

The following amendments to the Regulatory Bylaws were unanimously passed by Council on February 7, 2020 and now must be “confirmed, varied or revoked” by the membership in attendance at the September 18, 2020 Annual Meeting.

## **Appendix 4 of the Regulatory Bylaws - prior to amendment.**

### **Components of Acceptable Geoscience Work Experience**

The following criteria are designed to provide guidance to candidates, employers and supervisors with respect to the experience expected of a geoscientist-in-training applying for professional registration. Acceptable geoscience work experience must include the application of the knowledge of geoscience principles and practice and should provide exposure to, or experience in the following broad areas: management, communication, and the social implications of geoscience. Assessment of the acceptability of the work experience is based on the extent to which the applicant's experience includes these areas which are outlined in the following sections.

## **Appendix 4 of the Regulatory Bylaws - as proposed.**

### **Components of Acceptable Geoscience Work Experience**

The following criteria are designed to provide guidance to candidates, employers and supervisors with respect to the experience expected of a geoscientist-in-training applying for professional registration. Acceptable geoscience work experience must include the application of the knowledge of geoscience principles and practice and should provide exposure to, or experience in the following broad areas: management, communication, and the social implications of geoscience. Assessment of the acceptability of the work experience is based on the extent to which the applicant's experience includes these areas which are outlined in the following sections.

**For a person who is registered as a geoscientist-in-training on or after January 1, 2021 or a person who is registered as an geoscientist-in-training on or before December 31, 2020 who has not submitted any experience reports by December 31, 2020, experience in geoscience work satisfactory to the Council comprises the following competency-based assessment elements:**

**1. Professionalism**

**2. Scientific method**

**3. Geoscience practice**

**4. Communication and management**

**For a person who is registered as a geoscientist-in-training on or before December 31, 2020 and who has submitted**

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**1) Application of the Knowledge of Geoscience Principles and Practice**

The skillful application of geoscience knowledge is essential to earning professional registration and licensure. To be accepted, a candidate's experience shall include active and responsible participation in the following aspects of geoscience:

- a) geoscience training and familiarization;
- b) technical geoscience experience;
- c) development of geologic concepts (for example: preparation of reports concerning deposits of rocks, minerals or other naturally-occurring earth materials); and,
- d) mapping and systematic geoscience evaluation (with specific reference to bedrock, unconsolidated earth materials and/or snow, ice, groundwater, surface water and constituents thereof);
- e) identification of geologic hazards and risk to the public and the environment.

**2) Management of Geoscience**

Management in geoscience includes the supervision of staff, project leadership, budgeting and the socially responsible application of geoscientific principles and practices. Candidates must be able to document reasonable progression toward increasing management involvement and responsibility over time.

**3) Social Implications of Geoscience**

The practice of geoscience has significant impact on the public in the fields of public and environmental safety, industry, finance and education. Candidates should become aware of the geoscientist's role in society and the social impact of projects in which they are involved. They should understand the role of the geoscientist from these points of view including environmental, economic and the

**at least one experience report on or before December 31, 2020, experience in geoscience work satisfactory to the Council includes the following:**

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#### **4) Communication Skills**

During the training period, candidates should be required to communicate effectively with superiors, co-workers, government regulators, clients and the general public. They should become proficient in the written and oral presentation of geoscience from daily record-keeping to major reports.

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### **Rationale for Amendments**

To better define what constitutes acceptable geoscience work experience by adopting competency-based experience assessment.

Competencies are observable and measurable skills, knowledge, abilities, motivations or traits required for professional registration that are demonstrated through the actions and behaviours of the applicant. The competency-based assessment system:

- permits a more quantitative assessment of applicants using a more precise measuring system than the current APEGS experience review guidelines.
- is a more explicitly described and defined measurement tool to assess readiness for licensure.
- makes the assessment more objective, transparent and consistent and increases the confidence of all who participate in the process including applicants, validators, employers and assessors.

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