



**A P E G S**

*Association of Professional Engineers  
& Geoscientists of Saskatchewan*

**ANNUAL REPORT 2024**



**DESIGNING  
FOR  
THE FUTURE**

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

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# WHO WE ARE

## DESIGNING FOR THE FUTURE



As our members across Saskatchewan, Canada, and the world contribute to the design of forward-looking technologies, tools, solutions, and projects, we at APEGS are also ‘designing for the future’ as we continue to evolve our governance and operational structures to support the council’s strategic vision, enhance our efficiency and effectiveness, and meet public expectations for modern self-regulating professions.

APEGS’ 2024 annual report is characterized by numerous examples of how we are working with our members, the provincial government, peer organizations, and other interest holders to build a strong regulatory foundation designed to meet the challenges and opportunities the future holds.

### VALUES IN ACTION: INCLUSIVITY

Each year, APEGS registrants serve as volunteers on various essential committees. In 2024, APEGS started recruiting committee volunteers by implementing a yearly call for expression of interest by potential volunteers. This will enable APEGS to draw from a more current and diverse pool of interested registrants and ensure that volunteers are matched with a position reflecting their experience and current skills and interests.

### VALUES IN ACTION: RESPONSIBILITY

In 2024, APEGS significantly enhanced its protection of professional titles, using social monitoring tools to flag and follow up on potential misuse of the titles ‘engineer’ and ‘geoscientist.’ This work helps to ensure that individuals and organizations secure the services of fully licensed, qualified professionals. (see p. 28, *Professional Standards*)

### VALUES IN ACTION: INNOVATION

In 2024, APEGS brought to its members a set of proposed legislative amendments designed to modernize and streamline our approach to regulation of the professions. Pending approval by the provincial government, these changes will enable us to be nimbler and more responsive as an organization, especially in matters of public interest and safety. (see p. 20, *Act and Bylaw Review*)

## VISION, MISSION, AND VALUES

### 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, 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.

# 2024 HIGHLIGHTS



APEGS' 2024 Professional Development Conference in Saskatoon attracted hundreds of registrants for a day of thought-provoking sessions and connection with colleagues.



**1** APEGS made significant progress in streamlining and right-sizing its governance structures, reducing the number of boards and committees and creating more direct lines of communication between committee volunteers and the council. This shift will support timelier information-sharing and decision-making and greater responsiveness as a regulator. See page 16.

**2** APEGS consulted with members throughout 2024 about a number of proposed amendments to *The Engineering and Geoscience Professions Act*. Amendments to the act and associated bylaws were shared and discussed at the 2024 annual meeting, Practicing the Professions Day, a special member engagement event in September, and through an all-member survey issued in October. See page 20.

**3** APEGS implemented significant changes to our registration process to improve member-in-training application processing and academic assessment timelines. These changes resulted in a noticeable improvement in efficiency and compliance with the 50 business-day requirement for assessing international credentials. See page 24.

**4** 2024 saw a dramatic increase in APEGS' enforcement and compliance activity, thanks to a new emphasis on tools such as Open-Source Intelligence and social media monitoring in protecting use of professional titles. See page 28.

**5** APEGS expanded its professional development offerings for registrants. A total of 27 live events were held, a substantial increase from the four events in 2023. These included two workshops, two conferences, and 23 webinars, attracting more than 7,000 participants in total. See page 30.

**6** In November 2024, following Saskatchewan's provincial election, APEGS welcomed numerous new and returning members of the legislative assembly to its MLA reception. The event was well attended and a valuable opportunity to speak to elected officials about APEGS and the essential economic and societal contributions of its members. See page 36.

# MESSAGE FROM THE PRESIDENT



You may have noted that the theme for APEGs' 2024 annual report – 'Designing for the Future' – is also the theme for our annual meeting and professional development conference in Regina this coming spring. It expresses an ideal and an intent that has been front and centre for us at APEGs in recent years.

In the pages of this report, you'll find many examples of this theme in action as APEGs continues the transformational journey launched by our 2022-2025 strategic plan.

To design for the future is to design for durability, sustainability, and adaptability. We must anticipate and prepare for tomorrow's regulatory environment and the evolving professional realities of our registrants while not straying from the foundations and pillars that have enabled APEGs to draw within sight of its 100th anniversary.

In 2024, our work to review *The Engineering and Geoscience Professions Act* and its associated bylaws has been of particular significance in that regard. We are working to continue the privilege of self-regulation for our professions by working with our government to achieve updated legislation that is simple to understand and reflects contemporary realities and public expectations. This means engaging our members in the processes and responsibilities of self-regulation and equipping the council and staff to function effectively, efficiently, and responsively in safeguarding the public interest.

To support the review of our act and bylaws in 2024, we presented a number of proposed act and bylaw amendments to members at various public forums and through a member survey. These proposed amendments were prepared with much thought and debate among the Act and Bylaw Review Task Group, the council, and staff, with the end goal of creating a modern legislative framework for future self-regulation of the engineering and geoscience professions in Saskatchewan. I thank all members who took time to absorb and consider the proposed changes and to provide their feedback. Your thoughts and perspectives continue to inform the work of the Act and Bylaw Review Task Group as it prepares to submit proposals for the Government of Saskatchewan's consideration. Please watch for future opportunities to learn more about this project and the proposed amendments and contribute your feedback.

APEGs' efforts to strengthen corporate regulation in Saskatchewan advanced in 2024 with the creation of an advisory group comprising a diverse group representing firms and business entities of all sizes offering professional engineering and geoscience services in the province. With the recent addition

of a new Manager of Firms to the APEGs team, we are well positioned to move forward on this key aspect of modernized regulation with a program that is fit for Saskatchewan.

APEGs also streamlined its governance structure in 2024 by sunseting two boards (the Governance Board and Professionalism Board) to create a two-tier governance structure. The resulting move from three to two tiers of governance will promote clearer and timelier sharing of information and ideas, and greater responsiveness to issues of professional and public concern. The council also sought to bring more public perspective to APEGs by creating a Public Accountability Advisory Group. This group is made up of volunteers from APEGs and public representatives recruited by APEGs, and it absorbs the Environment and Sustainability and Equity and Diversity committees and allows for a broader spectrum of public interest. The purpose of the Public Accountability Advisor Group is to advise the council and staff on areas of public interest and concern related to our professions.

Looking to the future, it's fair to say it is an interesting and dynamic time to practice our professions, and it's never been more important for APEGs members to be engaged and involved with self-regulation. As APEGs continues to evolve for the future, we need the energy and perspectives of a diverse array of volunteers serving on committees and the council, participating in APEGs Connect and other member surveys, and otherwise participating in the important discussions and decisions ahead of us.

I'm proud of the progress outlined in this report and grateful to my council colleagues for their candour and collaborative spirit as we have navigated another year of significant change and important conversations. We have done our best to uphold our legislated objectives and professions' core values, to hear and consider our members' perspectives, and to honour the trust placed in us.

**Erin Moss Tressel, PEng., PGeo., FEC, FGC**  
President

**"Looking to the future, it's fair to say it is an interesting and dynamic time to practice our professions, and it's never been more important for APEGs members to be engaged and involved with self-regulation."**

# COUNCIL

The 2024 council was a team of 11 professional members and two public appointees. They set the vision for APEGS and provided advice and oversight respecting the strategic plan for self-regulation of the engineering and geoscience professions in Saskatchewan. As APEGS continues its journey of transformation as a modern regulator, these individuals serve as stewards of change, ensuring that APEGS remains aligned with its strategic plan and the interests of the public throughout its evolution.

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 4, 2024, to the annual meeting on May 3, 2025.



**Erin Moss Tressel,**  
P.Eng., P.Geo., FEC, FGC  
President (1-Year Term)



**Ian Farthing, P.Eng.**  
President-Elect (1-Year Term)



**Nicholas Kaminski, P.Eng.**  
Vice-President (1-Year Term)



**Greg Vogelsang,**  
P.Eng., P.Geo., FEC, FGC  
Past President (1-Year Term)



**Rahim Ahmad, P.Eng.**  
(2nd Year)



**Jason Gasmo, P.Eng.**  
(2nd Year)

The president, president-elect, vice-president, and immediate past president hold office for a term of one year after having served as a council member 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. Public appointees are appointed by an Order in Council issued by Saskatchewan's Lieutenant-Governor.

APEGS inducted a new council for 2024/2025 at the annual meeting on May 4, 2024. The new officers of the council are President Erin Moss Tressel, P.Eng., P.Geo., FEC, FGC, President-Elect Ian Farthing, P.Eng., and Vice-President Nicholas Kaminski, P.Eng. The three new councillors are Neche Igboke, P.Eng., Derek van Nes, P.Eng., and Wesley Wizniuk, P.Eng.

## Appointments to National Organizations

- **Andrew Lockwood,**  
P.Eng., P.Geo., FEC, FGC (Hon.)  
Director to Engineers Canada
- **Kristen Darr, P.Geo., FGC, FEC (Hon.)**  
Director to Geoscientists Canada



**Neche Igboke, P.Eng.**  
(1st Year)



**Danae Lemieux, P.Eng.**  
(3rd Year of 2nd Term)



**Kevin Ness, P.Eng., FEC**  
(3rd Year)



**Derek van Nes, P.Eng.**  
(1st Year)



**Wesley Wizniuk, P.Eng.**  
(1st Year)



**Richelle Andreas**  
Public Appointee



**John Breakey**  
Public Appointee

# PUBLIC APPOINTEES

Public appointees serve as the eyes and ears on behalf of the public.

Two APEGs councillors are members of the public appointed by Saskatchewan’s Lieutenant-Governor in accordance with *The Engineering and Geoscience Professions 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 APPOINTEE

It is an honour to serve as a public appointee with APEGs. I take the responsibility of this important public position very seriously, recognizing the trust placed in me as I work with the council to uphold the values and standards of the engineering and geoscience professions.

APEGs’ approach to self-governance is a significant benefit to the public. By ensuring that its registrants adhere to the highest standards of professionalism and ethics, APEGs contributes to the safety, well-being, and growth of Saskatchewan communities. This self-regulatory model not only fosters public trust but also encourages continuous improvement and accountability within the professions.

Throughout my tenure, I have had the privilege of working closely with the council and its Discipline Committee. I have witnessed an inspiring level of collaboration and dedication, along with professionalism and genuine concern for doing what is right – all of which is a pleasure to participate in. Our collective efforts ensure that we maintain the integrity and excellence that the professions strive for and the public expects.

I continue to enjoy my role as public appointee, and I am committed to supporting APEGs in its mission to protect the public and foster the engineering and geoscience professions.

John Breakey  
Public Appointee

“By ensuring that its registrants adhere to the highest standards of professionalism and ethics, APEGs contributes to the safety, well-being, and growth of Saskatchewan communities. This self-regulatory model not only fosters public trust but also encourages continuous improvement and accountability within the professions.”

# MESSAGE FROM THE EXECUTIVE DIRECTOR AND REGISTRAR



2024 was another dynamic and fast-paced year as APEGs continued its journey of rapid adaptation and evolution to meet the challenges of the 21st century regulatory environment and ensure continued effectiveness, vigilance, and responsible uses of our resources in the public interest.

We have fully implemented a dynamic, ongoing budgeting cycle that was introduced in 2023 to help us align our budget with strategic priorities and achieve better clarity on how and where we are investing our resources. To ensure our continued progress and diligence in this area, we have brought into the organization new levels of expertise in fiscal management, accounting, and best business practices.

We have increased our staffing complement across most APEGs departments. Additions to the registration and professional standards teams will improve our responsiveness to registrants, applicants, and potential applicants, and our communications and technology departments have additions to support the enterprise in these areas.

As one of the signatories to a new, national Statement of Collaboration with our provincial, territorial, and federal counterparts, APEGs must continue to adapt and streamline its registration policies and processes to reduce licensing and practice barriers for qualified professionals wishing to practice in Saskatchewan – while remaining vigilant in upholding the academic and experience standards that safeguard the public interest. Our registrations department remained deeply engaged in this effort in 2024, working to reduce processing timelines in compliance with the Labour Mobility and Fair Registration Practices Act and implementing new qualification assessment policies. These policies, which came into effect on January 1, allow APEGs to apply more streamlined processes where there is a high level of confidence in an applicant’s qualifications.

After significant progress in updating office cybersecurity and digital technologies in 2023-24, we are now looking outward to applications and platforms that will better facilitate our interactions and engagement with APEGs registrants. Equipped with a five-year digital transformation roadmap, we will strategically and systematically add, update, and replace systems and technologies no longer adequate to our needs. I’m proud to report that in 2024, APEGs staff consistently outperformed industry averages in our adherence to best cybersecurity practices. As we navigate the ever-growing complexities of data security, not to mention the ubiquity of AI, we will

continue to invest in the tools and training that bring a great return in our capacity to stay current, collaborate internally and with external partners, and engage effectively and safely with our members and other interest holders.

This work has all unfolded against the backdrop of APEGs’ review of its governing legislation – *The Engineering and Geoscience Professions Act* – and associated bylaws. That undertaking, described in detail elsewhere in this report, will influence our operations as we work to implement those legislative amendments that are approved by the provincial government. With their emphasis on streamlined, modernized regulation, the act and bylaw amendments will inform our evolving governance structures and operational configuration going forward.

Change is never easy, but we are beginning to catch glimpses of the improved capacities and enhanced efficiencies made possible by better aligning our operations with Council’s strategic priorities. I’m grateful to the APEGs team – a remarkable and diverse group of skilled, talented, engaged individuals who continue to demonstrate their commitment and resilience as we build an organization that will continue to reflect the high professional standards of our registrants and earn the trust of the public.

For more information about APEGs and our strategic vision and priorities, I invite you to visit our website at [www.apegs.ca/about](http://www.apegs.ca/about).

**Stormy Holmes, PEng., FEC, FGC (Hon.)**  
Executive Director and Registrar

**“APEGs must continue to reduce licensing and practice barriers for qualified professionals while remaining vigilant in upholding the standards that safeguard the public interest.”**

# MEET THE STAFF

APEGS continues to evolve its organizational structure and build a team with the capacities, training, and skillsets needed to support and operationalize our mission and council’s strategic vision in the public interest.



**Stormy Holmes**  
PEng., FEC, FGC (Hon.)  
Executive Director and Registrar



**Kate MacLachlan**  
Ph.D., PGeo, FGC, FEC (Hon.)  
Director of Registration and Deputy Registrar



**Chris Wimmer**  
PEng., FEC, FGC (Hon.)  
Director of Professional Standards



**Gina McGinn, MA, ICD.D**  
Director of Governance and Strategy



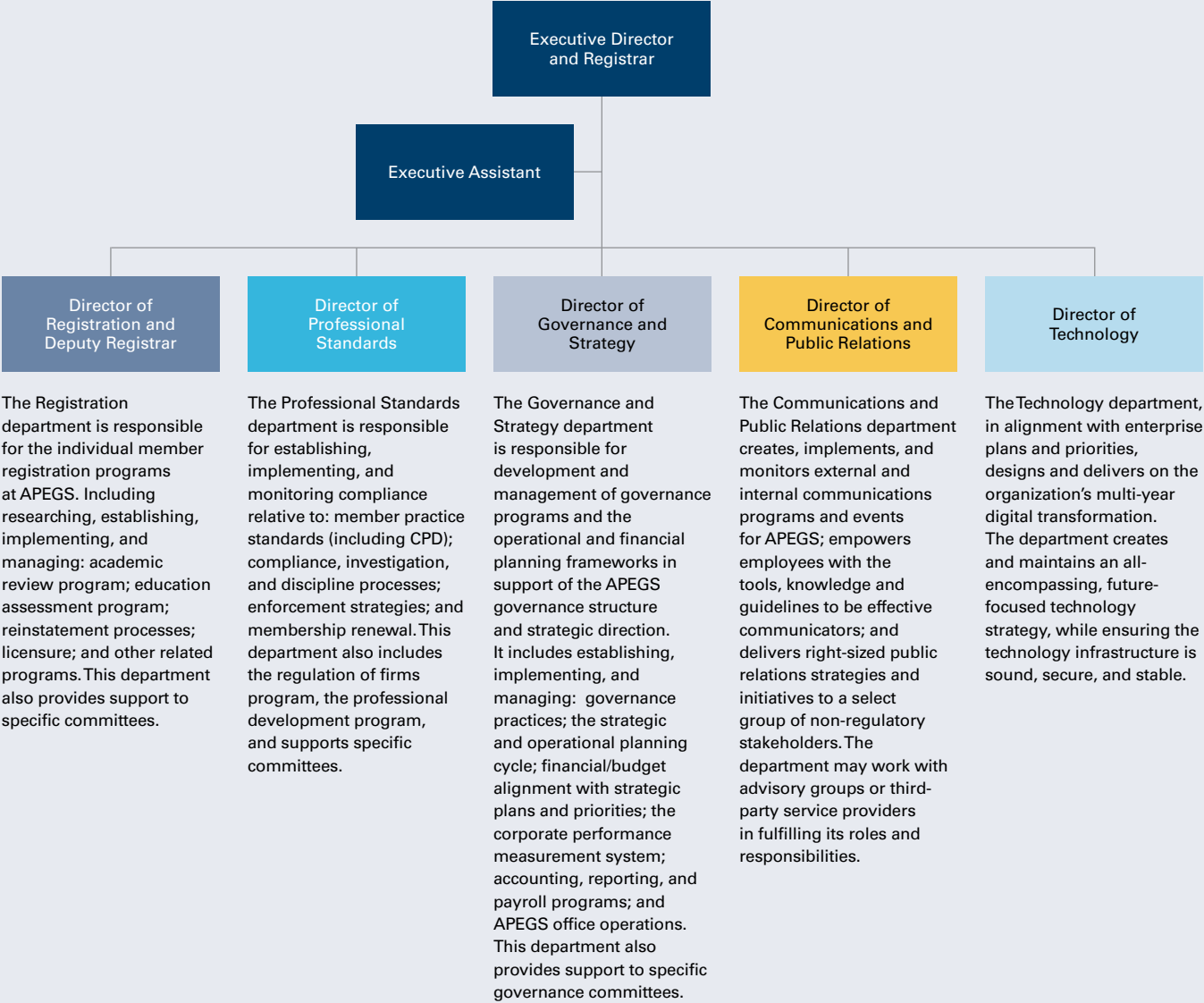
**Sheena August**  
Director of Communications and Public Relations



**Christopher Jason**  
Director of Technology



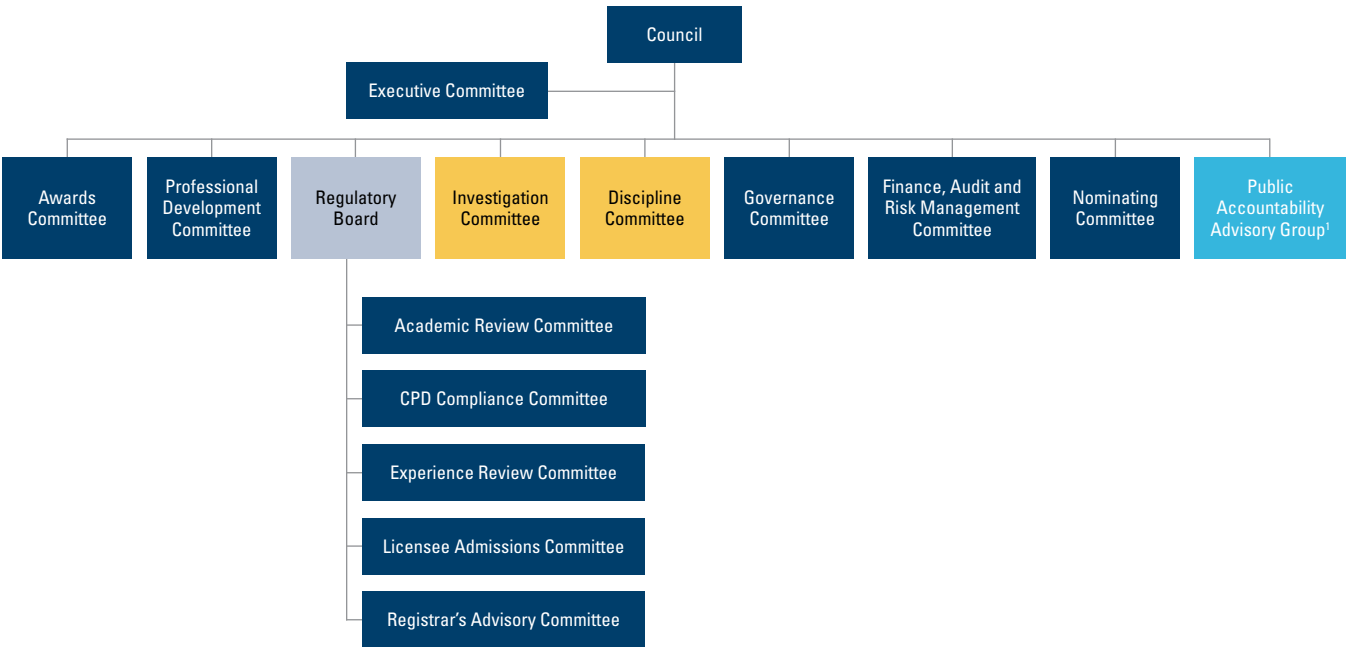
APEGS staff, October 2024



# GOVERNANCE

In 2024, APEGS made significant progress in its efforts to streamline and right-size its governance structures to ensure clearer lines of sight between the governing council and the work of its committees. The goals are to minimize redundancy in decisions, better manage the flow and timing of information, and improve transparency.

Efforts had been made throughout 2023 to distinguish between operational and governing committees. This involved amending their composition and terms of reference in consultation with committee volunteers. These changes to the committees were made official following the 2024 annual meeting in May. The Governance Board and Professionalism Board were stood down, the Environment and Sustainability Committee and Equity and Diversity Committee were merged to create a Public Accountability Advisory Group, and the Governance Committee was formed. The committees that once reported to the Governance Board or Professionalism Board now report directly to the council. This shift from a three-tiered to a two-tiered structure will support clearer communication, timelier information, and greater responsiveness as a regulator.



In September 2024, council approved the removal of the Regulatory Board, beginning January 1, 2025. All committees that reported to the Regulatory Board now report to council through the executive director and registrar.

APEGS operates by the efforts of many volunteers. The association still requires volunteers with a range of competencies, experience, and qualities to serve on committees. Work throughout 2025 will focus on the best approach to the Professional Development Committee, Awards Committee, and the Licensee Admissions Committee. This phased approach aligns with the evolving clarity regarding the roles and responsibilities of the council, executive director and registrar, and volunteers.



Following are the more notable governance enhancements throughout 2024:

### Council Electoral Process

APEGS strives to have a council that is balanced through representation in competencies, experience, qualities, and diversity. APEGS seeks applications from members to be considered for election to council based on the current council evaluation and identified gaps.

The call for applications to 2024’s council included a call for two members-at-large and council’s vice-president. The call also identified the need for the key competencies of accounting/financial experience and risk management experience.

Through the electoral process, APEGS was pleased to have had five qualified applicants run for the two member-at-large positions and one qualified applicant run for the vice-president position.

The council has been incrementally reducing its size from 19 to 13, as identified in the governance review that took place in 2018. That reduction was completed in 2024.

### Strategic Plan

APEGS continues to be guided by its 2023-2025 strategic plan, which sets out goals pertaining to the following core operations:

- Registration
- Member competence and compliance/enforcement
- Regulating the professions
- Developing the practice of the professions by the members in the public interest

The complete strategic plan can be found on APEGS’ website.

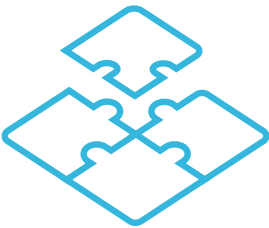
Progress on APEGS’ strategic goals is described throughout this annual report. In addition to those updates, the following were important developments in APEGS’ governance and operations:

### Risk Management

APEGS continues to address technology-related risks through development and implementation of a five-year digital transformation roadmap. In 2024, risk management in this area focused on embedding regular software updates and patches as part of our operations and implementing formalized and ongoing staff training on cybersecurity.

The business continuity plan was reviewed and updated by the Finance, Audit, and Risk Management committee.

Council’s risk registry identifies approximately 20 important topics that merit continued monitoring and mitigation plans. The registry is continually updated as new risks appear and others are addressed.



<sup>1</sup> The Public Accountability Advisory Group includes the purpose of the former Equity and Diversity Committee and the Environment and Sustainability Committee.

Public Accountability Advisory Group

APEGS’ new Public Accountability Advisory Group (PAAG) held its first meeting in October. The PAAG assumes the work of the former Equity and Diversity and Environment and Sustainability committees and will provide the council with recommendations concerning APEGS’ navigation of and responses to these and other issues of public concern.

The PAAG includes two council-appointed public representatives who reside in Saskatchewan and are not APEGS members. They will contribute perspectives on these issues from outside the professions. The PAAG will base its work on the following organizational intent statements approved by the council:

Environment and Sustainability

- Ensure that 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 it relates to the professions.
- Facilitate the connection of environment and sustainability in the professions through initiatives that impact the regulation of the professions.
- APEGS commits to review and improve its environmental footprint and sustainable development practices.

Equity, Diversity, and Inclusion

- APEGS is committed to advancing equity, diversity, and inclusion within our organization in alignment with our strategic imperative and commitment to upholding public interest in the professions we regulate.
- APEGS is committed to Truth and Reconciliation. We do our part to review, understand, and introduce appropriate actions that support the Truth and Reconciliation Commission of Canada’s calls to action.
- APEGS believes that advancing equity, diversity, and inclusion within the professions enhances and improves competency and capabilities of members as they build trust and mutual respect with the public. Informed engineers and geoscientists are better positioned to meet the needs of diverse communities as they practice their professions.
- APEGS recognizes that systematic inequities exist throughout the engineering and geoscience professions. As such, APEGS is committed to fostering an inclusive and equitable approach that benefits current and future members, APEGS volunteers, and staff.
- Advancement in equity, diversity, and inclusion aligns with APEGS’ vision as a leader in providing progressive regulation that unites the interests of the public with the practice of its members towards the betterment of society.

Image right: On May 23, APEGS president Erin Moss Tressel (pictured) joined Canada’s 11 other engineering regulators to sign a National Statement of Collaboration expanding their partnership. The statement outlined the regulators’ renewed commitment to address national and international barriers to mobility for engineers and engineering entities, further advancing public safety and increasing regulatory efficiency. The signing ceremony took place in Winnipeg as part of Engineers Canada’s 2024 Spring Meetings and Annual Meeting of Members. Photo courtesy of David Lipnowski



Key Decisions of Council

The council met five times to oversee and govern the affairs and business of APEGS. A record of council decisions is available on our website within two weeks after each meeting. Below are some of the key decisions council made in 2024:

- Approved APEGS’ support of Engineers Canada’s National Statement of Collaboration.
- Approved the APEGS compensation philosophy.
- Approved APEGS’ engagement in a rebranding process, anticipating a potential organizational name change as part of the Act and Bylaw Review.
- Approved the terms of reference for governing and regulatory committees.
- Approved creation of and terms of reference for the Regulation of Firms Advisory Group.
- Approved the standing down of the Regulatory Board as part of the shift from three-tiered to two-tiered governance structure.

The council approved the following policies:

- New Public Appointee Remuneration
- Visual Identity
- New Inclusivity, Diversity, Equity and Accessibility
- Government Relations
- Expense Reimbursement
- Volunteer Professional Development Reimbursement
- Delegation of Authority to the Registrar
- Public Representative Remuneration
- Audio/Video Recording or Broadcasting Discipline Committee Proceedings
- Academic Qualifications
- Experience Qualifications
- Termination of Applications

# ACT AND BYLAW REVIEW

In keeping with our commitment to modernized, effective, responsive governance, APEGS embarked in 2023 on a comprehensive review of *The Engineering and Geoscience Professions Act* and its associated bylaws – the first such review since 1997.

In the public interest, and in alignment with *The Labour Mobility and Fair Registration Practices Act*, the time was right to review and ensure that APEGS’ governing legislation reflects current public expectations of self-regulating professions.

The Act and Bylaw Review Task Group formed in June 2023 and identified seven key themes reflecting opportunities for more modern, effective, responsive self-regulation:

- 1. **Simplify** by relocating specifics from the act into bylaws, procedures, and policies.
- 2. **Modernize terminology** so that it is inclusive, clear to the public, and reflects our role as a regulator.
- 3. **Expand regulation of corporate entities** so that APEGS can audit and enforce standards of practice and investigate and discipline business entities.
- 4. **Improve public accountability** by ensuring appropriate public involvement in our governance.

5. **Modernize our registration categories and processes** to reflect current public expectations of inclusivity, fairness, transparency, and timeliness.

6. **Improve efficiency, effectiveness, and transparency** of our governance processes so that the council can better represent registrants and maintain strategic oversight while the executive director and registrar manages operations, ensuring clarity on how APEGS is working to regulate the professions in the public interest.

7. **Improve transparency of investigation and discipline** by clarifying processes and the respective roles of council and the public.

In November 2023, the council endorsed in principle seven general changes to the act and associated bylaws, resulting in proposed amendments that were shared and discussed with APEGS members at the 2024 annual meeting, Practicing the Professions Day, a special member engagement event in September, and through an all-member survey issued in October.

The survey was conducted in October 2024. A total of 519 APEGS members completed the survey.

## SUMMARY OF AGREEMENT WITH PROPOSED AMENDMENTS

	Amendments																
	Discipline Fines	Modernize Technology	Duties & Objects	Operating Name	Governance Modernization	Intern	Improved Corporate Regulation	Insurance	Reception & Protection of Titles	Exception to Scope of Practise	Simplified Registration Categories & Practise Status	Revoking License	Bylaw Creation	Appeal Committee	Professional Incompetence	Temporary or Preliminary Suspension	Resolving Summarily
Agree Net	80%	66%	66%	31%	57%	35%	67%	50%	70%	51%	70%	88%	42%	73%	73%	75%	72%
Neutral	14%	31%	30%	21%	31%	18%	22%	24%	21%	43%	22%	6%	24%	23%	18%	13%	20%
Disagree Net	5%	3%	4%	45%	13%	47%	11%	26%	9%	6%	8%	6%	34%	4%	9%	11%	8%

Proposals to revoke fraudulently obtained licenses, increase disciplinary fine values, and temporarily suspend licenses while applying for court injunctions received strongest member support (88%, 80%, and 75% agreement respectively).

Proposals to change APEGS’ operating name, change “in-training” titles to “intern,” and authorize council to approve bylaw changes without need of membership vote received the least support (48%, 47%, and 34% disagreement respectively). These proposed amendments were to be reviewed again in early 2025 by the Act and Bylaw Review Task Group.

Most amendments will have no material effect on professionals’ daily practices, and none represent a change to the foundations of the act – self-regulation via independent legislation, the responsibility to uphold public interest and safety, and an independent council elected by peers who are APEGS members.

The following are the act and bylaw amendments under consideration. More details about each proposed amendment, including their rationales and expected impact, can be found in the December 2024 issue of *The Professional Edge*, APEGS’ member magazine, and on our website in PDF form at [apegs.ca/act-and-bylaw-review](https://apegs.ca/act-and-bylaw-review).

### SIMPLIFY

- Relocate specifics regarding academic requirements from the act to the Regulatory Bylaws and policies.
- Move the maximum fine value for the disciplinary process from the act to the Regulatory Bylaws.
  - Raise the maximum values of fines to align with current economic conditions and assign separate fines for individual members and firms.

### MODERNIZE TERMINOLOGY

- Update the definition of “practice of professional geoscience.”
- Replace gendered terminology throughout the act.
- Reconfigure the four objects defined in the act to two duties and two objects with clearer, simpler language.
- Modernize terminology referring to governing individuals and groups (e.g. ‘Council’ to ‘Board’, ‘President’ to ‘Chair’, ‘Executive Director’ to ‘Chief Executive Officer.’
- Change APEGS’ operating name to *Engineers Geoscientists Saskatchewan*.
- Replace the title ‘in training’ with ‘intern.’

### EXPAND REGULATION OF CORPORATE ENTITIES

- Expand corporate regulation by requiring registration and certificates of authorization for all entities practicing professional engineering or geoscience in Saskatchewan.

### IMPROVE PUBLIC ACCOUNTABILITY

- Require professional liability insurance for registrants.
- Include recognition and protection of titles for interns and licensees.
- Modernize exceptions to scope of practice to reflect current practices.

### MODERNIZE APEGS’ REGISTRATION FRAMEWORK

- Simplify the registration categories and provide clarity on who can practice.
- Permit the council to revoke fraudulently obtained licenses or registrations.

### IMPROVE GOVERNANCE EFFICIENCY, EFFECTIVENESS, AND TRANSPARENCY

- Authorize the council to approve and recommend bylaws to the Government of Saskatchewan without confirmation at the Annual General Meeting (AGM).
  - Continue voting on audited financials, the annual report, and motions from the floor at the AGM.

### IMPROVE TRANSPARENCY OF INVESTIGATION AND DISCIPLINE

- A new statutory committee, independent of the council, will review appeals related to decisions of the registrar and of the Investigation Committee that no further action be taken.
- Expand the current definition of professional incompetence to include incapacity or impairment.
- Allow the registrar to be a complainant within the investigation process.
- Authorize the Investigation Committee to investigate other matters related to professional misconduct or incompetence arising from an investigation.
- Authorize the council to temporarily suspend the license of an individual member or firm under investigation while applying for a court injunction.
- Authorize the Investigation Committee to resolve matters summarily.

It is important to note that the Government of Saskatchewan drafts and approves legislative changes.

APEGS plans to begin discussions with the other self-regulated professions noted in the act and to submit a final set of proposed act and bylaw amendments to the Ministry of Highways during the 2025 call for legislation.

# REGISTRAR'S REPORT

## REGISTRANT STATISTICS

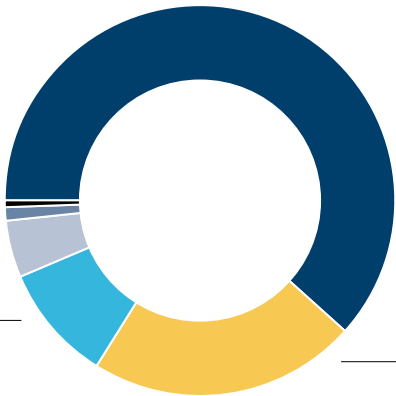
### REGISTRANTS BY TYPE

Temporary Licensee: 18

Engineering Licensee or  
Geoscience Licensee: 222

Professional Geoscientist (PGeo.): 791

Life Member: 1,588



Total Individuals: 16,578

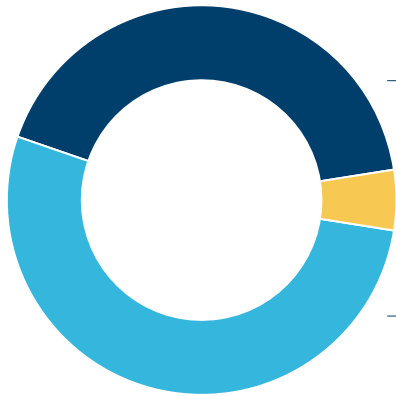
In addition to 16,578 individual registrants, there are also 1,372 registered firms that hold a Certificate of Authorization.

Professional Engineer (PEng.):  
10,269

Engineer-in-Training or  
Geoscientist-in-Training: 3,690

### GEOGRAPHIC DISTRIBUTION OF PROFESSIONAL REGISTRANTS

Includes professional engineers, professional geoscientists, engineering licensees, and geoscience licensees.



43%  
Live in Saskatchewan

5%  
Live outside of Canada

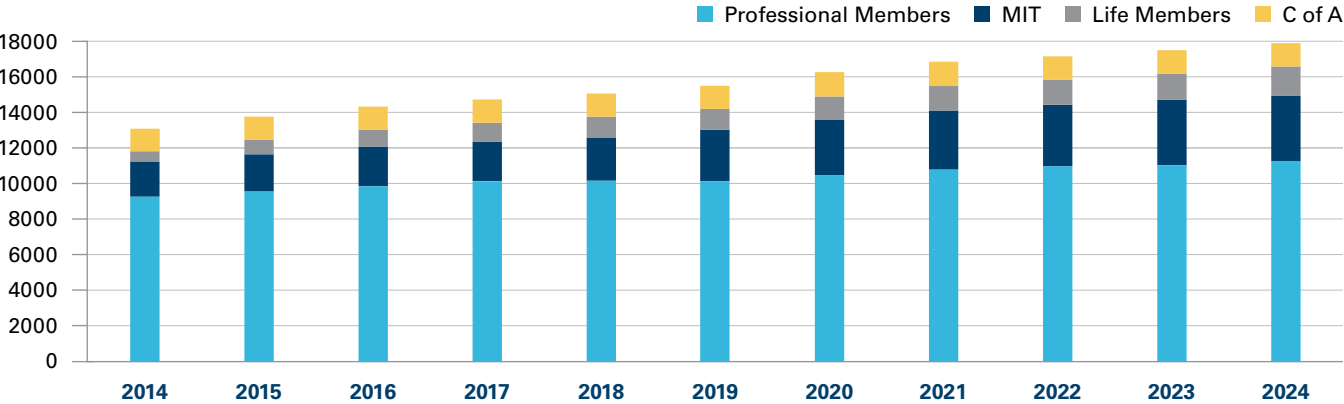
52%  
Live elsewhere in Canada

Since 2014, APEGS has typically seen year-over-year growth in individual registrants of around 3%, except for 2019 with almost 5%, which was due mostly to an increase in internationally educated members-in-training. The growth in individual registrants decreased to 1.7% in 2023 and is back up to 2.8% for 2024.

As of the end of 2024, APEGS had 1,372 firm registrants holding a Certificate of Authorization. Since 2014, the number of firm registrants has grown steadily from 1,178 to 1,372. The year-over-year growth from 2023 to 2024 was 5.1%

When a professional registrant in good standing with the association retires from practicing, they are eligible to apply for Life Member status. This means that they no longer engage in the practice of professional engineering or professional geoscience but want to maintain their connection with APEGS and continue to use their title. Since 2014, the number of Life Members has grown steadily from 527 to 1,588. In 2024, a change was made to the Regulatory Bylaws to remove the age requirement (65 years) for Life Membership, such that anyone applying for Life Membership for 2025 needs to be retired, but does not need to be 65 years or older.

### REGISTRANTS BY YEAR



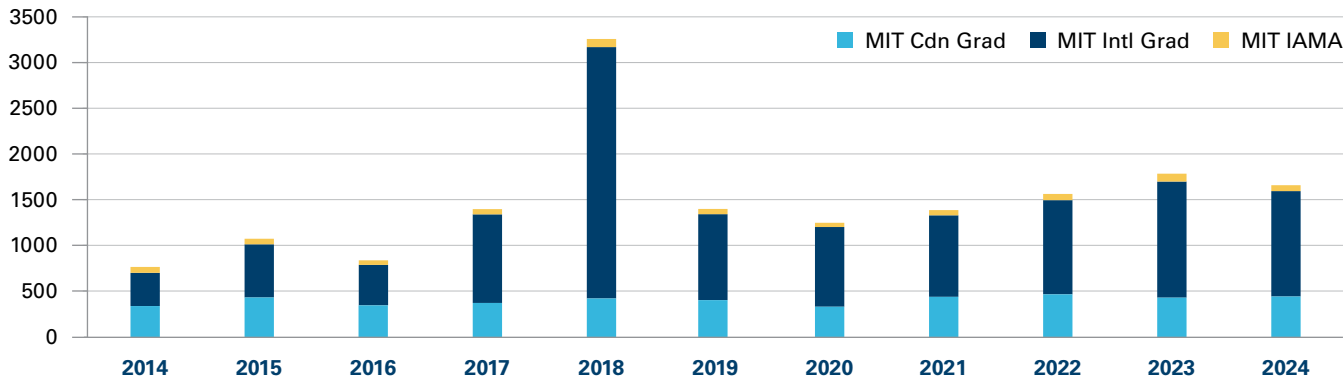
This chart shows the membership growth trends for the past 10 years for Professional Members (including licensees), Members-in-Training (MIT), Life Members and firm registrants holding a Certificate of Authorization (C of A).

### Application Statistics

#### Member-in-training:

Member-in-training (MIT) includes engineer-in-training and geoscientist-in-training. Those MITs who have never been registered elsewhere in Canada must go through APEGS' process to determine if their credentials meet the academic requirement for licensure. Those who have already been deemed to have met the academic requirement by another Canadian regulator go through a simplified process called inter-association mobility application (IAMA), in which case APEGS does not review their academic qualifications. Since 2014, there has been a significant increase in the number of internationally educated MIT applicants applying to get licensed for the first time with APEGS. Prior to 2017, the number of Canadian versus internationally educated applicants having their academic credentials reviewed by APEGS was roughly equal. Because of changes to the requirements for the Saskatchewan Immigrant Nominee Program in 2017, there was a large spike in applications from internationally educated people in 2018 (2,717). Since 2018, the number of internationally educated applicants has leveled off, but the ratio of international to Canadian educated MIT applicants being reviewed by APEGS has remained high at about 3:1. The large number of MIT applications from internationally educated people is significant because it requires more staff and volunteer time to assess their academic qualifications.

### MIT APPLICATIONS PER YEAR



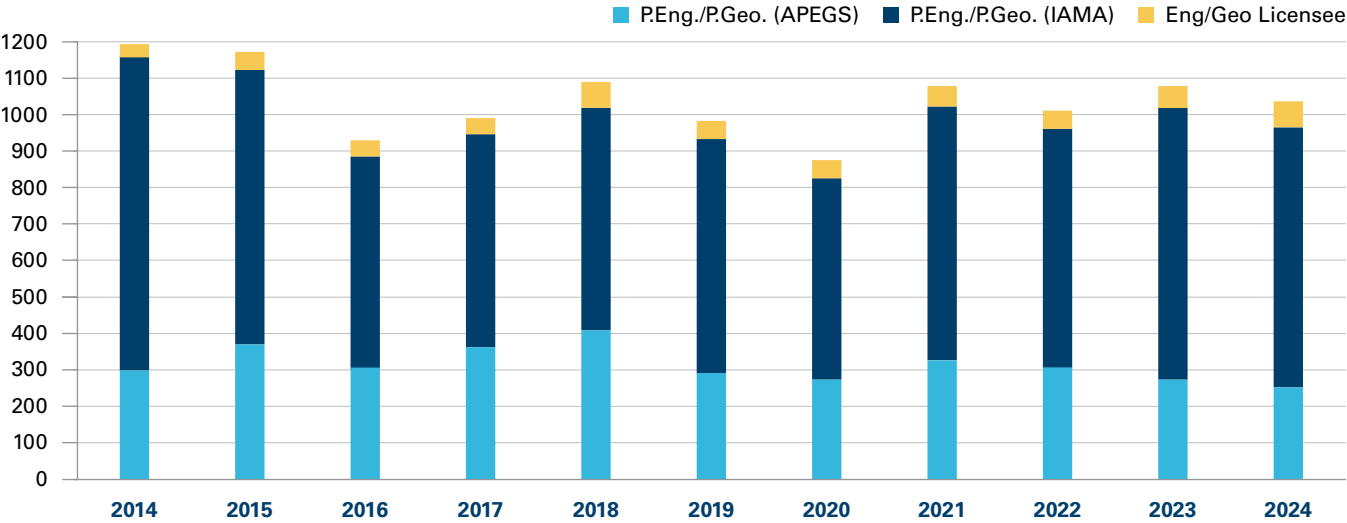
This chart shows the trends in MIT applications over the past 10 years broken into three categories: Inter-Association Mobility Applications (IAMA), Internationally Educated (processed by APEGS) and Canadian Educated (processed by APEGS).

**Professional:**

Professional applications include Professional Engineers, Professional Geoscientists, Engineering Licensees, and Geoscience Licensees. All of these categories of registrants are licensed to practice professional engineering or professional geoscience.

Since 2014, the total number of applications from professional registrants has varied between about 900 and 1,200. About one quarter to one third of these applications are from people who get registered to practice for the first time in Canada, with APEGS. This means that APEGS has assessed their academic and experience qualifications. However, most professional applications are from people already registered to practice elsewhere in Canada who go through a simpler application process (IAMA) that does not involve assessing their qualifications.

**PROFESSIONAL MEMBER APPLICATIONS PER YEAR**



This chart shows the 10-year trend in applications in three categories: P.Eng./P.Geo. assessed by APEGS, P.Eng./P.Geo. Inter-Association Mobility Application (IAMA), and Engineering/Geoscience Licensee.

**Registration Process Improvements**

APEGS strives to balance entry-to-practice standards that protect the public, and processes that are transparent, timely, and fair to applicants applying for registration. In 2022, the Saskatchewan government introduced the Labour Mobility and Fair Registration Practices Act (LMFRPA) and regulations that require internationally trained applicants to be notified of their credential assessment result within 50 business days of a completed application. APEGS also strives to meet the 50 business-day timeline for the experience assessment process, which is the same for all members-in-training regardless of where they were educated.

**Member-in-training Application Process:**

To qualify as a member-in-training, the academic requirement for licensure as a professional engineer or professional geoscientist must be met. In some cases, this can be determined without a detailed review of the academic program. In other cases, an academic assessment must be undertaken.

In 2024, APEGS implemented significant changes to our registration process to improve member-in-training application processing and academic assessment timelines. These changes resulted in a noticeable improvement in efficiency and compliance with the 50 business-day requirement for assessing international credentials. In 2023,

462 (56%) member-in-training applicants got a result in less than 50 business days and the average processing time was 40 business days. In 2024, 1,311 (95%) member-in-training applicants got results in less than 50 business days and the average processing time was 18 business days. Of the 62 files that took more than 50 business days, 43 were the result of delays in obtaining information or documentation from the applicant and nine were caused by APEGS’ processing delays.

**Experience Assessment:**

To be eligible to apply as a professional engineer or professional geoscientist, members-in-training must demonstrate competence in professional practice through an assessment of their work experience. Work experience is assessed using an online competency-based assessment (CBA) process. Changes to the experience assessment process in 2024 have facilitated tracking of timelines and identification of areas that need to be improved to meet the 50 business-day processing timeline.

Of all the competency assessments completed in 2024, 70% (637) received an assessment result in 50 business days or less. Many candidates do not pass all the competencies on the first try and must resubmit. The timeline for first time submission is longer, with 63% (308) of candidates receiving their assessment result within 50 business days or less. The average processing time for all submissions is 42 business days and for first-time submissions is 48 business days. Anecdotaly the delays are caused by a combination of administrative processing delays and the requirement that some assessment outcomes must be determined at an Experience Review Committee meeting. Detailed tracking data for 2024 will be analyzed and changes will be made to improve processing times for 2025. An additional coordinator position has already been added to the experience assessment team for 2025.

**Audits:**

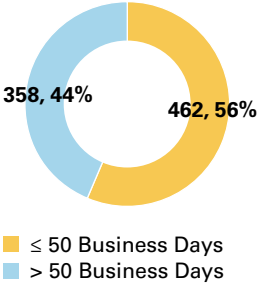
The academic and experience assessment processes are audited twice a year by volunteers on the academic and experience review committees to ensure that policies and procedures are being followed, and standards are being maintained. No significant issues were raised through the 2024 audits, but areas for continuous improvement were identified.

**Character Assessment:**

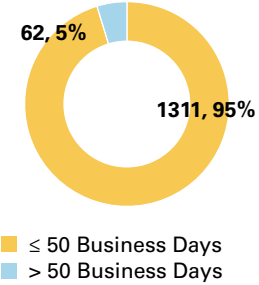
At the end of 2024, APEGS released an enhanced Good Character Guideline and developed a policy for character assessment that aligns with the guideline. The guideline provides information on what good character means, why it’s important to practice in the professions, and how APEGS assesses character. The guideline is intended for use by applicants and volunteers on the Registrar’s Advisory Committee (RAC), which assesses cases where there is reason to believe that an applicant might have breached the Good Character Guideline.

In 2024, the RAC completed 29 character assessments. Twenty-one were related to validation irregularities in the online competency-based assessment system and eight were related to declaration of criminal conviction on the application. In all the criminal conviction declaration cases, the committee determined that there was not an ongoing issue of character. In the validator irregularity cases, six applications were denied because the applicant was found to have breached the Good Character Guideline.

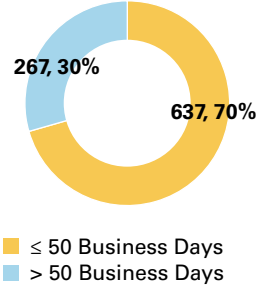
**ACADEMIC ASSESSMENT PROCESSING TIME 2023**



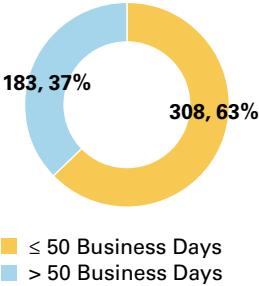
**ACADEMIC ASSESSMENT PROCESSING TIME 2024**



**EXPERIENCE ASSESSMENT PROCESSING TIME 2023 (All)**



**EXPERIENCE ASSESSMENT PROCESSING TIME 2024 (1st time submissions only)**



# PROFESSIONAL STANDARDS



The Investigation Committee held five meetings throughout 2024 closing 20 investigations.

### Regulation of Firms

To enhance protection of public interest and support for registrants, APEGS is moving towards strengthened regulation of corporate entities providing professional engineering or geoscience services in Saskatchewan.

Pending approval from the provincial government for the necessary amendments to our governing act and bylaws, APEGS envisions a phased approach that will initially emphasize voluntary participation by firms and corporate entities in the establishment and implementation of employer policies and practices.

In 2024, after final recommendations from the council’s corporate registration task group, an advisory group was struck consisting of representatives from a variety of firms and entities who will inform and influence APEGS’ development and implementation of expanded corporate registration. The advisory group held its first meeting in early 2025.

### Investigations

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

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 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.

At the start of 2024, the Professional Standards team faced a significant backlog of member investigation files. Through prioritization of resources and focused efforts, we achieved substantial progress in addressing this backlog and closing files, ensuring the team is now better positioned to handle member investigations efficiently and in a timely manner.

### Year-End Investigation Report Summary (2024)

This data reflects APEGS’ dedication to improving processes, ensuring timely resolution of cases, and maintaining public trust in the profession. The updated legislative tools and enhanced committee efforts have significantly contributed to these outcomes.

### Trend analysis

**Vexatious Complaints**  
There has been a noticeable trend of increasing vexatious complaints reported by regulators across Canada, including a slight increase observed by APEGS in 2023 and 2024. We have encountered a few complaints that appear to be vexatious, potentially representing an abuse of the investigation process. The Investigation Committee has demonstrated excellence in identifying vexatious or malicious complaints and resolving matters efficiently and appropriately.

### Scope of Practice Concerns

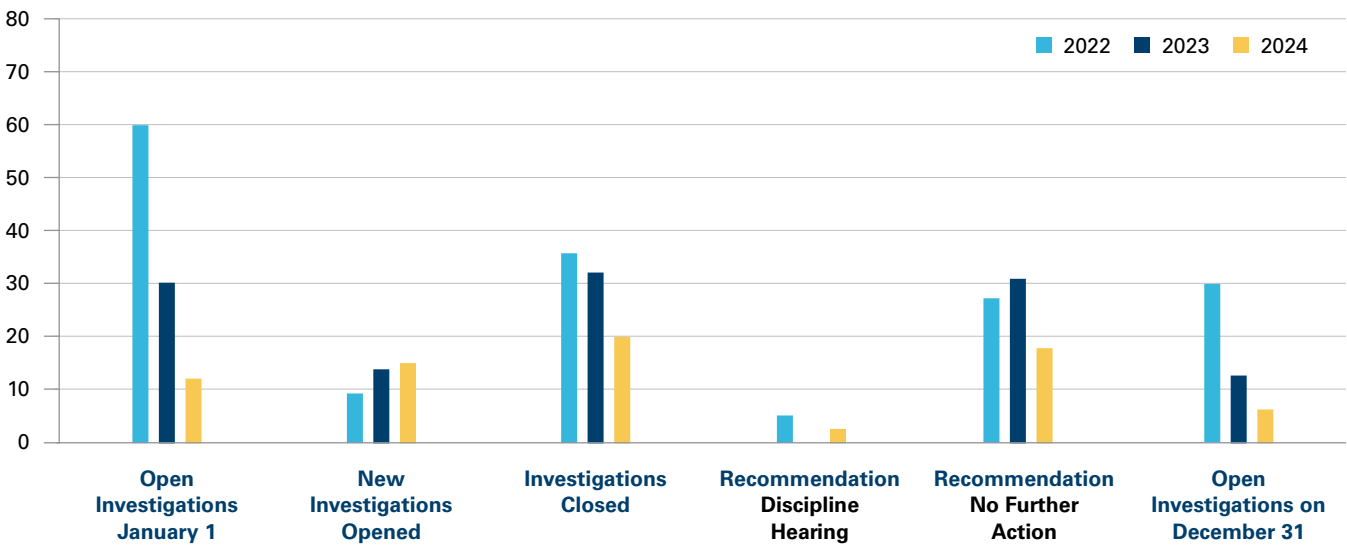
A small number of members have been observed practicing outside their defined scope and not exercising sufficient care and due diligence. The Investigation Committee has observed a slight increase in instances where members are relying on third-party providers to fill gaps in design work. This trend has been observed in the design of screw piles for foundations.

These trends underscore the need for ongoing training, education, and clear communication regarding the boundaries of professional practice.

Pending governmental review and approval, proposed amendments to *The Engineering and Geoscience Professions Act* and its Regulations and Bylaws will equip APEGS with enhanced tools and mechanisms to manage and resolve investigations, particularly those that do not pose a public safety concern.

These improvements will enable the committee to operate more efficiently while safeguarding the integrity of the profession and protecting the public.

### SUMMARY OF THE INVESTIGATION COMMITTEE ACTIVITY



**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.

Discipline

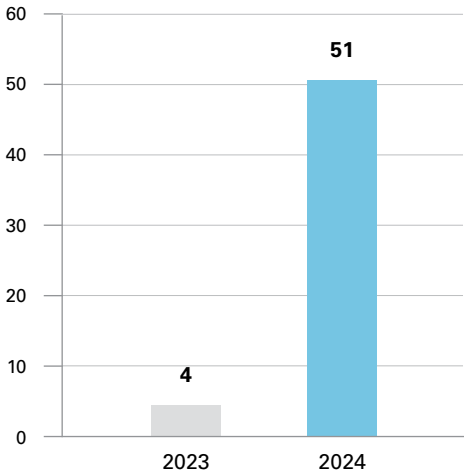
APEGS registrants are required to adhere to a standard of competence and conduct as provided in *The Engineering and Geoscience Professions Act* and bylaws. Should the Investigation Committee determine that allegations against a registrant, if proven, could reasonably be regarded as professional misconduct 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.

Prohibition and Enforcement

APEGS has a statutory obligation to safeguard the public by prohibiting individuals and companies not properly registered and licensed from engaging in the practice 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.

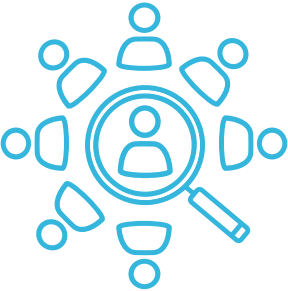
APEGS responds to situations involving unlicensed practice, misuse of title, and trademarks. There were no court actions in 2024 resulting from the prohibition initiatives in Saskatchewan. APEGS has joined with other provincial and territorial engineering regulators across Canada to cooperate and harmonize in matters involving protected titles, scope of practice, and trademarks.

ENFORCEMENT FILES OPENED  
(2023 VS 2024)



This report provides an overview of the enforcement and compliance activities undertaken in 2024 to regulate and uphold professional standards for engineers and geoscientists in Saskatchewan. APEGS employs a mix of education, compliance monitoring, and enforcement investigations to address misuse of title and other breaches of professional standards.

This growth in enforcement activities can be attributed to enhanced monitoring, the integration of Open-Source Intelligence (OSINT), and a strong commitment to protecting professional titles and upholding standards.



APEGS employs a mix of education, compliance monitoring, and investigations to address breaches of professional standards.

Enforcement Trend Analysis

- 1. *Implementation of Open-Source Intelligence (OSINT):*
  - Social media monitoring for title protection increased enforcement caseload.
  - Unsupervised Practice by Engineers-in-Training (EITs) and Geoscientists-in-Training (GITs).
  - Focus on emerging trends such as Software Engineers.
  - Public Protection Notice (PPN) media release.
- 2. *Public Protection Notice*

APEGS issued a formal cease-and-desist order, along with notice of potential legal action, to an individual not authorized to use title. A Public Protection Notice (PPN) media release was prepared to ensure public safety: the case was resolved before the PPN was required.
- 3. *Our Strategic Enforcement Plan:*
  - Enhanced documentation and monthly follow-up reports.
  - Improved readiness for court challenges, appeals, and title protection cases.
  - Strengthened enforcement investigations with higher-quality evidence.

**ENFORCEMENT HIGHLIGHTS 2024:**

- 51** enforcement files opened.
- 14** cases of misuse of the title “Software Engineer.”
- 27** cases of misuse of title by members and non-members.
- 10** cases of firms operating without a Certificate of Authorization.
- 46** cases successfully resolved through Compliance Resolution.
- 5** cases remain under investigation/monitoring.

Strategic Outcomes Achieved in 2024

- 1. *Improved Compliance:*
  - Proactive enforcement measures have significantly increased compliance, with enhanced monitoring and audits ensuring adherence to professional standards.
- 2. *Increased Public Trust:*
  - Greater transparency and stronger enforcement have led to improved public protection and awareness.
- 3. *Standardization:*
  - Progress made toward the ongoing standardization of enforcement processes to ensure consistency and efficiency moving forward with industry’s best practices.
- 4. *Proactive Enforcement Transformation*
  - Emphasis on OSINT and social media monitoring has resulted in a substantial increase in enforcement activities, particularly around title protection.

The public can access an online register to confirm a registrant’s membership and license status with APEGS at <https://www.apegs.ca/complaints-enforcement/practice-and-title>.



APEGS offers and promotes access to a variety of professional development opportunities.

## Professional Development

To enhance the proficiency and competency of registrants, APEGS offers and promotes access to a variety of professional development opportunities. By engaging in ongoing learning, registrants contribute to public safety, trust, and confidence in the engineering and geoscience professions. Additionally, participation in professional development activities helps registrants fulfill their annual Continuing Professional Development (CPD) requirements, ensuring they stay current with industry standards and best practices.

In 2024, APEGS expanded its professional development offerings for registrants. A total of 27 live events were held, a substantial increase from the four events in 2023. These included two workshops, two conferences, and 23 webinars, attracting 7,708 attendees.

APEGS offers free online ethics modules to help registrants fulfill the one-hour verifiable ethics training requirement. In 2024, five one-hour modules and one three-hour module were available, garnering 8,379 views—an increase of over 1,000 views from the previous year. APEGS is committed to providing at least one new module annually.

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.

## 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 APEGS Continuing Professional Development (CPD) Program provides registrants the 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.

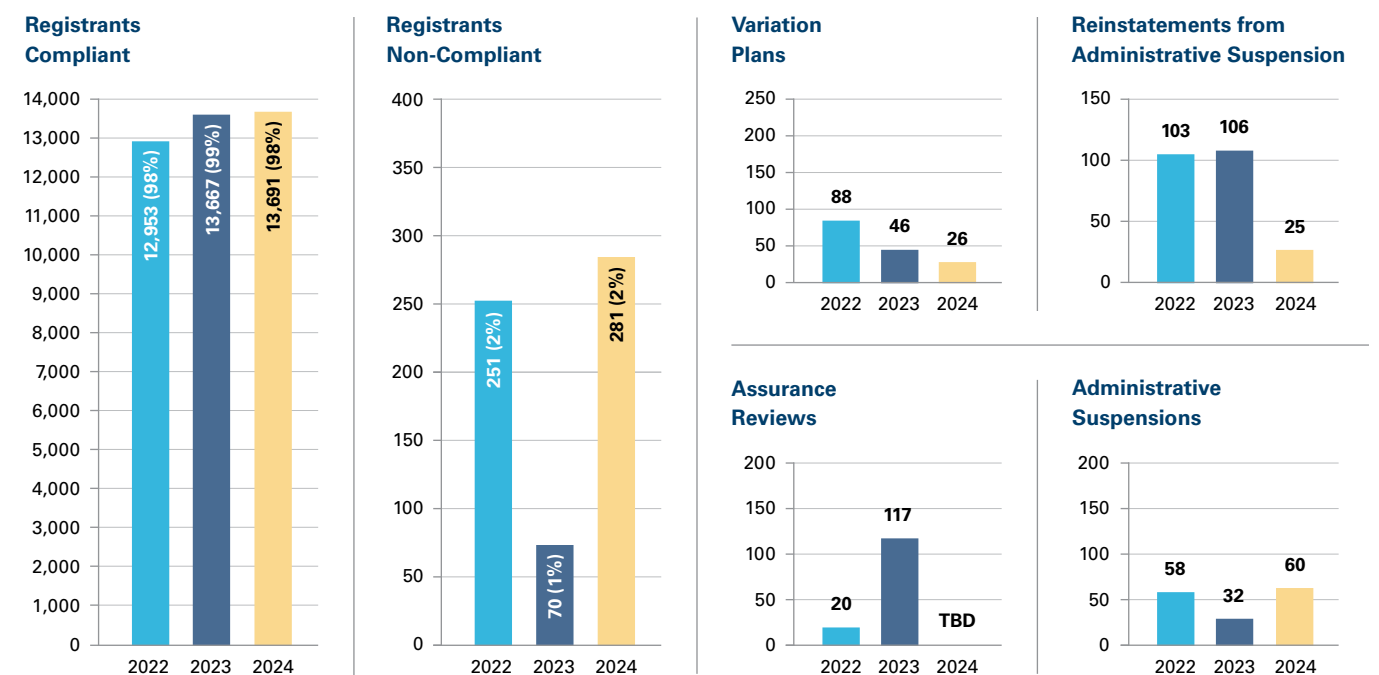
The APEGS CPD Program provides a great deal of flexibility in that plans are to be self-directed, thus enabling registrants to tailor their plans to meet their specific individual needs. Registrants' special circumstances can be accommodated by banking CPD credits or requesting a program variation.

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 CPD Program may be subject to an Administrative Suspension of their license.

In 2024, APEGS launched a revised CPD program that eliminated the Professional Practice category and established updated credit and category requirements. The revised CPD program places a stronger emphasis on verifiable activities to ensure that registrants engage in meaningful and measurable professional development. These changes aim to enhance the overall quality and impact of the CPD activities, ensuring that professionals remain competent and up-to-date with industry standards and best practices.



## SUMMARY OF CPD REPORTING ACTIVITY



\*as of April 1, 2024

# APEGS AWARDS



Dr. Terry Fonstad, PEng., PAg., FEC, FGC (Hon.)



Dr. Philip LePoudre, PEng.



Dr. Sumith Kahanda, PEng.



Left to Right: APEG President Greg Vogelsang, PEng., PGeo., FEC, FGC (Hon.), Jim Boire, PEng.



Left to Right: PTRC President/CEO Ranjith Narayanasamy, PEng., APEG President Greg Vogelsang, PEng., PGeo., FEC, FGC (Hon.), Erik Nickel, PGeo., Zeinab Movahedzadeh, PEng.



Jenae Nixon, PEng.



Dr. Dominique Turcotte, PEng.

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 to protect the public.

## Awards Recipients

### BRIAN ECKEL DISTINGUISHED SERVICE AWARD

Dr. Terry Fonstad, PEng., PAg., FEC, FGC (Hon.)

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

As a consulting engineer and professor of engineering at the University of Saskatchewan, Terry has spent 35 years supporting food security through environmental engineering for animal agriculture. He believes the privilege of education comes with an obligation to give back and has served on his local municipal council and APEGS council and executive. Terry currently serves on several industry boards of directors.

### OUTSTANDING ACHIEVEMENT AWARD

Dr. Philip LePoudre, PEng.

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

Philip's work at Nortek Data Center Cooling and the University of Saskatchewan led to the commercialization of a completely new liquid-to-air membrane exchanger technology with a wide range of applications in air treatment and cooling for the HVAC industry. He has more than 20 inventions related to exchanger and cooling system design and is currently developing power and water efficient cooling solutions for the rapidly growing data center market.

### MCCANNEL AWARD

Dr. Sumith Kahanda, PEng.

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

With more than a decade of dedication, Sumith has been at the forefront of engineering and managing water and wastewater projects, ensuring communities thrive through sustainable water solutions. Beyond his professional achievements, he passionately mentors the next generation of engineers and selflessly serves as a volunteer, inspiring a brighter future in engineering communities.

### EXCEPTIONAL ENGINEERING/ GEOSCIENCE PROJECT AWARD RMD Engineering – Emergency Use Ventilators

The award recognizes accomplishments in engineering and/or geoscience.

As the COVID-19 pandemic started overwhelming healthcare systems around the world, Jim Boire and his team decided to design and manufacture an emergency use ventilator. Within nine months, their ventilator was developed and received COVID-19 Medical Device Authorization from Health Canada. Along the way, RMD subsidiary One Health Medical Technologies became Saskatchewan's first licensed medical device manufacturer.

### ENVIRONMENTAL EXCELLENCE AWARD

Petroleum Technology Research Centre/Aquistore

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

The Petroleum Technology Research Centre's Aquistore deep saline carbon dioxide storage project is the first in the world to inject and permanently store captured carbon dioxide from a coal-fired power station. Since the start of its operation at SaskPower's Boundary Dam Carbon Capture Facility near Estevan in 2015, nearly 600,000 tonnes of carbon dioxide have been stored 3.2 km underground – the equivalent of removing 150,000 cars from the road for a year. The project has also contributed to enhancing monitoring technologies, helping other industries to advance carbon capture and storage and lower their greenhouse gas emissions.

### PROMISING MEMBER AWARD

Jenae Nixon, PEng.

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

Since becoming a professional engineer in 2022, Jenae has worked on the geotechnical inspection, monitoring, risk assessment, rehabilitation, safety review,

and design of dams and water infrastructure in Saskatchewan. She contributes time to her profession on the Licensee Admissions Committee and Regina Geotechnical Group and to her community through curling and the South East Regional Science Fair Committee.

### FRIEND OF THE PROFESSIONS AWARD

Dr. Dominique Turcotte

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

Dr. Dominique Turcotte is a Lead Environmental Protection Officer with the Ministry of Environment. She represents Saskatchewan as a member of the CCME Contaminated Sites Working Group, helping to develop evidence-based environmental quality criteria.

# COMMUNITY ENGAGEMENT AND PARTNERSHIPS

Image top right: Participants in the University of Saskatchewan's 2024 Girl Power summer camp event test their newly built boats against the rigours of the Hydrology Lab flume. The event was part of an Engineering Design camp. Every summer, APEGS sponsors the university's annual SCI-FI Science Camps. More than 15,000 youths participate in hands-on STEM camps, workshops, and Saturday science clubs.

Image bottom right: *Cities of the Future* film poster.

## Sponsorships, Bursaries, Scholarships and Grants

APEGS funds a variety of opportunities in engineering and geoscience for students of all ages. This 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 Kindergarten to Grade 12 students in science, technology, engineering, and math, providing \$80,000 to the Saskatchewan Science Centre, Nutrien Wonderhub, the University of Regina's EYES program (Educating Youth in Engineering and Science), and the 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 sponsored the film *Cities of the Future* at the Kramer IMAX Theatre in Regina. This engaging film showcases the critical roles of engineers and geoscientists in building sustainable cities. Inspired by the 'Future Cities Challenge' featured in the film, APEGS and the Saskatchewan Science Centre offered the Municipal Marvels Student Challenge, a competition for Saskatchewan students to provide innovative, sustainable solutions to a problem they see in their community. APEGS members will assist in adjudicating the submissions and selecting the winners in early 2025.
- APEGS also continued to provide six entrance bursaries totaling \$22,000 for high school students to enroll in engineering and geoscience programs.

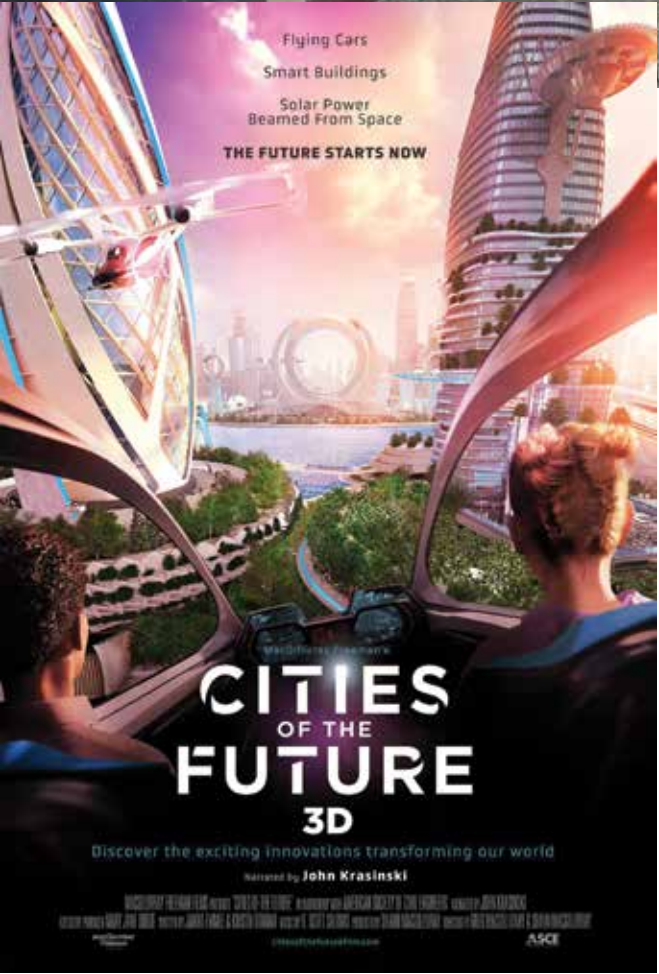
### University Students

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 2024, APEGS provided 18 scholarships and bursaries totaling \$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 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 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.

### 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 registrants. In 2024, APEGS continued to provide the opportunity for any engineering or geoscience not-for-profit organization to receive funding from APEGS to provide more professional development opportunities to registrants. Formerly, funding was only available for five engineering and geoscience organizations that had a long-standing relationship with APEGS as a constituent society.



Image above: In September, APEGS sponsored the annual Hard Hat Ceremony at the University of Saskatchewan to welcome second-year engineering students into their disciplines. The ceremony features a colourful display of hard hats representing the engineering disciplines. Councillor Rahim Ahmad, P.Eng., brought greetings on behalf of APEGS.

### Public Outreach

APEGS connects with a variety of publics to deliver information about our regulatory mandate. In 2024, APEGS conducted spring and fall information sessions in Regina and Saskatoon about APEGS’ regulatory requirements for registrants regarding conduct and competence within the practices of the professions of engineering and geoscience. APEGS also delivered a talk on the importance of professional licensure at the Saskatchewan Geological Open House.

### 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. In the spring and fall of 2024, Engineers Canada aired the “Building Tomorrows” campaign for a second year with some updated ads. APEGS, the other engineering and geoscience regulators across the country, and Engineers Canada designed the campaign to educate the public about how engineers are making a difference. In late 2024, APEGS adapted the “Building Tomorrows” campaign for various online platforms to target a Saskatchewan audience.

The campaign highlights the important contributions of engineers and the many ways they help to make our world a better place, including creating smarter cities to keep us safe, designing novel treatments that cure disease, and harnessing renewable energy to fight climate change. APEGS complemented this with a geoscience campaign to show how geoscientists impact people’s daily lives and reinforce APEGS’ role as the regulator.

APEGS began working on a new campaign to reach key publics in Saskatchewan about the importance of hiring a professional and the ability to make a complaint, which will air in 2025.

# MEMBER ENGAGEMENT

APEGS connected with members throughout 2024, seeking their input, encouraging their participation and engagement in self-regulation, and celebrating important milestones and accomplishments.

#### APEGS conducted three member surveys in 2024:

- A member perception survey to find out what members think about APEGS. See below for a summary of the results.
- An act and bylaw review survey to help us propose legislative amendments for the Government of Saskatchewan’s consideration in 2025.
- An ethics module survey to provide feedback on the existing modules and help us enhance the learning experience for all members.

#### APEGS issued calls for volunteers:

- To advise on regulation of firms and help inform the design of a new approach to better safeguard the public and the environment, retain public trust, and reduce risks to engineering and geoscience professionals.
- To join an APEGS committee.

#### APEGS organized multiple in-person and online events for members, including:

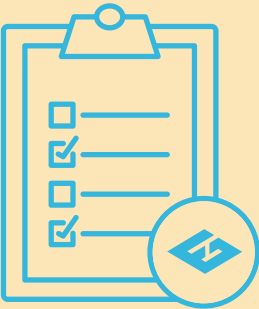
- A council election session to help members learn more about the election process and what it means to serve on the council.

- A member update and engagement event to provide information on significant initiatives underway at APEGS, including governance evolution, the act and bylaw review, expanded regulation of firms, Continuing Professional Development (CPD) Program changes, and a summary of the research findings about members’ impressions of APEGS.
- The new professional member luncheon to celebrate the important milestone of APEGS registrants receiving their professional designation.
- The annual awards banquet to celebrate Saskatchewan engineers and geoscientists for their contributions to the public and the professions and to inspire the next generation of professionals.



Newly licensed engineer Abisoye Sotala proudly displays his pin at APEGS’ 2024 New Professional Member Luncheon.

### Survey of APEGS Registrants



A survey of APEGS registrants completed in February 2024 indicated strong overall satisfaction with the organization’s performance accompanied by an appetite for more interaction and a stronger relationship between APEGS and its members.

The vast majority of roughly 260 survey respondents agreed or strongly agreed that

APEGS does a good job regulating the professions, supporting professional growth, and helping professionals remain proficient in their practice.

At the same time, multiple respondents suggested more interaction and engagement with and among members, including more face-to-face events, more communication and updates, and a more

intuitive, user-friendly online members’ portal.

The most common suggestions involved enhanced member services and career supports.

For more details on the APEGS member survey results, see p. 23 of the December 2024 issue of *The Professional Edge* at [apegs.ca/about/publications](https://apegs.ca/about/publications).



# OUR VOLUNTEERS

APEGS acknowledges and thanks the many volunteers for their commitment and professional engagement through another year. In 2024, 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.

Abdul Bais, P.Eng.	Catherine Griffith, P.Eng., FEC	Ian MacPhedran, P.Eng.
Abdur Ahmad, P.Eng.	Cathy Williamson, P.Geo.	Ian McKechnie, P.Eng.
Abu Sayeed Munshi, P.Eng.	Chinecherem Agbo, P.Eng.	Jafar Soltan Mohammadzadeh, P.Eng., FEC
Achint Rastogi, P.Eng.	Clare O'Dowd, P.Geo.	Jamal Oumha, P.Eng.
Adam Fehler, P.Eng.	Coreen Langford, P.Eng.	James Rogers, P.Eng.
Adenike Adeoti, P.Eng.	Curtis Hallborg, P.Eng.	Jane McLeod, P.Eng.
Adisorn Aroonwilas, P.Eng.	Danae Lemieux, P.Eng.	Jason Belanger, Engineering Licensee
Agnel George, P.Eng.	Daniel Bonnet, P.Eng., FEC	Jason Cousins, P.Eng.
Ahmadreza Nezamloo, P.Eng.	Daniel Paysen, P.Eng.	Jason Gasmu, P.Eng.
Ahmed Mohamed Hosni Aly Hassan, P.Eng.	Daniel Segal, P.Eng.	Jason Whitelaw, P.Eng.
Akindele Odeshi, P.Eng., FEC	Danny Baliad, P.Eng.	Jason Wilkinson, P.Eng.
Albert Munro, P.Eng., FEC, FGC (Hon.)	Darrell Rinas, P.Eng.	Jay Grosskleg, P.Geo.
Alec Aitken, P.Geo.	Daryl Andrew, P.Eng., FEC	Jayson Laron, P.Eng.
Alicia Ross-Litowski, P.Eng.	Debotosh Paul, Engineer-In-Training	Jean Nepo Murwanashyaka, P.Eng.
Allison Ruecker, P.Eng.	Deliang Han, P.Geo.	Jenae Nixon, P.Eng.
Amitabha Majumder, P.Eng.	Denard Lynch, P.Eng., FEC	Jennifer Roste, P.Eng.
Anatoly Melnik, P.Geo.	Dennis Sharma, P.Eng.	Jeremy Gabel, P.Eng., FEC
Andrea Fisher, P.Eng., FEC	Derek Van Nes, P.Eng.	Jeremy Thomas, P.Eng.
Andrew Karvonen, P.Eng., P.Geo.	Derrick Bellows, P.Eng., FEC	Jessica Theriault, P.Eng., FEC
Andrew Loken, P.Eng., FEC, FGC (Hon.)	Derrick Lee, P.Eng.	Jodi Derkach, P.Geo.
Andrew Weber, P.Geo.	Dirk de Boer, P.Geo., FGC	Joel Goy, P.Eng.
Anika Hoffman, P.Eng.	Dr. Bishnu Acharya, P.Eng.	John Breakey,
Aric Hanson, P.Eng.	Drew Lockwood, P.Eng., FEC, FGC (Hon.)	John Desjarlais, P.Eng., FEC, FGC (Hon.)
Arjun Paul, P.Eng.	E. Kwei Quaye, P.Eng., FEC	John Jesse, P.Geo.
Ashley Hodgson, P.Eng.	Edinam Tettevi, Engineer-In-Training	John Styles, P.Eng., FEC
Ashok Thakkar, P.Eng., FEC	Emma Playle, P.Eng.	Johnathan Pomerleau, P.Eng.
Ashraf Alsadat Mousavi Rineh, Engineer-In-Training	Enisa Zanacic, P.Eng.	Jorge Gutierrez, P.Eng.
Ashraf Zaman, P.Eng.	Eric Kimani, P.Eng.	Justin Grill, P.Eng.
Babak Safavisohi, P.Eng.	Erin Moss Tressel, P.Eng., P.Geo., FEC, FGC	Kathryn Richard, P.Eng.
Bennet Awume, P.Eng.	Ernest Barber, P.Eng., FEC, FGC (Hon.)	Kei Lo, P.Geo.
Bradley Schmid, P.Eng.	Gavin Jensen, P.Geo., FGC	Keira Sawatzky, P.Eng.
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Brent Marjerison, P.Eng., FEC	George Magalong, P.Eng.	Kevin McNichol, P.Eng.
Bruce Sparling, P.Eng.	Golam Kabir, P.Eng.	Kevin Ness, P.Eng., FEC
Bryan Fry, P.Eng.	Graeme Drysdale, P.Eng.	Kimberly Braaten, P.Eng.
Cameron Daw, P.Eng.	Gregory Vogelsang, P.Eng., P.Geo., FEC, FGC	Kristen Darr, P.Geo., FGC, FEC (Hon.)
Cameron MacKay, P.Geo.	Hengjun He, P.Eng.	Kristin Hrabok, P.Geo.
Camille St. Amand	Herbert (Colin) Pitman, P.Eng.	Lee Peters, P.Eng.
Carlee Hansen, P.Geo.	Homa Ghomi, P.Eng.	Lei Meng, P.Eng., FEC
Carolyn Emperingham, P.Eng.	Ian Farthing, P.Eng.	Leo Niekamp, P.Eng., FEC
	Ian Fleming, P.Eng.	Lesley McGilp, P.Eng.
		Leslie Squire, P.Eng.

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Luke Brisebois, P.Eng.  
Marcia Fortier, P.Geo.  
Margaret Ball, P.Eng., FEC  
Marion Gagnon, P.Geo.  
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Michael Hnatiuk, P.Eng.  
Mikkel Tetland, P.Geo.  
Misty Urbatsch, P.Geo.  
Monte Gorchinski,  
Muhammad Mehmood, P.Eng.  
Na Jia, P.Eng.  
Nan Lee, P.Eng.  
Nicholas Espenberg, P.Eng.  
Nicholas Hayduk, P.Eng.  
Nicholas Kaminski, P.Eng.  
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Oluwaseun Olaleye, Engineer-In-Training  
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Randy Brehm, P.Geo.  
Ravi Inder Singh Jassar, P.Eng.  
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Tristan Heisler, P.Eng.  
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Ty Tweidt, P.Eng.  
Tyler Kerr, P.Eng.  
Tyson Smith, P.Eng.  
Uday Lanke, P.Eng.  
Urvi Gala (Malhotra), P.Eng.  
Varinder Mittal, P.Eng.  
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Wesley Wizniuk, P.Eng.  
William Hughes, P.Eng.  
Wyatt Baker, P.Eng.  
Xiangning (Simon) Li, P.Eng.  
Yafei Hu, P.Eng.  
Yimin Song, P.Eng.  
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