



A P E G S

Association of Professional Engineers
& Geoscientists of Saskatchewan

THE PROFESSIONAL

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APEGS 96th Annual Meeting and Professional Development Conference



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Association of Professional Engineers
& Geoscientists of Saskatchewan

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Highlights of APEGS Annual Meeting and
Professional Development Conference

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President's Message



Nicholas Kaminski, P.Eng.
President, APEGS

A Commitment to Transparency and Regulatory Excellence

It is an honour to address you for the first time as APEGS President.

Having served on council since 2017 I am keenly aware that I stand here because of the support and mentorship of many incredible people - from our dedicated staff and my fellow council members to the mentors who have guided my professional journey since the beginning.

To be elected by the membership to serve this historic association is a true privilege, and I am eager to represent our professions as we navigate the year ahead.

As we move into the 2026-2027 term, we are embarking on the implementation phase of our new Strategic Plan. This isn't a document that will sit on a shelf; it is a roadmap reflecting the significant changes our professions, our regulatory environment and our association have undergone over the last few years.

A major focus for my term is ensuring we have the right tools to track our progress with this new plan. We are developing robust key performance indicators (KPIs) that will allow us to measure our success through implementation. By getting these goals down on paper with clear metrics, we are creating a framework of accountability for management and staff.

More importantly, these metrics provide a new level of transparency for you, our members, as well as for the public and the provincial government.

Transparency has been a recurring theme in my conversations with many of you at our annual general meetings and member engagement events. You asked for a clearer picture of how APEGS operates and how your member fees are being utilized to uphold our mandate. I have heard you.

I encourage you to visit

<https://www.apegs.ca/about/publications/annual-reports> and look through our latest annual report. You will see a wealth of information regarding performance – data reporting on the true work of APEGS. For a summary of the annual report, refer to pages 42-43.

The priority this year is to continue focusing on our core regulatory functions. This means excelling at registration, continuing professional development, compliance, investigation and discipline.

We are already making strides in these areas. We are now reporting more detailed registration statistics and timelines and we are streamlining the process for applicants to ensure that those who are qualified can enter the workforce efficiently. This is particularly vital as we align with the *Labour Mobility and Registration Practices Act*, which mandates timely decision making.

Efficiency in our investigation and discipline hearings is also a priority. We recognize that in these processes members' livelihoods and reputations are on the line. We owe it to both the public and our members to be as timely and fair as possible.

I am excited about the work ahead and the progress we are poised to make. Thank you for your continued trust, your dedication to professional excellence and for the opportunity to serve as your president.

APEGS 96th Annual Meeting and Professional Development Conference

The Engineering and Geoscience Professions Administrative Bylaws states the APEGS annual meeting be held in the first six months of each year so this year it was held in Saskatoon on May 2.

May 1 featured a professional development conference (see pages 8-14 for summaries of the keynote presentations) and the president's reception. Members could attend both the annual meeting and professional development conference in person or virtually. Nearly 700 APEGS registrants participated in person or virtually at Friday's keynote and professional development presentations.

96th Annual Meeting

The annual meeting saw 211 (70 in person and 141 virtual) voting members attend and included:

- Minutes from the May 3, 2025 annual meeting
- Message from the president
- Reports from Executive Director and Registrar, Public Appointees
- Two bylaw amendments
- Audited financial statements
- Question-and-answer session
- 2026 election results
- Council induction.

Insightrix Research Inc., an independent research firm, conducted the 2026, council elections by issuing ballots March 16, 2026 with polling day April 13, 2026. Total number of votes cast was 1,555 (1,549 electronic, six by mail), 9.3 per cent of the 16,732 total ballots issued.

See the APEGS 2025 annual report summary on pages 42-43 or the full report at <https://www.apegs.ca/about/publications/annual-reports>

Bylaw Amendments

Permission to Consult

At the May 2 APEGS annual meeting members passed a motion to amend the Permission to Consult provisions of *The Engineering and Geoscience Professions Regulatory Bylaws, 1997* to remove the requirement for APEGS members providing consulting engineering or geoscience services to first obtain Permission to Consult (PtoC) from APEGS. The removal of PtoC is in line with right touch regulation, which means APEGS' regulatory standards and processes are proportionate to the amount of risk to the public. Unincorporated sole proprietorships will be required to obtain a simplified Certificate of Authorization (CofA) at no cost.

The motion:

- **Repeals subsection 14(4) in its entirety.**

Bylaw	Amended
<p>Annual licence</p> <p>14(1) An annual licence is available to a member-in-training, a professional engineer or a professional geoscientist.</p> <p>(2) An annual licence provided to a member-in-training entitles the member to practise professional engineering or professional geoscience, as the case may be, in accordance with the Act and the bylaws.</p> <p>(3) An annual licence provided to a professional member entitles the member to practise professional engineering or professional geoscience, as the case may be, in accordance with the Act and the bylaws.</p> <p>(4) No annual licence permits a member-in-training or professional member to engage in consulting activities for which a permission to consult is required in accordance with section 17.</p>	<p>Annual licence</p> <p>14(1) An annual licence is available to a member-in-training, a professional engineer or a professional geoscientist.</p> <p>(2) An annual licence provided to a member-in-training entitles the member to practise professional engineering or professional geoscience, as the case may be, in accordance with the Act and the bylaws.</p> <p>(3) An annual licence provided to a professional member entitles the member to practise professional engineering or professional geoscience, as the case may be, in accordance with the Act and the bylaws.</p>

- Repeals section 17 in its entirety.
- Amends subsection 18(1) (Certificate of authorization)

Bylaw	Amended
<p>Certificate of authorization</p> <p>18(1) A partnership, association of persons or corporation described in subsection 22(2) of the Act that wishes to apply for a certificate of authorization shall submit an application to the Association on the form prescribed in Appendix 1, together with the prescribed fee.</p>	<p>Certificate of authorization</p> <p>18(1) A partnership, association of persons or corporation described in subsection 22(2) of the Act that wishes to apply for a certificate of authorization shall apply to the Association in the manner required by the Association, together with the prescribed fee.</p>

- Repeals Appendix 1 in its entirety.
- Amends Appendix 2

Appendix	Amended
<p>Appendix 2</p> <p>The Certificate of Authorization seal includes “Permission to Consult held by:”.</p>	<p>Appendix 2</p> <p>Delete “Permission to Consult held by:” from the Certificate of Authorization seal and adding “Member Responsible:”.</p>

Maintenance of Membership

Members also passed a motion to amend Regulatory Bylaw 12(1) (Maintenance of membership) from *The Engineering and Geoscience Professions Regulatory Bylaws, 1997*.

This Bylaw change adds an annual declaration of a member’s area of practice to the annual renewal process to augment the repeal of the Permission to Consult sections of the Regulatory Bylaws.

Currently members are required to report, but the requirement is only found in Regulatory Bylaws Appendix 5 Continuing Professional Development Program section 4 Member Record Keeping and Reporting.

Including an annual declaration of area of practice will increase the ability to monitor compliance with Certificate of Authorization requirements. It will also support public protection through consistent and transparent reporting by all APEGS members.

Bylaw	Amended
<p>Maintenance of membership</p> <p>12(1) In order to maintain their membership in good standing a member shall:</p> <p>(a) pay the prescribed fee for annual membership; and</p> <p>(b) comply with the Continuing Professional Development Program as set out in subsection 23.2(5).</p>	<p>Maintenance of membership</p> <p>12(1) In order to maintain their membership in good standing a member shall:</p> <p>(a) pay the prescribed fee for annual membership;</p> <p>(b) comply with the Continuing Professional Development Program as set out in subsection 23.2(5); and</p> <p>(c) make an annual declaration of the member’s area of practice and related information updates as required by the Association.</p>

New Council

APEGS inducted a new council for 2026/2027 at our annual meeting on May 2.

The new officers of the council are President Nicholas Kaminski, P.Eng., President-Elect Danae Lemieux, P.Eng., FEC, and Vice-President Kevin Ness, P.Eng., FEC.

Jeremy Gabel, P.Eng., joins as a new councillor, and Jason Gasmó, P.Eng., will serve a second term.



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



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



Kevin Ness, P.Eng., FEC
VICE-PRESIDENT
(1-YEAR TERM)



**Ian Farthing, P.Eng. FEC,
FGC (Hon.)**
PAST PRESIDENT
(1-YEAR TERM)



Jodi Derkach, P.Geo.
(2ND YEAR)



Jeremy Gabel, P.Eng., FEC
(1ST YEAR)



Jason Gasmó, P.Eng.
(1ST YEAR OF 2ND TERM)



Neché Igboke, P.Eng.
(3RD YEAR)



Derek van Nes, P.Eng.
(3RD YEAR)



Cathy Williamson, P.Geo.
(2ND YEAR)



Wesley Wizniuk, P.Eng.
(3RD YEAR)



Richelle Andreas
PUBLIC APPOINTEE



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.)



Dr. Ivan Joseph

Build a High-Performance Team

Dr. Ivan Joseph, an internationally celebrated leadership expert, performance coach and keynote speaker, who is widely recognized for his work on self-confidence, spoke to APEGS members on the psychology of high performance and the hidden patterns that hinder excellence.

Joseph is perhaps most famous for his TEDx talk, “The Skill of Self-Confidence,” which has amassed over 30 million views and was named by Forbes as one of the 10 Best TED Talks About the Meaning of Life.

His keynote presentation was aimed to help APEGS members with their own professional performance and also assist those who lead teams.

Breaking the Status Quo

As part of his presentation, Joseph incorporates an interactive exercise to show APEGS members how their brains can get stuck in “status quo” patterns, leading to inefficiency and poor decision making.

By leading the audience through a simple math sequence, Joseph demonstrates that our brains begin to use shortcuts to solve the problem that ultimately brings us to the wrong answer.

“These are the patterns that we get going in sometimes in life ... ‘status quo’ patterns, ‘go-with-the-flow’ patterns, ‘I’ve done this before’ patterns,” says Joseph.

“We’ve done it so many times that we want to take the shortcut.

“We all have patterns. What are your patterns at work? Recognize them, don’t take the shortcut. Reach higher, do better.”

The Trap of “Meaningless Meetings”

One workplace pattern that Joseph critiques is the corporate habit of calling meetings, often without preparation or follow-up.

He describes a cycle of calling meetings that lack clarity, leading to “noise” and wasted time, which leads to eventually circling back to yet another meeting because the problem, which prompted the meeting, was never solved.

“You people solve problems so you would, not doubt, be frustrated by this pattern.”

“(Before you call a meeting) ... ask yourself: did you do the pre-work ... sometimes when we get in a meeting and

we don't do this pre-work, you know what happens? Noise happens. Then we call another meeting. That's not a well-performing team."

The Myth of Harmony in High Performance

Many people believe their teams must be harmonious and think along the same lines when they are trying to solve problems.

Joseph points out that high-performing teams are not necessarily "harmonious" or "easy" to work in.

Joseph admits to his own history of bias when he was leading a team, and he initially tried to silence "disruptive" voices to keep the peace.

"My bias got in the way ... I'm leaving [the disruptive person] out because he's disruptive ... because he makes too much noise and he slows us down."

He came to the realization that friction is often necessary to solve the types of problems that APEGS professionals may face in their day-to-day lives.

"High-performing teams aren't kumbaya, rainbows and unicorns ... they challenge, they make things hard. That's the truth of it. And that's when solutions are found, things get done."

Using Steve Jobs and Apple as an example, Joseph says "don't let go of difficult personalities – the crazy ones, the misfits, the troublemakers, the ones who see things differently – these are the ones who can change the world. You want them on your team."



Joseph incorporates interactive exercise into his presentation

The Value of Diversity and "Clunkiness"

Joseph cites a study involving fraternity members solving a murder mystery.

Groups that were "homogeneous" (everyone was from the same or similar fraternities) felt confident and enjoyed the work but were often wrong in solving the murder mystery.

Teams that had a "stranger" added to the group felt awkward and uncomfortable, yet they were significantly more successful.



"The ones with the same fraternity members had fun, enjoyed themselves, and when asked how confident they were that they could solve the mystery, they were really confident. [But the other group] was three times more likely to get the right answer," says Joseph.

A Clear North Star

Joseph points out that all teams, especially those with diverse members, need to have a clear North Star.

"You need to have your team clearly align around a common sense of purpose. Once aligned, the team can better work together to reach its goals," says Joseph.

"Who are we, what are we all about? Is every member of my team clear on our purpose? Once they are aligned, you, as the leader, can move workers toward their greatness."

Interpreting Failure

Joseph encourages APEGS members to think about failure differently and to disrupt negative thinking.

"High performers interpret failures differently."

He says high performers who are continually told "no" often interpret "no" differently than their peers.

"Upon hearing the word 'no' high performers will ask – what am I here to learn?"

"Others will live in their mistakes and negativity. We don't need to be our own worst enemies.

"You'll make mistakes, but live in the moment; let go of mistakes, have higher expectations.

"Our behaviour influences the performance of our team. We don't get high performers (on our team) by settling for the status quo.

"Take a nugget (from today's presentation) ... take something today that will elevate not only your professional career, but hopefully also your personal lives and the relationships you have," was Joseph's advice to an engaged APEGS audience.

From Conflict to Connection: Negotiation as a Leadership Superpower



Fotini Iconomopoulos

At the APEGS Professional Development Conference on May 1 in Saskatoon, Fotini Iconomopoulos challenged the pervasive myth that negotiation is an aggressive, confrontational experience.

In her highly relatable and practical keynote presentation “Negotiation as a Leadership Superpower,” she acknowledged the highly qualified, well-trained and experienced APEGS professionals in the room.

But she reminded the audience that “even the most qualified professionals can fail if they lack the ability to properly navigate friction and high-stress interactions.”

Iconomopoulos pointed out communications can be a critical disconnect in professional training, noting “you can be the most technically qualified person in the room, but that doesn’t mean people are actually going to listen to you.”

Using surgeons as an example, she said malpractice suits are often triggered not by medical incompetence, but by poor communication skills. She explained malpractice suits are usually about the quality of the relationship between the professional and the patient.

She said studies show observers can predict which surgeons have clean records versus malpractice suits just “by looking at their behaviour, the sound of their voice, their tone, the empathy that they demonstrate, they could actually predict who had malpractice suits against them.”

Drawing from her experience advising Fortune 500 companies, Iconomopoulos presented a framework which prioritizes strategic preparation, psychological safety and the “mental-pause button” as keys to successful negotiations.

The presentation reframed negotiation not as a “deal-making” event but as a continuous leadership skill, rooted in good communications practices, that professionals need to nurture in their professional and personal lives.

The “Match” Analogy: Finding the Right Friction

The speaker described communication as a match that requires a specific amount of friction to work correctly – too little friction and the match won’t light; too much and it burns things down.

Most people fall into one of two unproductive camps:

- **The Conflict-Averse:** Those who don’t apply enough pressure and end up “feeling resentful ... getting frustrated ... and burn out.”
- **The Aggressive:** Those who apply too much friction and end up “throwing the match across the room and, without even realizing it, burn everything down.”

Iconomopoulos offered suggestions:

Reframe Conflict: Stop seeing tension as a threat and start seeing it as a data-gathering opportunity.



APEGS members at the May 1 Professional Development Conference in Saskatoon.

Control the Pace: Whoever controls the silence in the room often controls the outcome.

Preparation is Power: Don't "wing it" in high-stakes conversations; you must map the people, power, and process beforehand.

Do a Lot With Your Words: "You can do a lot with your words and how you make people feel. Are you making them feel that you are trustworthy or are you making them feel like they're being condescended to?"

"If they feel a certain way about you, if they like you, if they feel like they want work with you, that you are cooperative, that's going to make them want to do all sorts of stuff with you and my career is proof of that. I wouldn't be here today if that wasn't the case."

"We actually make far more decisions with our emotions than we do with our brains – how are you making them feel?"

Use Questions: "Questions are a great way of navigating conversations instead of telling them that that's a terrible idea. You can use questions as your way to get out of a stalemate.

"You're not forcing something down their throat; you're inviting them to be part of the solution. Then they start offering solutions with you, they feel more accountable and comfortable. You can make progress.

"By asking questions you're more likely to get to the (right) end result together versus staying in conflict."

The Psychology of the "Negotiator's Panic"

Iconomopoulos addressed the biological barriers to effective negotiations.

When stakes are high, as they often are in negotiations, the human brain often triggers a "fight-or-flight" response resulting in:

- Stress – She explained how stress may result in rational thought leaving the brain, leading to defensive posturing and over-explaining.
- The Danger of Over-Explaining – She stressed that, because we are uncomfortable, we keep talking and can

talk ourselves out of a great deal when we should be taking a pause.

To combat these biological impulses, Iconomopoulos said you need to recognize that negotiations happen between humans with emotions. She emphasized empathy as a strategic tool, not just a soft skill.

She stressed the importance of the actual exchange of information. This is where her "say less" mantra is most critical – using intentionality in every word spoken.

The Power of the Pause

Iconomopoulos explained that our brains treat "intellectual threats" (like a threat to our ego or reputation) the same way our ancestors treated a sabre-toothed tiger. This triggers a fight-or-flight response, which causes us to say things we immediately regret.

By accessing a mental pause, professionals can bypass this survival instinct and engage more productively.

Find the Pause

Iconomopoulos instructed APEGS members to find their "pause" – learn to hit that pause button and navigate "friction" moments with more intentionality.

When faced with a difficult question or a stressful counteroffer, a pause serves two purposes:

- It gives the negotiator time to process information logically rather than emotionally;
- and it puts the "burden of silence" on the other party, often prompting them to reveal more information or soften their stance.

Iconomopoulos said by mastering the "mental pause" and focusing on human-centred communication, professionals can achieve higher-impact outcomes while strengthening – rather than straining – their professional relationships. This is especially valuable during negotiations.

As APEGS Executive Director and Registrar Stormy Holmes said after the presentation, perhaps the most helpful takeaway from Iconomopoulos is the concept of the "Mental Pause Button."



Cadmus Delorme

Understanding Truth and Reconciliation

Cadmus Delorme, a celebrated Cree and Saulteaux leader, former Chief of Cowessess First Nation and current Chancellor of the University of Regina, delivered a unique and thoughtful keynote presentation to APEGS members at the May 1 Professional Development Conference.

His insights offered a profound look at what truth and reconciliation means for professional engineers and geoscientists.

The Foundation Beneath Our Feet

Delorme began his address by using linguistic and geographical facts to prove that Indigenous culture is not “separate” from Saskatchewan life.

Instead, it is the very foundation of it.

He reminded APEGS members that they already speak an Indigenous language just by living and working in the province.

“Saskatchewan” is a Cree word meaning “fast-flowing river,” Delorme noted. “Every one of us, since the moment

we can say Saskatchewan, you have been speaking Cree. You can’t put it on your résumé that you’re a fluent speaker, but it just goes to show how rich our history is.”

“We live in a Canadian world and an Indigenous world, and they’re both beautiful. I have the privilege and honour of walking in both.”

Truth Before Action

A central pillar of Delorme’s message was that “truth” must always come before “reconciliation.”

He framed history not as a distant memory, but as a legacy that must be managed collectively today.

He challenged APEGS members to fully grasp “what truth is to us” before jumping straight into the technical actions of engineering and geoscience to ensure that their work is built on a foundation of genuine understanding.

“I want us to collectively understand where truth and reconciliation fall into any project that you have,” he urged. “Nobody is against reconciliation, but somehow we have trouble understanding it.”



APEGS members at the Professional Development Conference.

Moving From “Fitting In” to Belonging

When it comes to local projects, Delorme emphasized that First Nations communities share the same goals for progress and prosperity as the rest of the province.

“I just want you to know that as a First Nation we want these projects to succeed in the province,” Delorme stated. “We want to benefit from the procurement, and we want to benefit from having more geoscientists and engineers in our community.”

However, achieving this requires a shift in how partnerships are formed.

Delorme identified a critical psychological barrier to true reconciliation, noting that while people’s hearts are often in the right place, their brains have been conditioned by a one-sided history that often began in the education system.

“But now our children and our grandkids are learning truth and reconciliation in school. They’re learning Native Studies and Indigenous Studies. Our education system is our driver of hope meaning that everything that our kids are learning right now is our hope that our province will have a better tomorrow than we have today.

“That’s why we’re a treaty-based province. These two worlds – Canadian and Indigenous – we don’t have to compete. We can coexist. And our education system will help us understand how to do this.”

A Shared Responsibility for the Future

Delorme’s presentation delivered an empowering message of shared responsibility and hope. He emphasized that while the current generation did not

create the Indian Act, the residential school system or the Sixties Scoop, all Canadians have inherited the resulting aftermath.

“The challenge that we face today is that sometimes when it comes to that reconciliation relationship, many First Nations feel like they’ve got to fit in, when we should just belong.”

Delorme pointed out that our province has provided APEGS members with the legal obligation to protect the public and make decisions, so all the risks are addressed.

“You have the autonomy to do this on our behalf, but everything that we do today in Saskatchewan, it normally comes from a “Canadian” worldview perspective where we now understand that reconciliation means that we approach it from the lens of the Indigenous worldview as well.”

“True reconciliation (in your role as APEGS members) requires acknowledging this shared history through uncomfortable conversations and a commitment to continuous learning.”

It’s Not Always What You Say ...

Delorme offered advice for professionals who are working on projects that include consulting with First Nations.

He pointed out that you might be in a community meeting and someone in the room, from an Indigenous community, stands up and tells a nine-minute story that has nothing to do with the agenda. He said you may ask yourself “I don’t want to be disrespectful, but this has nothing to do with why I’m here. Why is this happening? What’s going on? I thought we had an agenda?”

“It’s not that that person is trying to throw off the meeting. But an Indigenous teaching, one that we all can learn from, is that we show our heart before we ask for your hand; we want to let you know our character, and we want to know your character before we proceed.



APEGS ANNUAL MEETING AND PROFESSIONAL DEVELOPMENT CONFERENCE

“We’re going to ask you questions. We don’t know the science of what it is you are going to do and, therefore, before I can trust you, I want to build a relationship. So, I’m going to tell you a story and during that story I am just watching you and your response to it.

“Show your heart before you ask for our hand – that’s a true Saskatchewan value.”

Parity, Not Pity

Delorme explained the goal of First Nations is not to be a charity case, but to be an economic powerhouse.

“We don’t want pity ... We want parity in this province as this province continues to grow.”

Delorme emphasized that Indigenous communities are eager for the province’s industrial success, provided they are included in the benefits.

- **Sector Participation:** He listed oil and gas, pipelines, geothermal and uranium as key areas where Indigenous people are “waiting to see what part we can play.”
- **The “Belonging” Gap:** He highlighted a subtle, but vital distinction in workplace culture: “Many First Nations and Métis feel like they’ve got to try and fit in, when we should just belong.”
- **The Role of Professionals:** He called on engineers and geoscientists to be the “tone-setting voices” in boardrooms and in project planning to ensure that “Canada’s foundation,” which was originally built without Indigenous inclusion, is corrected. This will lead to Indigenous “belonging” in projects.

For APEGS members, this means ensuring that the “truth” is deeply embedded into every project from its very inception. By shifting mindsets from a purely “Canadian” worldview to one that honours and includes Indigenous worldviews, engineers and geoscientists can build true partnerships.

This structural shift moves communities past superficial alignment, ensuring First Nations do not just “fit in,” but rightfully and naturally belong.

APEGS Members Have a Role as Mentors

“Indigenous students are accelerating in social work and education,” said Delorme. “We’re starting to accelerate in business. We just can’t seem to get past that glass ceiling of engineering and science. A lot of the solution to this comes down to all of us in this room.”

“What role can you play right now as mentors and in advancing STEM programs so that Indigenous people have a pipeline right into these programs?”

“We mostly learn from what we’re hearing at our kitchen tables, and science and engineering is just not there yet. In order for us to get these Saskatchewan big projects to fruition, so that we all benefit, you have to guide that glass ceiling a little bit. I say guide it because you are the mentors and the voices in the room.”

“Most of the time Indigenous voices are not in the room, so you play a role (in representing our voices) when you’re there to represent (and protect) the public interest.”





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Association of Professional Engineers
& Geoscientists of Saskatchewan

Protect Your Engineering Seal from Online Fraud

*Imagine discovering your professional seal has been
used on drawings you never reviewed.*

Engineering regulators across Canada are seeing a growing trend of “stamp mills” – online services or brokers offering engineering stamps for a fee, often through freelance platforms.

These services may involve forged or replicated seals, unauthorized use of members’ credentials and sealing of work outside licensed jurisdictions.

Case in Point

A residential project in Nova Scotia included stamped drawings. The engineer whose seal appeared **confirmed they had never worked on the project.**

The seal had been **digitally replicated and sold through a broker** online.

Similar stolen seals have been identified across multiple provinces.

Protect Your Professional Identity

Members should:

- Search your name, licence and seal online regularly.
- Use secure digital sealing and signing platforms, such as Notarius, to reduce the risk of seal replication or misuse. For more information, please visit: APEG S » Digital Signatures & Seals.
- If you are using a digital reproduction for sealing and signing, ensure you have processes for securely applying them and maintaining control.
- Only authenticate work in jurisdictions where you are licensed.

Protecting your seal helps safeguard public trust and professional integrity.

Report Suspicious Activity

If you suspect misuse of your professional seal or credentials, **report it immediately to APEG S at complaints@apegs.ca, with the subject line APEG S Fraudulent Practice Alert Report Suspicious Activity.**



A P E G S

Association of Professional Engineers
& Geoscientists of Saskatchewan

Helical (Screw) Pile Engineering and Scope of Practice

Helical (screw) pile foundations are high-risk, engineered systems requiring specialized knowledge. Practising outside your area of competence can create serious public safety risks and professional liability.

Why This Matters

- Helical piles support structural loads; incorrect calculations or insufficient oversight can compromise safety.
- Regulators across Canada have seen increasing incidents of improper design and installation of these systems.

Protecting Public Safety

Foundation systems, including helical piles, must be designed and reviewed by engineers with geotechnical and structural expertise.

Case in Point

Recent APEGS discipline decisions illustrate recurring risks associated with helical pile and foundation system work. Two recent cases went through the discipline process with APEGS.

The discipline committee:

- found professional misconduct and incompetence related to the foundation and helical pile design. In one case, failures in engineering judgment and oversight were also found.
- identified that the foundation and, in particular, the helical piles did not meet the requirements of the National Building Code.
- determined that work required appropriate geotechnical competence and documented guidance from a qualified geotechnical engineer.
- cited improper oversight of construction and inspection of the installation of the helical piles.

Both cases resulted in fines and practice restrictions for the members.

In addition, mandatory professional development was required, and the decisions were published with names.

Legislative Requirements

In both cases, the professionals were operating outside their area of competence. APEGS reminds all professionals of the requirements in Regulatory Bylaw Section 20, Code of Ethics. In particular, clause 20(2)(b) which states:

Without restricting the generality of subsection (1), members and licensees shall:

- (b) *offer services, advise on or undertake professional assignments only in areas of **their competence** and practise in a careful and diligent manner.*

Registrants Responsibilities

- Practise only within areas of demonstrated competence
- Ensure designs are finalized, accurate and code-compliant
- Clearly retain responsibility for design
- Ensure work receives appropriate review and inspection
- Maintain full professional accountability for decisions affecting public safety

Possible Disciplinary Consequences

- Licence suspension or restrictions
- Significant fines
- Mandatory supervision or training
- Public publication of decisions

Monitoring and Enforcing Compliance with the Act

APEGS actively monitors and enforces compliance with *The Engineering and Geoscience Professions Act* to protect the public and uphold professional standards. Our recent successful prosecution in provincial court reinforces that unlicensed practice in Saskatchewan will not be tolerated. The news release is below.

Court Conviction for Unlicensed Engineering Practice

April 1st, 2026

The Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) is issuing a firm reminder that the unauthorized practice of engineering and geoscience is not allowed in Saskatchewan following a recent successful prosecution in Provincial Court.

Brent Waldo of Moose Jaw has been convicted of practicing professional engineering without a licence.

The conviction stems from a clear violation of Section 27(2) of *The Engineering and Geoscience Professions Act*. This legislation exists for a critical reason: to safeguard the lives and safety of Saskatchewan residents. This prevents the public from being misled by unqualified individuals and serves as an assurance that work done by professional engineers and geoscientists meets critical standards.

On March 25, 2026, Mr. Waldo pleaded guilty to one count of engaging in the practice of professional engineering without being licensed. He admitted to authoring and distributing a technical report dated March 4, 2025 that required the application of engineering principles – work he was not legally permitted to perform. The Court has ordered Mr. Waldo to pay a \$1,000 fine by June 30, 2026.

“APEGS exists to protect the public, and we will continue to take aggressive action against anyone who provides services without the required credentials,” said Stormy Holmes, P.Eng., FEC, FGC (Hon.), the executive director and registrar of APEGS. “This conviction demonstrates that we monitor and enforce compliance, and we will use every legal avenue available to stop the unlicensed and uninsured practice of engineering and geoscience in our province.”

Verify That Work is Safe and Reliable

APEGS reminds members of the public, contractors and business owners that they can verify the status of any individual claiming to provide engineering or geoscience services. You can confirm a professional’s registration status instantly by visiting the register of engineers and geoscientists at <https://register.apegs.ca/> or by calling (306) 525-9547 or 1-800-500-9547.

Project Advancing Toward Proposed Legislative Changes

In 2023, council initiated a review of *The Engineering and Geoscience Professions Act* to modernize the legislation, which was last comprehensively reviewed in 1997.

This work, supported by the Act and Bylaw Review Task Group, reflects a commitment to align with best regulatory practices and harmonize with legislation governing engineers and geoscientists across Canada.



Progress Update

APEGS continues to advance the review of *The Engineering and Geoscience Professions Act*.

Through ongoing engagement with the Ministry of Highways and other interest holders, our efforts remain focussed on improving clarity, protecting the public, sustaining trust and reducing risk in engineering and geoscience services.

As part of the process to review the Act, APEGS has also been reviewing *The Engineering and Geoscience Professions Regulatory Bylaws*. At the annual meeting on May 2, members passed motions to amend bylaws regarding Permission to Consult and Maintenance of Membership. For more information, refer to pages 5-6.



Engagement and Consultation

The review began in March 2023, when APEGS engaged with the Ministry of Highways and established a task group to support the process.

Since then, APEGS has engaged with interest holders including:

- Government
- Members
- Businesses
- Industry



This engagement took the form of:

- Surveys
- Webinars
- Meetings
- Focus groups

Following consultation and feedback, APEGS undertook further refinement of key areas of the legislative framework including registration, investigation, discipline, appeals, and oversight of professional practice.

This work aims to:

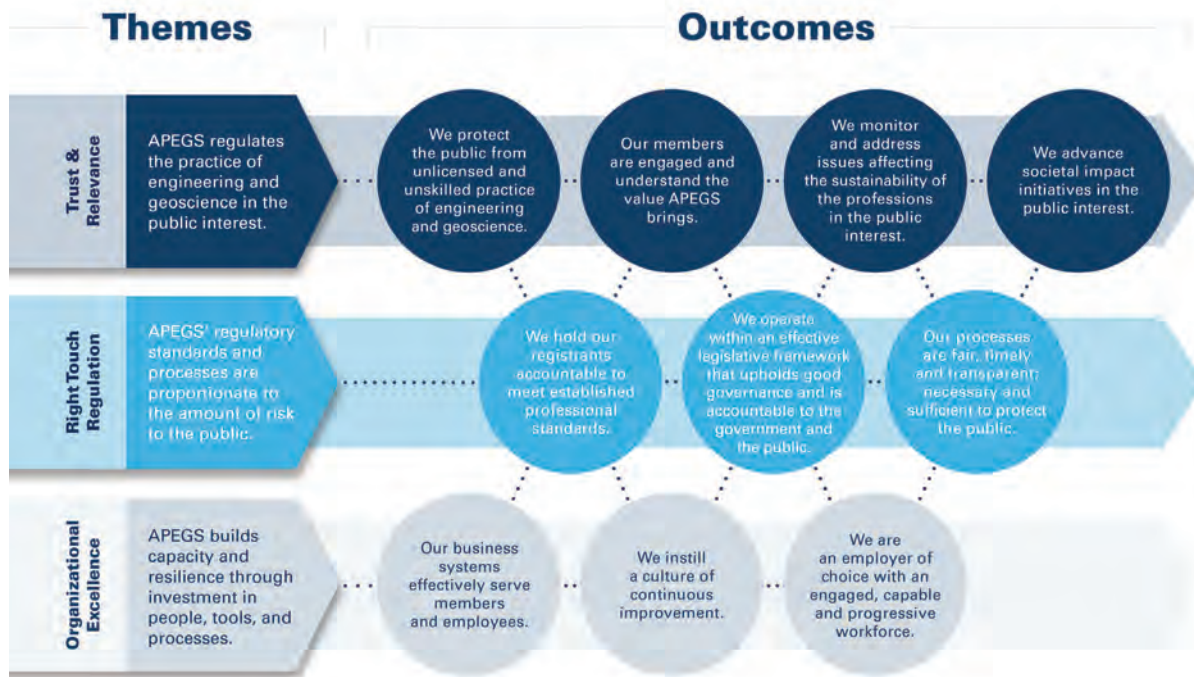
- Enhance clarity
- Strengthen public protection
- Support right-touch regulation.

To support this work, council approved the engagement of external advisers in March 2026, including legal counsel and government relations support.

APEGS continues to engage with members, industry and government throughout this process.

Work is progressing toward finalizing proposed legislative changes for submission to the Ministry of Highways for consideration in the Government's legislative process.

Strategic Plan



As we look to the future, APEGS remains committed to our responsibility to protect the public. We adapt, innovate and lead, ensuring that regulation of engineering and geoscience in Saskatchewan not only meets the needs of today but anticipates the challenges of tomorrow. Our new five-year strategic plan sets out a path for APEGS to continue as a progressive and trusted regulator.

Our updated purpose, vision and values reflect our regulatory mandate and the evolving needs of our registrants and the public.

PURPOSE

APEGS protects public interest by regulating the practices of engineering and geoscience.

VISION

The practices of engineering and geoscience are trusted and valued.

VALUES

Responsive

- We are attentive and agile in addressing the needs of the public and our members.
- We adapt our processes and communications to ensure timely, effective responses to emerging challenges, regulatory changes and interest holder concerns.

Fair

- We are impartial and consistent in all our actions, decisions and processes.
- We treat every individual and situation with respect, recognizing diverse perspectives and upholding the principles of equity and inclusion.

Accountable

- We take ownership of our decisions and actions, upholding our responsibility to the public and our members.
- We maintain clear standards, report transparently and are answerable for the outcomes of our regulatory work.

Knowledgeable

- We are dedicated to maintaining and advancing expertise in engineering and geoscience regulation.
- We foster a culture of learning, sharing insights and openness to new ideas.

Authentic

- We engage with honesty, openness and sincerity in all our interactions.
- We remain true to our purpose, values and the public trust placed in us, fostering genuine relationships with members, interest holders and the communities we serve.



2026 APEGS Awards

APEGS celebrated the award recipients listed below with a banquet and ceremony on March 6, 2026, 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 Honours & Awards page at apegs.ca under the Member drop-down menu.

Recipients of the 2026 APEGS Awards

Brian Eckel Distinguished Service Award

Donna-Lynn Beneteau, P.Eng.

Outstanding Achievement Award

Wayne Clifton, P.Eng., FEC

McCannel Award

Shawna Argue, P.Eng., FEC, FGC (Hon.)

Exceptional Engineering/Geoscience Project Award

Northern Village of Denare Beach Wildfire Disaster Recovery – AECOM Canada Ltd., Associated Engineering, and ATAP Infrastructure Management

Environmental Excellence Award

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

Promising Member Award

Navjeet Kaur, 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 “Honorary Engineers Canada Fellow” – FEC (Hon.).

FEC Recipients:

- Adenike Adeoti, P.Eng.
- Ian Farthing, P.Eng.
- Herbert (Colin) Pitman, P.Eng.
- Yimin Song, P.Eng.

Fellow of Geoscientists Canada Recipients

In honour of exceptional contributions to the geoscience profession in Canada, Geoscientists Canada bestows the following with the honour and the privilege of using the designation “Fellows of Geoscientists Canada” – FGC or “Honorary Geoscientists Canada Fellow” – FGC (Hon.):

FGC Recipients:

- Marcia Fortier, P.Geo.
- Deliang Han, P.Geo.

FGC (Hon.) Recipients:

- Ian Farthing, 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.

DONNA-LYNN BENETEAU, P.ENG.



Donna-Lynn Beneteau, P.Eng.

Donna Beneteau is an Associate Professor in the Department of Civil, Geological and Environmental Engineering at the University of Saskatchewan (USask), where her career centres on service to the mining profession, engineering education and public outreach. She holds a BA.Sc. in Geological Engineering from the University of Waterloo (1990) and an M.Sc. in Mineral Resources Engineering from Laurentian University (2012).

Donna began her professional career in Montreal at the Noranda Technology Centre conducting mine backfill research, followed by subsequent engineering roles in Ontario at Holloway Mine and IONIC Engineering. After moving to Saskatchewan, she joined USask as a research engineer in the Rock Mechanics Laboratory in 2012. In 2015, she became a full-time instructor, supported by industry funding to launch mining courses. In 2020, Donna transitioned to a faculty role, focusing on undergraduate education from second through fourth year.

Service to the profession is central to Donna's work. She is a longstanding volunteer with the Canadian Institute of Mining, Metallurgy and Petroleum (CIM) at both the Saskatoon Branch and national levels. She has also volunteered with Women in Science and Engineering Sudbury (WISE Sudbury), Women in Mining and Women in Nuclear Saskatchewan (WIM/WiNSK), supporting outreach initiatives that promote mining as an inclusive and socially relevant career path.

Donna is also dedicated to preserving and sharing Canada's mining heritage. Through a self-initiated volunteer effort, she is developing an open-access historical Canadian mining database available through the ArcGIS Living Atlas of the World and CIM. She is currently co-authoring articles promoting greater awareness of society's reliance on mineral resources, using the phrase, "What have you done today that did not involve a mineral?" She is also leading a project to digitize CIM Bulletins from 1908 to 2006, ensuring enduring access to the profession's historical record.



McCannel Award

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

SHAWNA ARGUE, P.ENG., FEC, FGC (HON.)



Shawna Argue,
P.Eng., FEC, FGC (Hon.)

Shawna Argue has spent much of her career as an environmental, health and safety consultant, working for international firms and ultimately serving as Principal Consultant of her own firm. She has worked around the world across a variety of industries. In 2015, Shawna left consulting to pursue her passion for regulating the professions, serving as a Director at APEGS until her retirement in 2021.

Shawna began her career after graduating from the University of Regina (U of R) with a BA.Sc. in Industrial Systems Engineering. In 1999, she obtained her MBA from Athabasca University. She was registered as a Professional Engineer in Saskatchewan in 1990 and maintained registration in all four western provinces.

Shawna served on APEGS Council as the first Group VII (Environment) Councillor, as a member of the Executive Committee, and ultimately as Council President in 2010-2011. She also volunteered on numerous APEGS committees, including the Investigation and Awards Committees. As an APEGS staff member, she supported many regulatory committees, including the Licensee Admissions, PPE, Discipline, Council and Executive Committees. She led the development and implementation of the required Continuing Professional Development (CPD) Program and supported Council in the Governance Change Project, which updated the nomination process and revised the Council's composition and size.

In addition to her professional service, Shawna has long been an active community volunteer. She is currently the mayor of the Resort Village of Sunset Cove and serves with the Technical Safety Authority of Saskatchewan (TSask). Over the past 10 years, Shawna co-chaired the Royal Regina Golf Club's Golf Fore Cancer Charity Tournament, which raised over \$90,000 for the Cancer Foundation of Saskatchewan. The funds were designated for breast cancer patient care and comfort, specifically supporting the establishment of new mobile mammography units in the province. Shawna, her husband Kent Walde and their four-legged companion, Cato, live at their lake home in Sunset Cove, where they enjoy boating, gardening, golfing and lake life.



Outstanding Achievement Award

Honours members who show technical excellence and achievement in engineering and/or geoscience in Saskatchewan.

WAYNE CLIFTON, P.ENG., FEC



Wayne Clifton, P.Eng., FEC

A native to southwest Saskatchewan, Wayne's self-reliance, practical problem solving and deep respect for the land were shaped by his early surroundings. Raised in a family focused on earthwork construction, he was naturally drawn to civil and geotechnical engineering, where those early-life lessons found lasting professional expression. Wayne began his education in country schools before completing high school in Swift Current, followed by engineering studies at the University of Saskatchewan.

Upon graduation, he was commissioned into the Royal Canadian Armoured Corps and later served in the militia before transferring to the Supplementary Reserve with the rank of Major. Following his military service, Wayne joined Keith Consulting Engineering in Regina as a Resident Engineer, working on municipal roads and sewer and water systems across Saskatchewan. He later joined Saskatchewan Highways and Transportation (SHT) as a Resident Engineer, subsequently serving as a District Design Engineer in Prince Albert and District Materials Engineer in Saskatoon. In these roles, he played key roles in the location and construction of major highway projects across Saskatchewan, including the original all-weather highways serving La Ronge, Southend, Rabbit Lake and Key Lake, among others.

His northern experience led him to pursue postgraduate studies, earning an MSc from the University of Saskatchewan in Transportation and Materials, with a focus on highway construction in northern Saskatchewan. He later received an Athlone Fellowship to undertake advanced studies in Soil Mechanics at Imperial College, earning an MSc and DIC before returning to SHT in 1967.

As Senior Geotechnical Engineer, Wayne contributed significantly to the development of Saskatchewan's primary highway system, northern road networks and major bridges and interchanges, while mentoring a generation of geotechnical and materials engineers. He later transitioned to consulting, co-founding Clifton Associates Ltd. with colleagues Ed Wilson and Russ Johnson, delivering projects across Canada and internationally, while maintaining a strong interest in engineering education and research.

Beyond his professional career, Wayne has devoted extensive volunteer service to youth, primarily through Scouts Canada and youth sports. He and his wife, Anita, are proud parents of two sons, daughters-in-law, and five delightful grandchildren.



Exceptional Engineering/ Geoscience Project Award

Recognizes accomplishments in engineering and/or geoscience.

NORTHERN VILLAGE OF DENARE BEACH WILDFIRE DISASTER RECOVERY – AECOM CANADA LTD., ASSOCIATED ENGINEERING AND ATAP INFRASTRUCTURE MANAGEMENT



Ryan King, Engineering Licensee



Ryan McDowell, Engineering Licensee



Mark Keller, P.Eng.

The recovery efforts of the Northern Village of Denare Beach and Amiskosakahikan communities are a remarkable demonstration of engineering leadership and collaborative technical excellence. From the earliest days of response, the teams at Associated Engineering, AECOM and ATAP Infrastructure Management mobilized with exceptional speed and professionalism to guide a complex recovery effort. Their work established the foundation upon which the community’s rapid, safe and environmentally responsible restoration has been built.

Led by Ryan King, Engineering Licensee (AECOM), Ryan McDowell, Engineering Licensee (Associated Engineering), and Mark Keller, P.Eng. (ATAP), these teams undertook an extraordinary engineering challenge: assessing widespread infrastructure damage, restoring essential municipal systems and developing a debris-management strategy capable of handling the equivalent of two decades of waste while meeting stringent environmental requirements. Their innovative separation and recycling processes for concrete, metal and timber not only reduced landfill burden but also set a new benchmark for efficiency and environmental stewardship in post-wildfire recovery.

Across multiple disciplines including structural, municipal, chemical, mechanical, electrical, geotechnical and environmental engineering – alongside soil scientists, foresters and hydrogeologists – professionals collaborated to test and certify soil, air and water quality; plan and oversee hazardous waste removal; co-ordinate landfill expansion; re-establish safe water and wastewater treatment; and certify infrastructure for provincial and federal disaster-relief programs. Their ability to adapt technical solutions under intense time, resource and regulatory pressures was instrumental to the community’s accelerated recovery timeline.

Today, debris cleanup is complete, hazardous-waste removal is finalized, municipal utilities are functioning safely, and homebuilding has resumed at a pace rarely seen after similar Canadian wildfire events. The engineering teams’ expertise, strengthened by deep respect for the community they served, has aided the village in continuing to “build back better.” Through their admirable demonstration of strength and tenacity, they have set a national example for effective, compassionate and technically rigorous disaster recovery.



Promising Member Award

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

NAVJEET KAUR, P.ENG.



Navjeet Kaur, P.Eng.

Navjeet Kaur is an electrical engineer with SaskPower, currently working in Distribution Asset Standards & Testing. She holds a master's degree in Control and Instrumentation Engineering (Honours) and a bachelor's degree in Instrumentation and Control Engineering (Honours) from Dr. B. R. Ambedkar National Institute of Technology in India, where she graduated as a gold medallist. Her strong academic foundation continues to inform her analytical, detail-oriented approach to her engineering practice.

Navjeet's professional experience spans construction, consulting and utility environments, giving her a well-rounded perspective on the full lifecycle of electrical infrastructure. Earlier in her career, she served as a lead designer on major distribution initiatives, including the Regina Core Revitalization Program through SaskPower. In this complex urban project, she contributed to the modernization of underground electrical infrastructure by co-ordinating primary distribution routing, duct banks and manhole vaults within highly congested corridors, while working closely with multiple utilities, municipal partners and internal stakeholders. She received the Stantec Prairies & Territories ALL-STAR Award in recognition of her contributions.

Since joining SaskPower, Navjeet has distinguished herself through her ability to manage technically sensitive and high-visibility work with maturity and professionalism. Her current role focuses on developing and maintaining distribution construction standards, managing joint-use portfolios, supporting materials and specification reviews, and leading cross-functional projects that support safety, reliability and long-term system performance. She is recognized for her initiative, sound engineering judgment and collaborative approach to problem solving.

In addition to her technical contributions, Navjeet is committed to service and professional growth. She actively supports knowledge sharing and informal mentoring within her teams and volunteers within the community. She also participates in SaskPower employee resource groups that promote inclusion, learning and community engagement.

2026 APEGS Salary Survey Summary Results

The Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) contacted 7,581 Professional Engineers, Professional Geoscientists, Engineers-in-Training, Geoscientists-in-Training and Licensees living in Saskatchewan. A total of 1,389 members completed the survey representing an 18.3-per-cent response rate. Surveys were conducted between Feb. 10 and March 16, 2026, and salaries reported were as of Dec. 31, 2025. Inshgtrix 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
1992 and prior								
1993	10	0.8%	\$186,505	\$120,000	\$172,000	\$181,473	\$200,000	\$260,000
1994	11	0.8%	\$145,182	\$38,000	\$84,000	\$160,000	\$186,000	\$200,000
1995	16	1.2%	\$189,974	\$80,000	\$142,000	\$183,500	\$233,500	\$326,868
1996	15	1.2%	\$194,980	\$80,600	\$154,000	\$205,000	\$220,000	\$325,000
1997	12	0.9%	\$188,401	\$144,000	\$153,750	\$175,000	\$197,000	\$291,747
1998	15	1.2%	\$162,425	\$71,227	\$146,000	\$162,642	\$180,000	\$243,760
1999	20	1.5%	\$160,253	\$18,600	\$107,575	\$148,500	\$182,750	\$327,850
2000	17	1.3%	\$162,134	\$87,000	\$120,000	\$140,000	\$205,000	\$275,000
2001	30	2.3%	\$182,476	\$85,000	\$150,000	\$180,973	\$202,754	\$283,000
2002	29	2.2%	\$157,546	\$96,000	\$126,630	\$153,000	\$177,010	\$218,500
2003	26	2.0%	\$164,486	\$104,000	\$133,968	\$166,000	\$186,000	\$220,000
2004	20	1.5%	\$168,432	\$40,220	\$150,125	\$170,310	\$183,306	\$277,850
2005	40	3.1%	\$171,219	\$90,750	\$138,995	\$171,500	\$197,750	\$254,128
2006	28	2.1%	\$153,174	\$80,000	\$112,525	\$155,934	\$175,750	\$236,842
2007	48	3.7%	\$152,768	\$91,654	\$115,016	\$144,729	\$183,617	\$236,000
2008	49	3.8%	\$144,867	\$68,640	\$100,370	\$144,000	\$175,000	\$230,000
2009	46	3.5%	\$140,658	\$100,000	\$120,000	\$135,000	\$165,500	\$190,000
2010	46	3.5%	\$150,276	\$103,000	\$126,600	\$143,047	\$175,000	\$213,000
2011	52	4.0%	\$132,061	\$75,000	\$98,750	\$131,500	\$160,000	\$210,000
2012	57	4.4%	\$132,633	\$86,528	\$119,000	\$133,712	\$150,000	\$175,000
2013	64	4.9%	\$131,922	\$99,000	\$113,770	\$133,500	\$149,350	\$175,000
2014	48	3.7%	\$127,735	\$85,000	\$110,000	\$127,285	\$145,375	\$179,000
2015	62	4.8%	\$127,586	\$84,074	\$104,000	\$120,000	\$150,000	\$177,145
2016	38	2.9%	\$123,775	\$79,040	\$97,500	\$118,050	\$150,000	\$171,000
2017	46	3.5%	\$109,798	\$74,900	\$95,000	\$105,545	\$122,000	\$141,000
2018	59	4.5%	\$98,114	\$53,900	\$86,000	\$98,500	\$110,000	\$135,200
2019	59	4.5%	\$105,236	\$75,600	\$90,000	\$100,000	\$120,000	\$156,000
2020	45	3.5%	\$102,126	\$68,000	\$87,306	\$97,900	\$115,000	\$138,400
2021	51	3.9%	\$92,474	\$71,311	\$80,000	\$87,126	\$96,500	\$129,000
2022	54	4.1%	\$92,063	\$70,000	\$78,000	\$86,563	\$105,700	\$130,000

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

	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
2023	54	4.1%	\$85,760	\$67,500	\$75,000	\$80,498	\$93,676	\$118,000
2024	49	3.8%	\$82,072	\$68,679	\$74,160	\$80,000	\$85,400	\$102,000
2025	32	2.5%	\$80,904	\$65,000	\$68,085	\$74,900	\$83,750	\$150,000

†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.	853	63.2%	\$147,895	\$89,989	\$112,438	\$140,300	\$174,000	\$235,000
P.Geo.	64	4.7%	\$160,817	\$94,000	\$125,750	\$156,500	\$178,000	\$250,000
P.Eng. and P.Geo	13	1.0%	\$167,831	\$123,500	\$137,500	\$162,000	\$182,000	\$240,000
Engineering Licensee	15	1.1%	\$124,876	\$60,000	\$111,000	\$128,530	\$145,000	\$180,000
Engineer-in-Training	372	27.6%	\$89,651	\$66,500	\$75,469	\$85,000	\$97,931	\$130,000
Geoscientist-in-Training	33	2.4%	\$103,483	\$68,801	\$87,000	\$100,000	\$120,000	\$138,900
Geoscience 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	18	1.3%	\$102,042	\$53,900	\$87,000	\$94,706	\$115,000	\$175,000
Biological and Biomedical†								
Chem/Ceramic/ Metallurgical	72	5.3%	\$156,435	\$91,000	\$119,075	\$148,500	\$175,000	\$252,000
Civil	305	22.6%	\$121,501	\$71,000	\$90,000	\$109,332	\$145,000	\$205,871
Electrical/Eng. Physics	208	15.4%	\$134,883	\$77,927	\$94,000	\$131,900	\$165,000	\$220,000
Environmental	90	6.7%	\$120,486	\$67,800	\$89,208	\$115,000	\$149,600	\$195,000
Geo., Mining, Petro, Eng.	115	8.5%	\$145,600	\$80,000	\$106,000	\$135,700	\$165,000	\$250,000
Geosciences	86	6.4%	\$143,759	\$80,000	\$106,000	\$134,500	\$168,000	\$224,000
Mechanical and Industrial	323	23.9%	\$129,065	\$71,400	\$90,000	\$120,000	\$160,000	\$216,000
Software Engineering	23	1.7%	\$122,687	\$70,300	\$90,000	\$117,923	\$150,000	\$180,000
Other	107	7.9%	\$133,125	\$76,250	\$90,000	\$116,000	\$158,868	\$235,000

†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
Corporate Mgmt.	134	9.9%	\$181,289	\$101,000	\$145,000	\$175,000	\$210,000	\$295,000
Project/Operations Mgmt.	412	30.5%	\$132,017	\$72,500	\$95,150	\$126,000	\$160,000	\$214,500
Project Administration	23	1.7%	\$114,202	\$68,000	\$87,126	\$115,100	\$126,940	\$180,000
Design	357	26.4%	\$108,549	\$70,000	\$85,000	\$100,000	\$123,874	\$172,620
Research/Planning	52	3.9%	\$132,760	\$65,280	\$100,000	\$133,850	\$168,536	\$205,000
Inspection/Quality/Resident	28	2.1%	\$100,007	\$60,000	\$72,000	\$83,400	\$112,750	\$179,000
Operating or Maintenance	156	11.6%	\$141,648	\$77,847	\$107,250	\$145,000	\$168,465	\$208,000
Teaching	18	1.3%	\$164,388	\$89,700	\$96,205	\$147,500	\$210,289	\$325,000
Marketing/Sales	14	1.0%	\$146,934	\$85,000	\$125,000	\$151,400	\$172,700	\$200,000
Reg. Approvals/Enforcement	47	3.5%	\$115,201	\$80,000	\$97,000	\$114,000	\$130,000	\$158,500
Exploration	51	3.8%	\$148,047	\$67,996	\$114,000	\$132,000	\$165,000	\$250,000
Other	58	4.3%	\$127,979	\$67,800	\$85,000	\$116,325	\$160,000	\$252,000

Annual Salary by Industry

	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
Consulting Service	327	24.2%	\$117,336	\$68,000	\$83,200	\$102,000	\$142,603	\$210,000
Resource Ind. Oil & Gas	61	4.5%	\$134,116	\$79,000	\$100,900	\$132,000	\$155,000	\$196,000
Resource Ind. Except Oil & Gas	279	20.7%	\$155,771	\$90,700	\$121,371	\$150,000	\$175,000	\$250,000
Procurement/Construction	98	7.3%	\$121,506	\$71,000	\$85,000	\$105,000	\$141,800	\$215,264
Manufacturing Durables	122	9.0%	\$108,423	\$69,000	\$83,200	\$100,000	\$130,000	\$180,000
Manufacturing Non-Durables	44	3.3%	\$141,833	\$75,000	\$101,230	\$130,923	\$165,913	\$252,000
Service For Profit	19	1.4%	\$144,764	\$37,600	\$90,000	\$142,500	\$200,000	\$260,000
Service Not For Profit	118	8.7%	\$123,355	\$83,000	\$102,000	\$120,349	\$140,000	\$181,946
Utilities	192	14.2%	\$140,318	\$77,927	\$100,256	\$135,000	\$179,750	\$210,000
Educational Services	31	2.3%	\$151,274	\$50,000	\$96,000	\$123,500	\$210,289	\$264,000
Agriculture and Forestry	23	1.7%	\$103,301	\$71,000	\$78,375	\$91,654	\$115,000	\$199,783
Other	36	2.7%	\$126,885	\$73,000	\$95,000	\$110,959	\$153,063	\$200,000

Annual Salary by Sector

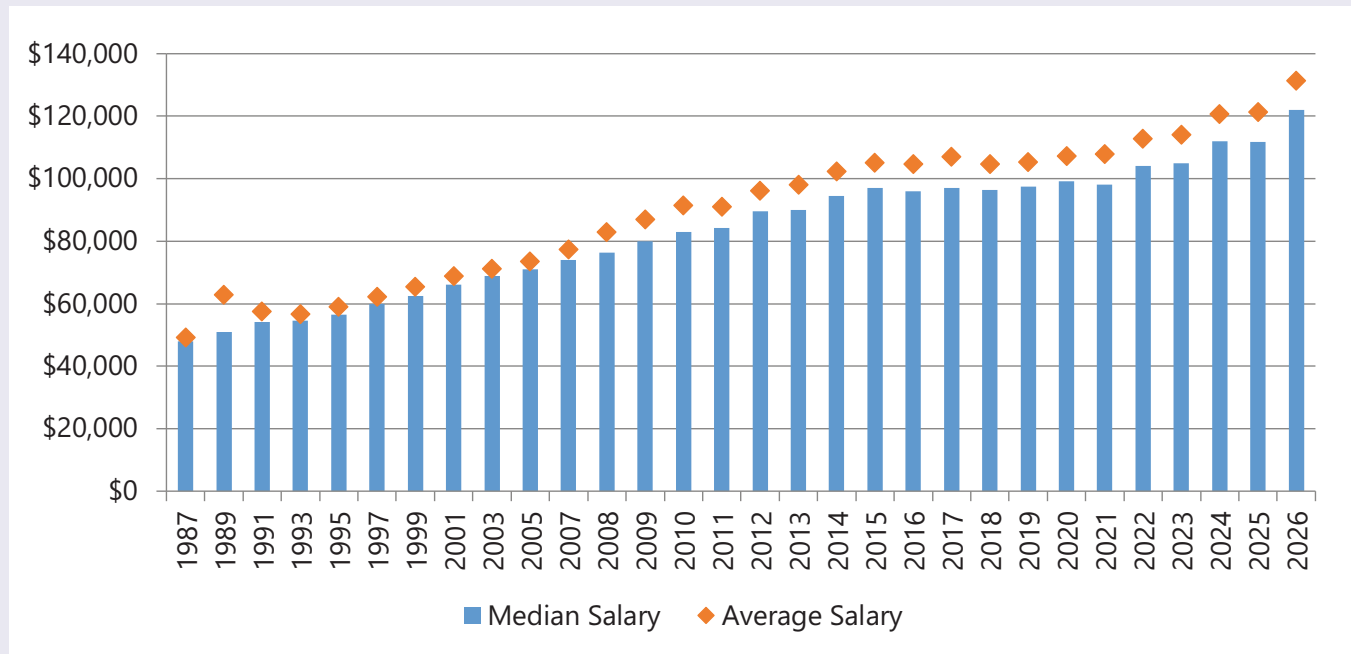
	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
Public Sector	406	\$131,540	\$79,040	\$99,800	\$122,000	\$157,770	\$207,195	
Private Sector	933	\$131,237	\$70,300	\$90,272	\$121,371	\$160,000	\$225,000	

Total Salary (full-time positions)

	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
Base Salary	1,350		\$131,309	\$72,000	\$94,000	\$122,000	\$160,000	\$220,000
Salary incl. bonus			\$155,784	\$75,000	\$102,474	\$139,060	\$193,000	\$305,000

Salary Changes – Full-Time Positions (not including bonus, not all survey years listed)

In 2026, the average salary increased by 8.3% and the median salary increased by 9.2%.



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 58 per cent (57.9%) of variance in salary. A formula was produced which members of APEGS can easily use to estimate their salary.

FACTOR	COEFFICIENT
(Constant)	\$ 35,028.324
Duties (A)	\$ 173.4413
Education (B)	\$ 176.0112
Experience (C)	\$ 397.3857
Recommendations (D)	\$ 37.03421
Supervision Received (E)	\$ 126.3704
Leadership Authority (F)	\$ 18.07133
Supervision Scope (G)	\$ 819.1484
Job Environment (I)*	\$ 753.18822
Absence from Base of Operations (J)	\$ 576.59715
Accident and Health Hazards (K)	\$ 1,020.356
Professional Designation (s)	\$ 12,750.232

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

Formula for expected salary (SE) without bonus:

$$SE = 35,028 + 173*A + 176*B + 397*C + 37*D + 126*E + 18*F + 819*G - 753*I + 577*J + 1020*K$$

Add \$12,751 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.

News From the Field



Photo courtesy of PEXELS

Our pothole problem

Discover Moose Jaw – Potholes and rough road surfaces are a recurring issue, but Dr. Haithem Soliman, associate professor with the Department of Civil, Geological and Environmental Engineering at the University of Saskatchewan, explains how engineering research is helping address them.

Soliman says the province’s challenges come from a combination of geography, climate and economics.

Soliman says soil composition and materials available for building roads aren’t always ideal. The same soil that makes us well-suited for agriculture is often susceptible to expanding and contracting with changes in moisture and temperature, creating an unstable base to build upon.

Dr. Soliman says extreme temperature swings – from 30°C to –40°C – cause pavement to expand and contract, allowing water to penetrate.

Repeated freeze-thaw cycles exacerbate the problem. Water trapped under the pavement expands when frozen and contracts when thawed, gradually creating potholes.

While there is no single solution, research at the University of Saskatchewan is helping engineers better generate solutions. Soliman and his team test new materials and asphalt mixes by simulating real-world conditions in the laboratory.

“We have the ability to simulate freezing, thawing conditions,” Dr. Soliman said.

New technology like geofabrics and polymers are tested to reinforce road layers and improve drainage. Meanwhile, recycled materials are increasingly incorporated into road construction.

“We always look at sustainable options. We want to see how we can increase the amount of recycled materials without affecting roadway performance.”



Photo courtesy of PEXELS

Dr. Soliman notes that engineers must constantly balance material choices, environmental factors and economic realities.

Economics, materials, climate and technology all place constraints on what we can do. Our goal is to optimize solutions that work within those limits while improving road durability.

“Spending money on research is not a waste of money ... a few hundred thousand dollars is very minor compared to the millions of dollars that you spend on a roadway paving project,” he said.

Potholes on the rise

Sask Today – City officials say erratic temperature swings have played a major role in the increase in Saskatoon potholes.

Goran Saric, Director of Roadways and Fleet Support Management for the City of Saskatoon, acknowledges that more melt days this winter compared to the previous two seasons, has made potholes more visible.

Saric said 24-hour coverage, with crews working 10- to 12-hour day and night shifts, seven days a week, will help, along with adjusting resources as needed based on demand.

“In 2025, crews and contractors logged about 35,000 labour hours on pothole repairs. We also used about 2,200 tonnes of asphalt, which was a 20 per cent increase from the year before, and we expect at least the same or higher quantity of hot mix asphalt to be used this season again. All reported potholes are inspected and prioritized.”

Water treatment at Kahkewistahaw



Courtesy World Spectator

Members from Kahkewistahaw First Nation, Corex Construction, BCL Engineering, SAL Engineering and Indigenous Services Canada at the Sod turning on the site of the new water treatment plant.

World Spectator – A sod-turning ceremony marked the start of construction on a new \$23-million water treatment plant on Kahkewistahaw First Nation.

“We’re going to have a state-of-the-art water treatment plant for a couple generations, if not three,” Chief Evan Taypotat said.

Corex has been awarded the contract following a competitive bidding process. Regina branch manager Kyle Fairbairn said the company plans to hire locally.

“We’re the general contractor, so we are going to be boots on the ground here,” he said.

Brian Arnold of BCL Engineering said the project represents critical infrastructure for the community.

“In our minds, it’s kind of like the heartbeat of the community,” he said. “We are creating the water here, bringing it in from the well site, treating it here, and then pumping it out to the system.”

Michael Propp of SAL Engineering said the project has been years in the making.

“It’s going to include a new water plant, a new well, a new well control building and generator for that as well, and that extension to the water distribution system,” Propp said.

Two new uranium mines



Photo courtesy CBC

An aerial view of a Denison Mines Corp. camp at its Wheeler River project site in northern Saskatchewan.

(Undated) (Submitted by Denison Mines)



Photo courtesy CBC

The current state of the proposed site for NexGen Energy Ltd.’s Rook I Project, located 150 kilometres north of La Loche. The company now has a licence to build the mine.

(Submitted by NexGen Energy Ltd.)

Sask Today – Two new Saskatchewan uranium mines are approved for construction.

Denison Mines Corp. received approval from the Canadian Nuclear Safety Commission to construct its Wheeler River Project.

NexGen Energy Ltd. followed, getting approval to build its Rook I Project.

Combined, the Wheeler River and Rook I projects are expected to create more than 1,600 jobs during construction and employ more than 700 people once operational. The total estimated investment is \$2.8 billion.

The approvals mark the first new uranium mines in Canada to receive construction approval since 2004.

Both projects are located in northern Saskatchewan's Athabasca Basin.

The province's uranium sector already supports more than 3,300 jobs, including contractors, with 43 per cent of mine site workers coming from northern Saskatchewan communities.

2027 decision on Patterson Lake South

Canadian Mining Journal – Australia's Paladin Energy expects making a final investment decision on its Patterson Lake South (PLS) uranium project in Saskatchewan by the end of 2027.

After securing provincial environmental approval for PLS, the Canadian Nuclear Safety Commission's construction-licence process remains pending.

With 438 nuclear power reactors operating globally and 79 under construction, uranium projects are drawing renewed attention.

Paladin's own benchmarking places PLS in the top rank of undeveloped uranium projects on grade and cost, and the project's Athabasca location. Shallow geometry and exposure to market-related pricing also contribute to strong project economics.

Nuclear Career Accelerator program

Ontario Tech University – With demand for nuclear talent on the rise, Saskatchewan Polytechnic and Ontario Tech University have partnered to deliver the Nuclear Career Accelerator program in Western Canada.

Ontario Tech currently offers the Nuclear Career Accelerator, an 11-week online upskilling program delivered from its Ontario campus, for mid-career engineers and technical professionals who are entering or advancing within the nuclear sector.

The program provides foundational training in nuclear systems, safety and regulatory frameworks and is structured to support working professionals through applied, industry-aligned learning.

Under the agreement, Saskatchewan Polytechnic will be the exclusive delivery partner for the program across British Columbia, Alberta, Saskatchewan and Manitoba.

This is another step toward building Saskatchewan Polytechnic's Western Canadian Nuclear Training Centre, to increase nuclear workforce training opportunities in response to growing national and global demand.

The centre is designed to provide training for mining and energy employees who need nuclear-specific skills, technical professionals looking to transition into nuclear, current students and recent graduates looking for the expertise and skills to thrive in this high-growth industry, and leaders preparing for small modular reactor projects and regulatory compliance.

Opinion: Your next mayor should be an engineer



Photo courtesy of PEXELS

Opinion by Greg Wilson, professional engineer, writer and commentator.

Sask Today – Beneath our feet lies an unseen network of water pipes and valves that we depend on every day.

Without this vast underground liquid highway, our taps would run dry, and our toilets wouldn't flush – society as we know it would soon screech to a halt.

Statistics Canada's Core Public Infrastructure Survey calculated that as of 2022, it would take \$113 billion to bring all of Canada's potable, wastewater and stormwater systems up to a uniform "good" level of repair. That year, Canadian governments at all levels spent just \$10 billion on infrastructure maintenance and repair, or less than 10 per cent of the requirement.

Elected officials generally consider building above-ground projects such as bike lanes, recreation centres and rapid transit to be far more exciting than pipes no one will ever see.

One way to fix the problem: elect officials who actually understand and care about their city's underground infrastructure – who better than engineers?

Engineers are trained to assess complex problems, create functional solutions and are equipped with a deep

knowledge about how these systems work over their lifecycle.

And while other professions and trades require important critical-thinking skills, engineers also come with the detailed technical knowledge necessary to assess the condition of underground systems.

In 2024, the City of Regina elected mechanical engineer Chad Bachynski as mayor on a platform that emphasized the importance of infrastructure. “You need rinks,” he said in an interview. “But not to the detriment of running water. You should expect to turn on your tap and get clean water.”

His background in below-grade infrastructure has had a direct influence on his work at city hall.

Bachynski said he often finds himself translating technical requirements into plain language for council, as well as educating the electorate on the need to spend money on projects they’ll never see.

Beyond greater representation by engineers, fixing Canada’s infrastructure problem requires that voters recognize and reward municipal leaders who put the long-term interests of their community ahead of grandstanding and politicking.

SaskPower, Bruce Power reach MOU

SaskToday – Bruce Power has signed a memorandum of understanding (MOU) with SaskPower to share its knowledge in nuclear generation, project development and long-term operations as Saskatchewan evaluates large nuclear technologies for potential use in the province.

The MOU with Bruce Power will formalize information-sharing, enable alignment on a federal and provincial nuclear strategy and leverage Bruce Power’s national leadership in nuclear.

SaskPower will benefit from lessons learned through Bruce Power’s proposed Bruce C Project, the first new nuclear development in Canada to enter the federal impact assessment process.

U of S research heating solutions

Leader Post – One graduate student is working to help develop air-source heat pumps (ASHPs) that can withstand low temperatures.

“Most buildings in Saskatchewan, and over half of the buildings in Canada, are heated by burning fuels like natural gas,” said Siddhartha Gollamudi, a PhD student in the University of Saskatchewan College of Engineering.

Air-source heat pumps are electric devices that can both heat and cool a home without burning fuel, which makes them cleaner, but they don’t hold up in cold weather due to a frosting problem.

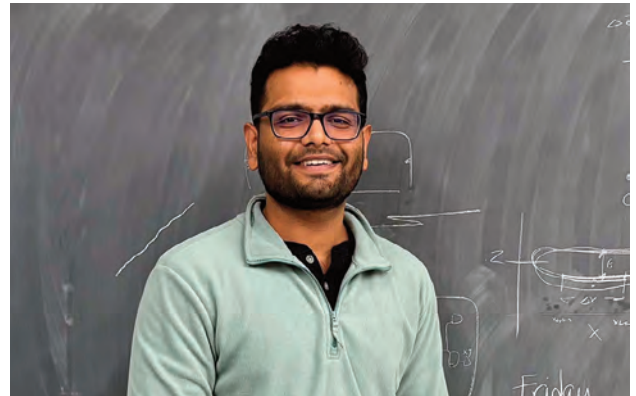


Photo courtesy of University of Saskatchewan

Siddhartha Gollamudi, PhD student

“Our research team is developing frost-free ASHPs.”

Using computational models, Gollamudi has run countless scenarios to find ways to prevent heat pumps from freezing in cold weather.

These heat pumps are using a liquid-to-air membrane energy exchanger (LAMEE) that was created at the U of S by Gollamudi’s supervisor Dr. Carey Simonson (PhD) and his team.

Working closely with graduate student Amirreza Mahmoudi, Gollamudi helped illustrate that the system, known as a LAMEE Heat Pump (LAMEE-HP), can operate in cold conditions while cutting emissions and saving money.

The team has filed two provisional patents on this new design.

“We saw on average a 50 per cent increase in heating efficiency compared to the current ASHPs on the market,” Gollamudi said. The simulation also showed a 10 to 35 per cent reduction in annual energy use compared to a standard heat pump.

“Seeing how technical decisions translate to real world results really drives my work. I am inspired by engineering that is both rigorous and ultimately useful beyond the lab,” said Gollamudi.

Indigenous-owned engineering firm

Nationtalk – Kitsaki Management Limited Partnership, the economic development arm of the Lac La Ronge Indian Band and March have signed an agreement to form March Consulting LP (March), with Kitsaki as majority shareholder, making March Canada’s largest majority Indigenous-owned engineering and project management firm.

Kitsaki first invested in March in 2014, and this expanded ownership is a natural next step in a relationship that has strengthened over time.

“Kitsaki has been a true partner, not just an investor. This next chapter offers us something that is impossible to

engineer: a genuine and sincere alignment between our business goals and our values,” said Ritu Malhotra, President and CEO of March.

All client agreements, employees, and operations continue under March Consulting LP without interruption.

One-of-a-kind USask lab



Sask Today – The Engineering Design Mutualism (EDM) Laboratory is a unique hub at USask intended to promote collaboration in cutting-edge engineering design.

“It’s a place where we want people of different disciplines to feel welcome sharing their perspectives on different engineering design aspects and protocols,” said Dr. Lori Bradford (PhD), an associate professor of Professional Development in USask’s College of Engineering.

The EDM Lab explores innovative solutions to engineering design questions by thinking outside the box and putting a focus on directly connecting with the public for more informed design decision-making.

From creating puppets for communicating research and lived experiences, to 3D printing architectural designs for new subdivisions, to considering new materials for building wheelchairs based on feedback from wheelchair users, the EDM Lab is active in the engineering space.

“It’s an understanding that everyone has perspectives to share on a problem, and when we narrow whose perspectives are included sometimes we miss those pieces that could help us solve the problem and be a better solution,” Bradford said.

In addition to lab space in the Engineering Building, the EDM Lab can travel with a mobile trailer to engage people where they’re most comfortable.

U of R engineers engineer a greener, smarter future



Photo courtesy of Sask Today

Sask Today – In oilfields across Saskatchewan are hundreds of wellheads.

They produce gas, mainly methane, which is often vented or flared, contributing to climate change. And the oil

recovery process creates large volumes of non-potable water that requires significant energy to treat.

When observing the scattered wellheads, Dr. Huang, professor within the Faculty of Engineering and Applied Science at the University of Regina, recognized that the waste from one problem could be a solution for another.

“It was about seeing two separate challenges and realizing their solutions were intrinsically linked.”

The solution is the Mobile Modularized System (MMS).

Housed on a trailer pulled by a pickup truck, the system drives to a wellhead, captures the methane and uses it to fuel an on-board power generator that powers a water treatment module, cleaning on-site wastewater.

“We are engineers; we deal with problems in the country, province and city,” Huang explains. “We solve problems and create new tools for solving them. Scientists study fundamentals, but engineers solve problems.”

At the U of R Huang’s teams also operate the nation’s first groundwater simulation pilot tank, enabling researchers to visualize how pollutants move through soil layers and test remediation methods.

Additionally, the team built the Climate Change Data Portal, a freely accessible digital platform that provides high-resolution climate projections. The portal empowers decision-makers to design resilient infrastructure capable of withstanding future climatic and environmental shifts.

Thor Project pilot plant positions Tisdale for future alumina role



Photo courtesy of Sask Today

Sask Today – A proposed demonstration and research centre in Tisdale is expected to be the most visible sign of Canadian Energy Metals Corp.’s (CEM) Thor Project, a significant alumina discovery near the community.

“This is where people will see activity first,” Christopher Hopkins, President, CEO and Director of CEM, said explaining the site is expected to be developed as an

advanced research facility to demonstrate the feasibility of producing high-purity alumina products at scale, and for the potential recovery of additional metals.

Hopkins said the facility will highlight the highly skilled positions that could eventually be required, including chemical and hydrometallurgical engineers. He also hopes that by encouraging schools to visit the facility, it will encourage students to pursue advanced education tied to the sector.

CEM currently has a team of seven technical, financial and operations specialists based in Western Canada and the U.S. While there are no immediate local job postings, Hopkins said employment opportunities tied to engineering and processing could emerge as the facility develops and research activity increases.

For now, activity in the Tisdale area will largely involve continued drilling and testing. Hopkins said CEM first drilled in 2022 and has completed 157 drill holes to date, with more planned to refine data and increase confidence in the resource.

The alumina products identified by the company's testing include high-purity and chemical-grade alumina, which Hopkins said represent the most valuable products.

3D Printing: Promising for Saskatchewan research



Sask Today – In a lab at the University of Regina, 3D printing isn't just a hobbyist's tool; it's the foundation for building custom medical devices, pioneering sustainable housing and engineering the future of high-performance industries.

Led by Mohammad Khondoker, an assistant professor in the Faculty of Engineering and Applied Science, the Additive Manufacturing Research Lab (AMRL) is the only dedicated 3D printing research lab in Saskatchewan.

Khondoker explains that when industry partners bring unconventional materials or extreme requirements, the lab can redesign the printing process to accommodate them.

"We're not limited by what commercial systems can do; we create new capabilities," said Khondoker.

The lab's innovations are not just theoretical; they are providing tangible solutions for health care and industry. One of the most impactful projects is the creation of custom-fit orthotics.

"Most traditional orthotics are 'one-size-fits-all,'" says Khondoker. "We can design orthotics to match the specific needs of each person's body."

The lab is also a gamechanger for industries such as aerospace and automotive. The team has developed a new type of heat exchanger using metal 3D printing that outperforms traditional models while taking up less space.

"Our lab is well-positioned to contribute meaningfully such as through 3D printing research focused on critical Small Modular Reactor (SMR) components, such as high-performing heat pipes. By advancing this work, we can help establish Saskatchewan as a pioneer in nuclear innovation."

Sask. signs MOU on cross-country electricity grid



Photo courtesy of PEXELS

Star Phoenix – Saskatchewan, Ontario, British Columbia, Alberta, Manitoba, New Brunswick, Prince Edward Island, Nova Scotia, Yukon and the Northwest Territories signed on to an agreement which aims to build national infrastructure and intertie projects that connect the provinces' and territories' energy grids.

The MOU builds on discussions that took place at an energy summit last September during which the provinces identified strengthening electricity transmission connections as a major priority.

"Strengthening transmission connections will ensure that Saskatchewan families, communities and industries continue to have access to reliable and affordable electricity, while giving us export opportunities as a jurisdiction with allocatable baseload power production to contribute to the energy security of our neighbours," Crown Investment Corporation (CIC) Minister Jeremy Harrison said.

Sask. linking northern and southern power grids

SwiftCurrentOnline – Saskatchewan has approved a major transmission project aimed at linking the province's northern and southern power grids, a move officials say will improve reliability and support economic growth in the far north.



The North-South Transmission Systems Interconnection project, led by SaskPower, will see the construction of two new transmission lines spanning approximately 250 kilometres. The lines will connect the southern grid near the E.B. Campbell

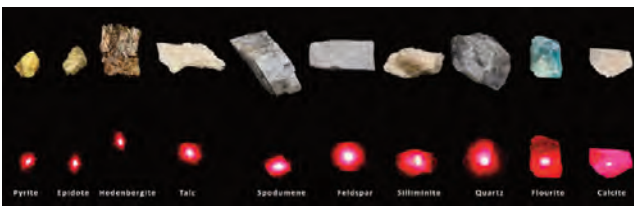
Hydroelectric Station to the northern grid near Island Falls Hydroelectric Station.

Currently, Saskatchewan’s two electrical systems operate independently and are only connected through Manitoba. The northern grid is geographically distant from most of the province’s power generation, which is concentrated in the south.

Preliminary planning and design work is already underway, including engagement with Indigenous communities and stakeholders.

The transmission lines are expected to be in service by 2032.

Laser sorting in mining



Copyright SRC

Figure 1. Image showing the scattering effect of a laser on different minerals and rock types.

Canadian Mining Journal – From exploration projects to operating mines, preconcentration – and specifically sensor-based sorting (SBS) of ore – is becoming a critical step in improving both project economics and sustainability.

Laser sorting is one of the latest technologies being implemented in the mining industry to help separate valuable ore from waste early in the process.

By upgrading ore prior to transport or before it reaches the mill, laser technology reduces the volume of material processed downstream, leading to lower energy use, cleaner tailings and more efficient operations overall.

The concept of laser scattering is built on the principles of light-matter interaction and has several applications, from

scientific research to industrial processes. Laser scattering involves the interaction of lasers with particles or surfaces, resulting in light dispersion.

By analyzing the intensity, wavelength and direction of scattered light, insight into particle size, shape and composition can be collected.

The Saskatchewan Research Council (SRC) applies these scientific principles directly to mining challenges, using a standardized approach developed in-house, to turn bench-scale test work into practical, economic solutions for industry.

Engineering Students’ Achievements Awards

Photo credit: Carlene Deutscher, USask



University of Saskatchewan (USask) engineering students Raenna Hesje and Olivia Maurice were honoured at the 2026 Indigenous Achievements Awards Ceremony.

USask – Engineering students, Raenna Hesje and Olivia Maurice, received awards at the University of Saskatchewan’s Indigenous Student Achievement Awards.

Indigenous students from across USask were honoured at a ceremony to recognize their academic excellence, leadership, research endeavours, resiliency or community engagement.

The award ceremony is part of Indigenous Achievement Week which celebrates the successes and contributions of Métis, First Nations and Inuit students, staff and faculty.

Raenna Hesje / Award: Resiliency

For an upper-year student who is on track to graduate, who has overcome significant personal challenges to succeed in their studies.

Program: Environmental Engineering

Community: Métis Nation Saskatchewan

Raenna is an active leader in the College of Engineering, serving as the co-president of the Environmental Engineering Students’ Society, public relations director for USask’s AESIS chapter and a USask Engineering Indigenous Student Ambassador.

Olivia Maurice / Award: Leadership

For students who have demonstrated exemplary leadership on or off-campus.

Program: Chemical Engineering

Community: English River First Nation

Olivia serves as president of USask’s AISES Chapter, a group dedicated to uplifting, inspiring and advocating for Indigenous peoples pursuing STEM, and served as one of the college’s Indigenous Student Ambassadors in 2024-2025.

News Beyond Our Borders



Photo courtesy of PEXELS

30 Years of Data Reveals Persistent Obstacles for Women in Engineering

Toronto Metro University – More than 30 years ago, a Canadian Committee on Women in Engineering (CCWE) report named what many women in engineering already knew: that talent alone was not enough to overcome the structural barriers embedded in the profession.

The 1992 report, *More Than Just Numbers*, explored those barriers and set clear targets and recommendations to address inequities in access, advancement and workplace culture.

Yet new data presented by the Diversity Institute (DI) reveals that progress has been uneven at best.

Dr. Wendy Cukier, Founder and Academic Director of the Diversity Institute, presented findings from *More Than Just Numbers Revisited*, a report developed with the Ontario Society of Professional Engineers.

The report asks why, after decades of awareness and effort, do the numbers still look so familiar?

Cukier says many of the structural barriers identified in the 1992 research are still present. The report underscores the need for renewed, co-ordinated action across education, professional regulation and engineering workplaces.

“We have to think holistically and at a system level in terms of how to move the dial,” Cukier said.

This includes challenging stereotypes and strengthening role models for girls, setting clear targets with accountability and leveraging government policy, funding and professional standards to drive change.

Schools and post-secondary institutions play a critical role in strengthening early pathways into engineering, while employers must address barriers in hiring, retention and advancement through more inclusive practices.

UVic Faculty of Engineering and Computer Science hits 24 per cent female-identifying enrolment while working toward ‘30 by 30’ goal

UVic – “30 by 30” is a nationwide initiative started by Engineers Canada to increase the number of female graduates in engineering to 30 per cent by 2030.

In 2014, when “30 by 30” was launched nationally, only 17.1 per cent of newly licensed engineers in Canada were women. As of 2024, according to Engineers Canada, 21 per cent of newly licensed engineers in Canada are female-identifying.

In 2022, UVic reported that approximately 19 per cent of ECS enrolments self-identified as women. Now, that number has jumped to 24 per cent and a five per cent increase in enrolment of self-identified women since 2019.

According to the University of British Columbia (UBC), enrolment of women in engineering (Vancouver campus) was 29 per cent in 2022.

The University of Toronto reported 37.3 per cent of students in the Faculty of Applied Science and Engineering identified as a woman as of 2025.

The University of Waterloo reports a 33.8 per cent enrolment of women in engineering as of 2025, with 31.8 per cent of graduates that year identifying as women.

At Simon Fraser University, women made up 20 per cent of undergraduate students in 2024-25 and 17 per cent of students enrolled in undergraduate degrees in the Faculty of Applied Sciences. In the same faculty, women made up 28 per cent of graduate students, 30 per cent of master’s degrees, and 22 per cent of PhDs.

Photo courtesy of PEXELS



Court upholds discipline of B.C. engineer who approved faulty crane foundation

Business Intelligence – The B.C. Supreme Court reviewed and dismissed a petition by a professional engineer who was disciplined.

The court said the professional regulator acted reasonably in disciplining Peter Gordon Kovacik, a professional engineer and co-founder of Kova Engineering Ltd.

According to the decision, Kovacik signed and sealed an inspection report recommending a set of newly manufactured anchor stools for service when the anchor stools were not serviceable and when the weld repairs on those anchor stools had not been completed.

A discipline committee panel of the Association of Engineers and Geoscientists of British Columbia (EGBC) issued a decision in 2024 concluding that Kovacik demonstrated unprofessional conduct. The panel found his conduct to be contrary to EGBC’s Code of Ethics.

Kovacik sought a judicial review of the panel’s decision, saying it was procedurally unfair because he didn’t have adequate notice due to a lack of detail in EGBC’s citation. The court said the citation was sufficiently detailed.

Kovacik also argued the panel relied on inadmissible hearsay evidence from a professional engineer who had previously inspected the anchor stools, found deficiencies and declined to certify them.

Kovacik said this was improper evidence, but the court said hearsay “is not per se objectionable” in administrative proceedings.

The court further concluded the hearing and decision aligned with EGBC’s citation, rejecting Kovacik’s argument that the panel had improperly expanded its scope of inquiry.

The court concluded that Kovacik had not established that the panel’s decision was unreasonable.

The court also found Kovacik was aware when he signed off on the anchor stools that another professional engineer had previously inspected and rejected them.

The court disagreed with Kovacik’s claim that the panel’s finding departed from industry practice, saying regulatory

bodies like EGBC determine professional standards, not industry practice.

Wiikwemkoong engineer to lead national mining organization

Sudbury Star – Kaella-Marie Earle, a member of Wiikwemkoong Unceded Territory on Manitoulin Island, has been named president of the Canadian Aboriginal Minerals Association (CAMA), a group founded in 1992 but one that had been on hiatus since the COVID-19 pandemic started in 2020.

CAMA was officially relaunched at an event at the Prospectors & Developers Association of Canada conference held in Toronto.

“That was really well received,” Earle said of the launch. “We had a lot of Indigenous people and mining industry leaders who came. We were happy to know that we were pretty well aligned with what many First Nations, Inuit and Metis groups are looking for in terms of support,” said Earle, who is an engineer, is living in Sudbury.

CAMA was founded as a volunteer, Indigenous-led organization to ensure Indigenous Nations could shape the future of mining instead of being sidelined by it.

Earle said in the past, CAMA assisted communities and industry to help navigate things like environmental protection, community well-being, economic development and long-term agreements.

“CAMA is not for or against any project or for or against any company,” Earle said. “What we want to be is just somebody who is able to provide information and capacity again for that free and prior informed part.”

CAMA will revive its annual national gathering. The 2026 conference will be held in Sudbury in early November.

UNB engineers chosen by NASA to track Artemis II mission



Photo courtesy of PEXELS

CBC News – A group of electrical engineers at the University of New Brunswick actively tracked the Artemis II mission in a “once-in-a-lifetime” experience.

The team of six, including five students, was one of 34 international groups selected by NASA to track the spacecraft named Integrity, making UNB the only Canadian university selected.

Working out of the UNB Earth Station, the team used a six-foot-diameter satellite dish feeding frequencies to radios and computers in the station.

NASA asked groups involved to provide date and frequency data as soon as possible.

‘Definite demand’ for mining engineers as Saint Mary’s launches program



Photo courtesy: CBC

CBC News – A new mining engineering program set to launch this fall at Saint Mary’s University will be a well-timed addition to Nova Scotia.

“There is a definite demand from industry for those types of engineers, and we locally have the capacity now to teach them,” said Don MacNeil, director of engineering at Saint Mary’s University.

Until now, Halifax students could complete the first three years of an engineering degree at Saint Mary’s before transferring to Dalhousie University to specialize in a discipline like civil, electrical or environmental engineering.

Mineral resource engineering was among those options at Dalhousie until the school suspended the program in 2022.

Mining engineering is one of two streams students can choose from within the new bachelor of engineering in resource engineering program. Saint Mary’s is also adding a renewable energy engineering stream.

Proponents from Nova Scotia’s natural resource development and mining industries were instrumental in creating the programs.

Donna Beneteau, an associate professor of civil geological and environmental engineering at the University of

Saskatchewan, said it bodes well for the industries’ futures in Nova Scotia that Saint Mary’s is willing to commit to the program.

“Everybody in the [mining] industry was really upset when they closed” the mineral resource engineering program at Dalhousie, said Beneteau, whose research areas include mining education.

She said there’s a constant fear in the industry that mining programs will be cut during less-productive years. Canada-wide decreases in university funding only make things worse.

In a boom-or-bust industry, Beneteau said she hopes the university’s new program indicates a boom is on Nova Scotia’s horizon.

P.E.I. emerging as ‘pre-eminent’ site for fossil finds, geologist says



Photo courtesy: CBC

CBC News – A Nova Scotia-based geologist says Prince Edward Island is emerging as a promising new frontier for fossil discoveries.

Geoscientist John Calder said the Island is attracting attention from researchers around the world following a surge of discoveries in recent years.

Calder said there has long been an assumption among geoscientists that fossils would be rare on P.E.I. due to its red sandstone, known in geological terms as “red beds.”

The general thinking has always been that red beds don’t really preserve fossils well. Well, that’s not so true.

“P.E.I. is no longer considered by geologists to be a barren zone for fossils.”

Calder said the province’s red rocks date back just under 300 million years to the Permian period – before the age of dinosaurs – a time when reptiles were beginning to diversify.

Back then, the climate was generally warm, with rivers depositing mud and sand along their banks. Those sediments would dry quickly under the sun.

“Any animal that walked or plants that fell into it would have a very good chance of being preserved because it would dry out and harden and preserve that footprint or whatever else fell ... into the muds and sands,” Calder said.

“In particular, footprints of reptiles and amphibians are gloriously preserved, but also things like insects, bones, skeletons, entire intact skeletons of reptiles.”

Six-kilometre journey under downtown Toronto for new rapid transit line begins

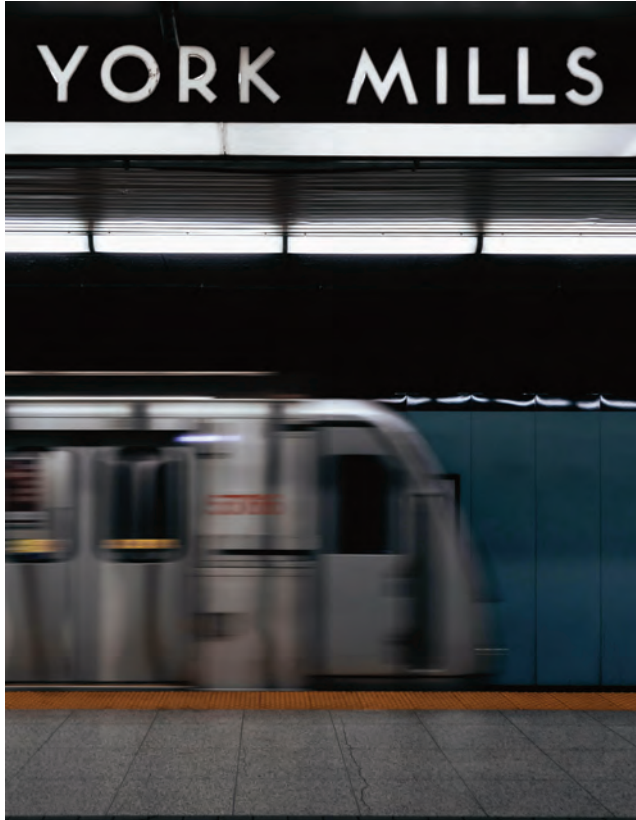


Photo courtesy of PEXELS

New Civil Engineer – Tunnelling is underway on the Ontario Line, a 15.6-kilometre rapid transit line in Toronto, described as the “largest subway expansion in Canadian history.”

Once complete – the project is slated to enter operation by 2031 – the Ontario Line will encompass 15 stations and more than 40 transit connections. It will serve nearly 400,000 trips every day, with over 40 connections to other transit lines.

Managed by Infrastructure Ontario and Metrolinx, the transport and transit Crown agency of the Government of Ontario, its overall cost is approximately \$29.5 billion, according to Metrolinx.

Two tunnel-boring machines will travel 40 metres beneath Toronto’s streets for six km, carving out twin tunnels and connecting six new underground subway stations.

What a gaping hole on a bridge reveals about aging infrastructure in Canada

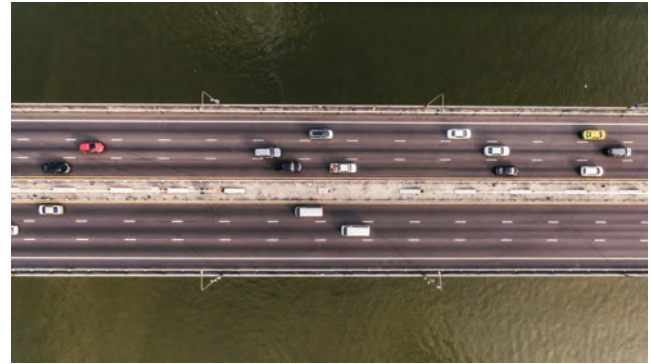


Photo courtesy of PEXELS

Canadian Consulting Engineer – A hole recently appeared in the deck of the Sauvagine Bridge in Châteauguay, Que., raising concerns about the safety of the structure.

While no injuries were reported, the incident highlights the broader issue of aging infrastructure across Canada, particularly as many bridges were built decades ago and are now deteriorating.

Canadian bridges built decades ago

Many bridges currently in service were built decades ago, often in the 1950s, ’60s and ’70s. Over time, Canada’s unforgiving environmental conditions gradually deteriorate reinforced concrete structures.

For engineers, one of the main challenges is to understand what damage means for the structural performance of the entire bridge. Visual inspections remain an essential tool to detect damage, but they don’t always reveal how deterioration affects the structural behaviour of the structure.

Research has found that computational modelling may provide important insights about how to interpret the damage. Numerical simulations can mimic mechanisms like cracking, material degradation and changes in the interaction between steel reinforcement and concrete.

By incorporating these effects into structural analyses, engineers can better estimate how much capacity an aging structure may still retain and identify potential vulnerabilities.

As bridges across the country continue to age, ensuring their long-term safety will require a combination of regular inspection, timely maintenance, advanced engineering analysis and the application of effective strengthening techniques when needed.

Troubles may begin with big holes in bridge decks, but they ultimately point to the need for much larger conversations about how governments maintain and renew the infrastructure that millions of people rely on every day.

Economic Geologists Shortage Threatens Critical Minerals Security in 2026

Discovery Alert – The global energy transition has created an unprecedented paradox: just as governments worldwide prioritize critical mineral security and mining investment reaches historic highs, the industry faces a catastrophic economic geologists shortage.

Modern mining operations require increasingly sophisticated geological expertise, yet the workforce equipped to handle these challenges is rapidly aging out of the industry, while universities struggle to attract new talent to earth science programs.

Current workforce projections indicate that 27 per cent of the U.S. geoscience workforce will retire by 2029, and in Canada 23 per cent will retire by 2030, creating an immediate need for approximately 130,000 full-time geological positions across North America.

University enrolment in geoscience programs has declined by 33 per cent over the past decade. Faculty shortages compound this problem, with many geology departments unable to offer specialized economic geology courses due to insufficient qualified instructors.

Academic institutions have also shifted focus toward environmental and climate science applications, leaving economic geology expertise concentrated in aging faculty approaching retirement.

The economic geologists shortage affects different specializations unevenly, with some fields facing particularly acute talent deficits:

Hydrogeology faces severe shortages as water resource management becomes increasingly critical.

Economic geology expertise remains concentrated among aging professionals with decades of experience in ore deposit recognition, resource evaluation and extraction planning.

Environmental geoscience offers attractive career prospects for environmentally-conscious graduates.

Canada's critical minerals strategy emphasises domestic capability development in lithium, rare earth elements and battery materials processing. This creates demand for geological specialists familiar with these deposit types and their associated processing requirements.

Successful talent development requires sustained collaboration between industry and academic institutions, and addressing women in mining challenges remains crucial for expanding the available talent pool.

ANU opens dedicated study hub for women in engineering



Photo courtesy Indian Sun

Indian Sun – The Australian National University has opened a purpose-built study and networking space for women studying engineering.

The Kim Jackson Scholars' Space is designed to support study, mentoring and peer connection, while hosting events and workshops for the wider engineering community.

Dr. Fiona Scotney, Director of the Kim Jackson Scholarship at ANU, said the space had been carefully designed to create a supportive environment.

“Every element has been thoughtfully chosen, from the furniture to the artwork and the library collection, to create an environment that feels inspiring, welcoming and designed to empower our scholars. It is more than just a place to study; it is a place to feel a sense of community,” said Dr. Scotney.

She said the new space would help scholars navigate the early stages of university life.

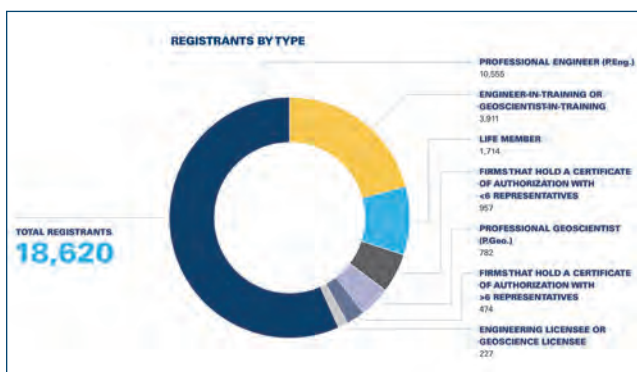
“For many women starting to study engineering, those first few months can feel incredibly lonely, especially if you've moved interstate to begin your degree. You're adjusting to a new city, a new campus and an entirely new way of learning all at once.”

Current scholar Josie Bates said, “engineering is a field where women in STEM remain underrepresented, having that foundation of shared experience and mutual support has been incredibly beneficial.”

APEGS 2025 Annual Report Highlights

Growing Numbers of Registrants

The number of APEGS registrants continues to grow, typically between three to five per cent per year over the past 10 years. APEGS received 3,584 applications in 2025, an increase of 92 applications from 2024.



Application Processing Times

Since the introduction of *The Labour Mobility and Fair Registration Practices Act* in 2022, APEGS has been working to meet the established timelines to process applications for people trained outside of Canada and for professionals already registered elsewhere in Canada.

Standard Timelines	2023	2024	2025
< 50 business days for people trained outside of Canada	56%	95%	94%
< 20 business days for professional members already registered elsewhere in Canada	-	-	93%
< 50 business days to assess experience	70%	63%	83%

Reducing Validator Fraud

During the application process, an applicant's character may be called into question, thereby requiring a character assessment. Of the 58 cases of character assessment completed in 2025, 12 people were found to have breached the Good Character Guideline by fraudulent validation of their work experience.

Proficiency and Competence of Members

Online training attendance grew 28 per cent to over 8,700 with high member satisfaction ratings of 8.9/10.

APEGS offered a series of webinars to increase members' regulatory competence regarding the following:

- Five principles for construction standards
- Part 3 of the National Building Code
- APEGS' application process
- APEGS' competency-based assessment program
- APEGS' continuing professional development program
- What it means to serve on APEGS council

APEGS also offered professional development opportunities to align with the public's expectations for the professions to play a role in sustainable energy development and to practise in an ethical manner:

Topics on sustainable energy development included:

- Building Saskatchewan's smart grid
- Compressed air energy storage potential in Saskatchewan
- University of Regina's microgrid
- Decarbonization in practice – whole lifecycle thinking for buildings
- Energy transition with hydrogen and carbon capture, utilization and storage

Topics on ethics included:

- Reimagining a new way forward to address ethics issues in the Arctic with intention
- Trust, ethics, and leadership in an era of complexity.

Regulatory Compliance

APEGS ensures members comply with *The Engineering and Geoscience Profession Act* in terms of reporting their continuing professional development and acting in a competent and ethical manner.

In 2025 APEGS created a compliance team for a clear separation between the processes of compliance, investigation, discipline and enforcement.

The team conducted over 600 compliance checks. By coaching members on their obligations, the team was able to achieve voluntary compliance and early resolution, resulting in fewer investigation cases.

APEGS expects the regulatory compliance area will continue to grow.

Investigation and Discipline

In 2025, APEGS strengthened the investigative functions resulting in improved turnaround times, clearer investigation pathways and greater capacity to respond to

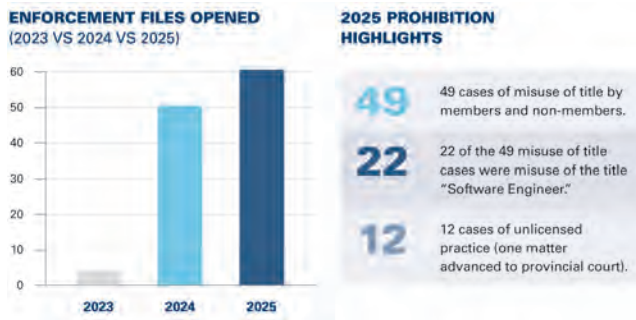
new and emerging matters efficiently supporting fair, timely and effective oversight of registrants.

Backlogs are reduced and stabilized, fewer investigations are opened due to improved compliance, No Further Action outcomes have dropped significantly and discipline remains targeted and proportionate.

Two investigations were referred to discipline. One discipline hearing occurred at the end of 2025. The other will be held in 2026.

Prohibition and Enforcement

APEGS' proactive approach to prevent the unlicensed practice of engineering and geoscience and the misuse of protected titles has improved the timeliness of enforcement.



Increase and Expand Membership of Eligible Practitioners

APEGS is committed to ensuring that Saskatchewan has enough engineers and geoscientists.

One action to achieve this goal is to encourage Saskatchewan's university students to pursue a career in the province and register with APEGS.

In consultation with university administrators, professors and students we discovered that most of our long-standing practices and funding mechanisms were impractical and outdated.

Scholarships

The principal areas for change was scholarships – APEGS provided 18 scholarships that were sometimes not awarded because criteria were too restrictive. The amounts were low and did not necessarily result in students graduating and building careers in Saskatchewan.

To improve, APEGS began a four-year pilot project in 2025, replacing 18 scholarships with six. The new scholarships cover domestic student tuition fees over four years for six students who demonstrate academic achievement, financial need and community involvement.

Student Activities Funding

Existing agreements that included awarding a small number of students with medals, pins and books were

replaced with one agreement to reach more students with the same amount of funding. The change also gives APEGS direct and meaningful engagement with students, including participating as judges at competitions and speaking at events.

Business Improvements

Recognizing that our people are key to our success, APEGS focused on significant and foundational improvements in human resources, which supported further incremental changes in governance, finance and technology.

Human Resources

- Senior leaders and managers completed leadership development program
- Introduced new human resource policies
- Completed a three-year incremental move to a performance management system focused on results as well as growth and development of employees, which included establishing a strong base salary structure and a pay-for-performance philosophy
- Continued to grow and diversify our cumulative talents and skills by updating the organizational design and building additional capacity including:
 - Creating the executive positions of Chief Operating Officer and Chief Regulatory Officer to respond to membership growth, business complexity and the continuous pace of necessary transformation
 - Creating two investigative positions
 - Adding professional assessors in response to increasing numbers of applicants seeking academic and experience assessments.

Governance

- Introduced council nomination process to encourage diversity in members' experience and background as nominees for council
- Reviewed committee structures and recommended changes to ensure the best use of volunteers' talents and time.

Finance

- Improved financial reporting with increased transparency
- Reduced the risk of fraud by introducing more segregation of duties and engaged new independent auditor.

Technology

- Increased efficiency in processing invoices and expenses.
- Introduced online timesheets and digital pay statements.
- Helped members renew licences more quickly by introducing self-serve options and automated notices.
- Developed a roadmap for business transformation.

Volunteer Opportunity

We're seeking enthusiastic volunteer presenters for our monthly lunch-and-learn webinars.

- Support your peers' professional development
- Showcase your expertise
- Earn verifiable CPD credit

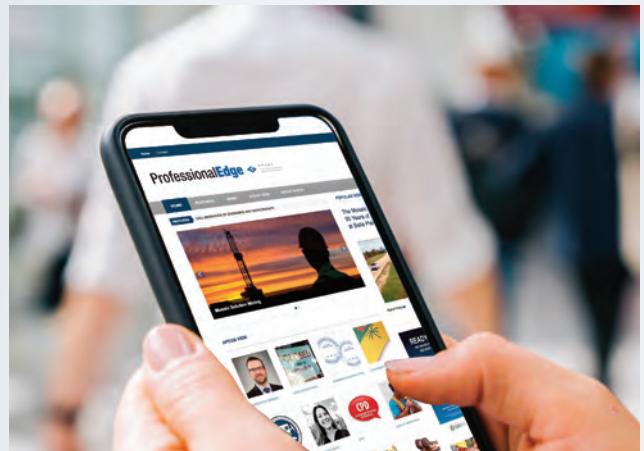
To pitch your webinar idea contact cpd@apegs.ca.

Did you know?

The Edge Monthly, a digital newsletter for members, is emailed every month so you can stay up to date on regulatory, industry and member news.

The sender name and email address is **APEGS <communications1@apegs.ca>**
If you are not receiving it, check your junk email.

Did you know?



Reading *The Professional Edge* counts as credits for reporting continuing professional development under the Informal Activity Category.

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