

# Supporting Future Engineers and Geoscientists:

## *A Message to Supervisors*

As a supervisor of an engineering or geoscience graduate or engineer-in-training or geoscientist-in-training, you play a vital role in shaping not only their professional development but also the future of engineering and geoscience in Canada. Many of the individuals you mentor and oversee will one day apply for licensure with an engineering or geoscience regulator.

Each candidate seeking licensure is required to show preparedness for professional duties that impact public health, safety, and welfare. Mentorship, supervision, and feedback are necessary elements of this process.

### Your Impact as a Supervisor

Engineering or Geoscience regulators assess applicants' knowledge, skills, and judgment for licensure using competency assessment.

Supervisors are uniquely positioned to help candidates succeed by:

- **Providing Meaningful and Diverse Experiences:** Delegate tasks and projects that progressively build technical expertise, project management skills, communication abilities, and an understanding of ethical considerations. Offer opportunities for increasing responsibility, exposure to different areas of practice, and access to mentorship or continuing education.
- **Scheduling Regular Check-Ins:** Hold ongoing conversations focused on technical growth, ethical decision-making, and leadership development. These discussions should go beyond project updates, fostering well-rounded professional development.
- **Offering Ongoing and Structured Feedback:** Provide timely, constructive feedback that highlights strengths, identifies areas for improvement, and includes clear recommendations. Document progress to support both licensure requirements and professional growth.
- **Encouraging Reflection:** Prompt candidates to reflect on what they've learned, how they have applied professional judgment, demonstrated accountability, and shown leadership in their work.
- **Addressing Gaps Early:** Recognize and discuss competency gaps as they arise and help candidates pursue targeted learning opportunities or experiences that strengthen those areas.
- **Modeling Professional Standards:** Demonstrate accountability, ethical practice, and a commitment to continuous improvement, setting the tone for candidates to emulate the values of the engineering profession.

## What is Competency Assessment?

Competency assessment is a review of an applicant's engineering or geoscience experience through an examination of their proficiency across multiple competency categories, including technical expertise, ethics, sustainability, teamwork, and professional growth. Applicants must document their experience and provide specific examples illustrating their competencies, which are then evaluated by validators such as supervisors or colleagues familiar with their work.

## Your Role as a Validator

When an employee or mentee applies for licensure, you may be asked to:

- Confirm the accuracy of their work described;
- Rate their level of competence in each area;
- Provide meaningful feedback on readiness for professional practice;

**There is an expectation that you leave substantial feedback for each competency category.**

## Checklist for Effective Validation

Pre-Assessment	During Assessment	Post-Assessment	Continuous Improvement
 <b>Pre-Assessment</b> Learn the framework: understand your jurisdiction's CBA competencies and rating scale.	 <b>During Assessment</b> Document performance objectively. Provide structured feedback: document strengths, areas for growth, and recommendations.  Whenever possible, provide specific feedback rather than leaving sections blank.  Gather sufficient evidence tied to competency criteria.  Avoid bias and ensure fairness.	 <b>Post-Assessment</b> Review documentation thoroughly.  Provide clear, actionable feedback.	 <b>Continuous Improvement</b> Stay current with CBA practices.  Reflect on your own validation approach and seek growth.

*Although validation happens at the application stage, your influence starts much earlier.*

*Supervisors who understand Competency Assessment can better prepare candidates from the outset.*

## Why Early Oversight Matters

Too often, applicants apply before they are ready. This creates delays, resubmissions, and frustration for applicants, supervisors, and regulators. Further, some candidates only hear concerns on their licensure readiness for the first time during the application process, feedback that would have been far more helpful if it had come earlier from a trusted supervisor.

***Proactive engagement not only prevents setbacks but also empowers candidates and builds a stronger degree of confidence. By investing your time and attention early, you play a crucial role in shaping competent future engineers and geoscientists and ensuring the profession upholds its duty to serve the public safely and responsibly.***

If you're interested in learning more about Competency Assessment or would like a guide for how to validate an applicant's experience, please contact your local regulator or visit <https://competencyassessment.ca/Validators>.