



Auditing Association of Canada 2015 Conference, Halifax, Nova Scotia

**Auditor Candidate Development
A Challenge for Us All**

AAC Review

- AAC recognises the challenges to get experience and achieve certification
- Auditor demographic
 - New entrants : experienced retirees
 - Client volume challenge on current auditors
- # of new auditors insufficient to meet projected needs
- Specific shortages within OHS auditing

Going forward

- The AAC developed a position paper that supported the development of candidates
- A whitepaper describing an implementation process is currently in draft
- Timing is everything !!
 - An opportunity exists for the BCRSP to support the AAC and the talent pool development program.

Program Overview

- AAC coordinates program
- Candidate must join the AAC
- Candidate is responsible to meet all non audit qualifications
 - (education, formal training & experience)
- Candidate program application
- Mentor & mentee relationship development
- Candidates assessed – mentor(s) feedback
- Audit experienced gain
- Candidate applies for AAC certification

Win – Win

- **Client** – continued access to Certified and experienced AAC auditors
- **AAC / BCRSP** – new supporting framework
- **Auditing profession** – maintain auditor certification
- **Public Safety** – Auditing is a core safety tool
- **Mentors** – ‘giving back’ principle
- **Mentees (Candidates)**
- **Pilot Program** – OHS professionals (mentees) will be a asset to the mentor and client during audits
- **BCRSP** – OHS professional promoting to the value of using certified auditors to clients
- **AAC** – controlled influx of OHS professionals to auditing profession

Next Steps for BCRSP

- Continue board level promotion
- Agree incentives package for pilot mentors
- Support Canadian Registered Safety Professional Pilot candidates
- Prepare draft MoU with AAC

Next Steps for AAC

- Progress internal steps at committee level
- Development of an incentive package for mentors
- Recruit AAC mentor volunteers
- Resolution of potential barriers
- MoU support with the BCRSP
- Agreement and commencement of the Mentor Program and Pathway Process

Final Thoughts

- Urgent need to attract new auditors - mentorship program provides a pathway
- Other professional organizations have achieved mentoring success (Occupational Hygienists)
- Winning opportunity for all stakeholders
- Pilot program will form the foundation to grow the talent pool



- More information on this program is available from Todd Hall
- A short workshop is planned for tomorrow