

## Canadian Work-Environment Experience Competencies - Guide for Applicants

The **Canadian Work-Environment Experience Competencies (CWECs)** 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 Canadian Work-Environment Experience Competencies are:

- [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](#)
- [4.1 Deliver and comprehend oral communication](#)
- [4.2 Deliver and comprehend written communication](#)

### **Background**

All applicants must demonstrate Canadian Work-Environment Experience 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).

### **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).

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 1: Minimum Rating Required for Fulfilment of Canadian Work-Environment Experience Competencies**

Canadian Work-Environment Experience Competency		Minimum Rating Required
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
Competency 4.1	Deliver and comprehend oral communication (English/French)	3
Competency 4.2	Deliver and comprehend written communication (English/French)	3

**Table 2: Satisfying 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"> <li>• Applicant satisfies the specified Canadian Work-Environment Experience Competency</li> </ul> <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

- Canadian Work-Environment Experience Competencies not yet satisfied are re-assigned

## **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.

### References/Validators

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 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.

Competency Rating Scale for mandatory Canadian Work-Environment Experience Competencies

<b>Competence Level</b>	<b>The candidate's provided example demonstrates:</b>
<b>0</b>	No exposure to the competency.
<b>1</b>	A general awareness of the competency and its significance in practice.

<b>2</b>	Application of the competency, or components of the competency, with considerable supervision, in situations of low complexity and low risk.
<b>3 (etp)</b>	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.
<b>4</b>	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.
<b>5</b>	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

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

### 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 Work Experience 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 (7) mandatory Canadian Work-Environment Experience Competencies.

If the minimum rating level is not met for one (or more) of the seven (7) 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.

## **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.

### **References/Validators**

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 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 supervisor.

### **Self-Assessment Rating Scale**

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

Competency Rating Scale for mandatory Canadian Work-Environment Experience Competencies

<b>Competence Level</b>	<b>The candidate's provided example demonstrates:</b>
<b>0</b>	No exposure to the competency.
<b>1</b>	A general awareness of the competency and its significance in practice.
<b>2</b>	Application of the competency, or components of the competency, with considerable supervision, in situations of low complexity and low risk.
<b>3 (etp)</b>	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.
<b>4</b>	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.
<b>5</b>	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**

<b>Assessment Rating</b>	<b>Assessment Outcome</b>
Rating meets the minimum Canadian Work-Environment Experience Competency Level	<ul style="list-style-type: none"> <li>Applicant satisfies the specified Canadian Work-Environment Experience Competency</li> </ul> <p><i>(All Canadian Work-Environment Experience Competencies require a minimum score of 3)</i></p>



Rating is less than minimum Canadian Work-Environment Experience Competency Level of 3

- 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 Work Experience 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 (7) mandatory Canadian Work-Environment Experience Competencies.

If the minimum rating level is not met for one (or more) of the seven (7) 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.

## 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?

### References/Validators

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 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 supervisor.

### Self-Assessment Rating Scale

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

Competency Rating Scale for mandatory Canadian Work-Environment Experience Competencies

<b>Competence Level</b>	<b>The candidate's provided example demonstrates:</b>
<b>0</b>	No exposure to the competency.
<b>1</b>	A general awareness of the competency and its significance in practice.
<b>2</b>	Application of the competency, or components of the competency, with considerable supervision, in situations of low complexity and low risk.
<b>3 (etp)</b>	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.
<b>4</b>	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.

<b>5</b>	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.
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### 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"> <li>Applicant satisfies the specified Canadian Work-Environment Experience Competency</li> </ul> <p><i>(All Canadian Work-Environment Experience Competencies require a minimum score of 3)</i></p>
Rating is less than minimum Canadian Work-Environment Experience Competency Level of 3	<ul style="list-style-type: none"> <li>Canadian Work-Environment Experience Competencies not yet satisfied are re-assigned</li> </ul>

### 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 Work Experience 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 (7) mandatory Canadian Work-Environment Experience Competencies.

If the minimum rating level is not met for one (or more) of the seven (7) 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.

## **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.

### **References/Validators**

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 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 supervisor.

### Self-Assessment Rating Scale

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

Competency Rating Scale for mandatory Canadian Work-Environment Experience Competencies

<b>Competence Level</b>	<b>The candidate's provided example demonstrates:</b>
<b>0</b>	No exposure to the competency.
<b>1</b>	A general awareness of the competency and its significance in practice.
<b>2</b>	Application of the competency, or components of the competency, with considerable supervision, in situations of low complexity and low risk.
<b>3 (etp)</b>	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.
<b>4</b>	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.
<b>5</b>	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

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

### **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 Work Experience 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 (7) mandatory Canadian Work-Environment Experience Competencies.

If the minimum rating level is not met for one (or more) of the seven (7) 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.

## 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.

### References/Validators

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 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 supervisor.

### Self-Assessment Rating Scale

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

Competency Rating Scale for mandatory Canadian Work-Environment Experience Competencies

<b>Competence Level</b>	<b>The candidate's provided example demonstrates:</b>
<b>0</b>	No exposure to the competency.
<b>1</b>	A general awareness of the competency and its significance in practice.
<b>2</b>	Application of the competency, or components of the competency, with considerable supervision, in situations of low complexity and low risk.
<b>3 (etp)</b>	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.

<b>4</b>	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.
<b>5</b>	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

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

### 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 Work Experience 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 (7) mandatory Canadian Work-Environment Experience Competencies.

If the minimum rating level is not met for one (or more) of the seven (7) 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.

### 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.

**References/Validators**

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 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 supervisor.

### Self-Assessment Rating Scale

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

Competency Rating Scale for mandatory Canadian Work-Environment Experience Competencies

<b>Competence Level</b>	<b>The candidate's provided example demonstrates:</b>
<b>0</b>	No exposure to the competency.
<b>1</b>	A general awareness of the competency and its significance in practice.
<b>2</b>	Application of the competency, or components of the competency, with considerable supervision, in situations of low complexity and low risk.
<b>3 (etp)</b>	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.
<b>4</b>	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.
<b>5</b>	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

Assessment Rating

Assessment Outcome

Rating meets the minimum Canadian Work-Environment Experience Competency Level

- Applicant satisfies the specified Canadian Work-Environment Experience Competency  
*(All Canadian Work-Environment Experience Competencies require a minimum score of 3)*

Rating is less than minimum Canadian Work-Environment Experience Competency Level of 3

- 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 Work Experience 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 (7) mandatory Canadian Work-Environment Experience Competencies.

If the minimum rating level is not met for one (or more) of the seven (7) 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.

## 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.

### References/Validators

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 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 supervisor.

### Self-Assessment Rating Scale

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

Competency Rating Scale for mandatory Canadian Work-Environment Experience Competencies

<b>Competence Level</b>	<b>The candidate's provided example demonstrates:</b>
<b>0</b>	No exposure to the competency.
<b>1</b>	A general awareness of the competency and its significance in practice.
<b>2</b>	Application of the competency, or components of the competency, with considerable supervision, in situations of low complexity and low risk.
<b>3 (etp)</b>	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.
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<b>5</b>	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

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

### **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 Work Experience 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 (7) mandatory Canadian Work-Environment Experience Competencies.

If the minimum rating level is not met for one (or more) of the seven (7) 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.