



**A P E G S**

*Association of Professional Engineers  
& Geoscientists of Saskatchewan*

**ANNUAL REPORT 2022**

# RENEWAL





**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), Anihşināpēk (Salteaux), Dene, Dakota, Lakota and Nakoda nations, and the homeland of the Métis Nation.**

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# VISION, MISSION, 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.



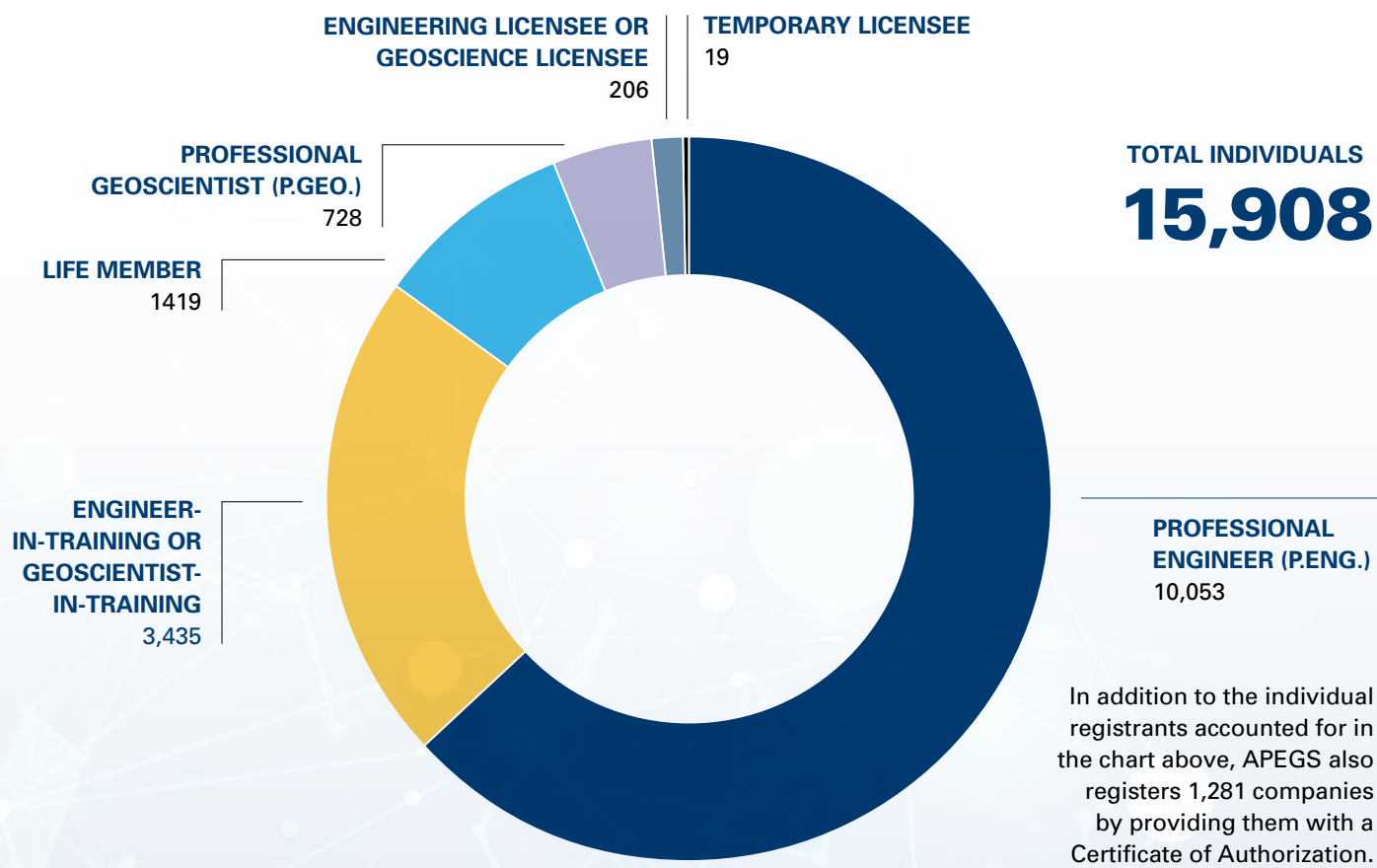
**Responsibility**  
We ensure our members practice their chosen professions in an accountable way that demonstrates a commitment to public wellbeing and member competence.



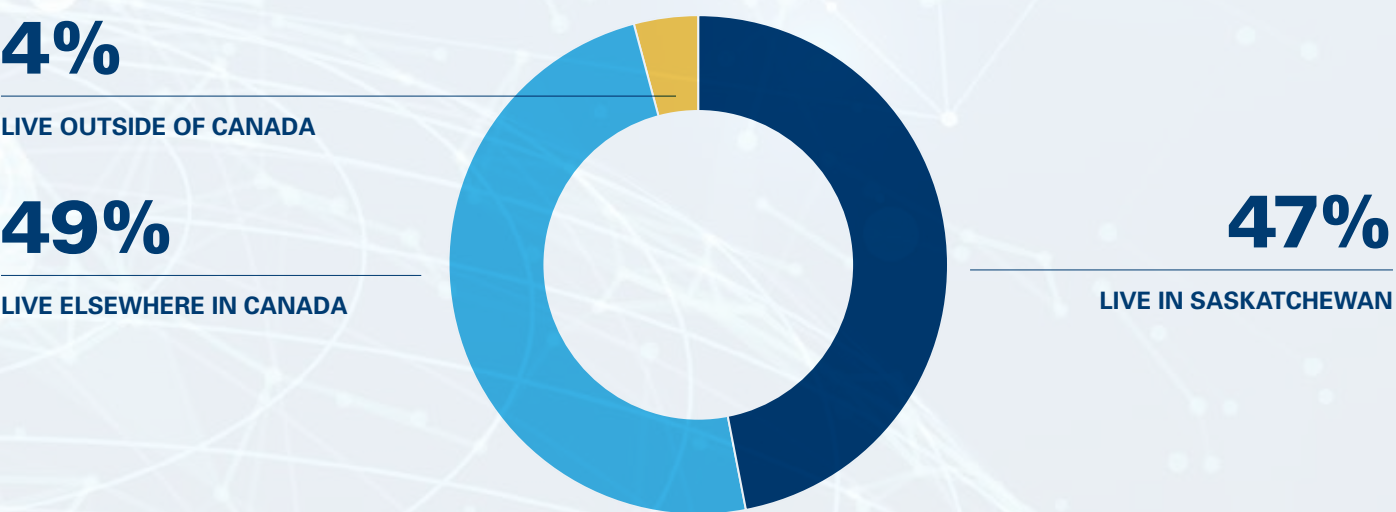
**Innovation**  
We champion innovative approaches to regulation.

# REGISTRANT STATISTICS

## REGISTRANTS BY TYPE



## PROFESSIONAL ENGINEERS AND PROFESSIONAL GEOSCIENTISTS BY LOCATION





# MESSAGE FROM THE PRESIDENT



It has been a distinct honour to serve as the president over the past year. The change that APEGS and our society continue to journey through has been significant. We have all been challenged in some way, whether it be through social, economic, political and/or environmental impacts. Though through the spectrum of challenges and uncertainties, we remain committed to embracing change and moving forward with a renewed and clear purpose. We have been able to meet these challenges because we are adaptable, collaborative, responsible, and innovative. I am incredibly proud of the meaningful contribution that

APEGS and the professions make and have made over the past year. APEGS holds an important place in society, and I continue to be impressed by the level of integrity upheld by the council, staff and registrants of the professions as we focus on the betterment of society and public wellbeing.

Last year's introduction of the strategic plan and the amended governance structure reflected significant progress for APEGS. As we moved toward implementation, and through the vision of our new executive director and registrar, Stormy Holmes, P.Eng., FEC, FGC (Hon.), we began

**“We remain committed to embracing change and moving forward with a renewed and clear purpose.”**



to see that the strategic plan and governance structure were not a one-and-done, but rather an ongoing journey which requires ongoing incremental change. We need to ensure that our strategy clearly articulates where we are going and distinguishes between the governance objectives of the council and the operational aspects upheld by management. We also need to ensure that our governance structure is as effective as can be and rightsized for APEGS.

At our June strategic planning session, the council had the opportunity to review and evaluate the work from the previous year. The council was very pleased with the progress to date, yet could see the need to take the next step and pivot slightly from what was introduced in 2021. Through the latter part of the year, the council worked with our executive director and registrar to renew the plan and ensure the lens of governance and regulatory modernization carries through in all we do.

A metaphor I often think of when describing change at APEGS is driving a bus while changing each of the wheels one at a time. I am incredibly pleased with the progress APEGS has made over the past year through Stormy's leadership. We can see her leading the team just as described in the reference to driving the bus while changing the wheels. Transformational change is not easy, though we are confident that the renewed plan helps to position APEGS to reinvent how we regulate the professions with a clearer, more singular focus on the public interest.

While I made mention of the renewed strategic plan, I am pleased that several other initiatives have evolved, which are included in the governance disclosure and other sections of the annual report. The past year also included important strategic work through the APEGS Equity and Diversity Committee. The Committee developed a draft equity, diversity, and inclusion framework including recommendations for the council's consideration. It also includes recommendations respecting APEGS' role to acknowledge and advance the Truth and Reconciliation Commission's Calls to Action and how APEGS can make a meaningful difference. The draft framework has been



President John Desjarlais, P.Eng., FEC, FGC (Hon.) wearing the chain of office with Past President Kristen Darr, P.Geo., FGC, FEC (Hon.) at APEGS' annual meeting in May 2022.

developed; the recommendations have not yet been finalized. I am so pleased to see this work move forward with impactful recommendations. It is one of the highlights of my time with APEGS and as president—to uphold our commitment to do the right thing for the betterment of society.

Thank you to the registrants for placing your confidence in me over the past six years. I am pleased to have served and done my best to adapt and innovate, ensuring APEGS' approach to regulating the professions is progressive, sound, and contributes to a safe and strong Saskatchewan.

**John Desjarlais, P.ENG., FEC, FGC (HON.)**  
President



# COUNCIL

APEGS is governed by fifteen diverse and strategic thinkers—thirteen are elected and two are public appointees. The president, president-elect, immediate past president, and vice-president hold office for a term of one year after having served as a councillor for at least a three-year term. All other councillors hold office for a three-year term with the ability to run for a second three-year term. Councillors who are new to the council or who are moving to a different position take office at the annual meeting, which is held annually on the first Saturday in May. Public appointees are appointed by a Lieutenant Governor Order in Council.

The council sets the vision for APEGS and provides sound advice and oversight respecting the strategic plan.

Throughout the year, they also ensure APEGS is meeting its strategic goals and operational responsibilities. Through their unique skills, experience and knowledge, these volunteers ensure that the governance of APEGS fulfils its legal, ethical and functional responsibilities as described in *The Engineering and Geoscience Professions Act*, *The Engineering and Geoscience Professions Regulatory Bylaws* and *The Engineering and Geoscience Professions Administrative Bylaws*. This happens through a robust meeting schedule, policy development, risk management oversight, compliance monitoring and an assessment of the executive director and registrar.

Below are the councillors serving from the annual meeting on May 2, 2022 to the annual meeting on May 6, 2023.



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



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



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



**Kristen Darr,**  
P.GEO., FGC, FEC (HON.)  
Past President (1-Year Term)



**Carolyn Emperingham,** P.ENG.  
(2nd Year)



**Ian Farthing,** P.ENG.  
(3rd Year)



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



**Danae Lemieux,** P.ENG.  
(1st Year of 2nd Term)

The council sets the vision for APEGS and provides sound advice and oversight respecting the strategic plan. Throughout the year, they also ensure APEGS is meeting its strategic goals and operational responsibilities.



**Patricia Lung,** P.ENG.  
(3rd Year)



**Trent Nelson,** P.ENG.  
(2nd Year)



**Kevin Ness,** P.ENG., FEC  
(1st Year)



**Aaron Phoenix,** PHD, P.ENG., FEC  
(3rd Year)



**Ashok Thakkar,** P.ENG., FEC  
(2nd Year)



**Richelle Andreas**  
Public Appointee



**Larry Doke**  
Public Appointee

## Appointments to National Organizations

- **Kevin Ansdell,**  
P.GEO., FEC (HON.), FGC,  
Director to Geoscientists Canada
- **Ernest Barber,**  
P.ENG., FEC, FGC (HON.),  
Director to Engineers Canada

# PUBLIC APPOINTEES

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 members of the engineering and geoscience professions.

Two of APEGS’ councillors are members of the public who are 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 be appointed to the Investigation Committee and the other to 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 voice and vote in the governance of APEGS. This approach is transparent and upholds good governance principles.

In 2022, APEGS was pleased to welcome Richelle Andreas, who resides in Swift Current, Saskatchewan and works as the CEO of S3 Group Ltd. She serves as the member of the Investigation Committee. APEGS said farewell to Larry Doke, who served as a member of the Discipline Committee. Given the departure of Larry, APEGS will work with government to determine and appoint a new public appointee in 2023.



Richelle Andreas  
Public Appointee



Larry Doke  
Public Appointee

# MESSAGE FROM THE PUBLIC APPOINTEE

I have found my experience with APEGS to be highly rewarding. As a regulatory body, the APEGS council and staff approach their responsibilities with gravity and rigor, understanding the critical importance of public safety and trust. In my interactions, I have found the association’s discipline for ensuring professional practice of the professions to be unwavering while maintaining a willingness to be agile, open minded, and progressive in how to achieve that standard as a regulatory body.

In the year I have been a member of council, APEGS has demonstrated a real commitment to ensuring that the registrants it regulates remain current in their skills through continued professional development, including a significant emphasis on professional ethics. In addition, APEGS deploys a balanced, transparent, and timely approach to certifying internationally trained professionals to meet the needs of the Saskatchewan economy.

I have been impressed by the willingness of the APEGS council and staff to re-invigorate how it administers its mandate for relevance in today’s marketplace. In the past year, the forward-thinking approach can be illustrated in activities like immersive strategic planning sessions resulting in an actionable and relevant strategic plan, the development of a risk registry to prioritize resources, and a broadening of the definitions of audit to include functions like human resources, information systems, and continuing professional development. I find it refreshing to see an organization that not only undergoes training and workshoping, but deploys that new understanding to develop policies that change how the association moves forward, as evidenced by its approach to equity, diversity and inclusion.

In the province of Saskatchewan, there is a reason that engineers and geoscientists are consistently ranked amongst the top trusted professions. Their self-regulatory body, APEGS, benchmarks their performance, adopts best practice from other jurisdictions and professions, and has a continuous improvement mindset.

Richelle Andreas  
Public Appointee

As a regulatory body, the APEGS council and staff approach their responsibilities with gravity and rigor, understanding the critical importance of public safety and trust.



# MESSAGE FROM THE EXECUTIVE DIRECTOR AND REGISTRAR



The theme of this past year has been “renewal”. I have completed a full year in this new role, gaining a fuller and renewed understanding of APEGS. This administrative perspective adds depth to the governance perspective I had as an APEGS councillor for several years and as the APEGS president from 2018 to 2019.

Over the last number of years and counting, the focus has been on realigning our priorities to our regulatory objects, and the 2023-2025 strategic plan is a framework for continued renewal in this direction, long with a new

vision, mission, and values. The new vision positions APEGS to be a leader in regulation, ensuring that the practice of engineering and geoscience by professionals aligns with the expectations of the public. The new values of humility, integrity, inclusivity, responsibility, and innovation guide our work to make improvements in registration, registrant competence and compliance, enforcement, regulating the professions, and developing the practice of the professions by registrants in the public interest.

As we moved through the year, we embedded the strategic

“As we moved through the year, we embedded the strategic plan in our operational plan, identifying and acting on many opportunities for renewing our operational practices and processes.”



Stormy Holmes, P.Eng., FEC, FGC (Hon.) at the Geoscientists Canada annual meeting in June 2022.

plan in our operational plan, identifying and acting on many opportunities for renewing our operational practices and processes. This annual report records our accomplishments over the past year. Below are some highlights.

Excellence in regulation showed how APEGS can adapt and improve. We worked with the government to understand *The Labour Mobility and Fair Registration Practices Act* and the associated regulations with the new act. We are now using a national exam to confirm registrants’ knowledge of professionalism, law, and ethics rather than our old Saskatchewan-based exam. APEGS has also updated guidance for validators to assess the competency of engineers and geoscientists in training to ensure they know and understand their role. We continue to review registration requirements for corporations that engage in engineering and geoscience activities to seek a certificate of authorization from APEGS to ensure that the public is protected. We are considering changes to the requirements, and we will be seeking comments from the membership as APEGS progresses in developing a program.

The continuing professional development program is designed to ensure that registrants remain competent. We are seeing that an increasing number of registrants are complying with the program, and we are continuing to evolve the program.

Continuing from 2021, there were a much higher number of investigations in 2022 than the historical average due to validator fraud in the competency assessment system. We worked hard to close them and reduce the number of open investigations carried into the next year.

- We also renewed some administrative aspects of our operations:
- Completed a review of our human resource structure to modernize our practices and allow the organization to plan for business transformation.
  - Introduced a risk management framework and a business continuity plan to help us identify, mitigate, and monitor risks and business disruptions to the organization.
  - Continued our work to understand APEGS’ role in equity, diversity, and inclusion and in responding to the Truth and Reconciliation Commission’s calls to action so that we can act accordingly.
  - Evolved our communications practices, becoming more digital and more transparent in providing registrants and the public with more timely, accessible, and relevant information.

Through this last year of evolution, the APEGS staff has been involved in and supported the above actions and other more specific ones to modernize the organization. Without the staff’s active engagement, the strides forward that we have made would not have been possible.

I look forward to working with the council and staff to continue improvements aligned with the strategic plan and evolve as a regulator with modern approaches to regulation that understands and responds to the public interest.

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



# GOOD GOVERNANCE

Greg Vogelsang, P.Eng., PGeo., FEC, FGC, John Desjarlais, P.Eng., FEC, FGC (Hon.), Kristen Darr, PGeo., FGC, FEC (Hon.), and Stormy Holmes, P.Eng., FEC, FGC (Hon.) at the February 2022 council meeting.

APEGS is committed to doing its part in making the society we live in a better place. We do this by ensuring engineers and geoscientists continue to be trusted professionals who contribute to public well-being and economic prosperity. In 2019, APEGS began reviewing its governance structure and processes and regulatory frameworks and practices to this end. Since then, APEGS has gradually implemented changes with the intent to modernize governance and uphold regulatory best practices.

Considering that the last governance review took place over 30 years ago, modernizing governance practices has taken considerable time and this journey continues. Enclosed is the current APEGS governance structure, which continues to be reviewed to ensure it upholds governing in the public interest. Also enclosed are the more notable governance enhancements throughout 2022.



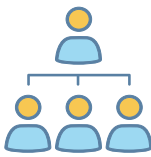
Councillors Nicholas Kaminski, P.Eng. (2020-2022), Ian Farthing, P.Eng., and Carolyn Emperingham P.Eng.

## GOVERNANCE STRUCTURE

Directors to Engineers Canada and Geoscientists Canada



### Council Size and Composition



The council has been incrementally reducing its size from 19 to 13. In 2022, the council decreased its size by one member and will complete the reduction in 2024. This gradual approach has enabled councillors' terms to be staggered with limited disruption to achieving the designation requirements of a minimum of four professional engineers, two professional geoscientists and two public appointees.

### Electoral Process and Assessment



In 2022, we delivered a new nominating and electoral process. The overall governance structure changed to a member-at-large model from the former model of districts based on professional discipline. This change allowed registrants to apply more openly and go through the nominating procedure steps. This new approach required more work, though it also enables us to be more intentional about the type of governance competencies sought and experiences

needed to lead APEGS as effectively as possible. The new process required applicants to articulate through a written application and a verbal interview how they align with the competencies and experience needs of APEGS. Through the process, APEGS was pleased to have had seven qualified applicants run for the two member-at-large positions and three qualified applicants run for the vice president position.

In 2022, APEGS implemented a council evaluation process. This process enables the council to self-assess against a range of competencies deemed most important to APEGS. The results are further used to help determine learning and development opportunities for the council and determine the competencies and experience APEGS may be seeking as it relates to the council election process.

### Council Learning and Development



APEGS is committed to ensuring the council and other volunteers receive access to appropriate learning and development to help fulfill their roles and responsibilities. To uphold this, APEGS carried out a



comprehensive review and update to the council orientation program. The new orientation program was delivered to new councillors in June, shortly after they were elected. Given the competency and skills gap identified through the evaluation and self-assessment, the council received group professional development pertaining to finance. In addition to the governance competencies, Indigenous learning and development for the council and all registrants was also made available through the Four Seasons of Reconciliation. All of the council took part in the learning offer.

Renewed Strategic Plan



In 2021, APEGS released a strategic plan for the first time. Recognizing that the environment around us is rapidly changing, the council reviewed the strategic plan in 2022 and took steps to pivot slightly from the plan that was approved in 2021. Throughout the second half of 2022, the council and management made progress in amending the strategic plan. The renewed plan is prepared and in place for 2023-2025 (see page 42).

The focus of the plan is on a commitment to continuous improvements in our registration processes, registrant competence and compliance with the act, prohibition efforts for unlicensed practice of the professions, and in other areas of regulation and developing the practice through professional development in a manner that is in the public interest.

APEGS has also evolved the governance structure to set the direction and ensure effective oversight of core responsibilities. Throughout 2022, there has been significant progress in the council setting the tone at the top of the strategic plan with the direction cascading throughout APEGS’ boards, committees, and staff. This is a different approach. The language that has been used as these changes have been implemented is turning the organization upside-down. Self-regulation still exists with the participation of the registrants of the profession on the council and committees, but the manner through which the work is carried out is aligned with respect to the council and leadership steering the organization in the same coordinated direction.

The council also reviewed the vision, mission, and values of APEGS. These important parts of the strategy had not been reviewed for several years. The council felt this was an important step for APEGS to deliver on its commitment to regulatory excellence and evolve operations in a way that maintains public confidence.

APEGS’ vision, mission, and values not only support what we do but how we deliver on our purpose—ensuring regulation of engineers and geoscientists in Saskatchewan remains strong during a time of significant change (see page 2).

Equity, Diversity and Inclusion



We engaged Prairie Catalyst Consulting to recommend a strategy and plan to support our role as a regulator in best serving the public interest. A baseline assessment was completed to determine

APEGS’ current state and included workshops with the council, staff, and volunteers, as well as a registrant survey and focus groups. Best practices and recommendations will be presented to the council in 2023 to help determine the way forward for this multi-phase, multi-year project.

Responding to the Truth and Reconciliation Commission’s Calls to Action



We engaged Indigenous Works to conduct a barometer exercise and recommend a path for developing a strategy and policy, which we will be developing as the next steps on the reconciliation journey. There

is a range of understanding and familiarity with the calls to action within the organization. The next steps in this important work will be handled with care to engage the Indigenous community, refine the focus on what APEGS will do in its regulatory function, create the goals for the practice of engineering and geoscience, and determine the role of the regulator in influencing how registrants of the professions respond to the Calls to Action in their work. Completing this work addresses the motion from the floor at the annual meeting in 2019 and is a positive step in the right direction. In the upcoming year, we will plan for the resources required to carry the project forward and engage with other engineering and geoscience regulators.

Environment and Sustainability



Registrants are required to incorporate environment and sustainability considerations into their work as prescribed in the Code of Ethics, no matter their discipline of practice. We continue to

evaluate our role as a regulator. As a usual practice, we consider the environment and sustainability in our governance and operations. We include environment and sustainability topics in planning and offer professional development opportunities for registrants.



John Desjarlais, P.Eng., FEC, FGC (Hon.) (far right) with past presidents (left to right) Andrew Loken, P.Eng., FEC, FGC (Hon.), Dwayne Gelowitz, P.Eng., FEC, FGC (Hon.), Clarence Reed, P.Eng., FEC, FGC (Hon.), Ken From, P.Eng., FEC, FGC (Hon.), Margaret Kuzyk, P.Eng., FEC, FGC (Hon.), Dennis Paddock, P.Eng., FEC, FGC (Hon.), and Richard Strayer, P.Eng., FEC.

Risk Management



APEGS engaged with an external consultant to assist in the development of a risk framework, risk registry, and policy. A formalized risk process had not been established, and this new approach is in keeping with good governance and business improvements. All artifacts to support the risk framework were implemented throughout the year. Another important governance responsibility that is aligned with the risk framework is the business continuity plan. APEGS also worked with the same consultant to help in the development of a new business continuity plan. Some details explaining specific steps to support some areas of continuance remain outstanding and will be completed in 2023.

APEGS engaged with an external consultant to assist in the development of a risk framework, risk registry, and policy.



# REGULATORY EXCELLENCE



In-person attendees at the May 2, 2022 Annual Meeting (hybrid) in Saskatoon, Saskatchewan.

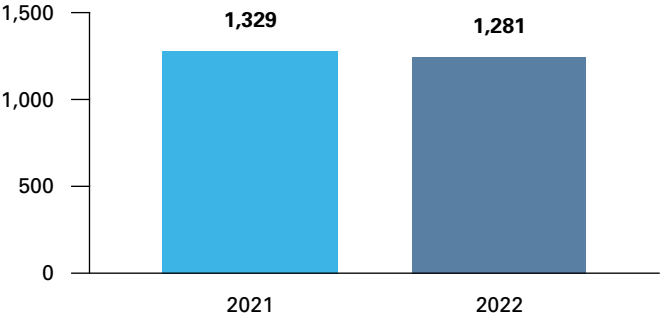
APEGS is continuously working to better protect the people of Saskatchewan by striving for regulatory excellence. This includes improving fairness, transparency and timeliness in our registration processes, ensuring registrant competence by offering them a variety of opportunities for continuing professional development, and conducting transparent, efficient, and effective investigation and discipline processes.

### Registrar’s Report

In 2022, we saw a small amount of growth in individual registrants from 15,349 in 2021 to 15,860, for a total increase of 511. This is similar to the growth in 2021. Most of this growth was in professional engineers (250) and engineers-in-training (146). The details are provided in the bar graph on page 19.

APEGS also registers companies by providing them with a Certificate of Authorization. In 2022, 1,281 companies held a Certificate of Authorization, which is down from 1,329 in 2021.

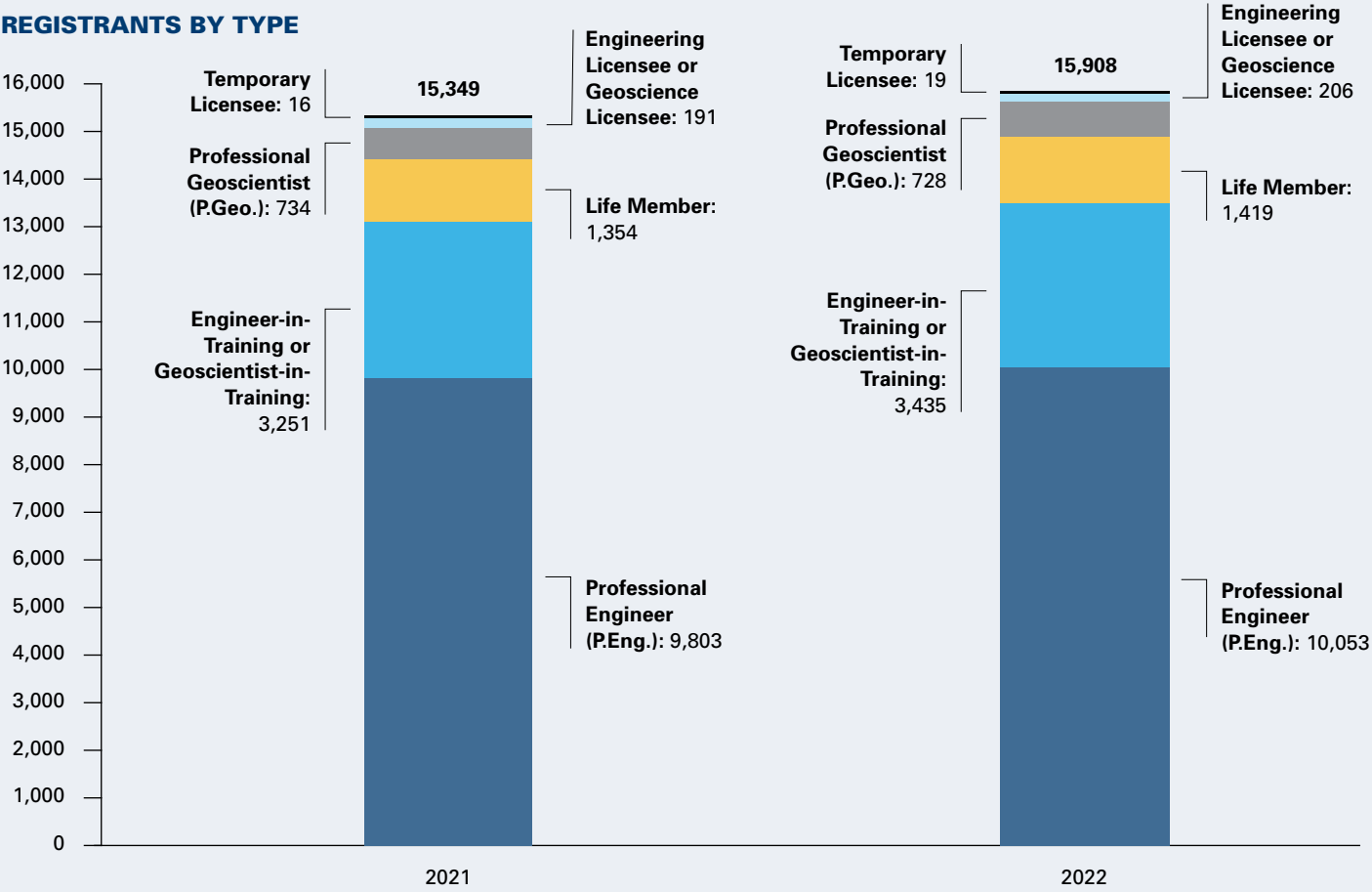
### CERTIFICATE OF AUTHORIZATION HOLDERS



### Regulatory Trends

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. The biggest challenge experienced at both levels of government is the need to improve how we license people who are educated and trained outside of Canada. This has been particularly

### REGISTRANTS BY TYPE



urgent in the healthcare sector because of the pandemic and has led governments to enact legislation to ensure that regulatory bodies remove unnecessary barriers for newcomers. In Saskatchewan, 2022 saw the government enact *The Labour Mobility and Fair Registration Practices Act*. Below are the details of how we are changing in response to the new act and in keeping with other trends in regulation across the country.

### Labour Mobility and Fair Registration Practices Act and Regulations

On May 18, 2022, *The Labour Mobility and Fair Registration Practices Act* became effective in Saskatchewan. On November 30, 2022, the associated regulations came into effect. The regulations set out a maximum timeline of 20 business days for a regulatory body to provide a registration decision to labour mobility applicants (someone already Canadian-registered) and limit the application requirements that regulatory bodies can impose on labour mobility applicants. APEGS already complies with the mobility requirements of the Canada Free Trade Agreement, which aligns with the new Saskatchewan regulations, and processes mobility applications within the 20-business day limit.



Executive Director and Registrar Stormy Holmes, P.Eng., FEC, FGC (Hon.) reporting at a council meeting.



The act also sets out a general duty of regulatory bodies to carry out registration practices that are transparent, objective, timely, impartial and procedurally fair. This is particularly relevant to the registration of internationally trained applicants. APEGS is continually reviewing and improving practices in this regard. For example:

- The policy that confirmatory exams might be waived based on good performance has been removed because it was too subjective and did not provide a definitive path, timeline, or cost for applicants. Now all applicants required to write confirmatory exams will know for certain that they must write all confirmatory exams.
- New validator requirements for the online competency-assessment system clarify the requirement that engineers and geoscientists in training must be properly supervised and those working in Canada

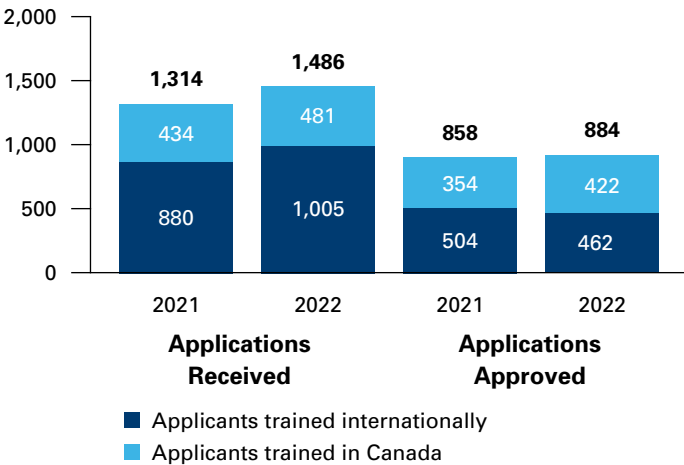
must have a licensed professional taking responsibility for their work. The new requirements also provide a means for internationally trained validators who are not licensed in Canada to demonstrate their qualifications as a validator.

The regulations set out a maximum time limit of 50 business days to provide assessment decisions to internationally trained applicants. APEGS uses a confidence-based approach, which allows us to streamline and speed up the process for applicants that meet certain education and experience criteria. There are three confidence categories that have increasing levels of scrutiny with decreasing confidence that the education will meet our requirements (see the table below). In the coming year, APEGS will be looking for ways to ensure that all internationally trained applicants are getting their academic assessment results within 50 business days.

Category	Confidence Level	Assessment Timelines
1 (30% of applicants)	We are very confident that these applicants' education is acceptable.	Applicants are approved in less than five business days.
2 (30% of applicants)	We are reasonably confident that these applicants' education is acceptable.	On average, results are provided in 28 business days with more than 98% of applicants receiving their results within the 50-day limit.
3 (40% of applicants)	We are unsure that these applicants will meet the academic requirement.	Assessment timelines do not typically meet the 50-business-day deadline. On average, these cases take 62 business days, with only 8% meeting the 50-business-day timeline.

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APPLICATIONS OF REGISTRANTS IN TRAINING



In 2022, we received 1,005 applications for engineers in training and geoscientists in training from internationally trained applicants and 481 applications from Canadian trained applicants. We also approved 462 applications from internationally trained applicants and 422 applications from Canadian trained applicants.

Professional Practice Exam

Prior to 2020, APEGS had its own Saskatchewan-based exam which was written in person, but during the COVID-19 pandemic, a project was initiated to pilot the online National Professional Practice Exam (NPPE). In 2022, APEGS transitioned fully to the NPPE, which is offered five times a year. Study materials and the exam blueprint are available on the NPPE website. The law and ethics seminar that used to be offered in conjunction with the Saskatchewan-based professional practice exam has been transitioned to an online

professional development offering, which became available in early 2023. With the exam being managed at a national level and the seminar becoming the responsibility of the Professional Development Committee, the Professional Practice Exam Committee was officially sunset in 2022.

Corporate registration/registration of firms

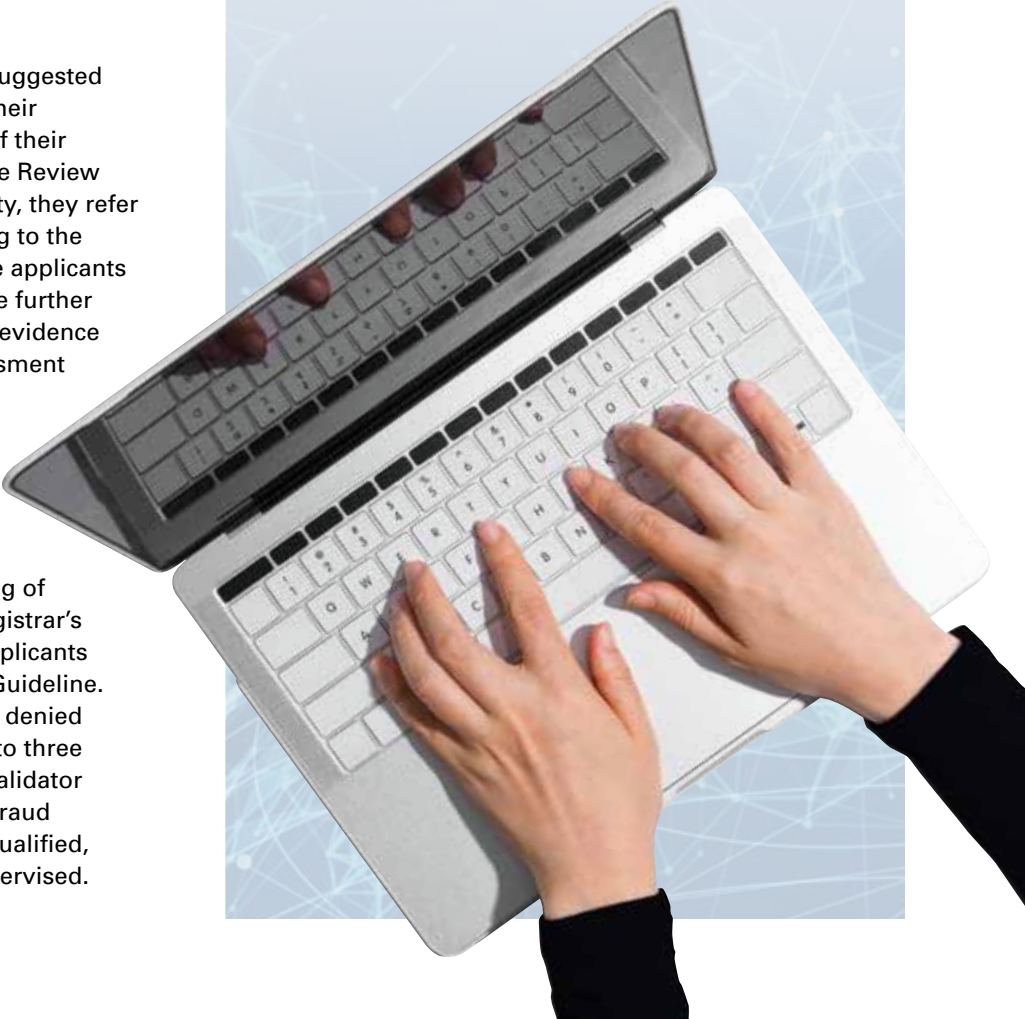
A task group, appointed in 2021, is continuing its research and assessment in considering changes to the requirements for firms to register with APEGS through a Certificate of Authorization (CofA). Regulation of firms is part of our mandate to protect the public and the environment. The changes to the requirements being considered include that firms must meet a standard level of practice.

To date, the task group has researched and examined the regulation of firms including sole proprietors. Recommendations were drafted based on surveys and consultation with registrants, interviews with engineering and geoscience regulators in other provinces, and a review of key industry trends. The work will continue in 2023.

Validator Fraud in the Competency Assessment System

In 2021, APEGS discovered evidence that suggested some applicants might be impersonating their validators and undertaking the validation of their own work experience. When the Experience Review Committee sees suspicious validator activity, they refer those that are already registrants in training to the Investigation Committee and those that are applicants to the Registrar's Advisory Committee to be further investigated. APEGS continues to uncover evidence of validator fraud in the competency assessment system and investigate it. In 2022, five additional registrants were referred to the Investigation Committee for possible validator fraud. Of the 68 registrants so far referred to the Investigation Committee, 23 are still undecided. The remainder has been cleared, and processing of their files has resumed. In addition, the Registrar's Advisory Committee investigated seven applicants for possible breach of the Good Character Guideline. Of those, four were cleared and three were denied registration for a period ranging from two to three years. In 2022, the council approved new validator requirements aimed at reducing validator fraud and ensuring that validators are properly qualified, and registrants in training are properly supervised. These requirements will come into force in 2023.

Prior to 2020, APEGS had its own Saskatchewan-based exam which was written in person, but during the COVID-19 pandemic, a project was initiated to pilot the online National Professional Practice Exam (NPPE).





# INVESTIGATIONS

*The Engineering and Geoscience Professions Act* and bylaws provides APEGs with the responsibility and jurisdiction to investigate complaints alleging professional misconduct and and/or professional incompetence of its registrants.

**The Investigation Committee held seven meetings throughout 2022, requiring thousands of hours of investigative work.**



**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 of 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.

To fulfill this requirement, the council appoints an Investigation Committee comprised of volunteers from its membership, as well as one public appointee. To maintain confidentiality and fairness in the investigation process, the Investigation Committee completes its investigations independently of the Discipline Committee and the council.

In 2022, the Investigation Committee was comprised of 12 APEGs registrants, the public appointee to council, independent legal counsel, and staff support. The Investigation Committee held seven meetings throughout 2022, requiring thousands of hours of investigative work.

The Investigation Committee initiates the investigation process when either a written complaint is received, or when requested by the council. The investigation process is led by the volunteer registrants of the Investigation Committee with support from APEGs staff and external legal counsel, and includes gathering, examining, and weighing evidence, generally over the course of multiple meetings. In cases where

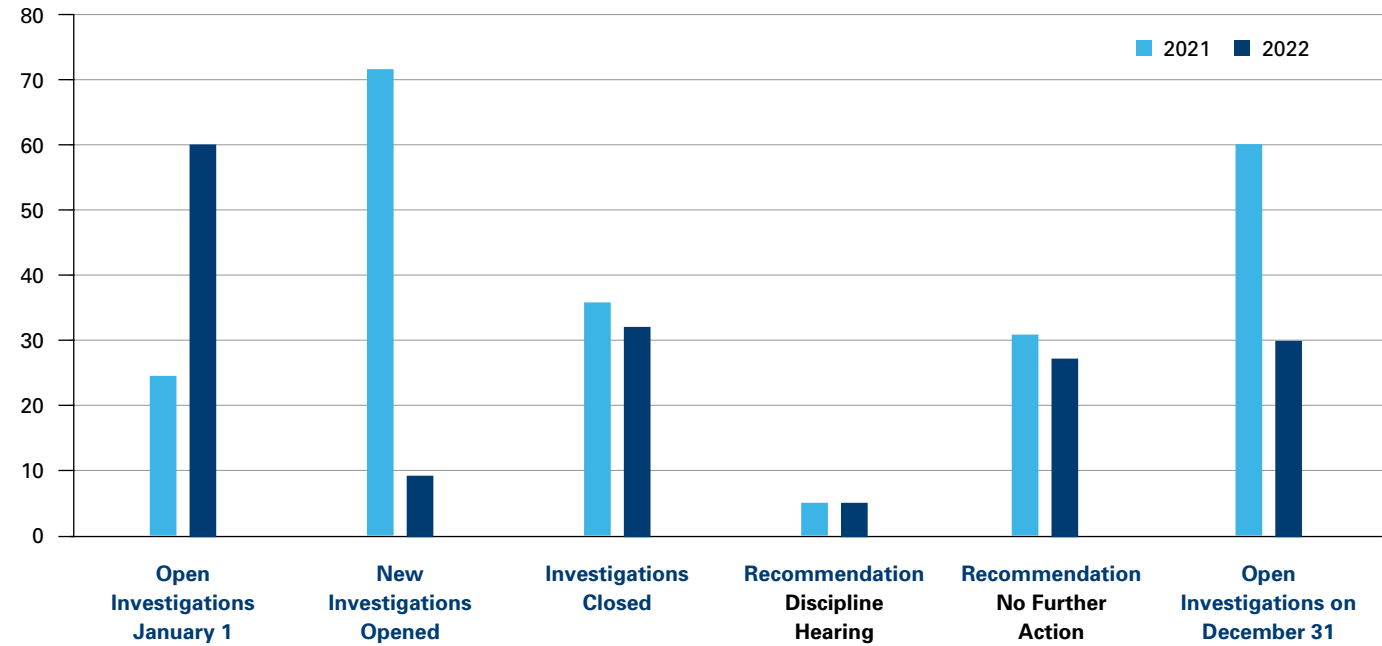
the Investigation Committee requires additional information, the committee can commission independent external experts to review evidence and provide opinion.

Upon completion of the investigation, the Investigation Committee will issue a report recommending either the matter be forwarded to the Discipline Committee for a hearing, or that no further action be taken. The purpose of the 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 and apply the appropriate order (penalty).



In 2021 the Investigation Committee received a high volume of complaints relating to allegations of validator fraud in the competency assessment system (refer to page 21) in addition to the typical number of written complaints. Historically, the Investigation Committee receives three to five written complaints annually. The Investigation Committee met more often than previous years to close 32 investigations throughout 2022. They carried 30 open investigations into 2023, which is a lot more than usual, and will meet regularly throughout 2023 to resolve matters currently under investigation.

SUMMARY OF INVESTIGATIONS



The Investigation Committee met more often than previous years to close 32 investigations throughout 2022.



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 carrying out its role in 2022, the Discipline Committee conducted four hearings as outlined in formal complaints issued by the Investigation Committee. All the complaints asserted professional misconduct. Three decisions were issued by the end of 2022, in which two of the registrants were found guilty and one in which the registrant was found not guilty. In the cases where the registrants were found guilty, the issues were:

APEGs registrants are required to adhere to a standard of competence and conduct as provided in *The Engineering and Geoscience Professions Act* and bylaws.





## The Discipline Committee conducted four hearings of professional misconduct. In three cases, registrants were found guilty of:

- Failing to hold paramount the safety, health, and welfare of the public, and offer services, advise on, or undertake professional assignments only in areas of their competence and practice in a careful and diligent manner.
- Failing to follow the enduring principles established in the Code of Ethics and failing to protect the safety, health and welfare of the public by releasing draft drawings that could reasonably be viewed by the public as final drawings.

- Failing to hold paramount the safety, health, and welfare of the public, and offer services, advise on, or undertake professional assignments only in areas of their competence and practice in a careful and diligent manner. A registrant designed a deck for their home and applied their professional seal on the design but the work was outside their area of competence. The home was subsequently sold with the deck represented as being professionally engineered. The new homeowner engaged an engineering consultant to inspect and report on the deck and the consultant declined to certify the structure as being suitable for its intended service.
- Failing to follow the enduring principles established in the Code of Ethics and failing to protect the safety, health and welfare of the public by releasing draft drawings that could reasonably be viewed by the public as final drawings. The registrant prepared and sealed drawings that contained errors in design and other details. The act provides that professional seals may only be applied to final drawings. The registrant demonstrated a fundamental lack of understanding of the use of the professional seal and the impact of a stamped document getting into the hands of the public. If construction was undertaken, no matter their intent and no matter how they got to the public, the public would be subjected to real risk and the profession would be negatively impacted. Further, the drawings were prepared under an organization that did not hold the required Certificate of Authorization.

The decisions and orders issued resulting from those hearings were published according to the order and the association's policy on publication of discipline orders. The committee also received 23 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.

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.



## 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.



# CONTINUING PROFESSIONAL DEVELOPMENT PROGRAM

The public expects professionals to engage in lifelong learning to ensure the protection of public health, safety, and welfare. A well-rounded continuing professional development (CPD) program is important to the public and benefits the registrants. We continuously review the program framework to identify improvements.

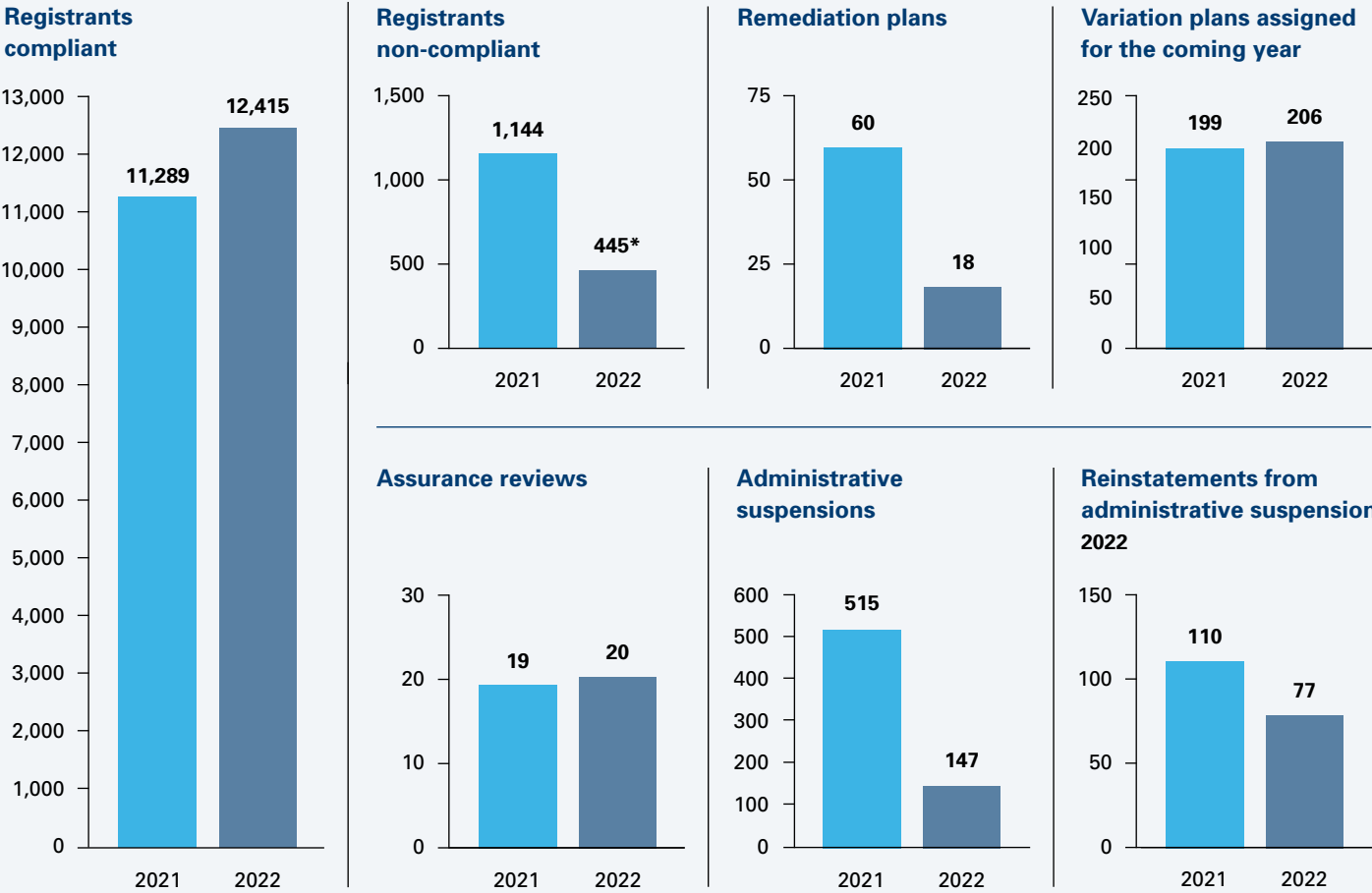
The APEGS CPD program establishes a benchmark by which registrants evaluate their ongoing professional development activities. The program provides tools for analyzing needs, planning programs, and recording and reporting activities. CPD program information is available on the APEGS website at [apegs.ca/cpd/cpd-program](https://apegs.ca/cpd/cpd-program).

APEGS monitors and facilitates registrants’ participation in

the APEGS’ CPD program by conducting annual compliance and assurance reviews and managing 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.

Since becoming mandatory in 2019, registrant compliance with the CPD program has risen annually. CPD program reviews conducted for 2020 saw about a 90 per cent participation rate. Program reviews for the 2021 reporting year reveal that less than two per cent of registrants had not correctly reported their CPD. We anticipate that the number of registrants not in compliance will continue to decrease.

## SUMMARY OF CPD REPORTING ACTIVITY



# PROHIBITION

APEGS has a statutory obligation to safeguard the public by prohibiting the practice of professional engineering and geoscience in Saskatchewan by individuals and companies not properly registered and licensed. 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.

In 2022, APEGS responded to approximately 60 situations involving practice, use of title, corporate registration, and trademarks. In all cases, the matter was resolved and there were no legal proceedings initiated. APEGS has joined with other provincial and territorial engineering regulators across Canada to sign a letter on the use of “software engineer” and other protected titles related to information technology disciplines and practices when the individual is not licensed as an engineer. This work serves to enhance enforcement of the act and educate the public regarding proper use of protected titles.

The public can access an online register to confirm a registrant’s membership and license status with APEGS to ensure that they are a practising engineering or geoscience professional at [apegs.ca/complaints-enforcement/practice-and-title](https://apegs.ca/complaints-enforcement/practice-and-title).

**The public can access an online register to confirm a registrant’s membership and license status with APEGS to ensure that they are a practising engineering or geoscience professional.**



# PROFESSIONAL DEVELOPMENT



Gavin Jensen, P.Geo., FGC, giving a presentation on lithium as part of the annual meeting and professional development conference in May 2022.

APEGS provides and promotes access to professional development opportunities for registrants to maintain their competence and develop their practice to ensure public safety, trust, and confidence in the engineering and geoscience professions. We select technical and business topics that relate to the practice 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, use of seals, and how to report continuing professional development credits.

In 2022, we offered 23 professional development sessions which had over 1,500 attendees. We also assessed many external professional development opportunities for their suitability in increasing registrants' competency and proficiency. We promoted these opportunities to registrants on the APEGS website, in the new monthly e-newsletter, and on social media.

We launched a fourth online ethics module to help registrants meet the one-hour verifiable ethics training requirement. The new topic was "The Ethics of Continuing Professional Development". The course examines the ethical obligation registrants have to participate in continuing professional development.

Also in 2022, we prepared a new online module called "The Law and Professional Practice in Engineering and Geoscience" for launch in January 2023. It provides an orientation on professionalism and federal and provincial law as they relate to the professional practice of engineering and geoscience.

**In 2022, we offered 23 professional development sessions which had over 1,500 attendees.**

# APEGS AWARDS



Michele Tuchscherer, P.Eng. with President John Desjarlais, P.Eng., FEC, FGC (Hon.) receiving the Promising Member Awards at the awards banquet in May 2022.



APEGS fosters professional excellence among registrants and raises awareness of the impact the professions have on the public through awards that showcase exemplary competence and conduct. Non-registrants who help promote public confidence in the professions are also recognized.

At the awards banquet in May 2022, APEGS congratulated the following 2022 recipients as well as the recipients from 2021 since the banquet was cancelled due to the pandemic. Visit our website to view a video of each recipient.

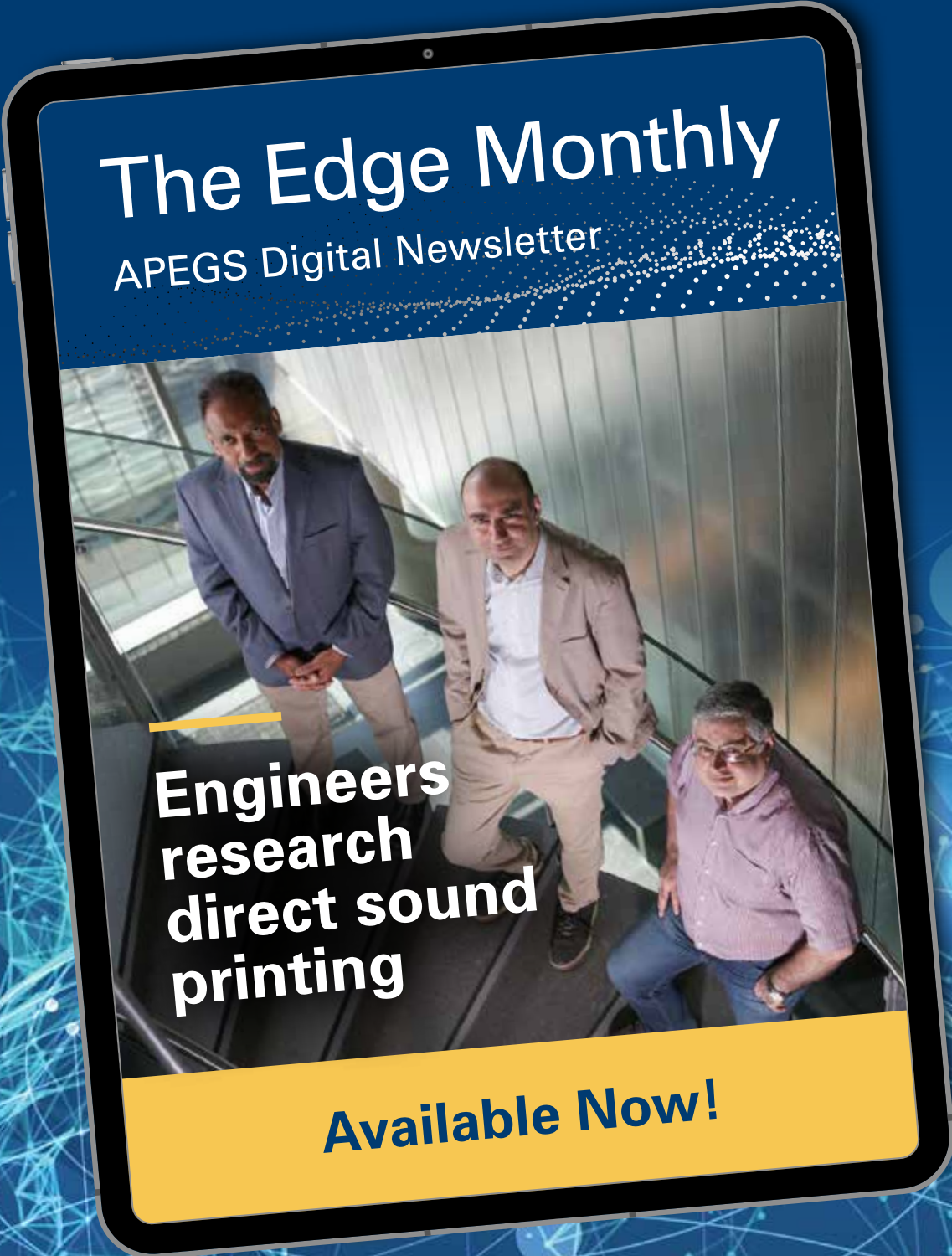
## 2022 AWARD RECIPIENTS

<b>BRIAN ECKEL DISTINGUISHED SERVICE</b> Daniel I. Brisbin, P.GEO.	<b>ENVIRONMENTAL EXCELLENCE</b> Wesley Kotyk, P.ENG.
<b>OUTSTANDING ACHIEVEMENT</b> Shauna Lehmann, P.ENG.	<b>PROMISING MEMBER</b> Michele Tuchscherer, P.ENG.
<b>MCCANNEL</b> Frank McDougall, P.GEO.	<b>FRIEND OF THE PROFESSIONS</b> Dr. Adam McInnes, M.D,

**EXCEPTIONAL  
ENGINEERING/  
GEOSCIENCE PROJECT  
AWARD**  
DEEP Earth Energy  
Production



# MODERNIZING COMMUNICATIONS



Above: The Edge Monthly digital newsletter

August 2022 marked the end of a two-year process to modernize APEGS’ communications program by becoming more digital. Following the new website launched late in 2021 and the first social media messages posted on Facebook, Twitter, and LinkedIn on January 1, 2022, we reduced the six print issues of *The Professional Edge* to two and introduced a monthly digital newsletter, *The Edge Monthly*.

This new approach allows us to provide timely and topical information to registrants and the public and achieve contingency and continuity of message among the platforms. Improvements continue to be made to the new website to allow for easier access to information and to increase transparency in APEGS’ operations. In 2023, we will examine each communications platform’s analytics to determine how successful the move to digital has been and revise the communications program accordingly.

Since it was introduced in the fall of 2021, APEGS Connect continues to be a successful tool for us to survey a representative sample of registrants quickly and easily on a variety of matters as we continue to renew the organization. Rates for the seven surveys conducted in the past year range between 16% and 40% with an average of 28% (see table below). Best practices in research consider response rates of 5% to 30% to be valid with 25% or higher being good and signifying a high level of engagement.

Survey	Users	Completed	Response Rate
Professional Development Opportunities	845	334	39.5%
Profiles in Achievement / Award Nominations	981	361	36.8%
Continuing Professional Development Program	994	350	35%
Law and Ethics Seminar	437	72	16%
Environment and Sustainability	1003	233	23%
Annual Meeting and Conference Activities	1000	224	22%
Constituent Societies	1000	222	22%

Participants indicated that they are thankful for the opportunity to be heard and that surveys help them feel more engaged. Staff and committee members advised that APEGS Connect is a valuable resource to improve their outcomes and inform their plans for operations and initiatives.

We will be conducting a user-experience survey to determine how to improve the program. We thank the 1,000 registrants who piloted the platform in 2021 and who continue to participate.



Above: The first social media post on January 1, 2022.

Right: An example of a Member Profile media post.





# COMMUNITY ENGAGEMENT AND OUTREACH



Director of Registration Dr. Kate MacLachlan, P.Geo., FGC, FEC (Hon.), and staff member Sarah Jasan helping the public learn about rocks at the Saskatchewan Science Centre's adult science night in September 2022.

## 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 is pleased to uphold this relationship by:

- Appointing one university senate member for each university.
- Attending engineering accreditation visits.
- Meeting with deans and department heads of engineering and geoscience university programs.

APEGS also invests in the proficiency, competency, and professionalism of university students as future registrants by:

- Delivering presentations to university students on professional regulation, registration requirements and processes, professionalism, and ethics.
- Funding scholarships and bursaries.
- Providing grants for and participating in professional events and ceremonies and extracurricular activities, including those delivered by the student societies.

## Constituent Societies

APEGS maintains a relationship with and supports the following autonomous engineering and geoscience societies in Saskatchewan:

- Regina Engineering Society
- Saskatoon Engineering Society
- Moose Jaw Engineering Society
- Saskatchewan Geological Society (Regina)
- Saskatoon Geosection of Canadian Institute of Mining (CIM)

The constituent societies are a resource serving the professional and social needs of engineers and geoscientists within their geographic area. APEGS once again provided grants in 2022 to each active constituent society based on the number of APEGS registrants within the geographic areas assigned to each society. APEGS continued to provide the service of assisting with communication of society events through emails to subscribing registrants and by posting their events on the APEGS website. The constituent societies held several events throughout the year, such as technical presentations, tours, annual meetings, golf tournaments, mixers, field trips, etc.



College of Engineering students of the University of Saskatchewan participating in the hard hat ceremony, at which they are welcomed to their chosen discipline, receiving a hard hat and a card with engineering ethics and values as a step to becoming professional engineers.





Students at the entrance of the IMAX enjoying a movie sponsored by APEGS.



President Elect Greg Vogelsang, P.Eng., P.Geo. FEC, FGC (fourth from left) with APEGS staff at the Saskatchewan Science Centre's adult science night.



Students enjoying an exhibit at the Saskatchewan Science Centre.

The work of the task group created in 2021 continued through 2022 with their report for the council in its final stages of writing. The task group is assisting the council to clarify the relationship with constituent societies in relation to APEGS' role as a regulator.

### Public Outreach

APEGS attracts fresh minds to engineering and geoscience by sponsoring education in science, technology, engineering, and mathematics (STEM) for kindergarten to grade 12 students, their parents, and educators through the Saskatchewan Science Centre and the Nutrien Wonderhub. In 2022, programs included experiential learning opportunities for visitors to the centres, at workshops and camps, as outreach in schools, and as enhanced learning opportunities and tools for teachers and educators.

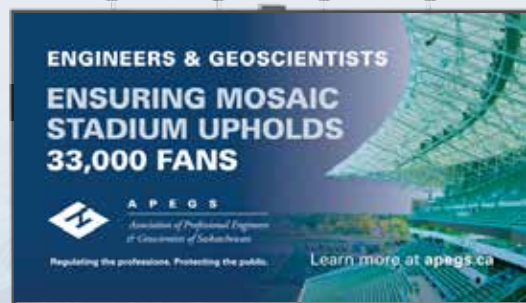
APEGS also participated in the Saskatchewan Science Centre's first adult science night since the Covid-19

pandemic. Science ROCKS! was an evening with live music, geology trivia, rock-related activities, and prizes. APEGS volunteers and staff, which included two geoscientists, helped people learn about geology and APEGS with a contest to identify the characteristics of rocks.

In addition, APEGS continued to sponsor two online educational opportunities in engineering and geoscience and promotes them to the Kindergarten to Grade 12 school system. GeoExplore Saskatchewan has an interactive map and information on an array of geological points of interest and geoscience concepts that explain their origins. The movie, Dream Big: Engineering Our World, and accompanying educational resources are available through the Ministry of Education to help students explore how engineers solve big and small problems to improve people's lives.



Throughout 2022, we aired ads online, on the radio, on billboards, and in the theatre to raise awareness.



### Awareness Campaign

Throughout 2022, we aired ads online, on the radio, on billboards, and in the theatre to raise awareness about what engineers and geoscientists do along with the slogan “Regulating the professions. Protecting the public”. We conduct a semi-annual survey of the public to determine its level of awareness that APEGS and the professions protect the public. In the four years we have been measuring public awareness, there has been a steady increase, reaching an all-time high for awareness that engineers (83 per cent) and geoscientists (61 per cent) protect the public with APEGS protecting the public only two per cent behind the all-time high of 73 per cent.

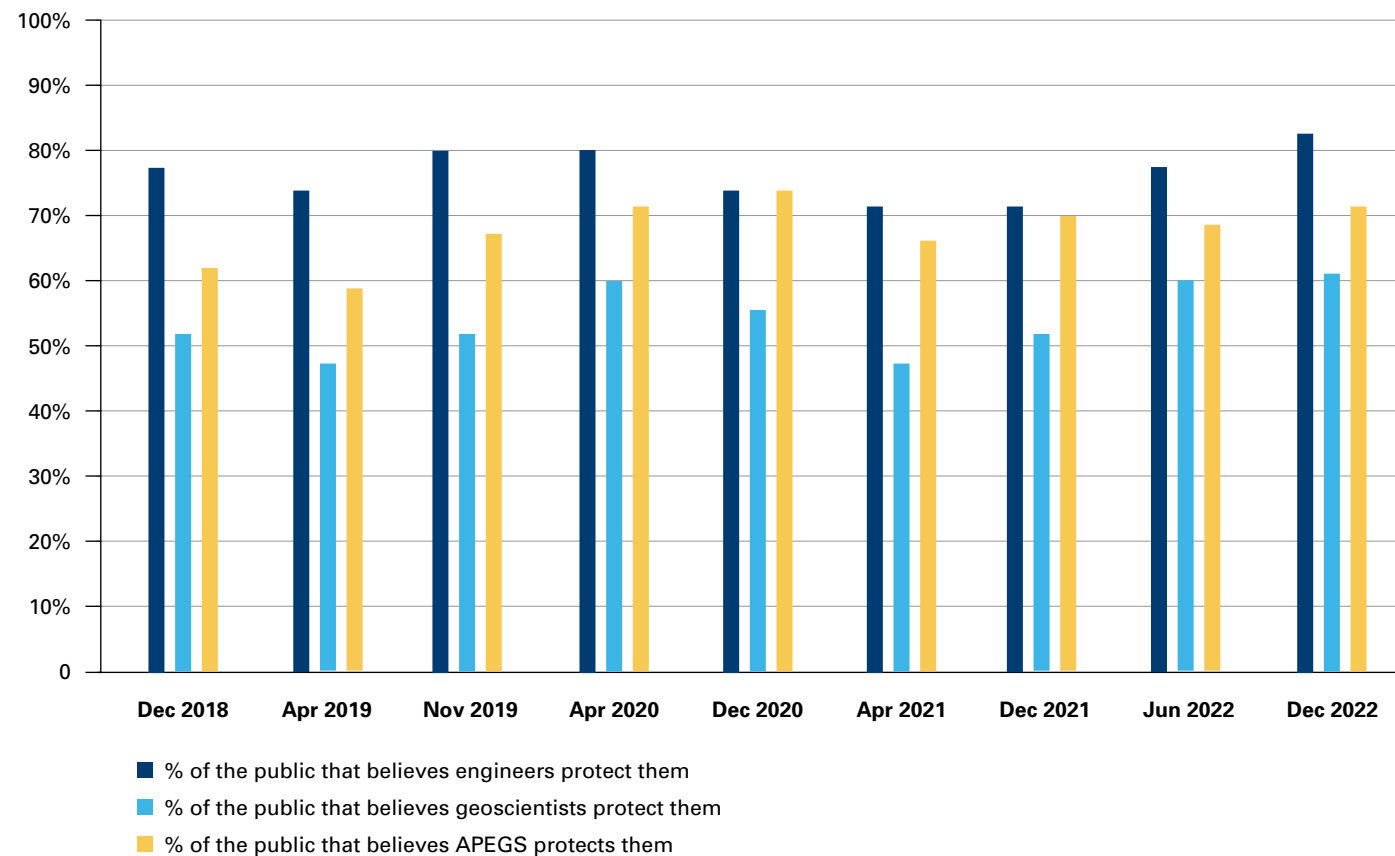
### Government Relations

The Government of Saskatchewan is a trusted partner and stakeholder group of APEGS. Together, we have a common purpose to ensure the professions of engineering and geoscience uphold their responsibility to act in the public interest. APEGS is committed to ensuring the relationship is constructive and that APEGS stands out as a leader in the practice of self-regulating the professions.



Left to Right: Gavin Jensen, P.Geo., FGC, APEGS Councillor, Hon. Jeremy Cockrill, Minister of Highways and Minister Responsible for the Engineering and Geoscience Professions Act, Danae Lemieux, P.Eng., APEGS Councillor

### PUBLIC AWARENESS



This year, we formalized the government relations framework that was developed in 2021. We also reconnected in person and continued to build new relationships following the Covid-19 pandemic and the introduction of APEGS’ new executive director and registrar early in 2022.

APEGS’ government relations activity included the following:

- Attending two meetings with the Honourable Jeremy Cockrill, Minister of Highways, and guests (one in person, one virtual);
- Attending two meetings with the Ministry of Immigration and Career Training respecting the new *Labour Mobility and Fair Registration Practices Act*;
- Attending the provincial pre-budget meeting;
- Attending the Pacific Northwestern Economic Region Leadership Forum in Calgary, Alberta, and Portland, Oregon;
- Attending the Saskatchewan Party Leader’s dinner in Regina;
- Attending the New Democratic Party Leader’s Reception in Saskatoon; and
- Hosting an in-person reception in Regina with provincial representation from the official and opposition parties.

The key messages and objectives for APEGS over the past year have focused on incremental regulatory improvements that have been taken to maintain confidence in practices associated with regulatory excellence and modernization and a continued commitment to governance modernization. Governance modernization may require government support for amendments to *The Engineering and Geoscience Professions Act* and continues to be a work in progress.

This year, we formalized the government relations framework that was developed in 2021.



# OUR VOLUNTEERS

APEGS acknowledges and thanks the many volunteers for their commitment and professional engagement through another year. In 2022, the volunteers served on the council, on the Corporate Registrant Task Group, as mentor designates, 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, Professional Development, and Professional Practice Examination. 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.  
Tawny Ahokas, Engineering Licensee  
Shafiq Alam, P.Eng.  
Zahir Al-Dulaymi, P.Eng.  
Richelle Andreas  
Daryl Andrew, P.Eng., FEC  
Shawna Argue, P.Eng., FEC, FGC (Hon.)  
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  
Nicole Barber, P.Eng.  
Sean Bayer, P.Eng.  
Derrick Bellows, P.Eng., FEC  
Cory Belyk, P.Geo., FGC  
Daniel Bonnet, P.Eng., FEC  
Kimberly Braaten, P.Eng.  
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.)  
Larry Doke  
Larisa Doucette, P.Geo.  
Rachel Dowling, P.Eng.  
Carla Drager, P.Eng.  
Patrick Ducharme, P.Eng.  
Matthew Dunn, P.Eng.  
Victor Edoho, P.Eng.  
Mohamed ElMaamoun, 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.)  
Louis Fourie, P.Geo.  
Jeremy Gabel, P.Eng., FEC  
Marion Gagnon, P.Geo.  
Urvi Gala (Malhotra), P.Eng.  
Jared Galenzoski, P.Geo.  
Sarah Gauthier, P.Eng.  
Agnel George, P.Eng  
Grant Gingara, P.Eng., FEC  
Nancy Grainger, P.Geo.  
Justin Grill, P.Eng.  
Jay Grosskleg, P.Geo.  
Jorge Gutierrez, P.Eng.  
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.  
David (Drew) Heasman, P.Geo.  
Jerome Helfrich, P.Eng., FEC  
Allison Hillmer, P.Eng.  
Douglas Hird, P.Eng.  
Darcy Hirsekorn, P.Geo.  
Michael Hnatiuk, P.Eng.  
Ashley Hodgson, P.Eng.  
Anika Hoffman, Engineer-In-Training  
Tameema Hossain, P.Eng.  
Yafei Hu, P.Eng.  
William Hughes, P.Eng.  
Peter Jackson, P.Eng., FEC, FGC (Hon.)  
Mehrnoosh Janbakhsh, P.Eng.  
Ravi Inder Singh Jassar, P.Eng.  
Gavin Jensen, P.Geo., FGC  
John Jesse, P.Geo.  
Chanelle Joubert, P.Geo.

Ian Judd-Henrey, P.Geo.  
Sumith Kahanda Rathmalapage, P.Eng.  
Nicholas Kaminski, P.Eng.  
Andrew Karvonen, P.Eng., P.Geo.  
Scott Kiefer, P.Eng.  
Eric Kimani, P.Eng.  
Daniel Kishchuk, P.Eng., FEC  
Mahdi Kowsari, P.Eng.  
Rick Kullman, P.Eng., FEC, FGC (Hon.)  
Margaret Kuzyk, P.Eng., FEC, FGC (Hon.)  
Paul Laforge, P.Eng.  
Eric Lamontagne, P.Eng.  
Coreen Langford, P.Eng.  
Uday Lanke, P.Eng.  
Brett LaRoche, P.Eng.  
Jayson Laron, P.Eng.  
Danae Lemieux, P.Eng.  
Melvin Leu, P.Eng., FEC  
Xiangning Li, P.Eng.  
Xi Li, P.Eng.  
Yen-Han Lin, P.Eng.  
Drew Lockwood, P.Eng., FEC, FGC (Hon.)  
Marvin Loewen, Engineering Licensee  
Ian Loughran, P.Eng.  
Patricia Lung, P.Eng.  
Peng Luo, P.Eng., P.Geo.  
Denard Lynch, P.Eng., FEC  
Peter MacLachlan, P.Eng.  
Cailin MacPherson, P.Eng.  
George Magalong, P.Eng.  
Amitabha Majumder, P.Eng.  
Kirsten Marcia, P.Geo.  
Brent Marjerison, P.Eng., FEC  
Zachary Maurer, Geoscientist-In-Training  
Lesley McGilp, P.Eng.  
Ian McKechnie, P.Eng.  
Jane McLeod, P.Eng.  
Venkatesh Meda, P.Eng.  
Muhammad Mehmood, P.Eng.  
Anatoly Melnik, P.Geo.  
Lei Meng, P.Eng., FEC

Nicole Mills, P.Eng.  
Ahmed Mohamed Hosni Aly Hassan, P.Eng.  
Mehdi Mohammadpoor, 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.  
Jean Nepo Murwanashyaka, P.Eng.  
Suresh Devanesan Jacob Muthu, P.Eng.  
Richard Myrfield, P.Eng.  
Trent Nelson, P.Eng.  
Kevin Ness, P.Eng., FEC  
Ahmadreza Nezamloo, P.Eng.  
Tsun (Kelvin) Ng, P.Eng.  
Leo Niekamp, P.Eng., FEC  
Jenae Nixon, P.Eng.  
Akindede Odeshi, P.Eng., FEC  
Clare O'Dowd, P.Geo.  
Henry Ollegasagrem, P.Eng.  
Jamal Oumha, P.Eng.  
Kathryn Palmer, P.Eng.  
Raza Parvez, P.Geo.  
Arjun Paul, P.Eng.  
Lee Peters, P.Eng.  
Aaron Phoenix, P.Eng., FEC  
Herbert (Colin) Pitman, P.Eng.  
Emma Playle, P.Eng.  
Martin Plemel, P.Eng.  
Johnathan Pomerleau, P.Eng.  
Sheri Praski, P.Eng., FEC  
Sharmeen Punjwani, P.Eng.  
E. Kwei Quaye, P.Eng., FEC  
Lily Quilty, P.Eng.  
Achint Rastogi, P.Eng.  
Sanjay Rawat, P.Eng.  
Malcolm Reeves, P.Eng., P.Geo., FEC, FGC  
Matthew Rhyner, P.Eng.  
Kathryn Richard, P.Eng.  
Alicia Ross-Litowski, P.Eng.  
Jennifer Roste, P.Eng.  
Allison Ruecker, P.Eng.  
Olagoke Rufai, P.Eng.  
Warren Ryberg, P.Eng.  
Babak Safavisohi, P.Eng.  
Rajib Sahaji, P.Eng.  
Keira Sawatzky, P.Eng.  
Bradley Schmid, P.Eng.  
Louise Schnare, P.Geo.  
Dennis Sharma, P.Eng.

Debbie Shewfelt, P.Geo.  
Mark Simpson, P.Eng.  
Jonathon Sinclair, Engineer-In-Training  
Sukhwinder Singh, P.Eng.  
Ian Sloman, P.Eng., FEC  
Tyson Smith, P.Eng.  
Jafar Soltan Mohammadzadeh, P.Eng.  
Yimin Song, P.Eng.  
Jennifer Spencer-Hazenberg  
Leslie Squire, P.Eng.  
Rob Stables, P.Eng., FEC  
John Styles, P.Eng., FEC  
Matthew Swedburg, P.Eng.  
Ashok Thakkar, P.Eng., FEC  
Suman Thapa, P.Eng.  
Ondiveerapan Thirunavukkarasu, P.Eng., FEC  
Jeremy Thomas, P.Eng.  
Monica Tochor, P.Geo.  
Elvia Torres Morales, P.Eng.  
Brennen Trites, P.Eng.  
Kaylee Tumack, P.Eng.  
Megan Tunney, P.Eng.  
Ty Tweidt, P.Eng.  
John Unrau, P.Geo., FGC  
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.  
William Wright, P.Eng.  
Md Yousuf, P.Eng.  
JunJi (Eri) Zhan, P.Eng.  
Lifeng Zhang, P.Eng.



# RENEWED STRATEGIC PLAN 2023 TO 2025

## 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.

## THREE-YEAR GOALS 2023-2025



### Registration

- Increase and expand membership of eligible practitioners
- Assess membership categories to ensure appropriate representation of practice
- Improve transparency, effectiveness, and efficiency of registration processes



### Member Competence & Compliance and Enforcement

- Assess the current continuing professional development (CPD) program to determine its effectiveness in ensuring member competence and proficiency
- Enhance relationships with member firms to ensure they support member competence initiatives
- Ensure confidence in the CPD program compliance systems
- Increase prohibition and enforcement efforts for unlicensed practice



### Regulating the Professions

- Enhance member education on regulation
- Develop key performance indicators to continuously evaluate the effectiveness of the organization
- Improve transparency of the investigation and discipline procedures
- Improve the usability of the online register
- Ensure effective corporate and/or entity regulation



### Developing the Practice of the Professions by the Members in the Public Interest

- Improve the organization's capacity to understand and address public expectations and interests
- Monitor relevance of professional development opportunities to align with shifting public expectations and interests







**A P E G S**

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*Association of Professional Engineers  
& Geoscientists of Saskatchewan*

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300 - 4581 Parliament Avenue  
Regina, Saskatchewan  
S4W 0G3

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