. Undertake work activities in a manner that minimizes environmental impact
2. Make decisions consistent with client or employer needs that protect the safety, health, and welfare of the public
3. Employ the principles of risk management in project cost analysis
4. Provide accessible and appropriate information to address public concerns

If you are an applicant:

- A. With no or limited experience within a Canadian Work-Environment; or
- B. Being assessed to determine if confirmation examinations may be waived (select jurisdictions only, such as APEGS)

Please consider the following guidance on using examples from your international experience to address this competency:

Things to consider if your workplace example for Competency 1.6 took place outside of Canada:

- a) Consider the following information to include in your example:
 - Describe the relationship between the activities in your example and their impact on the public and/or the environment.
 - In preparation of a report of geoscience activities conducted in your example, what were important considerations to the public? What were the steps taken to identify these considerations?
 - Describe a situation where you engaged with the public to address public concerns about a project.

Competency 1.7: Contribute to health and safety in the workplace

Minimum competency level required: 3

This competency is intended to demonstrate your ability to address the health and safety of your clients, co-workers, the public, and yourself consistent with Canadian regulations, codes, and standards.

To assist you with your report for this competency, consider the following workplace examples. Use one or more of the following examples, or other examples, from your work experience that would demonstrate the competency:

1. Proactively address workplace health and safety
2. Identify unsafe practices or hazardous situations
3. Contribute to development of site-specific health and safety requirements

If you are an applicant:

- A. With no or limited experience within a Canadian Work-Environment; or
- B. Being assessed to determine if confirmation examinations may be waived (select jurisdictions only, such as APEGS)

Please consider the following guidance on using examples from your international experience to address this competency:

Things to consider if your workplace example for Competency 1.7 took place outside of Canada:

- a) If you used international/other applicable codes, standards, and/or practice guidelines pertaining to health and safety, consider the following information to include in your example:
 - Specify any international/other applicable codes, standards and/or practice guidelines used within your example. Be specific with the codes, standards and/or guidelines used. Web links to the specified code, standard and/or practice guidelines are encouraged.
 - Describe how you used and applied the specified code(s), standard(s), and/or practice guidelines in an international work-environment?
 - Identify and describe the main differences and/or similarities between Canadian codes and standards, and the specified codes, standards and/or practice guidelines used in your example. Would there be an equivalent or related Canadian code/standard/regulation to the international code/standard/regulation that you used?
 - What steps did you take to adhere to best practices and to maintain safety, reliability, and quality in your practice? Why is it important and what are the consequences of non-adherence?
 - You may need to attach additional documentation related to this workplace example.
- b) If the jurisdiction in which your example takes place does not have codes, standards and/or practice guidelines, consider the following information to include in your example:
 - What steps did you take to adhere to best practices and address health and safety, and identify and address unsafe practices or hazardous situations in your practice? Why is it important and what are the consequences of non-adherence?
 - Identify any relevant Canadian codes, standards and/or practice guidelines that may be applicable to your example. Briefly discuss how the Canadian code/standard/guidelines would be applied in your example if it had taken place in Canada.

Competency 4.1: Deliver and comprehend oral communication

Minimum competency level required: 3

This competency is intended to demonstrate your ability to effectively communicate orally in the language of business of the jurisdiction in which you are applying, either French or English.

To assist you with your report for this competency, consider the following workplace examples. Use one or more of the following examples, or other examples, from your work experience that would demonstrate the competency:

1. Participate in a consultation or working group
2. Deliver a geoscience lecture or presentation
3. Describe a geoscience model to a client, peer, or supervisor

If you are an applicant:

- A. With no or limited experience within a Canadian Work-Environment; or
- B. Being assessed to determine if confirmation examinations may be waived (select jurisdictions only, such as APEGS)

Please consider the following guidance on using examples from your international experience to address this competency:

Things to consider if your workplace example for Competency 4.1 took place outside of Canada:

- a) Consider the following information to include in your example:
 - Describe your approach on tailoring communications and using appropriate language for specific audiences in an oral format.
 - What are the steps that you took to ensure thoughtful, clear, and understandable oral communication practices?
 - Describe how you utilized different strategies to demonstrate key scientific points and concepts. How did you determine which communication strategy to use?
 - Describe your method to review and provide constructive verbal feedback to key stakeholders such as peers, clients, or supervisors.

Competency 4.2: Deliver and comprehend written communication

Minimum competency level required: 3

This competency is intended to demonstrate your ability to effectively communicate in writing in the language of business of the jurisdiction in which you are applying, either French or English.

To assist you with your report for this competency, consider the following workplace examples. Use one or more of the following examples, or other examples, from your work experience that would demonstrate the competency:

1. Prepare and respond to business correspondence
2. Write a project or funding proposal
3. Interpret and synthesize written information

If you are an applicant:

- A. With no or limited experience within a Canadian Work-Environment; or
- B. Being assessed to determine if confirmation examinations may be waived (select jurisdictions only, such as APEGS)

Please consider the following guidance on using examples from your international experience to address this competency:

Things to consider if your workplace example for Competency 4.2 took place outside of Canada:

- a) Consider the following information to include in your example:
 - Describe your approach on tailoring communications and using appropriate language for specific audiences in written format.
 - What are the steps that you took to ensure discretion and thoughtful written communication practices?
 - Describe how you utilized different strategies to demonstrate key points and concepts. How did you determine which written communication strategy to use?
 - Describe your method to review and provide constructive written feedback to key audiences.