

Support for In-Training and Student Members



ON NOVEMBER 27, 2014, the Audit & Practice Review Committee (APRC) passed a motion for Council's consideration: "The APRC is of the opinion that the *Rules* require the College to do more to support In-Training members in their transition to registered status, and recommends that Council explore options for a more formalized program for In-Training members." At its meeting on November 28, 2014, Council passed a motion to: 'have the APRC identify suitable approaches to provide more support to guide In-Training members.' The APRC subsequently struck the Working Group for In-Training & Student Members Support, thereby expanding the scope to include Students. Between October 2015 and April 2016, the Working Group held four conference call meetings to collect data from the targeted members and devise a plan for addressing the needs identified.

The major tasks completed by the Working Group included:

- Development of a list of options to improve support for In-Training and Student members.
- Distribution of an electronic survey to In-Training and Student members to elicit feedback on selected options and to seek additional ideas.
- Evaluation of all options based on survey feedback, ease of implementation, and alignment with strategic objectives outlined in the College's *2016-18 Strategic Plan*.

In summary, eight options were identified:

1. Guidance on professional writing and meeting report requirements: Develop a webinar or seminar series to help members and applicants meet the requirement for submission of a professional report and improve general writing skills of members.
2. College-approved professional advancement plans: Develop a template for In-Training members to document a plan for professional advancement addressing items such as CPD, mentorship, additional learning tools, and upgrading to registered status.
3. Mentorship: Help facilitate a mentorship program by providing a framework (or frameworks) to match interested mentors and protégés, and to provide examples of a variety of ways mentorships can develop.
4. Information on biology careers: Create a series of communication tools and resources about common career



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paths for biologists in BC. Provide information on the range of employment opportunities and advice on ways to get established in BC for recent students, for new and experienced biologists, and for biologists moving to BC from outside the Province.

5. Outreach to employers: Raise awareness with biology sector employers about the benefits of hiring applied biology professionals, including In-Training members.

6. Monthly brown bag lunch meetings: Support participant-organized monthly, regional brown bag lunch events that earn CPD points for current and aspiring biologists/technologists and that provide opportunities for group discussion and networking, or to hear presentations from local biologists.

7. Expansion of the accreditation program: Increase partnerships with post-secondary institutions to ensure programs align with the College of Applied Biology's accreditation requirements to provide more certainty to graduates that they will qualify for College membership and that the credentials review process will be simplified.

8. Guidance on Curriculum Vitae (CV) preparation: Provide guidance on the development of a professional CV to enhance potential employability.

The Working Group has provided recommendations to Council to implement the top ranked options in the near term and to consider the inclusion of funding in annual budgets to implement other options in subsequent years.

I would like to thank those members that volunteered to sit on the Working Group and share their expertise and advice: Maureen McDermid, Former Lay member of Council; Cairine Green, Lay Member of Council; Melissa Lesko, BIT; Warren Warttig, RPBio, Chair of the APRC; and Dr. Vanessa Craig, RPBio, College President. I would also like to thank the College staff that supported this initiative: Rebecca Mersereau, RPBio, former Assistant Registrar; Linda Stordeur, RPBio, Registrar; and Jillian Stewart, BIT, Administrative Assistant. 

Respectfully submitted,
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Chair of the Working Group for In-Training & Student Members Support



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