



A P E G S

*Association of Professional Engineers  
& Geoscientists of Saskatchewan*

ANNUAL REPORT 2023



# RESILIENCE



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**APEGS regulates the engineering and geoscience professions in the jurisdiction of Saskatchewan which is comprised of portions of lands from Treaties 2, 4, 5, 6, 8 and 10, the territories of the Nêhiyawak (Cree), Anihšīnāpēk (Saulteaux), Dene, Dakota, Lakota and Nakoda nations, and the homeland of the Métis Nation.**

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**Cover Image:**  
Fold interference in metamorphosed sedimentary rocks, north of Lake Athabasca, SK  
Photographer: Nic Montenegro

**Image Left:**  
Garnet-anthophyllite rock from Numabin Bay, Reindeer Lake, SK  
Photographer: Ralf Maxeiner



# WHO WE ARE

## VISION, MISSION, AND VALUES

As part of renewing our strategic plan, APEGS introduced a new vision, mission, and values at the end of 2022.

### VISION



APEGS is a leader in providing progressive regulation that unites the needs of the public with the practice of its members towards the betterment of society and sustainable professions.

### MISSION



APEGS regulates the professions of engineering and geoscience in the public interest. APEGS is responsible for registration and compliance, member competence, regulation, and developing professional practice.

### VALUES



#### Humility

We embrace the limits of our individual knowledge. We believe there is value in the insights and perspectives of peers and those outside the professions to create meaningful solutions for the public and our members.



#### Integrity

We conduct ourselves transparently, honestly, and ethically, and in good faith. We consistently work towards a mutual relationship of trust with the public and our members.



#### Inclusivity

We value the perspectives and contributions of all people, and we incorporate the needs, experiences, and perspectives of a diverse public into our decision-making processes.



#### Responsibility

We ensure our members practice their chosen professions in an accountable way that demonstrates a commitment to public wellbeing and member competence.



#### Innovation

We champion innovative approaches to regulation.

## REGISTRANT STATISTICS

### REGISTRANTS BY TYPE

Temporary Licensee: 24

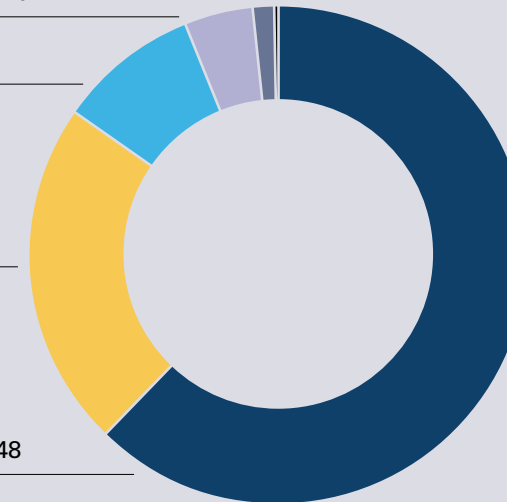
Engineering Licensee or Geoscience Licensee: 213

Professional Geoscientist (P.GEO.): 746

Life Member: 1,463

Engineer-in-Training or Geoscientist-in-Training: 3,636

Professional Engineer (P.ENG.): 10,048



Total Individuals:  
**16,130**

In addition to the individual registrants accounted for in the chart, 1,306 firms are registered and hold a certificate of authorization.

### PROFESSIONAL ENGINEERS AND PROFESSIONAL GEOSCIENTISTS BY LOCATION

5%

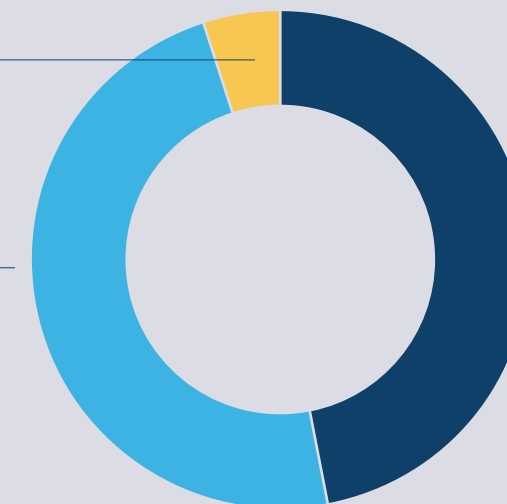
Live outside of Canada

48%

Live elsewhere in Canada

47%

Live in Saskatchewan





# 2023 HIGHLIGHTS

Image: Waterfall in the boreal forest,  
Uranium City, SK  
Photographer: Meagan Gilbert

**1** APEGS made significant changes to its operations, including transitioning to a new organizational design, redesigning the budgeting approach to align with the new organizational structure, and moving forward on the first year of a multi-year digital transformation. See pages 12 and 13.

**2** Council approved organizational intent statements regarding equity, diversity, and inclusion (EDI) and environment and sustainability with actions to be implemented through a multi-year approach starting in 2024. See pages 16 and 17.

**3** To continue APEGS' journey of improving regulatory frameworks, council appointed the Act and Bylaw Review Task Group in June 2023, with the focus of reviewing The Engineering and Geoscience Professions Act and the associated bylaws. See page 18.

**4** Council approved the Corporate Registrant Task Group's recommendations that APEGS develop a new program that requires entities to have policies and procedures about practice areas, ethics, professional development, and quality management. See page 19.

**5** To address expectations of the Labour Mobility and Fair Registration Practices Act, in December 2023, council approved three new policies regarding how qualifications for professional licensure are assessed. The policies are aimed at meeting the act's expectations for timeliness, transparency, and fairness. See page 23.

**6** The investigation and discipline processes were audited by external legal counsel and reported on in 2023. The audit concluded that the Investigation Committee has been acting in good faith and in accordance with the act and bylaws. The auditor was also satisfied the Investigation Committee functions in accordance with the principles of natural justice and procedural fairness. See page 24.

**7** Council approved changes to the Continuing Professional Development Program beginning in 2024, which include removal of the professional practice category, new annual credit and category requirements and minimum verifiable credit requirements. See page 28.

**8** APEGS introduced the New Professional Member Luncheon, a new practice to celebrate the important milestone of APEGS registrants receiving their professional designation as a professional engineer, professional geoscientist, engineering licensee, or geoscience licensee. See page 35.



# MESSAGE FROM THE PRESIDENT



It has been a great honour to serve as APEGS' president over the past year. Since I was elected as a member of APEGS' executive, we have been on a transformational path of change. I am pleased to have continued along this path and confident that my council colleagues are well-positioned to continue with our transition. We still have a way to go, though I am incredibly proud of the progress made within APEGS over the past year. I thank all APEGS staff for their hard work and dedication as we continue to transition the organization.

We renewed our strategic plan, vision, mission, and values in 2022, which continue to serve as our north star. This focus has helped guide us with decision-making and prioritizing during this time of change. Our purpose as a regulator becomes clearer each year, and we continue to adjust governance and operations to meet the needs of our changing regulatory environment. As we conclude 2023, we are at the midpoint of delivering on the strategy with more to do in 2024. Overall, our council is pleased to report the following positive results:

- Monitored early-stage progress supporting APEGS digital transformation: new system vendor, Information Technology database and user interface. Early stages of a multi-year project.
- Delivered a new approach to Executive Director and Registrar performance evaluation.
- Supported the Executive Director and Registrar through the development and implementation of a new human resource framework for staff and supporting processes.
- Began the development of a useful governing policy framework. This will continue through 2024/25.
- Focused on improving assessment timelines and accountability.
- Ensured investigation and discipline processes were upheld and implemented improvements resulting from an external audit.
- Evolved the way we connect with volunteers through recruitment opportunities and communication.
- Approved the approach to budgeting by moving to a top-down approach with Council oversight, aligned with the new organizational structure and strategic alignment and streamlined the financial information provided to council.

We have progressed ahead of plan to prepare for the next phase of the governance continuum. We want to ensure we achieve the right flow of information and decision-making between committees and boards. Given this, we carried out research to assess other options. We introduced our observations and recommendations at the September volunteer event in Regina. Feedback was received and incorporated into the next iteration. Progress continued throughout 2023 by amending committee terms of reference and proposed structures. The next phase of change is expected to be implemented in 2024.

A significant piece that was not explicitly described in the strategy at the onset was the review and updating of The Engineering and Geoscience Professions Act and the supporting bylaws. A task group was appointed in June and has been actively engaged with the government and staff to advance this important initiative. A lot has changed since the act was last updated in 1997. APEGS has grown significantly with more than 50 per cent of current registrants residing outside of Saskatchewan. The approach to governance and organizational accountability continues to evolve and expectations of the public regarding how we regulate all registrants have also changed. The act review is another important piece that positions APEGS favourably for the future. This work will continue in 2024 and 2025.

It has been a great honour to work with such a progressive council committed to moving on the path of change and committed to uphold organizational excellence, public accountability, and confidence in the professions. Thank you for placing your confidence in me and our council.

**Greg Vogelsang, P.ENG., P.GEO., FEC, FGC**  
President

# COUNCIL

The 2023 council was a team of twelve professional members and two public appointees. They set the vision for APEGS and provided sound advice and oversight respecting the strategic plan for self-regulation of the engineering and geoscience professions in Saskatchewan.

Council represents APEGS' members and maintains strategic oversight while empowering the executive director and registrar to manage operations through a cohesive bylaw and policy framework. This work helps to ensure that the

public understands what APEGS is doing to regulate in their best interest.

Below are the councillors serving from the annual meeting on May 6, 2023, to the annual meeting on May 4, 2024.

## Appointments to National Organizations

- **Kevin Ansdell,**  
P.GEO., FEC (HON.), FGC,  
Director to  
Geoscientists Canada  
(Ending in May 2023)
- **Kristen Darr,**  
P.ENG., FEC, FGC (HON.)  
(Beginning in May  
2023)
- **Ernest Barber,**  
P.ENG., FEC, FGC (HON.),  
Director to Engineers  
Canada



**Greg Vogelsang,**  
P.ENG., P.GEO., FEC, FGC  
President (1-Year Term)



**Erin Moss Tressel,**  
P.ENG., P.GEO., FEC, FGC  
President-Elect (1-Year Term)



**Ian Farthing,**  
P.ENG.  
Vice-President (1-Year Term)



**Jason Gasmu,** P.ENG.  
(1st Year of 1st Term)



**Gavin Jensen,** P.GEO., FGC  
(3rd Year of 2nd Term)



**Danae Lemieux,** P.ENG.  
(2nd Year of 2nd Term)



**Trent Nelson,** P.ENG.  
(3rd Year of 1st Term)



**John Desjarlais,**  
P.ENG., FEC, FGC (HON.)  
Past President (1-Year Term)



**Rahim Ahmad,** P.ENG.  
(1st Year of 1st Term)



**Carolyn Emperingham,** P.ENG.  
(3rd Year of 1st Term)



**Kevin Ness,** P.ENG., FEC  
(2nd Year of 1st Term)



**Ashok Thakkar,** P.ENG., FEC  
(3rd Year of 1st Term)



**Richelle Andreas**  
Public Appointee



**John Breakey**  
Public Appointee

# PUBLIC APPOINTEES

Two APEGS councillors are members of the public appointed in accordance with *The Engineering and Geoscience Professions Act* through a Government of Saskatchewan Order in Council by recommendation of the minister responsible for the act. The act requires that one of these appointees serve on the Investigation Committee and the other on the Discipline Committee.

Public appointees serve as the eyes and ears on behalf of the public. Their role is to represent the public and provide an external perspective to the other councillors who are engineering and geoscience professionals. Like the other councillors, public appointees have a voice and vote in the governance of APEGS. This approach is transparent and upholds good governance principles. In late 2023, APEGS was pleased to welcome John Breakey, who comes from the energy industry, primarily in land negotiation and acquisition for oil and gas. He serves as a member of the Discipline Committee. Richelle Andreas continued to serve as a member of the Investigation Committee. She resides in Swift Current, Saskatchewan and works as the CEO of S3 Group Ltd.



**Richelle Andreas**  
Public Appointee



**John Breakey**  
Public Appointee

# MESSAGE FROM THE PUBLIC APPOINTEES

My experience as a public appointee with APEGS has caused me to reflect on how much I take for granted. My children attend schools that are structurally sound. My livelihood depends, in part, on the successful and safe extraction of resources. My parents can fly to their next adventure in planes that stay in the air. None of these highly technical achievements would be possible without engineers and geoscientists. My luxury of taking it for granted wouldn't be possible without APEGS.

In the last year, APEGS has done something remarkable. The association is executing its promise to modernize, streamline, and shift to meet the changing needs of today's society without, in any way, compromising its core purpose of protecting the public. I commend the APEGS council, staff, and volunteers for their proactive and positive approach to change management. The association consistently demonstrates a process for embracing change that is measured, intentional, and transparent, allowing APEGS to remain relevant and continuously improve its ability to fulfill its mandate.

Looking forward, APEGS needs to continue on the path of change, transforming its information systems associated with member management to be appropriate for contemporary risks and emerging trends. In a world of cyber attacks and artificial intelligence, information systems can be both a significant risk to be mitigated and a significant opportunity to be realized.

Self-regulated professions exist to protect the public. The council, staff, and volunteers at APEGS take this responsibility seriously. When there are concerns with the conduct of its members, APEGS has a rigorous process of investigation and, when necessary, discipline to hold its members to account technically, professionally, and ethically.

**Richelle Andreas**  
Public Appointee

It is an honour to serve the public as the new public appointee with APEGS. In my limited experience so far, it is clear that APEGS' approach to regulation is a benefit to the public and society. The Discipline Committee is continually reviewing and updating discipline policies, processes, and procedures. I recognize the value of this for the public. As a public appointee, I take this responsibility very seriously. I look forward to working with the other council members as well as the Discipline Committee, providing my perspective where I feel it can add value to the organization.

**John Breakey**  
Public Appointee

The association consistently demonstrates a process for embracing change that is measured, intentional, and transparent, allowing APEGS to remain relevant and continuously improve its ability to fulfill its mandate.



# MESSAGE FROM THE EXECUTIVE DIRECTOR AND REGISTRAR



Reflecting on 2023, I am excited about the remarkable journey of transformation we have undertaken as an organization. We have made significant strides in reshaping our organization and our operations to better serve the public as a regulator in four critical areas. An additional outcome is that we have achieved some efficiencies and made our operations more sustainable (see sidebar).

## Budget Structure

We redesigned the budgeting approach to align with the new organizational structure. This approach will help us align our budget with strategic priorities, understand the cost of operations, and ensure our resources are effectively allocated. It will also position us for a new budget development process, moving from a static, annual exercise to a dynamic, continuous cycle. The new structure will be implemented in 2024.

## Registration Practices

We created policies about assessing qualifications for professional licensure to increase transparency and fairness as well as reduce processing timelines. These policies introduce explicitly defined confidence levels for paid professionals to assess academic credentials and experience and expand the list of those qualified to provide professional reference validations of work experience in the competency assessment system.

## Information Technology

We welcomed a new technology director in December 2022, who has spent the past year creating a foundation for APEGS to move forward with a digital transformation based on two security audits and a five-year roadmap. Priorities for 2023 were to begin embracing new digital technologies and enhance cybersecurity to ensure that personal information is protected.

We made improvements to network security with a new firewall and enhanced guest WiFi. We also made system improvements to optimize the use of the Microsoft 365 platform.

## APEGS introduced practices in 2023 that reduced our dependency on paper, including:

- Introduced a practice to retain member records electronically rather than as paper files and consolidated the office printers from seven to two, resulting in a reduction of printing to nearly half compared to previous years (from 200,000 sheets of paper to 103,000).
- Reduced print issues of The Professional Edge magazine from six per year to two, resulting in a reduction of over 400,000 sheets of paper.

This change helped us streamline collaboration between departments, while improving effectiveness in shared functions among staff.

We performed a hardware refresh to standardized corporate endpoint devices. This change ensures all devices used within APEGS have a standard configuration that delivers optimal performance, while limiting the number of spare inventory required for replacements.

In 2024, we will continue to work on the digital transformation roadmap, prioritizing member-facing applications, such as a new event management platform and member management database.

## Organizational Structure and Talent Management

Throughout 2023, we transitioned to a new organizational design, which included the addition of positions focused on developing and enhancing both regulatory programs and internal operational processes. We introduced new manager-level and specialist positions to assist with development and implementation of forward-looking regulatory practices in the areas of governance, registration, investigation and discipline, professional development for members, and leading practices relative to regulation of individuals and firms. We changed the performance management system to improve alignment with the strategic plan while balancing transformational initiatives with day-to-day regulatory responsibilities. We also renewed talent acquisition and retention strategies, including implementing a newly developed total rewards philosophy and market-competitive salary structure.

Moving forward, we will build resiliency and leadership at all levels, as our talented group of employees embraces the continued change and transition. This change will involve significant investments in our people, including leadership development, fostering a culture of learning and growth, strengthening succession plans, and undergoing a market review of our salary structure to ensure it remains competitive, fair, and a key part of our total rewards offering at APEGS.

Our transformation journey is ongoing. We must continue to adapt and be open to change. I thank council, volunteers, and staff for your commitment to change as we continue to transform in 2024.

**Stormy Holmes, P.ENG., FEC, FGC (HON.)**  
Executive Director and Registrar



# GOVERNANCE



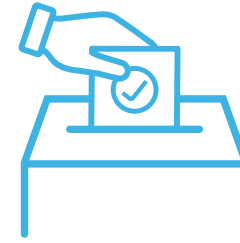
Above: Councillors at the APEGS 93rd Annual Meeting on May 6, 2023.

APEGS continues to evolve its governance structure to ensure appropriate lines of sight between committees and the council. The goals in realigning are to minimize redundancy in decisions, better manage the flow and workload, and improve transparency.

Currently, the council has three boards that report to it—the Regulatory Board, Professionalism Board, and Governance Board. Each board has its own committees with volunteers. Committees submit recommendations through the appropriate board, which are then submitted to the council.

Given this, council has been contemplating moving toward a two-tier structure that distinguishes between governance and operational committees and improves lines of sight. This is being worked through in two phases with the governance committees moving toward a two-tier structure reporting directly to council in 2024. Operating committee details will continue to be worked through in 2024 and are expected to be implemented in 2025.

These changes have been contemplated with council, committees, and volunteers throughout 2023. Progress continues in 2024, ensuring appropriate reporting and decision-making for council through committees. APEGS anticipates the first phase of changes to occur following the annual meeting in May 2024. APEGS will work on the operational structure in 2024 and 2025 with the intent to implement changes following the annual meeting in May 2025. This phased approach aligns with the evolving clarity regarding the roles and responsibilities of the council, executive director and registrar, and volunteers.

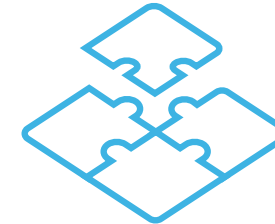


Below are the more notable governance enhancements throughout 2023.

## Council Electoral Process

Based on the overall council competency matrix in 2023, APEGS was seeking interest from applicants who met the basic eligibility requirements set out in section 12 of the Administrative Bylaws in addition to the following specific competencies: regulator/regulatory experience, accounting/financial experience, and risk management experience. Through the electoral process, APEGS was pleased to have had four qualified applicants run for the two member-at-large positions and two qualified applicants run for the vice-president position.

The council has been incrementally reducing its size from 19 to 13. In 2023, the council decreased by one member and will complete the reduction in 2024.



## Strategic Plan

APEGS has continued to implement the 2023 to 2025 strategic plan, which includes a new vision, mission, and values. Our focus as a regulator is commitment to continuous improvements in our registration processes, member competence and compliance with the act, prohibition efforts for unlicensed practice of the professions, other areas of regulation, and developing the practice through professional development in a manner that is in the public interest.

Throughout 2023, the following steps were taken to meet goals described in the 2023 to 2025 strategic plan regarding registration, regulating the professions, member competence and compliance, enforcement, and developing the practice of the professions in the public interest.

- Oversaw the development and implementation of a new human resource framework and supporting handbook for all employees.
- Monitored early stage progress of a multi-year project to support APEGS' digital transformation featuring a new member database and user interface.
- Began the development of a useful governing policy framework.
- Evolved the way APEGS engages with volunteers through recruitment and communicating opportunities.
- Approved the approach to budgeting by moving to a top-down method with council oversight, aligned with the new organizational structure and strategic alignment.
- Oversaw improvements to the registration process to be more transparent and uphold regulatory best practices.
- Oversaw significant progress to build out the professional development program. It is ready to implement in 2024.
- Approved organizational intent statements and actions to evolve APEGS' commitment to environment and sustainability, and equity and diversity.
- Progressed ahead of plan to prepare for the next phase of governance continuum to be implemented in 2024.





Above Left: John Desjarlais, PEng., FEC, FGC (Hon.) new Past President (right) passes the chain of office to new President Greg Vogelsang, PEng., PGeo, FEC, FGC (left) at the annual meeting on May 6. Above Right: Councillor Trent Nelson, PEng. and Public Appointee Richelle Andreas at the Annual Meeting and Professional Development Conference in May 2023.

### Risk Management



Throughout 2023, APEGS continued to evolve the risk framework that was implemented in 2022 and improved alignment with the strategic plan. The flow of identifying and updating risks became regularized to ensure timely information, progress management, and a clearer understanding of operational and strategic functions requiring attention. The risk registry tracks close to twenty important topics. It continues to change as some risks are mitigated or managed through improvements, and other topics or issues are added in response to the changing environment that APEGS operates within.

Development of the business continuity plan and IT disaster recovery plan progressed to uphold important governance responsibility. There are still areas of continuance that remain outstanding and will be developed in 2024.

### Equity, Diversity, and Inclusion



As a result of the work conducted in 2022 with Prairie Catalyst Consulting, council approved the equity, diversity, and inclusion (EDI) organizational intent statements, which focus on:

- Advancing EDI within our organization in alignment with our strategic imperative and commitment to upholding the public in the professions APEGS regulates.
- Doing our part in reviewing, understanding, and introducing appropriate actions that support the Truth and Reconciliation Commission Calls to Action.
- Advancing EDI within the professions to enhance and improve the competency and capabilities of members as they build trust and mutual respect with the public.
- Fostering an inclusive and equitable approach that benefits current and future members, APEGS volunteers and staff to mitigate systemic inequities that exist throughout the engineering and geoscience professions.
- Aligning EDI advancement with APEGS' vision as a leader in providing progressive regulation that unifies the interest of the public with the practice of its members towards the betterment of society.

The actions related to the above statements will be implemented in a multi-year approach, starting with four actions in 2024.



### Environment and Sustainability

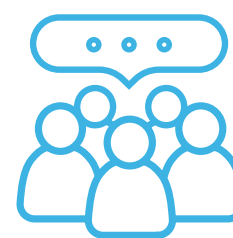
As APEGS continues to evaluate our role as a regulator regarding environment and sustainability, council approved organizational intent statements, which include:

- Ensuring APEGS' role in regulating the professions accurately reflects the intent of environment and sustainability as described in the act and bylaws in the public interest.
- Support the proficiency and competency of members in environmental and sustainable development practices as they relate to the professions.
- Facilitate the connection of environment and sustainability in the professions through initiatives that impact the regulation of the professions.
- Review and improve APEGS' environmental footprint and sustainable development practices.

Four actions aligning with the above statements will be operationalized in 2024, with the remaining actions being contemplated in future years.

### Key Decisions of Council

The council met six times to oversee and govern the affairs and business of APEGS. A record of council decisions is available on the website within two weeks after each meeting. Below are the key decisions council made in 2023:



- Approved proposed bylaw amendments at the 2023 annual meeting to improve clarity to the administration of the Continuing Professional Development Program and uphold changes to support the professional practice exam.
  - Regulatory Bylaw 23.2 – Continuing Professional Development (CPD) Program
  - Regulatory Bylaw 12 – Maintenance of Membership
  - Regulatory Bylaw 12 – Licences Required
  - Administrative Bylaw 28(3) – Separate out the Professional Practice Exam Fee
- Approved the age requirement be removed for life membership and presented to members at the 2024 annual meeting.
- To continue APEGS' journey of improving regulatory frameworks, council appointed the Act and Bylaw Review Task Group in June 2023, with the focus of reviewing *The Engineering and Geoscience Professions Act* and the associated bylaws.
- Approved the Corporate Registrant Task Group's recommendations that APEGS develop a new program that requires entities to have policies and procedures about practice areas, ethics, professional development, and quality management.
- Stood down the Corporate Registrant Task Group and Constituent Society Relationships Task Group.
- Approved amendments to the Continuing Professional Development Program for implementation in 2024.
- Approved new operational policies for academic and experience qualifications for implementation in 2024.
- Approved amendments to the Guide for Engineering and Geoscience Licensee Applicants and Guideline for External Funding and Participation.
- Approved a remuneration approach for public appointees, with the policy being developed in 2024.



# ACT AND BYLAW REVIEW

Over the past year, APEGS has focused on a continued commitment to governance modernization to maintain confidence in practices associated with regulatory excellence. As part of this work, the Act and Bylaw Review Task Group was formed in June 2023. The task group met and informed the Ministry of Highways about APEGS' request to amend *The Engineering and Geoscience Professions Act*, *The Engineering and Geoscience Professions Regulatory Bylaws*, and *The Engineering and Geoscience Professions Administrative Bylaws*.

The act and bylaws have not been reviewed since 1997. This work is a key step to help APEGS regulate the engineering and geoscience professions more effectively. With the introduction of the *Labour Mobility and Fairness Registration Practices Act* in May 2022, the time is right to evolve our processes and increase our responsiveness.

## The proposed amendments center around seven key themes of change:

- 1. Simplify:** Move specifics from the act to bylaws and procedures and policies.
- 2. Modernize Terminology:** Use terminology that is inclusive, easily understood by the public, and reflects our role as a regulator.
- 3. Expand Entity Regulation:** Give APEGS scope to audit and enforce standards of practice and investigate and discipline business entities, in addition to individual registrants.
- 4. Improve Public Accountability:** Ensure appropriate public involvement in the governance of APEGS and enhance our accountability to the public.
- 5. Modernize Registration Framework:** Ensure registration categories and processes reflect current public expectations of inclusivity, fairness, transparency, and timelines.
- 6. Improve Efficiency, Effectiveness and Transparency of Governance Processes:** Improve the ability of the council to represent registrants and maintain strategic oversight, while empowering the executive director and registrar to manage operations through a cohesive bylaw and policy framework,

ensuring that the public understands what APEGS is doing to regulate in their best interest.

## 7. Investigation and Discipline Transparency:

Improve transparency of processes and provide clarity on the roles of APEGS' council and the public.

### In November 2023, the council generally endorsed seven proposed changes to support the work of the Act and Bylaw Review Task Group, which included:

1. Amending the definition of practice of professional geoscience to ensure alignment with the practice of professional engineering and to better reflect the work of professional geoscientists.
2. Changing the association's operating name to Engineers Geoscientists Saskatchewan.
3. Amending the objects of the association to include two duties and two objects.
4. Using the title Intern instead of Engineer-in-Training and Geoscientist-in-Training.
5. Recognition and protection of titles for Engineering Licensee (Eng.L.), Geoscience Licensee (Geo.L.), Engineering Intern, and Geoscience Intern.
6. Modernizing governance concepts respecting roles, responsibilities, and language. This includes changing the way bylaws are made and changing titles from Council to Board, President to Chair, and Executive Director to CEO.
7. Creation of a new appeals committee as a statutory committee to review appeals related to decisions of the Registrar and decisions of the Investigation Committee that no further action be taken.

Although the concepts have been endorsed by the council, the Government of Saskatchewan ultimately approves the changes through the cabinet. Discussion about the proposed changes will continue throughout 2024.

# REGULATION OF FIRMS

## The Corporate Registrant Task Group was appointed by the council to:

- Examine regulation of partnerships, associations of persons and corporations that engage in the practice of professional engineering or professional geoscience as their principle or customary function.
- Examine requirements for sole proprietors.
- Provide recommendations to council on requirements for Certificate of Authorization holders.
- Provide recommendations to council on the future of Permission to Consult.

In March 2023, council approved the recommendations that APEGS develop a new program that requires entities to have policies and procedures about practice areas, ethics, professional development, and quality management. The task group was sunset on the same day, as their terms were completed. APEGS recognizes and thanks the task group for its work. Further details about the recommendations are provided below:

1. Regulation should apply to all entities (corporations, nonincorporated practitioners, firms, agencies, institutions, government, etc.) offering (the provision or sale of) engineering and geoscience-based goods and services in Saskatchewan.
2. Entities require policies and procedures about:
  - Practice areas or scope of engineering and/or geoscience in which the firm operates.
  - Code of Conduct and ethical practice, including how they align and reinforce behaviours in keeping with APEGS' code of ethics.
  - Continuing education and professional development, including how they align with APEGS' continuing professional development program and help employees remain competent in their roles and practice areas.

- Quality management in areas including but not limited to retaining project documentation, checking work, authenticating documents, direct supervision, and project execution.
3. APEGS' program should align with the programs of other engineering and geoscience regulators in the above-noted aspects and in their cost structures.

Implementation of this model will evolve the need for permission to consult as well as introduce a compliance program to support firms in continuous improvements. These changes will ensure that APEGS demonstrates accountability and transparency, as firms will be required to meet appropriate standards of practice. Action on the recommendations will not only serve to better protect the public and the environment, but APEGS will also be better positioned to support firms and individual members. A collaborative auditing process will support individuals by making sure both firm and individual obligations are met.

Over 2023, APEGS worked to create this new program, which requires the appropriate framework, policies, systems, and human resources as well as changes to APEGS' bylaws and *The Engineering and Geoscience Professions Act*. This work is part of APEGS' strategic plan and coincides with the act and bylaw review.



# REGULATORY EXCELLENCE



Above: In December 2023, APEGS hosted a luncheon in Saskatoon to celebrate the important milestone of APEGS registrants receiving their professional designation in 2022 and 2023.

APEGS is continuously working to better protect the people of Saskatchewan by striving for regulatory excellence in our processes. This includes being fair, transparent, and timely in our registration processes, ensuring member competence through continuing professional development review processes, and delivering transparent, efficient and effective investigation and discipline processes.

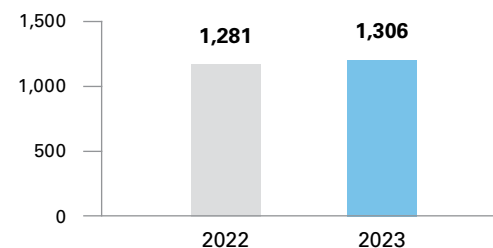
## Registrar's Report

In 2023, APEGS saw growth of slightly less than 2 per cent in individual registrants from 15,860 in 2022 to 16,130, which is a bit less than the 3 per cent growth in 2022. Most of this growth was in members in training (201) and life members (44). The number of professional engineers dropped slightly from 10,053 to 10,048, and the number of professional geoscientists increased by 2.5 per cent from 728 to 746. The details are provided in the bar graph on page 21.

Of the total professional members, 47 per cent live in Saskatchewan, 48 per cent live elsewhere in Canada, and 5 per cent live outside of Canada.

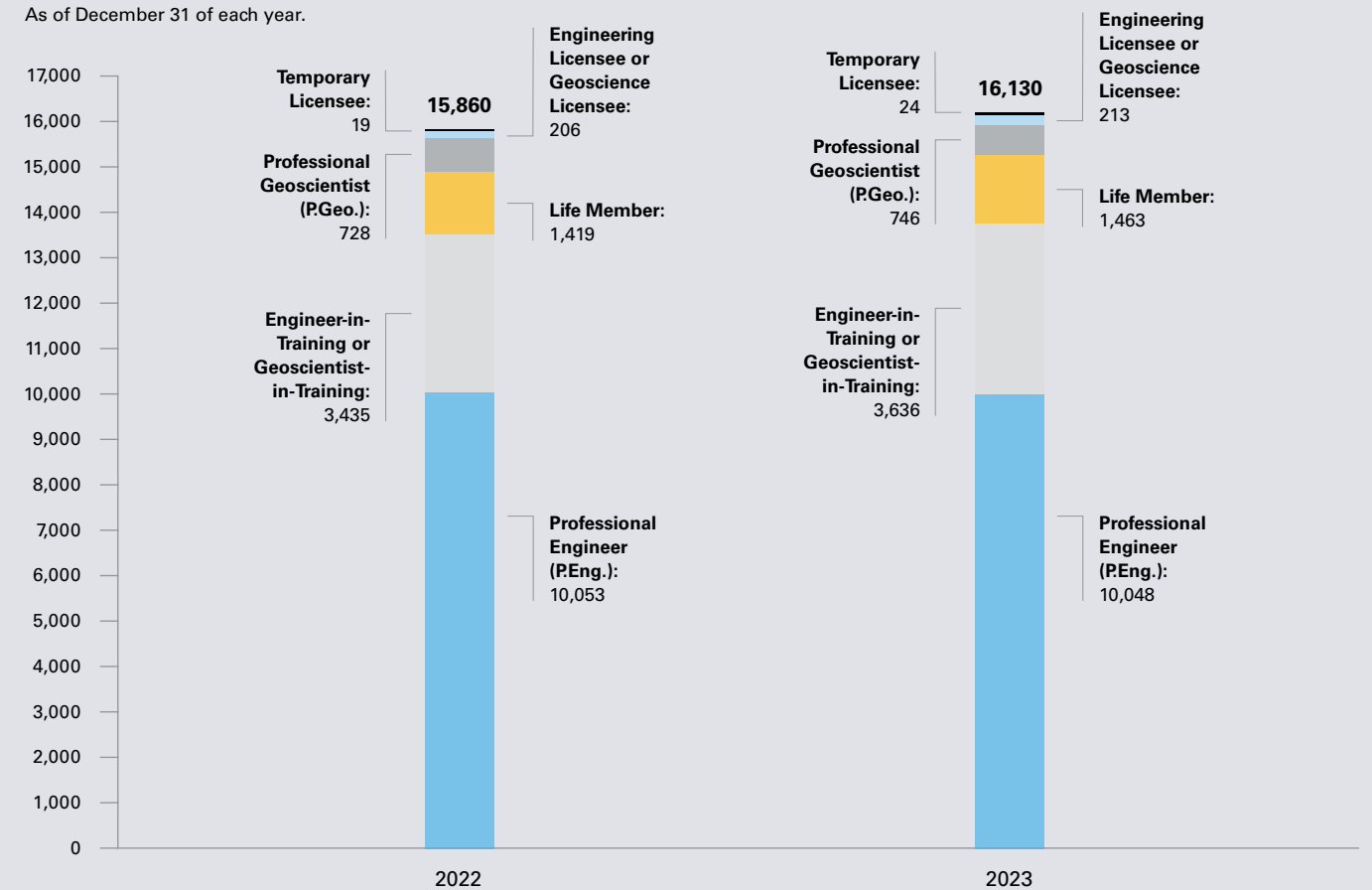
As of December 31, 2023, APEGS has 1,306 companies holding a Certificate of Authorization, which is up 2 per cent from 1,281 in 2022.

## CERTIFICATE OF AUTHORIZATION HOLDERS



## REGISTRANTS BY TYPE

As of December 31 of each year.

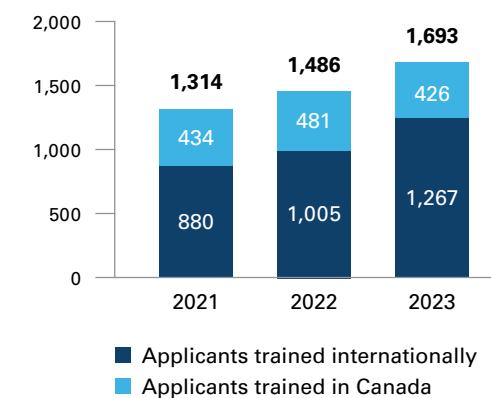


## Members in Training

In 2023, APEGS received 426 applications to register as a member in training from applicants with a Canadian undergraduate education. As of March 18, 2024, 346 were approved, 26 were closed, 7 were withdrawn, 45 have not provided all the required documents to complete their application, and two geoscientist-in-training applicants had additional requirements assigned.

In 2023, APEGS received 1,267 applications to register as a member in training from applicants with an international undergraduate education, which is up significantly from 1,005 in 2022. As of March 18, 2024, 328 have been approved, 10 have been closed, 28 have been withdrawn, 23 have been denied, 36 are undergoing an academic assessment, 380 have not provided all the required documents to complete their application, and 462 have had their academic assessment completed and additional requirements assigned.

## APPLICATIONS RECEIVED





## Processing Timelines

The processing timelines for academic assessment are similar to 2022, with 56 per cent completed within the 50-business-day timeline required by the Labour Mobility and Fair Registration Practices Act, and 44 per cent over the 50 days, by an average of 10 days.

### ACADEMIC ASSESSMENT OF INTERNATIONAL IN-TRAINING APPLICANTS

Confidence Level	Number of applicants	Average time (business days)	Number of cases over 50 business days
Academic Assessment Not Required	140	12	2
Academic Assessment Required	289	25	3
Approval by Academic Review Committee Required	392	60	353

## Good Character Assessment

The regulatory bylaws state that good character is a requirement for all registrants. On the application form applicants must make declarations regarding their character, including whether they have ever been convicted of a criminal offence, been disciplined by another regulator, or had a civil judgment against them concerning professional misconduct, professional incompetence, negligence, fraud or breach of trust. If something is declared on the application or arises during the application process that casts doubt on the applicant's character, the issue is referred to the Registrar's Advisory Committee (RAC) to investigate.

In 2023, APEGS continued to uncover evidence of potential validator fraud in the competency assessment system and referred 21 cases to RAC to investigate. Of those 21 potential validator fraud cases, one was found to have not met the good character guideline and was denied registration, six have not yet been resolved, six were required to resubmit their competencies, and in the remaining eight cases, there was not sufficient evidence to clearly demonstrate that the good character guideline had been breached. Those eight were permitted to continue their registration process.

In addition to validator fraud, the RAC considered 14 other good character cases in 2023. Ten of them were applicants who had been previously convicted of a criminal offence, two had discipline or compliance issues with other regulators and one had other concerns arise during the registration process. Of these cases, three were deemed to not meet the good character guidelines and were denied registration. The rest were not found to have any character issues and were permitted to continue with the registration process.

## Changes to Registration Processes

Professional regulation in Canada is always evolving and changing to reflect the expectations of the Canadian public, federal and provincial government objectives and Canadian demographics. In 2022 the Saskatchewan government enacted the *Labour Mobility and Fair Registration Practices Act* and regulations. In 2023, APEGS continued to measure performance against the timeliness expectations of the act and, as shown in the previous section, about 44 per cent are not meeting the 50-business-day timeline. This situation is because the decision must be made by the academic review committee, which only meets once a month.



To address expectations of the *Labour Mobility and Fair Registration Practices Act*, in December 2023, the APEGS council approved three new policies regarding how qualifications for professional licensure are assessed. The policies are aimed at meeting the act's expectations for timeliness, transparency, and fairness. Below are a few highlights of these policy changes:

- APEGS has introduced explicitly defined confidence levels for experience and academic assessment. The confidence levels will facilitate streamlined processes by enabling the level of scrutiny on an applicant's qualifications to increase as the level of confidence in their qualifications decreases.
- In cases where the confidence is high the assessment is completed by professional staff following a guideline approved by the academic review committee (ARC) or experience review committee (ERC) and results may be finalized without additional review.
- In cases where the confidence is moderate, the assessment will be completed by professional staff and reviewed (in part or in whole) by a volunteer reviewer and results may be finalized without committee approval.
- In cases where confidence is low, the assessment will be undertaken by professional staff, reviewed by a volunteer and the final decision will be approved by the ARC or ERC.

This confidence-based approach aims to have the time consuming, detailed assessments undertaken by paid professional staff that are experts in competency and academic assessment, with oversight and quality control by volunteer practitioners and the committees to ensure that the standard is maintained. The expectation is that timeliness, transparency, consistency and defensibility will be improved while ensuring that the standards for admission to the professions are not compromised.

APEGS has also expanded the list of those qualified to provide professional reference validations of work experience in the competency assessment system. APEGS now recognizes anyone licensed at the professional level with any of the countries that are members of the International Professional Engineering Agreement or the Asia Pacific Economic Cooperation Agreement of the International Engineering Alliance, as equivalent to Canadian professional engineers for the purpose of providing a professional reference validation.

These policies will be implemented January 1, 2024, and APEGS will be measuring their effectiveness going forward.

Above: In May, APEGS hosted free information sessions in Regina and Saskatoon on our registration processes and requirements to become an engineer or geoscientist. Over 200 attendees learned about the steps to apply as a member in training and how their education and experience are assessed on the path to professional membership.



# INVESTIGATION

The *Engineering and Geoscience Professions Act* and bylaws provide APEGS with the responsibility and jurisdiction to investigate complaints alleging professional misconduct and/or professional incompetence of its registrants. The purpose of an investigation is to determine whether there is a basis for the Discipline Committee to hear and determine a formal complaint of professional misconduct or professional incompetence.

To fulfill this requirement, the APEGS council appoints an Investigation Committee comprised of APEGS members and the Public Appointee to council. An investigation is initiated upon receipt of a written complaint or when requested by the APEGS council. Independent legal counsel and staff support the Investigation Committee throughout the investigation process. External consultants may also be engaged when required to review the evidence and provide an opinion. Upon completion of an investigation, the Investigation Committee issues a report recommending either the matter be forwarded to the Discipline Committee for a hearing, or that no further action be taken.

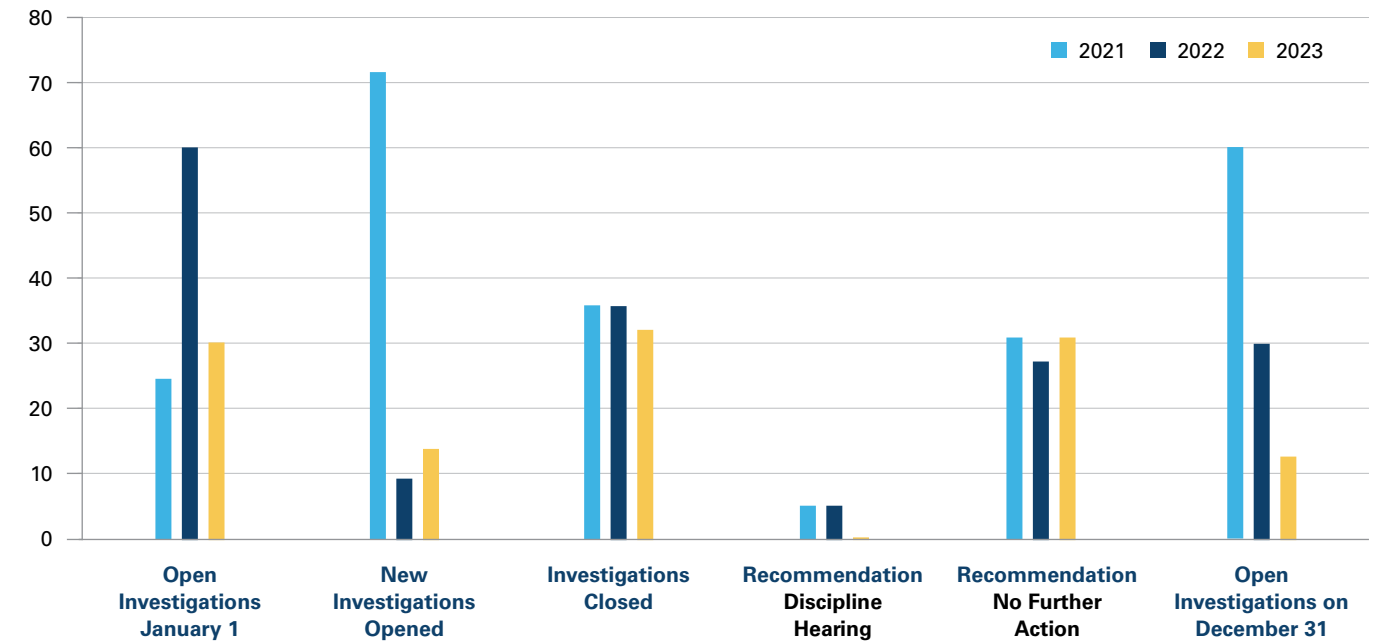
The investigation and discipline processes were audited by external legal counsel and reported on in 2023. The audit concluded that the Investigation Committee has been acting in good faith and in accordance with the act and bylaws. The auditor was also satisfied the Investigation Committee functions in accordance with the principles of natural justice and procedural fairness. Areas for improvement are being implemented by the Investigation Committee and include injunctions against licensees when necessary to safeguard the public, written undertakings to restrict areas of practice, orders from the Investigation Committee to expedite delay, and well documented investigation plans.

Throughout 2023, the Investigation Committee continued examination of allegations of professional misconduct relating to validator fraud in the competency assessment system. The Investigation Committee received 11 new validator fraud allegations in 2023. Other matters under investigation throughout 2023 included professional misconduct and/or professional incompetence allegations related to unethical behaviour in the workplace, structural engineering design in building projects, and geological resource estimates and reporting.

**The Investigation Committee held five meetings throughout 2023 closing 31 investigations.**



## SUMMARY OF THE INVESTIGATION COMMITTEE ACTIVITY



**The Investigation Committee receives and investigates complaints regarding professional misconduct and professional incompetence of registrants.**

**Professional Incompetence** is the display of a lack of knowledge, skill, or judgment, or a disregard for the welfare of registrants or the public served by the profession of a nature or to an extent that demonstrates that the registrant is unfit to continue in the practice of the profession.

**Professional Misconduct** is any matter, conduct, or thing that is harmful to the best interests of the public or the registrants, that tends to harm the standing of the profession, that is a breach of the act or the bylaws, or that is a failure to comply with an order of the investigation committee, the discipline committee, or the council.



# DISCIPLINE

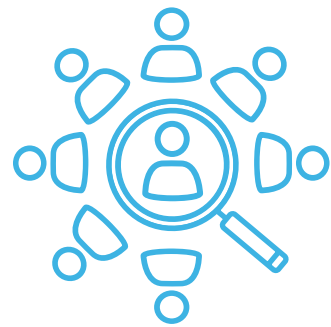
APEGS registrants are required to adhere to a standard of competence and conduct as provided in *The Engineering and Geoscience Professions Act* and bylaws. Should the Investigation Committee determine that allegations against a registrant, if proven, could reasonably be regarded as professional misconduct or professional incompetence, then a formal complaint is issued to the Discipline Committee. A panel is then appointed by the chair of the Discipline Committee and hears and determines if the formal complaint is founded and if the registrant can be charged with professional misconduct or professional incompetence and may make one or more orders.

In situations of criminal conviction, the council may also apply to a judge of the court to direct that a registrant be suspended pending the disposition of a criminal charge where a criminal charge is laid against the registrant and the registrant has applied to the court for a stay of any disciplinary proceedings against the registrant.

In carrying out its role in 2023, the Discipline Committee conducted one hearing. The complaint asserted professional misconduct. The registrant was found guilty of misconduct. He did not practice in a careful and diligent manner.

The decision and order issued resulting from the hearing were published according to the order and the association's policy on publication of discipline orders.

The discipline committee also received 36 closing reports from the Investigation Committee for complaints where it could not be reasonably proven that the actions of the registrants involved were professional misconduct or professional incompetence, so no further action was recommended.



## DISCIPLINARY ACTIONS

A discipline committee may:

- Expel a registrant from the association and strike them from the register.
- Suspend a registrant from the association for a specified period.
- Allow a registrant to continue to practise only under conditions specified in the order.
- Reprimand a registrant.
- Give a registrant any other order that the discipline committee considers just.
- Order that the registrant pay a fine not exceeding \$15,000 and other costs associated with the investigation and discipline processes.

# PROHIBITION

APEGS has a statutory obligation to safeguard the public by prohibiting individuals and companies not properly registered and licensed from engaging in the practices of professional engineering and geoscience in Saskatchewan. APEGS also prohibits the use of protected titles to help ensure the public is not led to believe that an unlicensed individual or company can provide professional engineering or geoscience services.

APEGS responds to situations involving unlicensed practice, mis-use of title, and trademarks. There were no court actions in 2023 resulting from the prohibition initiatives in Saskatchewan. APEGS has joined with other provincial and territorial engineering regulators across Canada to cooperate and harmonize in matters involving protected titles, scope of practice, and trademarks.

Use of the titles "Software Engineer" or "Computer Engineer" continue to be contentious when used by IT professionals not licensed as engineers. A 2023 court ruling in Alberta allowing the use "Software Engineer" by a non-engineer has confused prohibition jurisdiction. APEGS provided a statement in support of the Association of Professional Engineers and Geoscientists of Alberta efforts in enforcement in this area. APEGS will continue to take enforcement action against the misuse of title and scope of practice in Saskatchewan.

In 2023, APEGS staffed a new position for a manager of investigations and enforcement. The new position will enhance the investigation and prohibition activities of APEGS.

The public can access an online register located on the APEGS website under complaints and enforcement to confirm a registrant's membership and license status with APEGS.



Stormy Holmes, P.Eng., Executive Director and Registrar, and Chris Wimmer, P.Eng., Director of Professional Standards (pictured above), attended SARM's 2023 Midterm Convention to discuss with the rural municipalities the importance of involving professional engineers and professional geoscientists in their projects, the role of APEGS in regulating the professions, and how APEGS and rural municipalities can work together to protect the public.



# CONTINUING PROFESSIONAL DEVELOPMENT PROGRAM

The objects of the association require APEGS to ensure, promote, and improve the proficiency and competency of registrants to safeguard the public.

The public expects professionals to engage in lifelong learning to ensure the protection of public health, safety, and welfare.

The Continuing Professional Development (CPD) Program provides registrants with tools for analyzing needs, planning programs, and recording and reporting activities. The program further establishes a benchmark to which registrants will evaluate their ongoing professional development activities.

The program provides a great deal of flexibility in that plans are to be self-directed, thus enabling registrants to tailor their plans to meet their specific individual needs. Registrants' special circumstances can be

accommodated by banking CPD credits or requesting a program variation.

APEGS monitors and facilitates participation in the program by conducting annual compliance and assurance reviews and manages remediation and variation plans for registrants falling short of their annual requirements. Registrants who remain non-compliant with the program may be subject to an administrative suspension of their licence.

Registrant compliance with the program has risen annually. Reviews reveal that less than two per cent of registrants are not correctly reporting their CPD.

APEGS continually reviews the program framework and approved recommendations for improvements in 2023. Further revisions to the program will be in place for the 2024 reporting year.



# PROFESSIONAL DEVELOPMENT

To facilitate and improve the proficiency and competency of registrants, APEGS provides and promotes access to professional development opportunities. Continuing education by registrants assists in maintaining competence and develops their practice to ensure public safety, trust, and confidence in the engineering and geoscience professions. Participating in professional development assists registrants in achieving their annual continuing professional development requirements.

APEGS selects technical and business topics that relate to the practices of engineering and geoscience in Saskatchewan to supplement registrants' personal and specific professional development plans. Topics include communication, law, environment, sustainability, equity, diversity, inclusion, and professional responsibilities such as ethics and the use of seals.

In 2023, APEGS offered over 25 professional development sessions, including online webinars and in-person seminars. These professional development offerings are in addition to resources available on the website.

On-line ethics modules assist registrants in meeting the one-hour verifiable ethics training requirement. New online ethics modules are available to registrants annually. The Law and Professional Practice in Engineering and Geoscience module, an orientation on professionalism and federal and provincial law as they relate to the professional practices of engineering and geoscience, was launched in 2023.

In addition to the many APEGS professional development offerings, external opportunities aligned with improving competency and proficiency are also promoted on the APEGS website, in the monthly e-newsletter, and on social media.

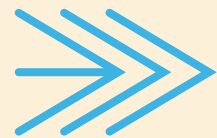
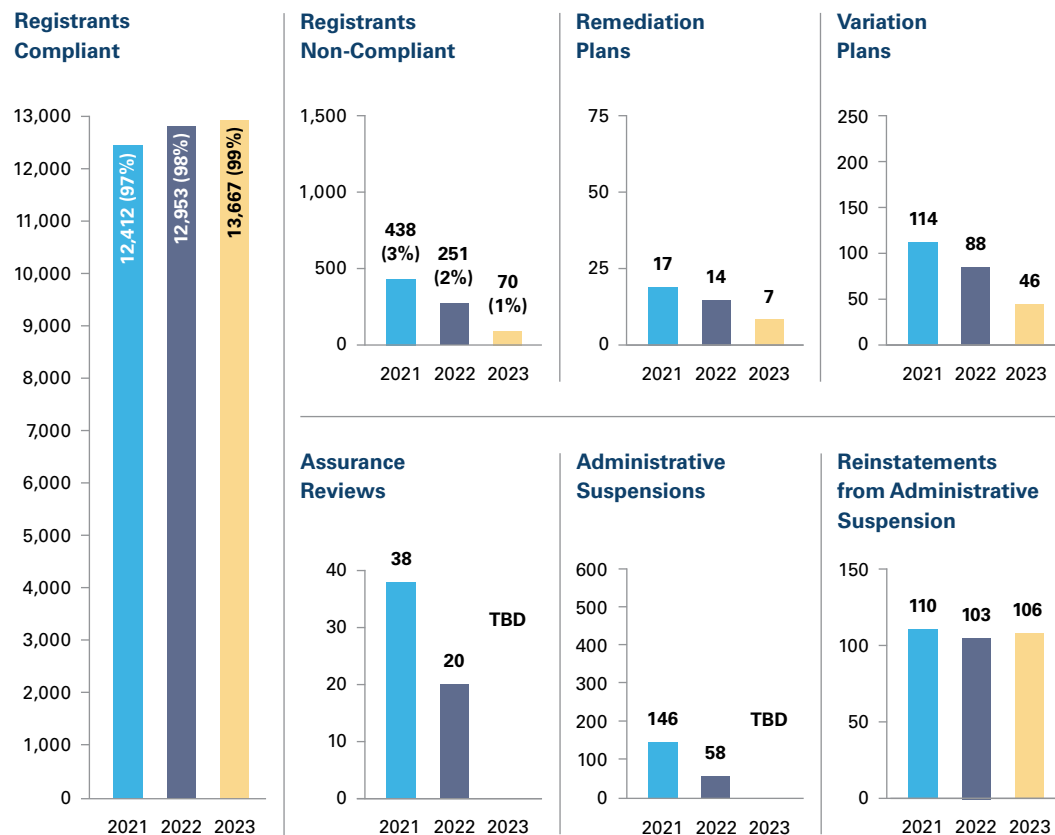
Throughout 2023, APEGS, with the contributions of the Professional Development Committee, continued strategic planning to guide future professional development offerings and opportunities for registrants.

Above: Ramy Nassar at the "Practicing the Professions" event presented on "AI Ethics: Navigating Bias in the Digital Age."

In 2023, APEGS offered 25 professional development sessions, which had over 1,500 attendees.

APEGS encourages members to improve their proficiency and competency by furthering their formal education. APEGS annually offers members six merit-based grants of \$7,500 (University of Regina and University of Saskatchewan) to return to university for post-graduate studies in engineering, geoscience, or business administration. In 2023, there were two successful applicants.

## SUMMARY OF CPD REPORTING ACTIVITY



THE CONTINUING PROFESSIONAL DEVELOPMENT PROGRAM IS CHANGING BEGINNING IN THE 2024 REPORTING YEAR

### Changes include:

- Removal of the Professional Practice category.
- New annual credit and category requirements.
- Minimum verifiable credit requirements.



# APEGS AWARDS



Above Top: An aerial view of work being conducted on the waste rock pile at the Gunnar mine and mill site—part of Project CLEANS.

Above Left: Left to Right: David Sanscartier, PEng, Vince Zimmer, PEng., Bo Yun, Engineer-in-Training, and APEGS President John Desjarlais, PEng., FEC, FGC (Hon.).

Above Right: Left to Right: Brian Mattie, PEng., Nathan Morgan, PGeo., Brittany Chubey, PEng., Shawn Haeusler, PEng., and APEGS President John Desjarlais, PEng., FEC, FGC (Hon.).

The APEGS awards highlight Saskatchewan engineers and geoscientists for their contributions to the public and the professions. They showcase and recognize exemplary competence and conduct to foster professional excellence among members, inspire the next generation of professionals, and raise awareness of the role of engineers, geoscientists, and APEGS in protecting the public.

In 2023, APEGS moved the awards banquet from the first Saturday in May during the annual meeting and professional development conference weekend to March 2 to become part of Engineering and Geoscience Week.

## Awards Recipients\*

### OUTSTANDING ACHIEVEMENT AWARD

Wayne Timm, PEng.

The award honours professionals who show technical excellence and achievement in engineering and/or geoscience in Saskatchewan.

During his 40 years with SaskPower, Wayne worked on many projects and solved numerous issues related to electric power generation.

He also developed multiple standards to aid others as a member of the Institute of Electrical and Electronics Engineers for over 40 years.

### MCCANNEL AWARD

Shahid Azam, Ph.D., PEng.

The award honours service to the professions of engineering and/or geoscience.

For more than 30 years, Shahid has worked in the fields of geotechnical and geoenvironmental engineering to safeguard soils from climate change, geological hazards and industrial pollution.

As a professor at the University of Regina, Shahid has trained dozens of students and authored or co-authored more than 150 publications.

### EXCEPTIONAL ENGINEERING/GEOSCIENCE PROJECT AWARD

Mosaic K1/K2 Shaft Decommissioning Project

The award recognizes accomplishments in engineering and/or geoscience.

Upon completing the development of Mosaic's K3 potash mine, the Mosaic K1 and K2 shafts were decommissioned—the first potash shaft decommissioning project in Saskatchewan.

This major endeavour was not only a first in terms of engineering design, but also in terms of the field execution with the installation of the shaft plugs and final closure of the two shafts.

### ENVIRONMENTAL EXCELLENCE AWARD

Saskatchewan Research Council – Project CLEANS

The award recognizes the exceptional achievements of an individual or team related to environmental protection and preservation.

The Gunnar uranium mine and mill closed in the 60s with little decommissioning.

The Saskatchewan Research Council led a project to clean up the site along with 36 other sites, ensuring that traditional land use by local communities could occur and providing significant long-lasting environmental, public safety and socioeconomic benefits.

### PROMISING MEMBER AWARD

Rahim Ahmad, PEng.

The award recognizes exceptional achievements by professionals in the early stages of their careers.

Since becoming a PEng. in 2017, Rahim has designed and managed engineering projects throughout the province, leading multi-disciplinary teams.

He is one of the youngest principal shareholders in his company. He volunteers in support of youth, Ukrainian refugees, and the Saskatoon Open Door Society.

### FRIEND OF THE PROFESSIONS AWARD

Doug Wakabayashi

The award recognizes a member of the public for exceptional achievements or unique contributions in educating the public about the professions.

As a communications and public relations professional at the Ministry of Highways for over 20 years, Doug Wakabayashi has helped the public understand how the engineering of bypasses, overpasses, passing lanes, and intersections improves public safety.



Above, Top to Bottom: Wayne Timm, PEng., Shahid Azam, Ph.D., PEng., Rahim Ahmad, PEng., Doug Wakabayashi

\*There was no recipient for the Brian Eckel Distinguished Service Award for 2023.



# COMMUNITY ENGAGEMENT AND PARTNERSHIPS

Top Image: University of Saskatchewan's 2023 Sled Dogs ¼ Scale Tractor Team

Bottom Left: In October 2023, APEGS and the Saskatchewan Science Centre presented AgToberfest, an enjoyable evening with live music, agriculture/ag-tech-related trivia, activities, and prizes. Engineers from Agriculture and Agri-Food Canada volunteered with APEGS for the evening to help people learn about the technology that helps farmers understand crop and soil conditions to make farming more sustainable and profitable.

Bottom Right: University of Saskatchewan engineering students at the Western Engineering Student Societies' Team (WESST) executive meeting in May 2023.

## Sponsorships, Bursaries, Scholarships and Grants

APEGS funds a variety of opportunities in engineering and geoscience for students of all ages. This funding helps ensure our province has a steady supply of engineers and geoscientists for the future to protect the safety and wellbeing of the Saskatchewan public.

### K-12 Students

APEGS helps encourage students to become the next generation of professionals.

- APEGS continued to sponsor opportunities for students in science, technology, engineering, and math, providing \$60,000 to the Saskatchewan Science Centre, Nutrien Wonderhub, University of Regina's EYES program (Educating Youth in Engineering and Science), and University of Saskatchewan's SCI-FI Science Camps with in-school workshops, summer camps, clubs and community events for students all over the province.
- APEGS also continued to provide six entrance bursaries totalling \$22,000 for high school students to enroll in engineering and geoscience programs.

### University Students

APEGS provides a variety of funds to the University of Regina and the University of Saskatchewan for student activities to invest in the proficiency, competency, and professionalism of university students as future registrants. In 2023, APEGS provided 18 scholarships and bursaries totalling \$49,800 to encourage students to enter or continue education in engineering and geoscience. APEGS also funded a variety of competitions, conferences and field trips to help existing engineering and geoscience students become proficient and competent professionals.

APEGS also delivered six guest lectures to university students on professional regulation, registration requirements and processes, professionalism, and ethics. The intent is to increase students' awareness about the importance of professionalism and encourage them to work as professionals in Saskatchewan and become licensed with APEGS.

## Community Partnerships

APEGS has a variety of partnerships with organizations in the community that have an interest in ensuring that current and future engineering and geoscience professionals are proficient and competent.

### Universities

APEGS maintains a close relationship with the faculties and colleges of engineering and geoscience at the University of Regina and the University of Saskatchewan. Given the important role of educating future engineers and geoscientists, APEGS upholds this relationship by appointing one university senate member for each university and meeting with deans and department heads of engineering and geoscience university programs.

### Engineering and Geoscience Societies

APEGS continues its relationship with other engineering and geoscience organizations in the province to facilitate access to professional development opportunities for







# MEMBER ENGAGEMENT

In 2023, APEGS added a variety of ways to connect with members to increase their awareness of their role in self-regulation and to encourage their participation and engagement in regulation with APEGS:

- **Council Election Session** – APEGS hosted an information session to help members learn more about the election process and what it means to serve on council.
- **Volunteer Session (pictured below)** – APEGS hosted an orientation and engagement session for volunteers who support APEGS in regulating the professions in the public interest. The purpose was to engage in discussion on how APEGS is evolving its organizational structure by distinguishing between governance and operational responsibilities, and ensuring the volunteer ask is right-sized.
- **Saskatchewan Geological Open House** – APEGS hosted a reception as part of the Saskatchewan Geological Open House. The reception provided an opportunity to connect with the geoscience community about the importance of professional licensure.
- **New Professional Member Luncheon** – APEGS introduced a new practice to celebrate the important milestone of APEGS registrants receiving their professional designation.

APEGS Connect continues to be a successful tool for APEGS to survey a representative sample of registrants quickly and easily on a variety of matters as APEGS continues to transform the organization. The following surveys were conducted in 2023:

- APEGS Connect Member Experience
- The Edge Monthly e-Newsletter
- Continuing Professional Development (CPD) Program
- Member in Training Supervision
- Members’ Perspectives of APEGS



**Top Left:** Visitors enjoying story time in the North Woods Gathering Space at Nutrien Wonderhub.

**Top Right:** Visitors exploring Nutrien Wonderhub’s Discovery Mine Lab to learn about what’s under our feet. This fun and interactive experience provides them the opportunity to explore the earth’s geologic eras from the Paleozoic to the Cenozoic.

registrants. In 2023, APEGS introduced an annual call for applications to allow any engineering or geoscience not-for-profit organization to apply for funding from APEGS. Formerly, the funding was targeted to five engineering and geoscience organizations that had a long-standing relationship with APEGS as a constituent society. This change in policy will provide more professional development opportunities to registrants.

## Public Outreach

APEGS continued to host registration information sessions twice a year in April and October in Saskatoon and Regina to help applicants and members in training understand the requirements and the processes to get registered. APEGS also connects with organizations to deliver face-to-face information sessions about APEGS’ regulatory requirements for registrants regarding conduct and competence within the practices of the professions of engineering and geoscience and APEGS’ role in investigating and disciplining registrants. In 2023, APEGS gave presentations to members of the Saskatchewan Association Rural Municipalities at their annual fall conference, reaching approximately 300 delegates and guests from across the province from about 125 of a total of 296 rural municipalities in the province.

## Public Awareness Campaign

APEGS continued to raise awareness about the role of engineers and geoscientists in protecting the public and APEGS’ mandate to regulate the professions in the public interest. A new advertising campaign in theatres, online, on the radio, and on billboards showed how engineers and geoscientists impact daily lives and reinforced APEGS’ role as the regulator. An insert in the Regina Leader Post and the Saskatoon Star Phoenix during Engineering and Geoscience Week in March helped inform the public about the importance of hiring a professional and their ability to make a complaint.

In addition, APEGS and the other engineering and geoscience regulators across the country worked with Engineers Canada to create a nationwide multi-year advertising campaign about how engineers are making a difference, called Building Tomorrows. The campaign highlights the important contributions of engineers and the many ways they help to make our world a better place – from creating smarter cities to keep us safe, to designing novel treatments that cure disease, to harnessing renewable energy to fight climate change.

Given that survey results continue to indicate year-over-year that the majority of the Saskatchewan public believes engineers, geoscientists and APEGS protects them, APEGS will be changing its approach to advertising. APEGS is reducing its large-scale general ad campaign and continuing with the new nation-wide campaign while exploring a more targeted approach to reaching key publics in Saskatchewan about the importance of hiring a professional and the ability to make a complaint.



# OUR VOLUNTEERS

APEGS acknowledges and thanks the many volunteers for their commitment and professional engagement through another year. In 2023, the volunteers served on the council, on the Corporate Registrant Task Group, Act and Bylaw Review Task Group, as university senators, and on the committees of Academic Review, Audit and Risk Management, Awards, Continuing Professional Development Compliance, Discipline, Environment and Sustainability, Equity and Diversity, Experience Review, Investigation, Licensee Admissions, Nominating, and Professional Development. In addition to those listed below, APEGS thanks the 1,000 registrants who served on APEGS Connect, the survey panel.

Dr. Bishnu Acharya, P.Eng.  
 Adenike Adeoti, P.Eng.  
 Rahim Ahmad, P.Eng.  
 Tawny Ahokas, Engineering Licensee  
 Shafiq Alam, P.Eng.  
 Zahir Al-Dulaymi, P.Eng.  
 Richelle Andreas  
 Daryl Andrew, P.Eng., FEC  
 Kevin Ansdell, P.Geo., FGC, FEC (Hon.)  
 Shawna Argue, P.Eng., FEC, FGC (Hon.)  
 Adisorn Aroonwilas, P.Eng.  
 Ronald Avery, P.Geo., FGC  
 Bennet Awume, P.Eng.  
 Saman Azadbakht, P.Eng.  
 Abdul Bais, P.Eng.  
 Wyatt Baker, P.Eng.  
 Danny Baliad, P.Eng.  
 Margaret Ball, P.Eng., FEC  
 Ernest Barber, P.Eng., FEC, FGC (Hon.)  
 Nicole Barber, P.Eng.  
 Derrick Bellows, P.Eng., FEC  
 Kimberly Braaten, P.Eng.  
 John Breakey  
 Luke Brisebois, P.Eng.  
 Stephen Cain, Geoscience Licensee  
 Rajeev Chadha, P.Eng.  
 Trevor Chadwick, P.Eng.  
 Zhaohui Chen, P.Eng.  
 Robert Court, P.Eng.  
 Kristen Darr, P.Geo., FGC, FEC (Hon.)  
 Dirk de Boer, P.Geo., FGC  
 Kelvin DeGrow, P.Eng.  
 David deMontigny, P.Eng., FEC  
 Jodi Derkach, P.Geo.  
 John Desjarlais, P.Eng., FEC, FGC (Hon.)  
 Rachel Dowling, P.Eng.  
 Graeme Drysdale, P.Eng.  
 Patrick Ducharme, P.Eng.  
 Victor Edoho, P.Eng.  
 Carolyn Emperingham, P.Eng.  
 John Fahlman, P.Eng., P.Geo.  
 Ian Farthing, P.Eng.

Andrea Fisher, P.Eng., FEC  
 Ian Fleming, P.Eng.  
 Terrance Fonstad, P.Eng., FEC, FGC (Hon.)  
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 Bryan Fry, P.Eng.  
 Jeremy Gabel, P.Eng., FEC  
 Marion Gagnon, P.Geo.  
 Urvi Gala (Malhotra), P.Eng.  
 Jared Galenzoski, P.Geo.  
 Jason Gasmoo, P.Eng.  
 Sarah Gauthier, P.Eng.  
 Dwayne Gelowitz, P.Eng., FEC, FGC (Hon.)  
 Agnel George, P.Eng.  
 Grant Gingara, P.Eng., FEC  
 Monte Gorchinski  
 Nancy Grainger, P.Geo.  
 Justin Grill, P.Eng.  
 Jay Grosskleg, P.Geo.  
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 Curtis Hallborg, P.Eng.  
 Carlee Hansen, P.Geo.  
 Aric Hanson, P.Eng.  
 Md. Nazmul Hassan, P.Eng.  
 Nicholas Hayduk, P.Eng.  
 Hengjun He, P.Eng.  
 Allison Hillmer, P.Eng.  
 Darcy Hirsekorn, P.Geo.  
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 Ashley Hodgson, P.Eng.  
 Anika Hoffman, P.Eng.  
 Yafei Hu, P.Eng.  
 William Hughes, P.Eng.  
 Peter Jackson, P.Eng., FEC, FGC (Hon.)  
 Ravi Inder Singh Jassar, P.Eng.  
 Gavin Jensen, P.Geo., FGC  
 John Jesse, P.Geo.  
 Na Jia, P.Eng.  
 Chanelle Joubert, P.Geo.  
 Golam Kabir, P.Eng.  
 Sumith Kahanda Rathmalapage, P.Eng.  
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Scott Kiefer, P.Eng.  
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 Coreen Langford, P.Eng.  
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 Melvin Leu, P.Eng., FEC  
 Xiangning Li, P.Eng.  
 Yen-Han Lin, P.Eng.  
 Drew Lockwood, P.Eng., FEC, FGC (Hon.)  
 Marvin Loewen, Engineering Licensee  
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 Venkatesh Meda, P.Eng.  
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 Lei Meng, P.Eng., FEC  
 Ahmed Mohamed Hosni Aly Hassan, P.Eng.  
 Erin Moss Tressel, P.Eng., P.Geo., FEC, FGC  
 Yvette Mullen, P.Eng.  
 Albert Munro, P.Eng., FEC, FGC (Hon.)  
 Abu Sayeed Munshi, P.Eng.  
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 Suresh Devanesan Jacob Muthu, P.Eng.  
 Richard Myrfield, P.Eng.  
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 Kevin Ness, P.Eng., FEC  
 Ahmadreza Nezamloo, P.Eng.

Tsun (Kelvin) Ng, P.Eng.  
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 Jenae Nixon, P.Eng.  
 Akindele Odeshi, P.Eng., FEC  
 Clare O'Dowd, P.Geo.  
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 Raza Parvez, P.Geo.  
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 Martin Plemel, P.Eng.  
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 Matthew Swedburg, P.Eng.  
 Mikkel Tetland, P.Geo.  
 Ashok Thakkar, P.Eng., FEC  
 Suman Thapa, P.Eng.

Ondiveerapan Thirunavukkarasu, P.Eng., FEC  
 Jeremy Thomas, P.Eng.  
 Monica Tochor, P.Geo.  
 Brennen Trites, P.Eng.  
 Megan Tunney, P.Eng.  
 Ty Tweidt, P.Eng.  
 Misty Urbatsch, P.Geo.  
 Gregory Vogelsang, P.Eng., P.Geo., FEC, FGC  
 Paul Walsh, P.Eng.  
 Andrew Weber, P.Geo.  
 Jason Whitelaw, P.Eng.  
 Jason Wilkinson, P.Eng.  
 Cathy Williamson, P.Geo.  
 Philip Winter, P.Eng., FEC  
 Andrea Wong, P.Eng.  
 Md Yousuf, P.Eng.  
 JunJi (Eric) Zhan, P.Eng.  
 Lifeng Zhang, P.Eng.





**A P E G S**

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*Association of Professional Engineers  
& Geoscientists of Saskatchewan*

300 - 4581 Parliament Avenue  
Regina, Saskatchewan  
S4W 0G3

Email: [apecs@apecs.ca](mailto:apecs@apecs.ca)  
Phone: 306-525-9547  
Fax: 306-525-0851  
Toll-free: 1-800-500-9547