



Best Employers
for New Canadians

2008

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TRIEC

Associated Engineering Group Ltd.

<http://www.ae.ca/>

Employer Description

Associated Engineering Group Ltd. is an employee-owned consulting engineering firm specializing in the water, transportation, infrastructure and environmental sectors. It provides services to clients across Canada and around the world, including planning, feasibility studies, commissioning and asset management. In 2006, the organization formed a new company, Associated Geosciences Ltd., which will expand the scope of their services into the mining and geosciences fields.

Established: 1984 **Canadian Locations:** Edmonton, Calgary, Lethbridge, Fort McMurray, Medicine Hat, Red Deer, Vancouver, Kelowna, Comox, Saskatoon, Regina, Prince Albert, Toronto, St. Catharines **Full-Time Employees:** 509 **Employees who are visible minorities:** 12% **Of managers:** 1%

Associated Engineering Group Ltd. was selected as one of the Best Employers for New Canadians (2008) for:

- ▶ Helping internationally-educated engineers obtain a provincial licence
- ▶ Ensuring immigrant engineers meet Canadian work experience requirements for provincial licensure
- ▶ Encouraging new Canadian employees to enrol in a special business communication program provided by a local college

Our Reasons for Selection:

Obtain Your Professional Licence

Many internationally-trained engineers face difficulties practicing their profession in Canada. To obtain provincial licensure, engineers from abroad must acquire 1 year of Canadian work experience. As a result, engineers with international credentials find themselves at an impasse – unable to find work in Canada without a PEng designation, but unable to obtain licensure without Canadian work experience.

Associated Engineering addresses this dilemma by recognizing the credentials of new Canadian applicants during the recruitment process. Upon hire, new Canadian employees begin the process of professional accreditation, aided by a number of training initiatives and supports.

Associated Engineering helps new Canadian meet the academic requirements of the provincial licensure process by providing study guides for professional examinations. Internationally-trained engineers write practice exams, which are reviewed together with training staff to improve writing skills.

AE gave me the opportunity to become an active member of the engineering community of BC. In my last two years in AE, I have gained invaluable experience in water resources and have the opportunity to get acquainted with the 'state of the art' technology. I am hoping this experience will help me to become a registered professional in BC.
- Nazmun Nahar, Associated Engineering employee

Gain Canadian Engineering Experience

Not only do new Canadians receive supports that help them meet academic requirements, but they are also given the opportunity to begin building their professional Canadian work experience as well. Associated Engineering ensures that new Canadians pursuing provincial licensure are provided with appropriate projects, training and mentorship opportunities that help them obtain the requisite amount of Canadian engineering work experience necessary to meet provincial licensing guidelines.

Improve Your Business Communication Skills

At their Vancouver location, new Canadian employees can enrol in a special communications training program at a local community college. The course is designed specifically for immigrants trained in engineering and technology occupations. Students expand their business communication skills and their knowledge of the Canadian engineering and technology profession. Associated Engineering has a number of Vancouver employees currently enrolled in the program.

I worked as a structural engineer in China, immigrated to Canada in 2004 and joined Associated Engineering in 2005. Working at Associated Engineering is like a big family. I get help anytime I need it and learn so much everyday.

AE offers a training program that suits my career goal to become a professional engineer in Canada. I am enrolled in a communication training program related to Canadian engineering working styles. I believe a door of opportunity is opening.

- John Du, Associated Engineering employee