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Association of Professional Engineers ざ Geoscientists of Saskatchewan

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2025 Annual Meeting and Professional Development Conference



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On the cover:





APEGS professional development conference on May 2 with the theme "Designing for the Future" featured three keynote speakers (left to right) Dr. Robyne Hanley-Dafoe, Chris Mathers, and Sheila Watt-Cloutier (bottom).

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2025 Annual Meeting and Professional Development Conference



2025 APEGS Awards

- 22 Municipal Marvels Student Challenge
- **23** Celebrating 100 years of the Calling of an Engineer and the iron ring
- 25 Decade of Alternative Energy Research: Cowessess First Nation & SRC

President's Message



Ian Farthing, P.Eng.

Who among us isn't thinking about the future these days?

APEGS' 95th Annual Meeting and Professional Development Conference was held in Regina May 2-3. It was an opportunity for APEGS members, staff and guests to consider the future together, particularly the roles of our professions in meeting that future with ethical intentions, the right technology and tools and attention to our own individual capacities and well-being. he gathering was a tremendous success, with hundreds of members participating in person or accessing the sessions' live streams.

It was also encouraging to see a strong turnout for the 2025 annual meeting, with combined in-person and virtual participation of 196 (104 in person and 92 virtual) members.

Along with council elections, APEGS' annual meeting is an essential mechanism in professional self-regulation.

It's an opportunity for members to participate directly in selfregulation by receiving updates and reports from the council and staff leadership, voting on motions and welcoming new council members.

It was a humbling moment to don the Chain of Office as APEGS' incoming president.

I assume that responsibility this year with gratitude for the trust placed in me and great faith in my council colleagues as we embark on another year of APEGS stewardship and efforts to ensure our professions' continued growth and strength in self-regulation.

Special thanks to outgoing president Erin Moss Tressel for her dedicated service and great example of leadership as she navigated us through numerous complex decisions and discussions.

2025 is a significant year for APEGS. Council and the staff leadership team come together this year to review our progress on the 2022-25 strategic plan and develop a new three-year plan to guide our priorities and efforts through 2026-28.

In a time of continued rapid societal change, it is a challenge even to plan three years ahead. But we can be confident that our commitments to progressive regulation, sustainable professions and protection of the public interest will remain as trustworthy foundations for our planning.

Those foundations are laid out for us in *The Engineering and Geoscience Professions Act,* our governing legislation.

In the coming year we will continue our work on updating and modernizing the act and its associated bylaws to ensure we maintain the trust of the public and government by being responsive to their expectations and proactive in protecting the public interest.

Strengthened regulation of corporate entities engaged in professional engineering and professional geoscience is likely to be a focus in the coming year.

The council's Corporate Regulation Task Group will work with APEGS' staff to engage interest holders around the province on how we can best introduce a more inclusive, transparent and rigorous approach to regulation of consulting firms, government agencies, educational institutions, Crown corporations, partnerships and sole proprietorships.

This work will better protect public safety, help ensure our registrants are supported in their professional practice by their employers and bring APEGS into better alignment with other Canadian regulators.

You can learn more about this important undertaking on pages 12-13.

APEGS 2025 Annual Meeting and Professional Development Conference

The Engineering and Geoscience Professions Regulatory Bylaws states the APEGS annual meeting be held in the first six months of each year, so it is customarily held the first Saturday in May.

This year featured a professional development conference on May 2 with the theme "Designing for the Future" (see pages 8-11 for summaries of the keynote presentations), the president's reception that evening and the annual meeting on May 3. We offered in-person and virtual attendance for the professional development and annual meeting events.

95th Annual Meeting

The APEGS 95th annual meeting saw 220 (117 in person and 103 virtual) voting members attend and included:

- Minutes from the May 4, 2024 annual meeting
- Business arising from the minutes
- Message from the president
- Reports from Executive Director and Registrar, Public Appointees
- One bylaw amendment
- Audited financial statements
- New business
- 2025 election results
- Council induction.

See the APEGS 2024 annual report at https://www.apegs.ca/about/publication s/annual-reports.

Insightrix Research Inc., an independent research firm, conducted the 2025 council elections by issuing ballots March 10, 2025 with polling day April 7, 2025. Total number of votes cast was 1,806 (all electronic, none by mail), 11.25 per cent of the 16,055 total ballots issued.

Bylaw Amendments

At the APEGS annual meeting May 3, 2025, members passed motions to amend Administrative Bylaw 6(1) (banking and financial) from The Engineering and Geoscience Professions Act regulatory bylaws.

The amendment increases the authorization values of financial commitments and payments for employees and officers of the association. This change is intended to be more reflective of modern costs and make more effective use of the officers' time, given that they are volunteers.

Section 6(1) of the Administrative Bylaws outlines authorization of employees and officers to approve financial commitments and authorize payments. Each year at the June council meeting, a new motion is put forward to outline the names of the individuals who are in the role for the year, along with the values that align with 6(1) of the Administrative Bylaws.

The bylaw amendment increases the first approval authorization from \$6,000 to \$30,000, the second authorization from \$15,000 to \$100,000, and the last authorization from greater than \$15,000 to greater than \$100,000. As the approval values will be increased, it was also proposed that the second approval will require dual authorization. This change means that up to \$100,000 can be approved in-house and provides additional oversight.

Bylaw

ASSOCIATION

Banking and financial

6(1) The following employees and officers of the Association are authorized to approve financial commitments and authorize payments within the dollar range specified: (a) the Executive Director or his or her designate, amounts less than \$6,000; (b) the Executive Director, or the President, or the Vice-President, or the President Elect, or the immediate Past President, amounts between \$6,000 and \$15,000; (c) the Executive Director or his or her designate, with the concurrence of any one of the President, Vice-President, President Elect or immediate Past President, amounts more than \$15,000.

Amended

ASSOCIATION

Banking and financial

6(1) The following employees and officers of the Association are authorized to approve financial commitments and authorize payments within the dollar range specified: (a) the Executive Director or their designate, amounts less than \$30,000; (b) the Executive Director, or the President, or the Vice-President, or the President Elect, or the immediate Past President, and one of the Executive Director designates, amounts between \$30,000 and \$100,000; (c) the Executive Director or their designate, with the concurrence of any one of the President, Vice-President, President Elect or immediate Past President, amounts more than \$100,000.

New Council

APEGS inducted a new council for 2025/2026 at our annual meeting on May 3. The new officers of the council are President Ian Farthing, P.Eng., President-Elect Nicholas Kaminski, P.Eng., and Vice-President Danae Lemieux, P.Eng., FEC. The two new councillors are Jodi Derkach, P.Geo., and Cathy Williamson, P.Geo.



Ian Farthing, P.Eng. PRESIDENT (1-YEAR TERM)



Nicholas Kaminski, P.Eng. PRESIDENT-ELECT (1-YEAR TERM)



Danae Lemieux, P.Eng., FEC VICE-PRESIDENT (1-YEAR TERM)



Erin Moss Tressel, P.Eng., P.Geo. FEC, FGC PAST PRESIDENT (1-YEAR TERM)



Rahim Ahmad, P.Eng. (3RD YEAR)



Jason Gasmo, P.Eng. (3RD YEAR)



Neche Igboke, P.Eng. (2ND YEAR)



Derek van Nes, P.Eng. (2ND YEAR)



Wesley Wizniuk, P.Eng. (2ND YEAR)



Jodi Derkach, P.Geo (1ST YEAR)



Cathy Williamson, P.Geo. (1ST YEAR)



Richelle Andreas



John Breakey PUBLIC APPOINTEE

APEGS' council is accountable for administering the affairs of APEGS and the requirements of The Engineering and Geoscience Professions Act in the public interest.

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.

Appointments to National Organizations

Engineers Canada – Andrew Lockwood, P.Eng., FEC, FGC (Hon.) Geoscientists Canada – Kristen Darr, P.Geo., FGC, FEC (Hon.)

Artificial Intelligence and Crime



hris Mathers, a well-known Canadian crime and security analyst specializing in organized crime, money laundering and terrorism financing, was a keynote speaker at the APEGS professional development day May 2.

While he is an expert in the human elements of crime, Mathers' analysis focused on the role of artificial intelligence (AI) in crime.

Mathers spent most of his life working undercover for the Royal Canadian Mounted Police, U.S. Drug Enforcement Administration and the U.S. Customs Service often posing as a gangster, drug trafficker and even as a money launderer.

Mathers retired from police work after 20 years and joined an international accounting firm. He is responsible for the investigation and prevention of organized crime and money laundering.

It is in this role that Mathers has studied the rise of AI in crime around the world, working with a variety of clients to help them recover from, or avoid, criminal activity.

While Mathers is a unique and humorous speaker, his presentation regarding the impact artificial intelligence is having on the rise and spread of crime made for a sobering and, at times, scary presentation.

He explained how criminals are using AI for sophisticated fraud schemes, including audio and video impersonation. The ability for us to decipher the real world from AI is increasingly becoming difficult and it is only going to get worse. Al enables "bad guys" to create highly personalized and convincing emails, direct messages and social media outreach by analyzing vast amounts of online data to tailor messages to individual targets.

Al-powered chatbots can even conduct real-time conversations, making scams more believable.

"You know the grandmother scam – you get a phone call and it is supposedly a grandchild asking for grandma's help and it sounds just like your grandchild – well, that was just the beginning.

"You don't know what's real," he told APEGS members.

"For me, the real danger isn't that you'll be fooled; the danger is that you'll hear the truth and not believe it."

Al can generate realistic fake videos, audio and images (deepfakes) to impersonate individuals. This is used in various scams.

Mathers shared a story of an employee who participated in numerous Zoom calls with what he believed were his employer's senior executives but were actually deepfakes. In these calls the executives discussed the pros and cons of proceeding with a business deal. In the last call, the senior executives seemingly all agreed to proceed with the business transaction and told the junior employee to wire \$25 million to finalize the deal, which he did.

"The bad guys totally convinced this employee that his bosses on the Zoom call were real, resulting in an unimaginable financial loss.

"Moral of the story: Don't let one employee have that much leeway with financial transfers."

Romance frauds are another growing industry that use Alpowered face-swapping during video calls to impersonate someone with whom victims believe they have an online relationship.

"There are a lot of lonely people out there and to fill that gap AI romance scams are happening 24/7."

Mathers also demonstrated examples of AI used to falsify documents.

"If you are an internal auditor, good luck. It is very hard to find the fraud these days until days, weeks or months pass."

"Everybody is trying to get you right now. That's not being paranoid, it's true so be careful."

Environment, Human Rights and Inuit Culture

s a featured keynote speaker at the APEGS May 2 professional development day, Sheila Watt-Cloutier emphasized the deep interconnectedness of the environment, human rights and Inuit culture, particularly in the face of climate change.

In 2007, Watt-Cloutier was nominated for the Nobel Peace Prize for her advocacy work in showing the impact of global climate change on human rights — especially in the Arctic, where it is felt more immediately, and more dramatically, than anywhere else in the world.

Watt-Cloutier speaks with passion and urgency on the issues of today — the environment, economy, foreign policy, global health and sustainability — not as separate concerns, but as deeply interconnected global issues.

And she suggests Inuit culture and knowledge can offer solutions for helping solve our world's most pressing problems. At a time when people are seeking solutions, direction and a sense of hope, she discusses a big picture of where we are and where we're headed.

Addressing climate change, for example, is not just an environmental issue but a human rights concern for the Inuit, whose way of life is intrinsically linked to the Arctic environment.

Watt-Cloutier champions the crucial role of Indigenous knowledge in understanding and addressing climate change and sustainability.

"Indigenous wisdom is medicine for the world. We are the teachers for sustainability. Inuit culture and traditional practices hold valuable lessons for living in balance with the environment."

Teachers not victims

She advocates for recognizing Indigenous peoples not as victims but as teachers of sustainability.

"Help us but don't be on a mission to save us — respectfully partner with us.

"Our land and culture are teachers. The land teaches us character, life skills, how to handle stress. Our culture offers solutions more than any other effort."

Watt-Cloutier reframed the climate change discussion by highlighting its impact on the human rights of the Inuit. Their right to health, culture, safety and traditional ways of life are directly threatened by the changes in the Arctic environment.



She believes meaningful change on a larger scale begins with individual reflection and transformation. Rethinking our personal relationship with the natural world is a key step toward collective action for dealing with climate change.

At the same time, Watt-Cloutier stresses the importance of the professions of geoscience and engineering.

"We need professionals like you to solve our issues such as how to handle the problems brought on by the melting permafrost. We need help with sustaining structures on permafrost, as an example."

Not just about polar bears

Watt-Cloutier urges a shift in the narrative surrounding climate change in the Arctic. It's not just about ice and polar bears but about the human cost and the impact on Indigenous communities.

"Why aren't we doing more about climate change?" asks Watt-Cloutier. "We collectively need to imagine we can do things differently, including the professionals in this room."

Re-imagining the way forward with intention involves respecting Indigenous values and principles and working in partnership with Indigenous communities. It requires moving beyond a mission to "save" Indigenous peoples and instead recognize their inherent wisdom and rights.

In essence, Sheila Watt-Cloutier's call to "re-imagine the way forward with intention" is a powerful message for a more holistic, ethical and inclusive approach to global climate change, one that deeply respects Indigenous knowledge and human rights.

Stress Wisely: The Essential Tools for Living and Working Well



r. Robyne Hanley-Dafoe, an award-winning Canadian educational behaviourist, speaker and author, opened the APEGS professional development conference Friday, May 2, discussing resilience and well-being.

Dr. Hanley-Dafoe is renowned for her expertise in resilience, wellness and stress management. She holds a doctorate in education and has over 18 years of experience in teaching at a university and conducting research.

She translated complex research into practical strategies and had suggestions for APEGS members and organizations to use to foster resilience and well-being in both their personal and professional lives.

Her discussion emphasized that resilience isn't about being tough or fighting harder, but rather about developing skills and a mindset that allows individuals to navigate challenges effectively and thrive.

Dr. Hanley-Dafoe challenged APEGS members to improve their overall health with a holistic model of well-being and she offered a guide to navigating stress and cultivating well-being in today's challenging world.

She shared her eight realms of wellness, which are featured in her book "Stress Wisely: How to Be Well in an Unwell World."

These eight realms, which provide a comprehensive framework for understanding and improving overall wellbeing, are:

Physical: This encompasses aspects like sleep, nutrition, physical activity and recovery, highlighting the importance of all for our bodies.

Emotional: This focuses on developing emotional intelligence, including self-awareness and the ability to understand and manage one's own emotions and those of others.

Intellectual: This realm pertains to cognitive functioning, continuous learning, curiosity and engaging in mentally stimulating activities.

Social/Community/Belonging: This emphasizes the crucial role of relationships, connection, belonging and contributing to one's community for overall well-being and resilience.

Environmental/Surroundings: This involves creating supportive and nurturing spaces, both indoors and outdoors, and recognizing the impact of our surroundings on our well-being.

Occupational/Vocational: This realm focuses on finding satisfaction, purpose and fulfilment in one's work or chosen vocation.

Financial: This acknowledges the significant impact of financial security and a healthy relationship with finances on overall wellness.

Spiritual: This involves exploring one's values, purpose, meaning in life and connection to something larger than oneself, which may or may not involve religion.

Dr. Hanley-Dafoe emphasizes that attending to each of these realms contributes to a more balanced and resilient life, especially when navigating stress.

She offered tips for the workplace that translate into personal relationships as well, specifically around being present for the people around you.

"If someone comes into your workspace and is looking to talk, listen. What many people do, especially problem solvers like those of you in this room (engineers and geoscientists), is that as soon as the person starts talking you are forming a solution in your mind that you are going to offer.

"If you are trying to solve their problem, you are not fully listening to the other person. Usually, the other person just wants you to listen to them."

She encouraged the audience to practise this skill in the workplace and with those in your personal life as well.

APEGS ANNUAL MEETING AND PROFESSIONAL DEVELOPMENT CONFERENCE

She emphasized that stress is inherent to the human experience. The goal isn't to eliminate it, but to understand how it impacts us and how we can respond more effectively.

She encouraged reframing our perception of stress, recognizing that it can sometimes be a catalyst for growth and optimal performance.

"You are high-achieving individuals. Rather than viewing stress as an enemy to be eliminated, there are strategies to understand it and, even better, leverage its power," she said.

"Cultivating the ability to recognize, understand and manage your own emotions, as well as empathize with others, builds stronger relationships and enhances your capacity to navigate stressful social situations."

Perhaps her biggest piece of advice was "show up for what matters most."

"Resilient people know what matters most."

Strong social and family connections are vital for resilience and she underscored the importance of having supportive relationships.

She explained how this translates into effective workplace leadership.

"If you are in a position of leadership and you support your employees when they need to show up for what's important – taking a family member to a medical appointment for example – you develop loyalty among your team."

Acceptance is another important aspect of resiliency.

"Resilient people understand what they can control and what they can't.

"Adapt your thoughts and behaviours in response to changing circumstances. Flexibility helps you navigate uncertainty and stress more effectively.

"In overwhelming situations, it's helpful to identify what you can control and direct your energy there, rather than dwelling on what is outside of your influence."

She also explained that hope is important.

"Living a hope-filled life actually changes your physiology.

"Resilience and hope are intertwined. Resilience is often fuelled by hope. Believing in a positive future outcome can provide the motivation to persevere through difficult times."

You Can Do Hard Things

"Burnout is the curse of the strong. You can do hard things, you can do great things, but you must take care of yourself."



Attendees at APEGS Annual Meeting and Professional Development Conference

Dr. Hanley-Dafoe emphasized the importance of incorporating practices that help you rest, recharge and restore balance. This might include sleep, mindfulness, spending time in nature or engaging in enjoyable activities.

"We all care deeply about our work – but don't bring it home."

She offered some strategies for leaving work at work and being present when you are home:

- Sit in your car for a few minutes when you leave work or when you first arrive at home to transition.
- Or, change your clothes as soon as you get home for a more obvious shift from work mode to home.

One practice she said is non-negotiable in her life is walking.

"A 30-minute walk every day decreases mortality by 60 per cent. It can be 15 minutes in the morning, 15 minutes in the evening, or all at once. This should be incorporated every day."

She added that walking outdoors has additional benefits such as reregulating the nervous system.

Three additional practices she strongly suggested for greater health and resilience:

- 1. Music. "You are only one song away from feeling better."
- 2. Gratitude. "When you appreciate, practise gratitude, it can make the biggest difference."
- 3. Puppies. "Playing with your puppy helps you destress. It also helps you to pay attention to a pet who needs us to care for it."

In essence, Dr. Hanley-Dafoe's message is to encourage a proactive and holistic approach to well-being.

It's about building inner resources and making conscious choices in various aspects of life to not just survive, but thrive, even amidst the inevitable stressors of an "unwell world."

APEGS' Enhanced Regulation of Firms

The Engineering and Geoscience Professions Act mandates APEGS to license firms practising engineering and/or geoscience as their principal or customary function, requiring them to hold a Certificate of Authorization.

In 2019, APEGS Council committed to reviewing APEGS' governance structure to ensure alignment with leading practices of self-regulating organizations.

The review was to include an assessment of trends in the regulation of professionals and the governance structure of other self-regulating organizations.

As part of that review, APEGS determined that the current legislation required an enhanced regulation of firms program to include all firms employing professional engineers and professional geoscientists.

A corporate regulation task group (CRTG) was formed to provide insight into the programs in other jurisdictions, best practices, and, finally, what an enhanced program for APEGS would look like.

In 2024, after final recommendations from the council's CRTG were received, an advisory group was struck consisting of representatives from a variety of organizations who will shape and inform APEGS' development and implementation of the enhanced regulation of firms.

Frequently Asked Questions:

Hasn't APEGS always regulated corporate entities engaged in engineering or geoscience? What's new about this initiative?

Historically, APEGS' corporate regulation efforts have focused primarily on consulting firms and other business entities providing professional engineering or geoscience services outside of their own organizations.

After completing its 2019 governance review, and following the lead of other jurisdictions who regulate all firms employing professional engineers and professional geoscientists, APEGS began a more inclusive and transparent regulatory approach to apply clear, consistent practices and reporting for all firms in Saskatchewan engaged in professional engineering or professional geoscience activities.

In addition to reviewing the current Certificate of Authorization licensing program and assessing its alignment with other jurisdictions, APEGS will develop a more robust overall approach to regulation of firms.



Why is APEGS looking to increase its oversight of the regulation of firms and what's the expected outcome?

First and foremost, APEGS can better protect public safety by ensuring all Saskatchewan entities engaged in engineering and geoscience are accountable to the same core standards of practice.

The increase in oversight will speak to the core values of ethics, quality management and professional development for firms operating in Saskatchewan.

Firms, corporations and institutions will also benefit from clear, consistent, transparent requirements and guidelines along with comprehensive, updated resources and supports from APEGS.

Engineering and geoscience professionals licensed by APEGS will have confidence that their employers will adhere to the same ethics, safety and practice standards they are accountable to as individual practitioners.

Finally, APEGS' new approach to the regulation of firms will better serve the intent of the current APEGS legislation and align APEGS with the regulatory approaches of other regulators such as the Association of Professional Engineers and Geoscientists of Alberta (APEGA) and Engineers Geoscientists British Columbia (EGBC).

The requirements will apply to what kinds of entities and businesses?

APEGS will require all firms engaging in professional engineering or professional geoscience in Saskatchewan, either in-house or for external parties, hold a Certificate of Authorization and develop a Professional Practice Management Plan.

This requirement will apply to consulting firms, Crown corporations, government, educational institutions, industrial companies, partnerships and sole proprietorships.

What will enhanced regulation of firms look like and what real-life impacts will it have on these organizations?

There is much yet to be determined about the practical implementation of the enhanced regulation of firms, and the impact will vary widely between organizations.

For current Certificate of Authorization holders who have professional practice management plans (PPMP) registered with other jurisdictions, there may not be much impact at all, assuming they are already compliant with APEGS requirements.

For others, the most significant impacts will likely be developing and complying with their PPMP. Entities will be subject to compliance checks and audits, but that oversight program will be developed along with the implementation of the new requirements for firms.

What will the impact be for engineering and geoscience professionals who work in these organizations?

For most licensed professionals practising in Saskatchewan, the most significant impact (and benefit) will be that their employer is formally required to provide an environment that aligns with and supports the ethical and professional standards of engineering and/or geoscience.

While this is already the case with many entities that employ engineering and geoscience professionals, a strengthened regulation of firms program will mean that more APEGS registrants are assured of support in essential elements of practice such as continuing professional development, ethical standards, scope of practice, etc.

How much additional work is this going to create for smaller firms and sole proprietorships?

"Right-sized" regulation is a priority for APEGS and key to our pursuit of modernized, streamlined regulatory approaches.

APEGS will work with our task group and with volunteering firms and businesses to identify and implement an optimal level of practice management and reporting that is appropriate and reasonable for the organization.

There is no one-size-fits-all approach with this initiative.

Organizations that have not developed a PPMP will be required to implement one. The PPMP, for some organizations, will be an extension of their current quality management systems. For others, the PPMP will be a completely new initiative.

APEGS will not dictate how the requirements for the PPMP are implemented. Each organization will be responsible for deciding what best fits their practice. APEGS only requires that the minimum requirements of the program are met.

APEGS intends to work closely with sole proprietorships and smaller organizations to accommodate their needs.

APEGS intends to accept PPMPs registered in other jurisdictions. In consultation with our interest holders, we will determine what may be required to make them compliant in Saskatchewan.

APEGS will develop clear sets of guidelines and practical, updated supports and tools to assist organizations with practice management and the development of their PPMP.

Will the enhanced regulation be appropriate, reasonable and practicable for Saskatchewan-based firms and professionals?

The task group supporting APEGS members in this initiative are from a variety of organizations of differing sizes and business models, from large corporations to sole proprietorships. This will help ensure that enhanced regulation of firms is implemented with an understanding of diverse business needs, operational realities and human resource capacities.

APEGS is currently exploring a voluntary approach to the initial stages of the regulation of firms, examining how APEGS can best support entities in developing their policies and practices.

When will these new requirements come into effect?

Although APEGS and the advisory group have begun laying out foundational plans and priorities for the enhanced regulation of firms, we have not determined exact timing for implementation.

APEGS is undertaking a thoughtful and measured approach to this initiative.

In the coming year, APEGS plans to focus on engagement with organizations that will be affected by the enhanced regulation of firms, and on piloting policies and practices with organizations who volunteer to partner with APEGS in the early stages of the initiative.

Timelines for mandatory compliance are yet to be determined.

How can I stay informed about this?

As the enhanced regulation of firms begins to take clearer shape, APEGS will organize engagement and information opportunities to ensure that interest holders are informed and prepared.

In the meantime, you can always visit apegs.ca/regulationof-firms for the latest information. Also, watch for updates in our e-newsletter, The Edge Monthly, issued on the 15th of every month or the next business day.

If you have more questions about APEGS' regulation of firms please send an email to **corporatepractice@apegs.ca** with "Regulation of Firms" as the subject.



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TOGETHER

2025 APEGS Awards

APEGS celebrated the award recipients listed below with a banquet and ceremony on March 6, 2025, as part of Engineering and Geoscience Week.

APEGS awards recognize professional excellence and showcase exemplary competence and conduct to promote awareness of the role of APEGS in protecting the public and in fostering professional excellence among members.

To view video profiles of each recipient, visit the Member/Honours and Awards page at apegs.ca.

Recipients of 2025 APEGS Awards

Brian Eckel Distinguished Service Award Leon Botham, P.Eng., FEC, FGC (Hon.)

McCannel Award

Technology

Jerome (Jerry) Helfrich, P.Eng., FEC

Exceptional Engineering/Geoscience Project Award Nortek Data Centre Cooling – StatePoint Liquid Cooling

Environmental Excellence Award Davis Diversion Coanda Fish Exclusion Screen – Water Security Agency & KGS Group

Promising Member Award Jason Whitelaw, P.Eng.

Fellow of Engineers Canada Recipients

In honour of exceptional contributions to the engineering profession in Canada, Engineers Canada bestowed the following with the honour and the privilege of using the designation of "Fellow of Engineers Canada" – FEC or of "Honourary Engineers Canada Fellow" – FEC (Hon.):

- Danny Baliad, P.Eng.
- Kelvin DeGrow, P.Eng.
- Danae Lemieux, P.Eng.



Brian Eckel Distinguished Service Award

Recognizes outstanding contributions in service to the community, APEGS and technical and learned organizations as an inspiration to other engineering and geoscience professionals.

This award honours distinctive and outstanding achievements in professional and technical fields. It is given only to those who truly exemplify the best standards in engineering and geoscience in Saskatchewan.

LEON BOTHAM, P.ENG., FEC, FGC (HON.)



Leon Botham, P.Eng., FEC, FGC (Hon.)



Leon Botham's engineering career spans four decades and has taken him throughout Saskatchewan, across Canada and around the world.

He is held in the highest regard for the remarkable leadership and people skills that complement his engineering achievements and abilities.

Leon's service to the professions has been continuous and significant. He is a past president of APEGS, past chair of both ACEC Saskatchewan and ACEC Canada and holds fellowships with both Engineers Canada and Geoscientists Canada.

He is a frequent guest lecturer at the University of Saskatchewan's College of Engineering and currently chairs ACEC Saskatchewan's Equity, Diversity and Inclusion Committee.

But Leon's contributions have extended well beyond his professional endeavours.

As a director on the board of Pinehouse Business North Developments, Leon worked for 11 years with the Indigenous community of Pinehouse Lake in northern Saskatchewan and was a key player in the community's dramatic economic development.

In support of his two sons, both avid freestyle skiers, Leon has volunteered thousands of hours as a leader, advocate and participant in Canada's freestyle ski scene.

Thanks to his energetic efforts, Saskatchewan typically punches above its weight in freestyle ski competitions at the national level.

2025 APEGS AWARDS



McCannel Award

Honours service to APEGS and to the professions as a whole.



JEROME (JERRY) HELFRICH, P.ENG., FEC



Jerome (Jerry) Helfrich, P.Eng., FEC



Jerry Helfrich, an "unsung hero" of our profession in Saskatchewan, has invested decades of his life contributing not only to our province's health care and economic infrastructures, but also to the fabric of our communities.

Now a Life Member, Jerry has been an APEGS registrant since 1967.

Early in his career, Jerry moved into consulting and project management, a journey that took him from the construction of mining camps in northern Saskatchewan to the design of hospitals in Saskatoon.

His unflagging high standards, attention to detail and respect for colleagues and clients were just some of the qualities that contributed to a thriving consulting firm made up of outstanding team members.

Jerry was a mentor to dozens of young engineers and an active, contributing APEGS member, volunteering on numerous committees and with ACEC Saskatchewan, I-Triple E and the Engineers Canada Accreditation Board.

A lifelong Kiwanis and Rotary Club member, he continues to give back to his community in retirement.



Exceptional Engineering/ Geoscience Project Award

Recognizes accomplishments in engineering and/or geoscience.

NORTEK DATA CENTRE COOLING STATEPOINT LIQUID COOLING TECHNOLOGY



Nortek Data Centre Cooling StatePoint Liquid Cooling Technology

This year's exceptional project marks an enormous achievement for a team of engineers, along with technologists, technicians and others at the Nortek Data Centre Cooling research and development facility in Saskatoon.

Nortek DCC's StatePoint Liquid Cooling Technology has been developed in partnership with numerous researchers and students from the University of Saskatchewan's College of Engineering.

It represents a true breakthrough in the efficiency and sustainability of the cooling systems needed to protect sensitive electronic equipment in data centres that are exploding in size and scale, thanks to rapid advances in AI capacity.

The technology has already been implemented in five major data centre cooling projects around the world by companies such as Meta and Digital Edge.





Environmental Excellence Award

Recognizes the exceptional achievements by an individual or team related to environmental protection and preservation.

WATER SECURITY AGENCY & KGS GROUP DAVIS DIVERSION COANDA FISH EXCLUSION SCREEN



Water Security Agency & KGS Group Davis Diversion Coanda Fish Exclusion Screen

The Davis Diversion, located near Maple Creek in southwest Saskatchewan, has effectively diverted spring run-off to Cypress Lake since its original construction in 1939.

Eighty-five years later, however, its tendency to also divert and strand certain species of fish ran afoul of current-day environmental regulations.

The Water Security Agency was charged with finding a solution that would continue to help sustain producers' lands while also protecting the area's aquatic life.

The teams at KGS Group and WSA worked collaboratively to conceptualize and construct a Coanda Screen, the first to be installed in Saskatchewan, combined with a natural fishway channel that re-established natural conditions for movement of fish in the Davis Creek and protected their habitat for years to come.



2025 APEGS AWARDS



Promising Member Award

Recognizes exceptional achievements in the early stages of a professional member's career in Saskatchewan.

JASON WHITELAW, P.ENG.



Jason Whitelaw, P.Eng.

Since becoming an APEGS registrant in November 2019, Jason Whitelaw has distinguished himself not only as an engineer but as an engaged, active member of his professional and personal communities.

As a field services engineer with SaskPower, Jason has consistently excelled while taking on ever-increasing responsibilities.

He is an active volunteer with his association and community serving on the APEGS student development and investigation committees and as board co-chair for Regina's Prairie Lily Early Learning Centre.

All this while he and his wife, Cassandra, raise two young children and await the arrival of a third.



APEGS President Erin Moss Tressel (front row, fourth from the left) poses with newly licensed engineers and geoscientists at APEGS' New Professional Member Luncheon in March 2025.

Call for APEGS Awards Nominations

Engineering and geoscience professionals do great work that benefits everyone in the province. Help APEGS recognize and foster professional excellence and showcase exemplary competence and conduct by nominating a friend, colleague, employee or client for the 2026 APEGS Awards.

APEGS celebrates award recipients with a banquet, which will be in **March 2026 in Saskatoon** as part of Engineering and Geoscience Week.

We are seeking nominations for the following awards:

Brian Eckel Distinguished Service Award

Outstanding Achievement Award

McCannel Award

Exceptional Engineering/Geoscience Project Award

Environmental Excellence Award

Promising Member Award

Friend of the Professions Service Award

If you know someone who has done something outstanding, this year or over the course of their career, please make sure we hear about it.

> Learn more about each award at apegs.ca under Members/Honours & Awards.

Nomination is quick and easy!

Complete the form at apegs.ca under Members/Honours & Awards. Email the form to apegs@apegs.ca.

The deadline to submit nominations for 2026 is October 1, 2025.



Municipal Marvels Student Challenge

APEGS was excited to sponsor the Municipal Marvels Student Challenge (MMSC) that was launched by the Saskatchewan Science Centre last November.

The MMSC is a program inspired by the Future Cities competition that was featured in the IMAX documentary "Cities of the Future" – showings of which were also sponsored by APEGS throughout 2024.

The MMSC is a Saskatchewan-based, student-focused challenge aimed at creating innovative solutions for sustainability issues for municipalities across the province.

The MMSC was open to all primary grade-level students in Saskatchewan with teams consisting of at least three students and one adult team leader.

When the program was officially announced, interest grew fast as submissions throughout the province began to flood in.

The task given to all participants was to look at climaterelated issues impacting their community and find solutions, with a goal of keeping it sustainable for the next 50 years.

"We wanted to make this as easy as possible for teachers, parents and community organizers interested in the challenge. We've done most of the work, and helped guide them through the whole process," said Dave Loos, the Science Centre's Director of Community Programming.

"We've also kept curriculum connections in mind," Loos added. "The challenge is designed to fit in easily with existing classroom work or as an extracurricular group project."

Submissions were assessed with the help of a volunteer advisory group which included APEGS registrants. After assessing all of the submissions to the challenge, it was narrowed down to three groups of finalists.

The successful teams were invited to the annual Saskatchewan Urban Municipalities Association (SUMA) conference in mid-April where they showcased their projects to conference attendees with one of the teams selected as the winner for the challenge.

Attending the SUMA conference were the Harbour Landing Hawks from Regina, the Watrous Wonderkids from Watrous and the Bulldogs from Drake.

Each group was allotted four minutes to present its project to the delegates. All groups displayed their physical models throughout the afternoon for all attendees to see firsthand what the teams had created.

After a vote by delegates, the winning team for this year's challenge was declared as Ryan and Ray Wang, the Watrous Wonderkids, who were on hand to receive a cash prize in support of their school's STEM programming.

"Being a sponsor of the MMSC program was an easy decision for APEGS," said Stormy Holmes, APEGS' executive director and registrar.

"Just like the film 'Cities of the Future', the student challenge demonstrates the impact that engineers can have on communities and society."

APEGS has always encouraged students to look at engineering and geoscience as a career. For years APEGS has provided entrance bursaries and scholarships to help foster the future generation of engineers and geoscientists in Saskatchewan.

"We are always looking for our future engineers and geoscientists," said Holmes.



(I to r) Michael Walker, P.Eng., of presenting sponsor Associated Engineering, Saskatchewan Science Centre CEO Sandy Baumgartner, and APEGS Executive Director/Registrar Stormy Holmes, P.Eng., FEC, FGC (Hon.)

Celebrating 100 years of the Calling of an Engineer and the iron ring

ENGINEERS CANADA



The Iron Ring can be made from either iron (left) or stainless steel (right).

 his year marks the 100th anniversary of the Calling of an Engineer, the ceremony at which engineering students receive their iron rings.

A valued symbol for many engineering graduates, the iron ring is an ever-present reminder of the obligation engineers take to serving the public with integrity and ethics.

The Calling of an Engineer was established in 1925 when six engineering graduates were the first to take the obligation at an inaugural ceremony held in Montreal, and each received the iron ring that has become a symbol of engineering unique to Canada.

The ceremony is overseen by the Corporation of the Seven Wardens, successors to the original committee that formed in 1925, and today, 28 camps across Canada hold ceremonies for graduating engineering students.

As the Calling of an Engineer and the iron ring celebrate 100 years, the Corporation is launching a newly modernized ceremony, and the Royal Canadian Mint has joined the celebrations with a new fine silver coin that pays homage to the contributions of Canada's engineers over the past century.

Newly modernized ceremony launched April 25 in Montreal

In 2022, the Corporation of the Seven Wardens struck a committee to review the ceremony after members of the engineering community called for changes to the Calling of

an Engineer — or the Obligation Ceremony — so it would better reflect the modern world in which engineering operates and the diversity of engineers entering the field. The committee engaged representatives of the Kahnawake Mohawk community and engineers from diverse backgrounds.

They received input from all 28 camps and other interest holders, including engineering students, obligated engineers, engineering regulators and deans from engineering faculties.

In late 2024, the Corporation of the Seven Wardens approved a newly modernized Calling of an Engineer.

One hundred years to the day after the first Calling of an Engineer was held in Montreal, the modernized ceremony was launched during a special 100th anniversary event on April 25, 2025, at the Palais des Congrès de Montréal. More than 300 engineering graduates were to take the Obligation during that ceremony.

This new ceremony maintains the historical elements of the ceremony the review committee believed still have meaning, including the Obligation and the iron ring, while updating or adding other elements.

For example, the revised ceremony features a newly written history of the iron ring, alongside retired astronaut Chris Hadfield's inspiring interpretation of the Obligation within a modern engineering context. The ceremony now also includes contributions from Tom Deer and Joe Deom of the Kahnawake Mohawk community.

Two new poems have been added after they were selected through a competition run by the Corporation of the Seven Wardens; one in English by Gisela Hippolt-Squair of the Association of Professional Engineers and Geoscientists of Alberta, and one in French by Réjean Plamondon, engineering professor at Polytechnique Montréal.

The ceremony also features contributions from Marie-Célie Agnant, author and poet, as well as Titilope Sonuga, Poet Laureate of Edmonton.

Camps undertake new initiatives

Camps have undertaken new initiatives this year as well to commemorate the history of the engineering community in Canada.

For example, Camp 5 in Vancouver has endeavoured to honour the 14 women killed at École Polytechnique.

During the Calling of an Engineer, Camp 5 takes a four-inch steel ring and places 14 smaller iron rings on it, representing the 14 women killed on Dec. 6, 1989. The larger ring with the 14 finger rings is placed on the (wellworn) anvil on stage representing cold iron.

Camp 18 in Calgary is holding a renewal ceremony later this year. Engineers who have an iron ring can renew their Obligation by participating in the newly modernized ceremony. Camp 18's renewal ceremony takes place on Nov. 15, 2025, and is open to any engineer from any camp.

Royal Canadian Mint honours engineers with their own feat of engineering

In celebration of the iron ring centennial, the Royal Canadian Mint has launched a fine silver coin as an homage to Canada's engineers.

A Mint first, the coin has a uniquely faceted edge and rim shaped like the iron ring. On the coin's reverse, the ringlike rim rises up to encircle the Mint's ode to engineers and their many varied achievements over the past 100 years.

"I myself received an iron ring in a ceremony held in



Montreal, where the first ceremony took place 100 years ago, so I was excited to work on this project from the beginning," said Christian Brochu, Research and Development Engineer at the Mint.

"For the rim, the idea of having the ring's facets replace the usual serrations came from our Research and Development team, and we set out to replicate the angles and quantity as best as we could. We pushed the boundaries of the striking process by tripling up the rim height, from 0.18 millimetres to 0.6 millimetres, and it is this fabulous high rim that allows the ring facets to stand out and add distinction to this special coin."

Designed by artist Pandora Young, the coin is a representation of a century of engineering innovation and achievements.

The design alludes to the diversity of engineering disciplines and features "CANADA" in blueprint lettering in the centre, along with the dates "1925-2025" to commemorate the 100th anniversary of the Calling of an Engineer.

"The challenge of this coin was to represent a field as diverse and fascinating as engineering on a canvas small enough to lose between couch cushions!" recalled Young.

"The Calling of an Engineer embodies a noble oath — to protect the safety of fellow Canadians through scrupulous work — and the achievements of Canadian engineers are so impressive and important that I felt driven to include as many disciplines as possible in our celebration of their labours. From the cast-iron gears of the steam age to the precision instruments of modern biomedical, aerospace, computers, nuclear and environmental engineering (to name just a few), I tried to raise a toast to everyone."

The coin is available for sale on the Royal Canadian Mint website.

Beware demands that often lead to bridging over want and need. Each compromise a step too far that blurs the line of who you are. Your public duty sets the bearing. True the hand that wears the Ring.

---Excerpt from The Hand that Wears the Ring by Gisela Hippolt-Squair

2025 APEGS Salary Survey Summary Results

The Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) contacted 7,465 Professional Engineers, Professional Geoscientists, Engineers-in-Training, Geoscientists-in-Training and Licensees living in Saskatchewan. A total of 1,504 members completed the survey representing a 20.1 per cent response rate. Surveys were conducted between Feb. 12 and March 10, 2025, and salaries reported were as of Dec. 31, 2024. Insightrix Research Inc. compiled and tabulated all results. The detailed report, which includes analysis by gender, can be found on the APEGS website under the "About" menu.

Professional designation (P.Eng. and/or P.Geo.), supervision scope and accident and health hazards are the top three predictors of salary.

The work of engineering and geoscience professionals contributes to the public well-being and economic stability of Saskatchewan. The goal of providing current market salary information for engineers and geoscientists is to help ensure that the province retains proficient and competent services in engineering and geoscience. Making this information available provides guidance to both employers and employees to assess current compensation for professionals at various levels of education, experience and responsibility. The salary survey also has the additional benefit of providing students, career counsellors and other interested persons with information on employment in the engineering and geoscience professions in Saskatchewan.

Annual Salary by Final Year of Graduation (B.Sc.)

	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
1986 and priort								
1987	12	0.9%	\$178,751	\$105,200	\$157,500	\$177,500	\$202,898	\$229,500
1988†								
1989†								
1990†								
1991†								
1992†								
1993†								
1994	12	0.9%	\$167,880	\$112,000	\$136,551	\$160,500	\$179,668	\$290,000
1995	15	1.1%	\$169,882	\$80,000	\$134,000	\$175,000	\$208,000	\$250,000
1996	19	1.4%	\$182,305	\$105,000	\$142,000	\$185,000	\$210,000	\$293,000
1997	11	0.8%	\$166,295	\$80,000	\$120,000	\$160,000	\$175,000	\$283,250
1998	19	1.4%	\$162,167	\$80,000	\$135,000	\$162,400	\$180,000	\$280,000
1999	22	1.6%	\$146,727	\$96,000	\$120,000	\$135,000	\$160,000	\$250,000
2000	20	1.4%	\$163,843	\$105,250	\$122,189	\$151,000	\$186,500	\$273,750
2001	34	2.4%	\$151,273	\$87,000	\$122,600	\$156,000	\$176,533	\$205,960
2002	27	1.9%	\$147,504	\$84,000	\$112,000	\$147,000	\$172,000	\$204,500
2003	24	1.7%	\$144,459	\$68,000	\$114,577	\$145,468	\$179,025	\$205,000
2004	27	1.9%	\$142,995	\$73,000	\$110,000	\$144,000	\$171,000	\$220,000
2005	36	2.6%	\$149,466	\$75,000	\$120,340	\$151,500	\$180,000	\$228,247
2006	41	2.9%	\$142,743	\$84,000	\$115,000	\$145,000	\$168,932	\$202,000
2007	38	2.7%	\$138,344	\$76,000	\$120,838	\$136,000	\$158,871	\$208,000
2008	59	4.2%	\$139,186	\$79,000	\$110,000	\$140,333	\$162,815	\$225,000
2009	53	3.8%	\$131,528	\$78,000	\$103,000	\$127,000	\$155,275	\$208,312
2010	46	3.3%	\$144,355	\$82,000	\$118,000	\$139,660	\$165,918	\$215,000
2011	54	3.8%	\$124,175	\$75,600	\$103,000	\$127,250	\$144,000	\$165,000
2012	65	4.6%	\$122,897	\$85,250	\$103,234	\$125,186	\$138,000	\$164,644
2013	59	4.2%	\$124,264	\$80,000	\$101,175	\$125,237	\$142,000	\$155,000
2014	53	3.8%	\$111,933	\$77,600	\$95,700	\$110,500	\$126,000	\$166,000
2015	68	4.8%	\$116,529	\$80,000	\$96,790	\$108,500	\$131,886	\$170,000
2016	41	2.9%	\$112,124	\$73,000	\$95,000	\$106,500	\$129,500	\$166,000

Annual Salary by Final Year of Graduation (B.Sc.) con't

	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
2017	56	4.0%	\$102,265	\$68,000	\$86,060	\$100,000	\$115,675	\$150,000
2018	69	4.9%	\$96,178	\$65,000	\$84,000	\$97,500	\$105,000	\$129,000
2019	68	4.8%	\$95,620	\$70,024	\$81,319	\$90,293	\$103,750	\$130,000
2020	57	4.1%	\$91,094	\$62,985	\$77,981	\$89,291	\$97,000	\$130,000
2021	52	3.7%	\$83,858	\$64,000	\$74,425	\$80,000	\$87,405	\$113,000
2022	55	3.9%	\$83,045	\$65,000	\$73,500	\$80,850	\$90,000	\$105,000
2023	62	4.4%	\$76,138	\$60,000	\$69,000	\$75,328	\$81,000	\$98,000
2024	56	4.0%	\$75,087	\$61,500	\$68,272	\$72,900	\$79,934	\$90,0001

†Not available due to reporting rules (insufficient data)

Annual Salary by Designation

	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
P.Eng.	877	59.7%	\$138,789	\$87,000	\$106,810	\$132,000	\$160,795	\$220,000
P.Geo.	80	5.4%	\$147,915	\$87,025	\$123,250	\$144,500	\$175,000	\$224,750
P.Eng. and P.Geo†								
Engineering Licence	14	1.0%	\$120,821	\$87,401	\$105,000	\$120,697	\$135,000	\$175,000
Engineer-in-Training	442	30.1%	\$84,976	\$62,985	\$72,800	\$80,000	\$92,784	\$125,000
Geoscientist-in-Training	45	3.1%	\$87,607	\$60,000	\$75,000	\$85,000	\$97,000	\$120,000
Construction and								

Geo Licensee†

†Not available due to reporting rules (insufficient data)

Annual Salary by Discipline

	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
Agriculture and Forestry	29	2.0%	\$99,246	\$68,000	\$82,160	\$93,000	\$105,230	\$151,000
Biological and Biomedical†								
Chem/Ceramic/ Metallurgica	al 64	4.4%	\$125,553	\$72,000	\$96,500	\$123,550	\$150,000	\$204,000
Civil	329	22.4%	\$115,698	\$68,850	\$86,000	\$106,000	\$138,000	\$195,000
Electrical/Eng. Physics	219	14.9%	\$125,155	\$68,500	\$85,843	\$120,000	\$155,820	\$205,000
Environmental	109	7.4%	\$106,904	\$62,985	\$75,000	\$102,000	\$130,000	\$180,000
Geo., Mining, Petro, Eng.	135	9.2%	\$140,390	\$79,000	\$100,104	\$130,000	\$165,000	\$240,000
Geosciences	97	6.6%	\$129,116	\$73,000	\$90,314	\$129,000	\$155,000	\$204,500
Mechanical and Industrial	345	23.5%	\$122,138	\$69,500	\$84,000	\$115,000	\$147,500	\$208,000
Software Engineering	35	2.4%	\$112,457	\$75,000	\$82,000	\$96,000	\$137,897	\$201,000
Other	104	7.1%	\$117,426	\$74,000	\$90,250	\$114,000	\$136,500	\$180,000

†Not available due to reporting rules (insufficient data)

Annual Salary by Function

COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
135	9.2%	\$178 , 881	\$117,000	\$145,000	\$170,000	\$202,000	\$280,000
437	29.8%	\$124,627	\$70,000	\$94,500	\$120,000	\$146,936	\$195,800
43	2.9%	\$112,182	\$65,000	\$87,320	\$115,000	\$130,000	\$165,000
393	26.8%	\$101,812	\$67,306	\$79,000	\$94,471	\$117,900	\$167,000
67	4.6%	\$114,629	\$70,000	\$80,000	\$102,236	\$150,000	\$179,000
31	2.1%	\$88,444	\$53,000	\$66,500	\$80,000	\$95,000	\$157,000
137	9.3%	\$123,816	\$70,000	\$90,000	\$124,000	\$150,000	\$180,000
22	1.5%	\$147,211	\$88,000	\$105,000	\$128,000	\$199,000	\$225,051
14	1.0%	\$148,200	\$90,000	\$120,000	\$149,913	\$175,000	\$208,000
60	4.1%	\$107,861	\$72,583	\$88,241	\$105,495	\$123,500	\$148,800
55	3.7%	\$124,601	\$65,000	\$92,000	\$120,000	\$155,000	\$204,500
74	5.0%	\$115,814	\$65,000	\$81,500	\$99,900	\$133,000	\$225,000
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Annual Salary by Industry

	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
Consulting Service	357	24.3%	\$107,002	\$65,000	\$77,900	\$95,000	\$129,088	\$180,000
Resource Ind. Oil & Gas	68	4.6%	\$130,051	\$76,000	\$102,750	\$126,750	\$145,900	\$215,000
Resource Ind. Except Oil & Gas	262	17.8%	\$142,807	\$82,500	\$105,000	\$142,000	\$165,918	\$230,000
Procurement/Construction	118	8.0%	\$119,895	\$70,000	\$90,000	\$108,734	\$140,000	\$205,647
Manufacturing Durables	142	9.7%	\$104,639	\$67,200	\$77,000	\$95,000	\$120,838	\$175,000
Manufacturing Non-Durables	53	3.6%	\$129,844	\$70,024	\$91,000	\$124,000	\$155,300	\$225,000
Service For Profit	24	1.6%	\$105,335	\$75,000	\$80,600	\$91,150	\$120,000	\$185,500
Service Not For Profit	128	8.7%	\$113,658	\$70,000	\$93,088	\$111,500	\$129,875	\$158,000
Utilities	210	14.3%	\$134,384	\$76,000	\$95,430	\$131,424	\$168,000	\$205,564
Educational Services	36	2.5%	\$133,036	\$60,000	\$95,125	\$119,500	\$177,000	\$225,051
Agriculture and Forestry	23	1.6%	\$94,439	\$70,000	\$75,000	\$87,100	\$108,655	\$151,000
Other	47	3.2%	\$115,629	\$58,501	\$80,000	\$110,000	\$140,000	\$220,000

Annual Salary by Sector

	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
Public Sector	458		\$122,893	\$74,560	\$92,784	\$114,750	\$145,000	\$202,000
Private Sector	1,001		\$120,677	\$68,000	\$85,000	\$109,500	\$147,500	\$208,000

Total Salary (full-time positions)

	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
Base Salary			\$121,214	\$68,000	\$86,900	\$111,725	\$146,927	\$204,500
Salary incl. bonus	1,500		\$145,929	\$70,035	\$92,729	\$124,380	\$175,750	\$292,714



In 2025, the average salary increased by 0.5% and the median salary decreased by 0.2%.



Regression Analysis

A lasso regression model was used to establish a framework for predicting salaries for engineers and geoscientists working in different industries. This process was used to:

- Identify how closely factors are associated with salaries
- Identify Boolean components (such as receipt of professional designation) influencing salary
- Create a linear formula that effectively predicts salaries while minimizing model overfitting

The model explains about 63 per cent (62.6%) of variance in salary. A formula was produced which members of APEGS can easily use to estimate their salary.

FACTOR	COEFFICIENT
(Constant)	\$ 3,4543.470
Duties (A)	\$ 184.0502
Education (B)	\$ 201.0268
Experience (C)	\$ 402.0420
Recommendations (D)	\$ 76.05365
Supervision Received (E)	\$ 0.471502
Leadership Authority (F)	\$ 6.260231
Supervision Scope (G)	\$ 728.6160
Job Environment (I)*	\$ 704.7889
Absence from Base of Operations (J)	\$ 277.1878
Accident and Health Hazards (K)	\$ 660.1238
Professional Designation(s)	\$ 10,664.6138

To calculate the approximate projected salary, input the points for each variable in the following formula:

Formula for expected salary (SE) without bonus:

SE = 34,543 + 184*A + 201*B + 402*C + 76*D + 0.47*E + 6*F + 729*G - 705*I + 277*J + 660*K

Add \$10,665 if you have acquired professional status within your field (P.Eng. and/or P.Geo.)

Additional Notes

- Use of professional seal was excluded from the model due to this factor being not applicable for some respondents.
- 10-fold cross validation was used to select a lambda value for the lasso model.
- Higher ratings for factors with an asterisk (*) are associated with lower wages.

A Decade of Alternative Energy Research:

Cowessess First Nation & SRC

BY FRANCOIS BIBER, SASKATCHEWAN RESEARCH COUNCI

The Cowessess wind-battery-solar site generates power year-round (Copyright SRC)

Saskatchewan is no stranger to wind.

The ebbs and flows of wind bring some volatility challenges when it comes to power generation, but wind remains a significant source of renewable energy generation. Wind energy, and other renewable sources like solar, rely heavily on weather patterns.

If the wind isn't blowing or the sun isn't shining, then power generation slows or stops altogether without a storage solution.

This unpredictability can be hard to manage when it comes to renewable energy projects and managing an electricity grid.

This was the challenge the integrated energy systems experts at the Saskatchewan Research Council (SRC) chose to tackle head-on as part of a unique collaboration with Cowessess First Nation, a Treaty 4 nation located near Broadview, Sask.

First Nation Seeking Wind Farm Feasibility

In 2006-07, in response to Cowessess First Nation's plan for a wind farm in southern Saskatchewan, SRC supported the First Nation in determining the viability of the project by installing an anemometer tower near the proposed site of the farm to measure the wind resource.

"SRC initially conducted a wind resource assessment for Cowessess to gauge how much wind is in the area," said Ryan Jansen, Manager of SRC's Process Development team who has been involved in the project since the early days.

"Originally Cowessess was interested in a large wind farm project but was unable to proceed with its initial plan."

SRC proposed an alternative renewable energy project that would be the first of its kind in North America, combining wind power and battery backup, later known as a microgrid demonstration.

Harnessing the power of prairie wind

In 2013, SRC, alongside Cowessess First Nation, trail-blazed a new utility-scale wind-battery microgrid project in collaboration with the First Nation.

The microgrid was slated for Cowessess land just four kilometres east of Regina.

The goal for the project was to demonstrate the reliability of renewable energy through this microgrid demonstration.

For Cowessess, they wanted a project that would enable them to enter into a power purchase agreement with SaskPower and allow them to participate in the renewable sector.

"Harnessing the power of prairie wind was more than just a technological milestone, it was a step toward energy sovereignty and economic opportunity for our nation," said Rebecca Acikahte, Business Development Manager, Renewables at Cowessess Ventures Ltd.

"This project demonstrated the reliability of renewable energy while paving the way for future Indigenous opportunities in the renewable sector."

For SRC, this collaboration was a great opportunity to advance a research project leading into a business case for microgrid technology and its applications.

"The 800-kilowatt wind turbine stands 73 metres tall, with the diameter of the blades spanning 53 metres, so altogether from the peak to the ground you're looking at a structure over 100 metres tall," Jansen said.

At the base of the towering turbine is a series of lithiumion batteries with 400 kilowatts of power and 744 kilowatt-hours of storage.

According to Jansen, power generated from coal and natural gas-generation facilities can be quite consistent. However, wind energy is more volatile and a sudden drop in wind can be challenging for the grid to handle but there are ways to smooth out this volatility.

Jansen's team determined that a wind turbine with battery storage would be a reliable way to generate electricity.

"This project was the first wind-battery system co-located behind the power meter and it's been generating power since 2013," Jansen said.

The microgrid produces approximately 175 megawatthours of energy each month, generating revenue for the First Nation through its agreement with SaskPower.

As well, greenhouse gas emissions are reduced by the equivalent of approximately 1,300 tonnes per year.

The wind turbine alone generates enough electricity to meet the annual energy requirements of approximately 250 homes.

A not-so-micro microgrid gets a makeover

In 2018, SRC worked with Cowessess on a federal proposal to bolster the Cowessess wind-battery project.

By adding 1,400 solar panels, and taking advantage of the sunny Saskatchewan skies, it produced another 500 kilowatts of power, transforming this microgrid into a trifecta power-generation station.

"This project has set the tone for Cowessess First Nation to achieve economic growth, energy sovereignty and environmental sustainability by generating revenue, reducing emissions and increasing control over its energy future," Acikahte said.

"The success of this initiative has also positioned the nation as a leader in Indigenous-led clean energy, paving the way for large-scale projects."

Jansen and his team proved the effectiveness of a wind, solar and battery microgrid, demonstrating that a clear path to long-term, sustainable renewable energy doesn't necessarily have a silver-bullet solution.

"There is no single technology that will bring us into the future of green energy. It has to be an 'all-of-the-above' solution, and right now I think Saskatchewan's advantage does include wind and solar," Jansen said.

Remote monitoring, training and education for future microgrids

Since the microgrid upgrades and the addition of solar panels, the relationship between SRC and Cowessess continues as SRC experts work with the First Nation, offering training and education to individuals to maintain the microgrid.

Jansen and his team at SRC and Cowessess also often provide tours to groups from within and outside Saskatchewan.

SRC also installed a sophisticated remote monitoring system at the microgrid site.

From SRC headquarters in Saskatoon, Jansen and his team monitor the microgrid, collecting thousands of data points across the system including the inverters from the solar arrays, the anemometer tower and the wind turbine.

"We can remote into the site through a virtual workstation that we can use to operate the system in case we need to turn batteries on or off or adjust setpoints," Jansen said.

"All that is done remotely and all the data is stored within SRC, so it gets transmitted from site into SRC. We keep it as a long-term data repository so we can analyze the performance of the system."

While this microgrid demonstration was the first of its kind in 2018, Cowessess recognized the potential and opportunity with renewable energy.

It has embarked on two massive renewable projects on its own, including a 10-megawatt solar power generation project on Cowessess land adjacent to the wind-batterysolar project.

Cowessess recently completed a 200-megawatt wind project alongside SaskPower.

The Bekevar Wind Project, spanning over 20,000 acres located north of Moose Mountain Provincial Park, would generate enough energy to power 100,000 homes.

About SRC's Integrated Energy Systems services

SRC's smart-grid and microgrid solutions provide real and practical opportunities that help industries and communities transition to cleaner renewable sources of energy, while promoting energy autonomy and reliability.

This also creates opportunities for alternative sources of revenue, training and knowledge-building with local communities.

The team also provides hybrid energy containers, which offer a customizable combination of conventional and renewable generation sources together with energy storage.

By incorporating technologies such as heat pumps, solar panels and wind, these systems are more efficient and environmentally sustainable than traditional diesel generators.

They have several applications, including providing power for industrial sites, off-grid communities and disasteraffected areas.

To learn more about SRC's services and expertise, visit https://www.src.sk.ca/services/decentralized-energy-solutions.

USask researchers honoured

University of Saskatchewan – The Saskatchewan Health Research Foundation (SHRF) Achievement Award recognizes researchers who have made significant contributions to advancing knowledge and advancing health, economic and social impact.

Dr. Amira Abdelrasoul, P.Eng., associate professor and graduate chair of chemical engineering in the College of Engineering at USask, was recognized with this year's SHRF Impact Award.

This award celebrates recipients of a SHRF Establishment Grant who received funding five years prior and recognizes the future potential and continued impact of their research.

Abdelarsoul is celebrated for her research in membrane science and her aspirational goal of transforming dialysis patient care with the creation of a wearable kidney.

Engineering students earn Indigenous Achievement Awards

USask Engineering Communications – Indigenous Achievement Week is an annual University of Saskatchewan event that celebrates Métis, First Nations and Inuit students, staff, faculty and alumni success.

Two USask Engineering students were recognized in the 2025 ceremony:

Raenna Hesje

Award: Resiliency Program: Environmental Engineering Community: Métis Nation Saskatchewan

Raenna Hesje graduated from high school in 2014 and spent the next seven years working in the service industry.

In 2021, Hesje enrolled in USask's engineering program. She has always been passionate about the environment and that passion drew her to pursue a degree in Environmental Engineering. She is on track to graduate with distinction in spring 2026.

In addition to her academic success, Hesje is an executive member of both the American Indian Science and Engineering Society (AISES) and the Environmental Engineering Student Society (EnvESS), where she actively contributes to the advancement of under-represented communities in science and engineering.

Easton Hudson

Easton Hudson, a USask Mechanical Engineering student and the 2025 Academic Excellence Award Recipient for the USask Indigenous Students' Achievements Awards. Award: Academic Excellence Program: Mechanical Engineering Community: Métis Nation Saskatchewan

Easton Hudson is a proud member of the Métis Nation of Saskatchewan, born and raised in Saskatoon. He is currently in his second year of mechanical engineering.

Hudson has long been fascinated by robotics, vehicles and nuclear power, which naturally led him to pursue mechanical engineering. As he progresses through the program, he has developed a growing interest in mechatronics engineering.

While this specialization requires a master's degree, he is confident that his strong work ethic will help him achieve this goal.

Turning to space for insights on Earth

Globe and Mail Western Schools Report – USask engineering student Colin Dyck was recently awarded a Rhodes scholarship.

"I've always been fascinated with space and studying engineering physics matched my interest because it offered a blend of pure and applied science – and a chance to work on technology," says Colin Dyck, who will graduate with a Bachelor of Science in Engineering degree this June.

"My interest in space eventually led me to work with a research group from the Institute of Space and Atmospheric Studies [ISAS], including on projects that are part of a mission for NASA through the Canadian Space Agency (CSA)."

Mr. Dyck participated in the design of Saskatchewan's first and second home-grown satellites, RADSAT-SK1 and RADSAT-SK2, with the student-led organization SKCubeSat in partnership with the University of Saskatchewan Space Design Team.

He was also part of a team at the ISAS to test a satellite prototype on a high-altitude balloon in Sweden as part of an international collaboration between the CSA, the French space agency and the Swedish Space Corporation.

The idea is to gain insights into the presence of atmospheric aerosols by equipping satellites with capabilities to quantify the specific wavelengths associated with light being reflected from these tiny suspended liquids and solids. Applying visual imaging techniques to such data can help track and map aerosol movement and behaviour, he explains.

"I'm interested in using these instruments to figure out what happens when acute aerosols are released into the atmosphere, for example, from forest fires or industrial facilities," says Mr. Dyck.

News From the Field



Zach Maurer

Geologist sees bright future for lithium

Discover Moose Jaw

At the recent Critical Minerals and Resource Innovation (CRIT) conference in Estevan, Zach Maurer, geologist and entrepreneur with Arizona Lithium, discussed the future of lithium production, focusing on Direct Lithium Extraction (DLE) in southeast Saskatchewan.



Lithium

Maurer founded Prairie Lithium in 2016 after graduating from the University of Regina.

His interest in Saskatchewan's deep brines led to the creation of Prairie Lithium, which was acquired by Arizona Lithium in 2022. He now serves on the board and advances the Prairie Lithium Project near Estevan.

Maurer traced the evolution of lithium extraction, contrasting traditional, high-footprint techniques in South America and Australia with DLE, which uses lithium-selective absorbents to isolate lithium from brine in minutes — eliminating the need for massive evaporation ponds and greatly reducing environmental harm.

Southeast Saskatchewan's Duperow Formation, located 2.4 kilometres underground, hosts some of Canada's highest-grade lithium brines. This 140-metre-thick formation contains zones with highly concentrated lithium, offering significant economic potential.

DLE also cuts processing time from months to hours and lowers costs — key advantages in the global lithium market.

Arizona Lithium plans to scale up production, with phase one targeting 150 tons per year.

Maurer hinted at future opportunities to extract other valuable minerals like iodine and strontium once infrastructure is in place.

"Direct lithium extraction takes a process that takes two years in South America and does it in a matter of minutes or hours — with no waste and a much smaller environmental footprint," says Maurer.

USask Geoscientist: Three things you might not know about the Earth

Usask.ca – The Earth is billions of years old, but USask geoscientists like Dr. Jim Lee (PhD) continue to discover new information about the planet.

Lee says here are three cool facts about the Earth:

1) The Earth has a bulging waistline.

Contrary to popular belief, the Earth is not round. Why?

There are many reasons for this, but the main one is that the Earth is rotating. This rotation creates forces acting on the Earth which counteract gravity.

These forces which oppose gravity are basically zero at the poles, but get progressively larger toward the equator, resulting in an equatorial bulge in the Earth.

This equatorial bulge means the distance from the centre of the Earth to the North (or South) Pole is about 21.4 kilometres shorter than the distance to the equator.

This non-spherical shape also means the force of gravity is not the same everywhere on Earth. At the poles (north or south), gravitational attraction is slightly stronger (9.83 m/s2) than at the equator (9.78 m/s2).



2) The Earth is our oldest and largest example of recycling.

The Earth has two major recycling schemes.

"If we think of the Earth's crust as the thinnest, outermost shell at the surface of the Earth, this shell is actually made up of many large and small pieces, which we call 'plates," says Lee.

Generally, the deeper you go inside the Earth, the hotter it gets, so when plates pull apart, this allows molten rock from the hotter, deeper Earth to flow up to the surface and solidify, creating new crust.

When plates collide, one of the plates ends up going (is "subducted") underneath the other deeper in the Earth, so the subducted plate may melt, thus destroying the crust.

This continuous process of creating and destroying the Earth's crust is fundamental to the concept of plate tectonics and explains many things in the world such as mountains, earthquakes and volcanoes.

A second Earth-scale recycling scheme explains our three main types of rocks: igneous (for example, granite), sedimentary (sandstone), and metamorphic (gneiss).

Igneous rocks form when rocks melt, forming molten rock (also known as magma) which then cools and hardens. However, rocks that are exposed on the Earth's surface are subject to erosion by wind, water and rain, which results in the creation of sedimentary rocks.

Finally, the movement of the tectonic plates can result in the deformation and reheating of rocks, transforming rocks into metamorphic rocks.

3) Every once in a while, North is South and South is North.

The Earth has a North magnetic pole and a South magnetic pole, which are associated with the Earth's magnetic field.

"Superficially, we can think of the Earth's magnetic field as

being similar to that created by a giant bar magnet which has a north end and a south end — placed at the centre of the Earth," says Lee.

However, unlike a bar magnet, the Earth's magnetic field is actually created by some very complex fluid motions in the Earth's outer core: a hot (~3,000-7,000 °C!) liquid shell of molten iron and nickel about 2,889 km deep in the Earth.

Strangely, every once in a while, the magnetic south and north pole switch places. There's direct evidence of this in the geologic rock record going back continuously in the Earth's history to about 160 million years ago.

"We have no idea why this switch happens, but it must be related to the very complicated and chaotic fluid motions in the Earth's outer core," says Lee. "These 'geomagnetic reversals' appear to occur at random throughout history."

Over the last 80 million years, they have occurred on average every 450,000 years, but there is no consistent pattern to predict their occurrence. The time between reversals can range from tens of thousands of years to tens of millions of years.

Saskatchewan's mining sector needs 15,000 more workers within next 10 years

CJWW – Saskatchewan Mining Association President Pam Schwann says based on a recent SMA study, the sector needs 15,000 more workers in the next 10 years.



"The supply chain is also crunched for the same skillset, so we really need a lot more people entering into careers in the trades, as well as some of the professional areas in terms of the engineering type of careers," says Schwan.

Finding a potash mining workforce

Canadian Mining Journal – Potash production is critically important for future food security.

The challenge is to ensure the industry has people to replace an aging mining workforce. In 2023, roughly 20 per cent of mining workers were aged 55 or older.

Labour demand in the mining sector will grow from 11,000 workers in 2023 to nearly 15,000 by 2034, according to labour market analysis conducted by the SMA, in partnership with the Mining Industry Human Resource Council (MiHRC).

Mining should be an attractive occupational option:

• Average salary in potash mining is more than \$113,000 a year, nearly twice that of the average Saskatchewan employee.



- Potash mining is becoming increasingly more high tech, providing challenging jobs for highly skilled STEM (science, technology, engineering, math) and business graduates.
- Mining is one of the safest industries in Canada, with a lost-time injury rate in 2024 of just 2.1 per one million hours worked.
- Mining is held in high regard. In a 2024 SMA public opinion survey 96 per cent said mining is important to the province, 94 per cent supported mining and 91 per cent had a positive view of mining as a career choice.

However, it is a different story with younger generations.

Many young Canadians have a negative view of the industry, with two-thirds of them ranking mining as their least-preferred career choice. In a 2023 survey reported by the MiHRC, many students shared concerns that mining could limit their career options, have less job stability, offer fewer internship positions and lacks prestige.

In response to these challenges, a wide range of workforce development and diversity programs are being implemented across the industry.

The lack of internship positions cited in the MiHRC survey is being partially addressed through the "Gearing Up" work-integrated learning program, providing internship placements, structured work experience and field placements.

Nutrien pledged \$15 million to Saskatchewan Polytechnic to help fund a new campus to include the Nutrien School of Mining, Manufacturing and Engineering Technologies.

Opportunities exist for attracting people from diverse backgrounds. In 2023, women represented only 15 per cent of the mining workforce and 15 per cent were Indigenous.

Women in Mining and Women in Nuclear Saskatchewan Inc. is engaging, including mentoring and an annual conference providing opportunities for networking.

The mining industry is, proportionally, already the largest private-sector employer of Indigenous people in Canada.

In "The Mining Story 2024," the Mining Association of Canada reported that mining has proven an effective vehicle for Indigenous employment, skills training and upward mobility.

The SMA is optimistic.

"There are over 120 careers in mining; there is something for everyone. Now is the time to invest in careers with a sustainable future," says Pam Schwann, SMA president.

Westinghouse, USask partner to advance microreactor

Westinghouse Electric Company & University of Saskatchewan – Westinghouse Electric Company and the University of Saskatchewan signed a Memorandum of Agreement for technical collaboration to accelerate the deployment of the eVinci® microreactor in Saskatchewan.

Westinghouse is working to deploy Canada's first eVinci microreactor in Saskatchewan to explore industrial, research and energy-use applications.

"USask has a rich history of nuclear research and innovation. Our collaboration with Westinghouse amplifies our commitment to advancing the cleanenergy solutions our world needs," said Dr. Terry Fonstad, Associate Vice-President Research at USask.

"This multidisciplinary research, involving USask's School of Environment and Sustainability (SENS), College of Engineering and other departments, has the potential to make a profound, positive impact. By leveraging our combined expertise and resources, we can drive forward advancements that will benefit our communities and enable us to set a global standard for clean-energy innovation."

"This is a very exciting opportunity to lead a shift towards sustainable, secure and efficient clean-energy solutions for our communities," added Dr. Michael Bradley, Dean of the College of Engineering at USask.

"With this collaboration with Westinghouse, we are uniting the interdisciplinary expertise from across the University of Saskatchewan to amplify its impact in the field of nuclear research and innovation."



vorld-nuclear-news.org

'Generation Four' SMRs needed

CJWW – A recent study conducted by the International Minerals Innovation Institute (IMII) suggests that small modular reactors have a place when it comes to generating clean energy in Saskatchewan's mining and minerals sector.

Al Shpyth, Executive Director at IMII, says going into the study they were quite confident that SMRs could adequately generate energy, but they were unsure if they could also produce enough heat.

"Mining operations certainly do use electricity, but they also have a need for heat, which is predominantly made by burning of fossil fuels," says Shpyth. "We wanted to really explore, from an engineering perspective, to see if there's a pathway to get heat out of a reactor and into a mill to replace some of these fossil fuels."

He says seven months of research suggested that the industry would need access to "generation four reactors," which don't exist yet commercially.

"So, we do hope policymakers and stakeholders in the mineral sector take a look at the study, use it as a resource to help understand the considerations that the industry has in determining how to best meet that energy demand for heat and electricity."

Shpyth says there are some economic and environmental considerations to be made and converting an entire industry to a different energy source is a lengthy procedure, so he doesn't expect any major changes within the decade.

SaskPower's first 'microgrid'

CKOM News – SaskPower's Descharme Lake Microgrid is now online, combining solar power with battery storage and backup diesel generation to provide power for the roughly 20 people in the community, which is located about 95 kilometres north of La Loche.

The new system – which includes 474 solar panels, 96 lithium phosphate batteries and a pair of diesel generators

– replaces a 60-year-old power line that stretches 96 km to the northern community.

The microgrid was designed and built through a contract with the Saskatchewan Research Council.



On most days, more than 80 per cent of the power coming from the microgrid will be solar, SaskPower explained. Excess energy is stored in the batteries, "which can provide about 24 hours of power to the community on one charge," while the diesel generation will kick in when the batteries are running low.

SaskPower said the diesel generators will only need to run for about eight to 12 hours every other day during the winter.



Work continues on proposed Westside irrigation project

Western Producer & Saskatchewan government news release – A barge working in Coteau Bay on Lake Diefenbaker last fall was an essential part of the preliminary work on the Westside Irrigation Rehabilitation Project.

The barge was used to drill 40-metre-deep boreholes to collect soil samples near the Westside pump station.

The information will help engineers establish the capability of the intake structure, said Jamie Kunz, Engineering Licensee at MPE and part of the Prairie Engineering Partners team working on the first phase of the Lake Diefenbaker megaproject.

The team is a joint venture of MPE and Stantec to do 60 per cent of the design of the WIRP.

Kunz said the team is "to facilitate a very aggressive and large scope of work in a relatively short period of time."

The provincial government announced in 2024 it would go ahead with construction of the first 90,000 acres of the larger project it proposed in 2020. Construction is likely to start in 2026.



The rehabilitation project is first because much of the infrastructure had been built about 50 years ago.

"We're really working to maximize and to optimize the existing infrastructure that's there, so the existing pump station, the existing canal, developing out Conquest reservoir and then developing distribution systems for that," said Kunz.

Kunz said the Westside pump structure is at the heart of it all.

"Some past assessments have been done on that structure, and it's been determined that the structure itself can handle close to 30 (cubic metres per second), and so that correlates out to how we're getting to that 90,000-acre development," he said.

However, the existing canal can't support that flow, and the Conquest reservoir still requires geotechnical work to establish what it can handle, he said.

The distribution systems off the entire system also have to be determined.

Kunz said estimating the cost is a major component before all the pieces can be put in place.

"We're basing most of the design decisions on what's best value to the project," he said.

The government has said it will cost about \$1.15 billion, but a portion of that will be shared with landowners who want to irrigate.

In addition to canal upgrades, he said some structures and crossings won't be able to handle the flow.

"We want to go out and do condition assessments, and potentially rehabilitation, on those pieces of infrastructure," he said.

At the same time, the province's Water Security Agency is investigating future irrigation potential.

The Water Security Agency announced in April that it would be proactively self-declaring the Westside Irrigation Rehabilitation Project (WIRP) for a provincial environmental assessment.

Esterhazy water treatment plant progressing

Moosomin World Spectator – Work on the new \$30-million water treatment plant in Esterhazy continues to make progress.

The current facility was last upgraded in 1975 and many advancements have been made in the world of water since then.

"It will be a very significant upgrade, for sure," said Brandi Neibrandt, an engineer with Allied Infrastructure who has worked very closely on the new Esterhazy facility.

"It will be like going from driving a car that was built in the 1960s to jumping into 2024 technology, so you can only imagine how things have changed."

Aging infrastructure and water regulation changes are two main reasons for many communities across the province to upgrade their water treatment plants, and in Esterhazy's case, the decision was made for a major upgrade that considers future needs.

Central to the new plant is the bio-filtration system that not only saves water but assists in reducing ammonia an issue common across Saskatchewan, with high levels found in Esterhazy.

"It's one of the only processes other than reverse osmosis that assists in reducing that ammonia," Neibrandt said. "No need for any kind of chemical addition, and then the reduction in the amount of backwash that's required."

Having the opportunity to be part of such a massive project is a career highlight for Neibrandt, especially being so close to home for her.

"It's definitely something that I will be proud of for my career and such an awesome opportunity," she said.

"Working with really great people in Esterhazy, that's been pretty awesome, too. I'm originally from the Yorkton area, so it's pretty nice to give back to people that you care about."

First Nations engineering perspectives discussed

Engineers Australia – It makes little sense today that, as reported in the paper Indigineering: Engineering Through Indigenous Knowledge and Mino Pimachisowin that Saskatchewan Indigenous people are 16.3 per cent of the population but just 1.2 per cent of engineers.



The author of that paper is Cree Metis man John Desjarlais, a mechanical engineer. As well as being Chief Impact Officer for KIHEW Consulting and Research, and Executive Director of the Indigenous Resource Network, Desjarlais is an APEGS past president.

"Science is fantastic,"

John Desjarlais, P.Eng.

said Desjarlais. "It's really good for telling us how hot something is, how wet something is, how much weight a structure can hold, et cetera.

"But there is also a great need for an appreciation and integration of a more sweeping kind of understanding, a macro understanding of how things work. That includes things like migration patterns of various species, the relationship of weather and land to people, and the impact of real sustainability on relationships.

"It includes Indigenous value systems, encompassing ceremony and spirituality, as well as simply being a good person and living a good life. When we talk about Indigenous engineering, we're talking about that and more."

Australia is no stranger to a lack of Indigenous representation in engineering.

In Canada, such a gap represents an opportunity.

"There's a business case here," Desjarlais said. "There's a population base that is greatly underrepresented, and there's an opportunity to attract and retain.

"So how do we recruit and retain Indigenous professionals? How do we support access programs, outreach and scholarship?

"This is a business issue now and, actually, the integration of Indigenous practice and knowledge into engineering is no longer optional – it's table stakes."

Desjarlais said he may not have succeeded without the attention and support of mentors.

"I needed help with certain issues," he said. "I grew up in a remote northern community and didn't necessarily have the education, confidence and understanding. But knowing that I had people around me who had my back made a huge difference."

Women supporting women in engineering

The University of Regina's Faculty of Engineering and Applied Science hosted a panel discussion on women in engineering that included engineering alumni Kimberly Rinas, P.Eng., and Stormy Holmes, P. Eng., FEC, FGC (Hon.), Executive Director and Registrar of APEGS. Kimberly Rinas, P.Eng., has been an engineer in the mining and fertilizer industries for more than 17 years.



Rinas (second from the right), along with fellow U of R Engineering alum Stormy Holmes, P.Eng., FEC, FGC (Hon.), Executive Director and Registrar of APEGS (right).

After she graduated from the University of Regina with a degree in Industrial Systems Engineering, Rinas joined Mosaic and has held various roles there including capital design, project management, process engineering, production support, technology development and innovation.

When she looks back on her time at the U of R, Rinas can identify valuable lessons and skills that she still uses every day in her current role as an Applied Process Technology Manager.

After completing co-op terms in oil and gas and manufacturing, Rinas was able to discover which career paths were not the right fit for her, and which ones she thrived in. "The career path that I pursued is a direct result of the real-world experience I gained through the co-op program," she says.

"Co-op terms provided me with the opportunity to explore different roles, different industries and even different locations. Choosing a career extends beyond choosing a company or field; you also need to take other factors, like preferred living environments, and other factors influencing work-life balance, into consideration."

In her current role with Mosaic, Rinas leads a team of researchers, scientists and engineers in creating solutions for the mining and fertilizer sectors.

Above all, she is an advocate for diversity and inclusion in mining.

While mining and engineering can be more male-dominated fields, Rinas says women in STEM-based industries need to trust that they deserve a seat at the table.

"There are fantastic people in the engineering world, do not be intimidated by gender discrepancies or the focus on gaps with respect to women in STEM," she says.

"I've had fantastic supervisors and mentors, both male and female, that have provided me sound advice and opportunities for growth. I am sometimes the only female at the table, and that's OK. Don't be afraid to speak up your voice and contributions are important."



Al counts beetles in real-time

Real Agriculture – Understanding the prevalence of flea beetles in a canola field can make a big difference when it comes to management decisions in that field.

This number-one insect pest of canola can quickly multiply in number and move from below to well above an economic threshold in a single day.

Dr. Tyler Wist, research scientist with Agriculture and Agri-Food Canada (AAFC), is working with a computer scientist and engineer from the University of Regina to teach computers to identify flea beetles, count the plants in a grower's canola field from a photo and estimate flea beetle damage. Wist explains the project is nearing its final stages and the team has taught the computer to identify flea beetles.

"We've built these really cool smart traps that communicate with the cellphone towers. Every 40 minutes they take a picture and count the flea beetles and then beams that data right to your phone ... So, you can say, 'maybe I've got an issue,' and go to that field and look," Wist says.



Indigenous-led partnerships powering two new Sask. renewable energy projects

CBC News – Two new renewable energy projects are coming to south-central Saskatchewan, both through Indigenous-led partnerships.

SaskPower awarded contracts for the 200-megawatt Rose Valley Wind Project, east of Assiniboia, and the 100-megawatt Southern Springs Solar Project, south of Coronach.

The projects will be developed and run by Potentia Renewables Inc. in partnership with the Meadow Lake Tribal Council (MLTC) and Mistawasis Nêhiyawak First Nation.

The wind project will operate under a 30-year power purchase agreement (PPA), while the solar project will run under a 25-year PPA.

M-Squared (M2) Renewables, a joint venture between MLTC and Mistawasis Nêhiyawak, will hold a 51 per cent stake in each project making it the largest Indigenous ownership share of any utility-scale energy initiative in Saskatchewan to date.

The provincial government said the announcement reflects a broader commitment to economic reconciliation and supporting Indigenous participation in major infrastructure developments across the province.

SaskPower said the two projects will produce enough electricity to power about 125,000 homes, while helping reduce emissions and maintain affordability.

The projects are expected to be completed in late 2027.

Once operational, the new facilities will bring SaskPower's total wind generation capacity to 1,217 megawatts and solar capacity to 318 megawatts.

News Beyond Our Borders



Beyond a Title: How APEGA helps newcomers continue their careers

APEGA – When he was 17 years old, Enayat Aminzadah came to Canada from war-torn Afghanistan, where he and his family "had no security and no future."

"My uncle was a doctor, and he wasn't able to practise when we arrived. He had a hard time finding support so his credentials could be recognized. That part really hit home for me." Aminzadah says being on the other side of the immigration table previously serves him well now in his role as the international qualifications officer with the Association of Professional Engineers and Geoscientists of Alberta (APEGA), where he helps newcomers apply for accreditation for engineering and geoscience.

When he started in 2014, APEGA was Canada's only engineering and geoscience regulator with a full-time position dedicated to helping internationally trained applicants.

"APEGA receives the most applications of any regulator in Alberta. In 2023, we had 6,360 applications, with 45 per cent being internationally trained applicants."

"To me, engineering is a kind of magic," says Sharma, who, after graduating from university in India in 2014, was already working for Honda by 2018. But Sharma always sought to learn more and challenge himself, and he had felt he'd reached his "saturation point" working in India.

"So, I thought, let's try something new now, and I found that Canada is a place where people worldwide come to develop their careers."

After a two-year COVID-19 delay, Sharma landed in Calgary in 2022, totally alone. But he knew about APEGA's licensure process before leaving India, and he found a friendly face shortly after he arrived.

"I went to the Calgary Catholic Immigration Society and Direction for Immigrants, and they talked a lot about APEGA and the engineering process," says Sharma. "They introduced me to Enayat, and we had a video call from there. I would say that once I connected to APEGA, everything was very clear."

Aminzadah puts a human face to APEGA's regulatory role that goes beyond checking certifications.

"For a lot of these applicants, they've been practising in their fields for many years," says Aminzadah. "So, when they come here and learn about the licensure process required to use the professional title and designation, they feel frustrated."

Aminzadah puts them at ease by listening first, then helps them start the process. While most applicants do well on the technical sections, Aminzadah says the section on ethics can be challenging due to cultural differences.

"In some countries, authority is deeply ingrained, and orders are expected to be followed without question," he says. "However, for regulated professionals, the responsibility to protect the public comes first. Professionals are expected to raise concerns if a supervisor requests an action that could jeopardize public safety."



Legal Repercussions of Social Media Conduct on Professional Licensing

Mashable (American content) – In an era where professional reputations can be shaped or destroyed by social media, licensed professionals are facing unprecedented scrutiny over their online activity.

Increasingly, state licensing boards are initiating disciplinary actions based on personal social media posts, even when the content in question is unrelated to professional practice.

While licensing boards argue that these measures uphold ethical standards and public trust, critics contend such oversight risks are infringing on free speech.

What was once a grey area has now become a central issue in professional discipline. Cases of professionals losing their licences over social media activity is increasingly common.

Joseph Lento, founder of Lento Law Firm, represents professionals in disciplinary actions and licensing disputes.

"Licensing boards justify these disciplinary actions by arguing that professionals hold a position of trust, and their online statements can impact public confidence in their respective fields," says Lento. "However, the legal challenges often arise when boards extend their reach too far, punishing speech that is unrelated to professional duties or lacks a clear connection to public harm. This raises serious due process and freedom-of-speech concerns, as professionals may face sanctions based on vague and inconsistently applied standards, especially when they attempt to defend themselves without professional guidance."

One significant legal tension is the balance between a professional's right to free speech and the state's authority to regulate the professions it licenses. While the First Amendment protects speech from government suppression, it does not necessarily shield licensed professionals from professional consequences. Licensing boards often cite "conduct unbecoming of a professional" as justification for disciplinary action, a vague and subjective standard that allows for broad interpretations.

Lento elaborates: "The challenge in these cases is that while licensed professionals agree to uphold ethical standards, the criteria for discipline must be clearly defined and consistently enforced."

Unlike criminal law, where clear statutes define violations and consequences, professional licensing standards vary widely across states and disciplines.

"Professionals should expect licensing boards to increase scrutiny of online activity rather than scale back," says Lento. "Moving forward, regulatory reforms should focus on defining when social media activity truly constitutes a professional violation while ensuring that enforcement remains fair, transparent and constitutionally sound."

Regulatory bodies will face growing pressure to clarify standards. Some advocacy groups are pushing for licensing boards to adopt explicit social media policies, rather than relying on vague professionalism clauses.



B.C. nurse committed professional misconduct

National Post – A B.C. nurse who sponsored a pro-J.K. Rowling sign five years ago and posted "discriminatory and/or derogatory statements" about transgender people while identifying herself as a member of the medical profession has been found to have committed professional misconduct.

A disciplinary hearing of the B.C. College of Nurses and Midwives found that Amy Eileen Hamm made statements it called "untruthful and unfair as they challenge the existence of transgender women, argue for less constitutional protection for transgender women, and are designed, in part, to elicit fear, contempt and outrage against members of the transgender community." In 2020, Hamm commissioned an "I (heart) J.K.Rowling" billboard in Vancouver that drew instant rebuke. The sign was similar to one in Scotland in support of Rowling, at a time when the U.K. author was embroiled in controversy over her views against allowing people to self-identify their gender, and her conviction that it posed a threat to non-transgender women and children.

The nurses' college was asked to investigate because Hamm made it clear in several social media posts that she was a nurse.

"Although the statements did not directly concern health or nursing services, the respondent identified herself as a nurse or nurse educator in making them," said the college.

While Hamm argued it was a matter of freedom of speech and fair political comment, the members of the hearing panel disagreed — though they refused to discipline her for statements she made when she didn't refer to her job.

The Justice Centre for Constitutional Freedoms, which provided legal support for Hamm, said "This decision will negatively impact the freedom of expression of regulated professionals in British Columbia and across Canada."

Engineering Profession Reducing Barriers to Interprovincial Labour Mobility

Engineers Canada – On behalf of engineering regulators in all of Canada's provinces and territories, Engineers Canada fully understands the need to reduce interprovincial barriers.

"This is a critical time for Canadians and for our economy," says Philip Rizcallah, P.Eng., Chief Executive Officer of Engineers Canada.

"We commend initiatives from across the political spectrum to work with regulated professions like engineering. Engineers support the desire to remove barriers while upholding our profession's fundamental commitment to public safety."

Canada's engineering regulators have been working for many years to reduce barriers to labour mobility for engineers across the country.

Consistent with Canadian Free Trade Agreement requirements and existing provincial mobility legislation, regulators have introduced efficient processes whereby they license each other's registrants that are in good standing.

Additionally, in May 2024, Canada's 12 provincial and territorial engineering regulators signed a National Statement of Collaboration to increase alignment on regulatory practices, even apart from licensing.

The goal is to further break down barriers and streamline labour mobility across the country.

Proposed changes to the current interprovincial licensure requirements could potentially create conditions where the engineering regulators are less able to investigate and discipline engineers who are not specifically licensed within their jurisdiction.

Engineers Canada also remains committed to collaborating with the federal government as national mobility initiatives evolve.

Proposed legislation to change regulatory laws in Alberta

CTV News & APEGA via Globe and Mail – The Alberta government wants to change how regulatory organizations work in the province.

The Professional Governance Act, Bill 40, was introduced March 11. If passed, the bill would combine nine pieces of legislation in the Advanced Education ministry into one.



The ministry currently supports 28 regulations governing 22 professional regulatory organizations. Professions covered include accounting, engineering, geoscience, architecture and veterinary medicine.

The province said the new legislation will ensure all professional regulatory organizations are held to the same standard.

It would also create a new framework for complaints, discipline and appeals, giving those organizations an "alternative complaint resolution process."

The Association of Professional Engineers and Geoscientists of Alberta (APEGA) welcomes Bill 40, the Professional Governance Act.

"The Professional Governance Act provides a significant opportunity to modernize the legislation that regulates Alberta's engineers and geoscientists — something APEGA has been focused on for more than a decade," says APEGA Registrar and CEO Jay Nagendran, P.Eng., FCAE, ICD.D, FEC, FGC (Hon.).

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