



## AGENDA

### ANNUAL MEETING OF MEMBERS

May 24, 2025 | 9:30 am – 11:00 am (PDT)

Hybrid delivery: Sheraton Vancouver Wall Centre, Vancouver, BC | Zoom

Please refer to the [Bylaw](#)

1.	<b>Call to order and introductions</b> – M. Wrinch, 2024-2025 President, Engineers Canada		
2.	<b>Approval of agenda</b> – M. Wrinch (pages 1) <i>THAT the agenda be approved and the chair be authorized to modify the order of discussion.</i>		
3.	<b>Approval of minutes</b> – M. Wrinch (page 2 to 5) <i>THAT the minutes of the Annual Meeting of Members held May 25, 2024 be approved.</i>		
4.	<b>2024 Reports</b> – P. Rizcallah and M. Rose 4.1 Engineers Canada Annual Report (pages 6 to 28) 4.2 Annual Strategic Performance Report (pages 29 to 47) 4.3 Audited financial statements (pages 48 to 66)		
5.	<b>Appointment of auditors</b> – M. Rose (pages 67 to 68) <i>THAT Raymond Chabot Grant Thornton be appointed as the public accountant to audit the accounts of Engineers Canada for the 2025 fiscal year.</i>		
6.	<b>2027 Per Capita Assessment Fee</b> – M. Rose (pages 69 to 70) <i>THAT the 2027 Per Capita Assessment Fee be set at \$11 per Registrant.</i>		
7.	<b>Election of Directors</b> – M. Wrinch (pages 71 to 72) <i>THAT the following individuals be elected to the Board for the terms indicated below:</i>		
	<b>Nominee's name</b>	<b>Jurisdiction</b>	<b>Term</b>
	Michael Wrinch (Past President)	British Columbia	2025-2026
	John Van der Put (President)	Alberta	2025-2027
	Nick Colucci	Ontario	2025-2028
	Christopher Chahine	Ontario	2025-2028
	Marlo Rose (incumbent)	New Brunswick	2025-2028
	Denise Pothier	Nova Scotia	2025-2028
8.	<b>Next Annual Meeting of Members</b> <ul style="list-style-type: none"> <li>May 23, 2026 (Calgary, AB)</li> </ul>		
9.	<b>Closing</b>		

## Minutes of the 188th Annual Meeting of Members (AMM)

May 25, 2024 9:30am-11:00am CT

Hybrid delivery

In-person: Hotel Fort Garry, Winnipeg, MB | Virtual: Zoom

The following Members were in attendance	
APEGA – M. Plante, Proxy holder	Engineers PEI –M. LeBlanc, President
APEGNB – H. Young, President	Engineers Yukon – S. Sternbergh, President
APEGS – E. Moss Tressel, President	NAPEG – P. Guy, President
Engineers & Geoscientists BC – M. Mahovich, President	OIQ – K. Baig, Proxy holder
Engineers Geoscientists MB – M. Gregoire, Proxy holder	PEGNL – M. Fewer, Proxy holder
Engineers Nova Scotia – A. Donaldson, President	PEO – G. Wowchuk, President
The following Members sent regrets	
The following 2023-2024 Directors were in attendance	
N. Hill, President (Chair), PEO	A. English, Engineers & Geoscientists BC
M. Winch, President-Elect, Engineers & Geoscientists BC	T. Kirkby, PEO
K. Baig, Past President, OIQ	S. Larivière-Mantha, OIQ
A. Arenja, PEO	M. Mekomba, OIQ
N. Avila, APEGA	D. Nedohin-Macek, Engineers Geoscientists MB
E. Barber, APEGS	M. Rose, APEGNB
C. Bellini, PEO	M. Sterling, PEO
G. Connolly, Engineers PEI	N. Turgeon, OIQ
C. Cumming, Engineers Nova Scotia	J. Van der Put, APEGA
The following Director-nominees were in attendance	
E. Coles, Engineers PEI	J. Martel, OIQ
L. Doig, APEGA	A. Mullick, APEGA
A. Lockwood, APEGS	
The following observers were in attendance	
D. Abrahams, VP, PEO	S. Laurin - Vice President, Affinity Market Group, TD Insurance
F. Collins, Chair, CEQB	P. Mann, CEO Engineers Nova Scotia
P. Cyrus, Chair, CEAB	K. McCloskey, President, CFES
L. Daborn, CEO, APEGNB	V. McCormick, CEO, NAPEG
J. Gamble, President/CEO, Association of Consulting Engineering Companies	J. Nagendran, CEO, APEGA
M. Gregoire, CEO, EGMB	S. Perruzza, CEO, OSPE
S. Holmes, Executive Director, APEGS	P. Rizcallah, incoming CEO, Engineers Canada
B. Hunt, Director of Professional Standards, PEGNL	M. Stiles, AVP, TD Insurance
K. King, Executive Director, Engineers Yukon	A. Waldie, CEO, Geoscientists Canada
J. Landrigan, CEO, Engineers PEI	H. Yang, CEO & Registrar, Engineers & Geoscientists BC
The following staff were in attendance	
J. Bard Miller, Manager, Governance and Board Services	G. McDonald, CEO

T. Boucher, Manager, Member Services J. Chou, Governance Coordinator N. Durham, Manager, Public Affairs L. Go, General Counsel and Corporate Secretary T. Hubley, VP, Regulatory Affairs	D. Menard, CFO M. Ouellette, Manager, Strategic and Operational Planning J. Sendrowicz, Planning, Event, and Change Practitioner J. Southwood, VP, Corporate Affairs & Strategic Partnerships M. Warken, Manager, CEAB
--	--

### 1. Call to order and introductions

N. Hill called the Annual Meeting of Members (AMM) to order at 9:33 am (CT). Participants were welcomed and the land was acknowledged. Members, Board Directors, and staff-officers were introduced.

### 2. Approval of agenda

The agenda was pre-circulated.

#### ***Members' motion 2024-05-1D***

#### ***Moved and seconded***

***THAT the agenda be approved and the chair be authorized to modify the order of discussion.***

***Carried***

### 3. Approval of minutes

The minutes were pre-circulated.

A clarification was requested regarding the motion to adjust the per capita fee that failed during the previous meeting. According to the bylaw, the failed motion would uphold the last determined amount, which remains at \$8.

#### ***Members' motion 2024-05-2D***

#### ***Moved and seconded***

***THAT the minutes of the annual meeting of members held May 27, 2023 be approved.***

***Carried***

***Professional Engineers Ontario abstained***

### 4. 2023 Reports

G. McDonald introduced the annual reports, which had been pre-circulated with the agenda book, along with a video Engineers Canada's highlights from 2023.

#### 4.1. Engineers Canada Annual Report

No discussion was had.

#### 4.2. Annual Strategic Performance Report

No discussion was had.

#### 4.3 Audited financial statements

D. Nedohin-Macek, Chair of the Finance, Audit, and Risk (FAR) Committee presented the pre-circulated documents. There was no discussion.

## **5. Appointment of auditors**

N. Hill introduced the appointment of auditors, which had been pre-circulated with the agenda book. There was no discussion.

### ***Members' motion 2024-05-3D***

#### ***Moved and seconded***

***THAT Raymond Chabot Grant Thornton be appointed as the public accountant to audit the accounts of Engineers Canada for the 2024 fiscal year.***

***Carried***

## **6. 2025 Per Capita Assessment Fee**

D. Nedohin-Macek presented the Per Capita Assessment Fee (PCAF) recommendation. There was no discussion.

### ***Members' motion 2024-05-4D***

#### ***Moved and seconded***

***THAT the 2026 Per Capita Assessment Fee be set at \$10 per Registrant.***

***Carried***

## **7. 2025-2029 Strategic Plan**

G. McDonald presented the pre-circulated 2025-2029 Strategic Plan. In his remarks he highlighted the process followed to develop the plan, and the five strategic priorities.

- Engineers PEI sought further information about the potential continuation of the national marketing campaign. It was noted that Engineers Canada and the engineering regulators would need to agree to a financial arrangement to fund the campaign beyond 2024. Through a follow-question from APEGA, it was confirmed that consultations with the Regulators about funding the marketing campaign would not be limited to the CEO Group.
- Engineers Nova Scotia inquired about funding the marketing campaign from the unrestricted net assets. It was noted that the unrestricted net assets have been earmarked to fund the 2025-2029 Strategic Plan.
- Professional Engineers Ontario asked about plans to help engineers be elected to public office. It was clarified that the intent is to help engineers prepare to take on leadership roles on boards and public bodies.
- Engineers Geoscientists Manitoba expressed appreciation for the engagement undertaken to develop the proposed strategic plan.

### ***Members' motion 2024-05-5D***

#### ***Moved and seconded***

***THAT Engineers Canada's 2025-2029 Strategic Plan be approved.***

***Carried***

## **8. Election of Directors**

N. Hill presented the slate of candidates, as circulated in the agenda. No questions were received.

**Members' motion 2024-05-6D****Moved and seconded****THAT the following Directors be approved for the terms indicated below:**

<b>Director name</b>	<b>Jurisdiction</b>	<b>Term</b>
Christopher Dixon	Yukon	2024-2027
Ann English (incumbent)	British Columbia	2024-2027
Lisa Doig	Alberta	2024-2027
Anjum Mullick (vacancy replacement)	Alberta	2024-2026
Andrew (Drew) Lockwood	Saskatchewan	2024-2027
Jitendra Paliwal	Manitoba	2024-2027
Marisa Sterling	Ontario	2024-2027
Arjan Arenja	Ontario	2024-2027
M. Jean-Luc Martel	Quebec	2024-2027
Elliott Coles	PEI	2024-2027
Darlene Spracklin-Reid (incumbent)	Newfoundland	2024-2027

**Carried****9. Next Annual Meeting of Members**

It was noted that the next AMM is scheduled for May 23, 2025, in Vancouver, BC.

*Post-script: The date for the next AMM will be May 24, 2025, as opposed to May 23 as indicated at the meeting. The Members will be notified accordingly.*

**10. Closing**

With no further matters to come before the meeting, it was concluded at 10:07am CT.

## **BRIEFING NOTE:** For information

<b>Engineers Canada Annual Report and Annual Strategic Performance Report</b>		4.1 and 4.2
Purpose:	To receive Engineers Canada’s Annual Report and the 2024 Strategic Performance Report	
Prepared by:	Mélanie Ouellette, Manager, Strategic and Operational Planning	
Presented by:	Philip Rizcallah, Chief Executive Officer	

### **Background**

- It is typical for corporations to share with their members, at their annual meetings, copies of their annual reports, for information.

### **Status Update**

- The Engineers Canada Annual Report (the “Annual Report”) is a report created for public audiences that shares achievements on operational and strategic work performed in 2024.
- The Annual Strategic Performance Report highlights how the Engineers Canada Board and its Direct Reports progressed towards achieving the outcomes and objectives set out in the 2022-2024 Strategic Plan. At its February 28, 2025, meeting, the Engineers Canada Board approved the 2024 Annual Strategic Performance Report, for circulation to the Members for information at the 2025 AMM.

### **Next steps**

- The Annual Report will be shared with Engineers Canada’s audiences through Engineering Matters and through promotion on social media.

### **Appendices**

- **Appendix 1:** The Annual Report
- **Appendix 2:** Annual Strategic Performance Report



Engineers Canada

# 2024 Annual Report

# Contents

President’s message .....	3
Strategic priority 1.1: Investigate and validate the purpose and scope of accreditation.....	5
Strategic priority 1.2: Strengthen collaboration and harmonization.....	6
Strategic priority 1.3: Support regulation of emerging areas .....	6
Strategic priority 2.1: Accelerate 30 by 30 .....	7
Strategic priority 2.2: Reinforce trust and the value of licensure .....	8
Strategic priority 3.1: Uphold our commitment to excellence.....	9
Core purpose 1: Accreditation .....	9
Core purpose 2: Regulator relationships.....	10
Core purpose 3: Services and tools.....	10
Core purpose 4: National programs.....	11
Core purpose 5: Advocating to the federal government.....	15
Core purpose 6: Researching, monitoring and advising.....	16
Core purpose 7: International mobility .....	16
Core Purpose 8: Promotion and outreach.....	17
Core Purpose 9: Equity, diversity and inclusion.....	20
Core purpose 10: Protecting official marks.....	21
Financial statements .....	21

## President's message

We are living in time of rapid change – a key insight that guided the planning of our 2022-2024 strategic plan, [A Vision for Collaboration](#), and remains relevant today.

As I reflect on the completion of the plan and the areas of focus that underscored Engineers Canada's work, I recognize how this evolving landscape shaped our priorities and approach to supporting the profession. This plan was built with some of the major trends and risks in engineering in mind, and I am proud to share progress on our activities with you through this report.

In 2022, Engineers Canada embarked on a three-year journey to conduct a fundamental review of the current accreditation system and explore how it can better serve the engineering profession today and tomorrow. In those three years, the project team gathered a multitude of perspectives from members from the engineering community, investigated practices in engineering accreditation, and worked collectively with regulators and other interest holders to understand if there is a desire to adopt a new national academic requirement for licensure and an updated purpose of accreditation. This work resulted in 120 engagement activities with over 1,300 participants, and six insightful reports published. Among these reports was the final deliverable, the Futures of Engineering Accreditation Path Forward Report, a document outlining the future direction and recommendations to close the gaps between the current and envisioned future state. In 2025, the work to start implementing some of these recommendations will begin.



In this ever-evolving world, equity, diversity, and inclusion is crucial for improving problem-solving, fostering innovation, and addressing workforce gaps. Thus, our 30 by 30 journey remained a top priority – an initiative adopted by Engineers Canada in 2014, with the goal of increasing the proportion of newly licensed women engineers to 30 percent by 2030. From 2022-2024, we hosted three 30 by 30 Conferences, one virtual and two in-person. With over 200 attendees at the conferences each year, the national event brought together a diverse audience, sharing their knowledge, stories, and experiences. Observing the evolution of the conference over the years, I am gratified by its growth and how it has become a defining event in the engineering community.

As engineers, we must continue to uphold public safety in an era of rapid innovation and global challenges. Licensure is one of the ways engineering regulators ensure engineers meet and uphold the necessary qualifications and standards needed to protect the public. As part of our

strategic priority to Reinforce the Trust and Value of Licensure, we launched Pathway to Engineering – a resource that connects engineering students and graduates to information about the licensure process and individuals who can support them along the way. The new hub amassed over 12,000 new visitors and saw the launch of two webinars focussed on information-sharing and community-building. I encourage you to visit the website and follow along the journey for more in 2025.

It is undeniable that there is a real opportunity to expand and enhance the engineering profession. This requires the increased collaboration and harmonization of engineering regulators across Canada. As such, we worked with regulators to identify barriers and opportunities in this area. In 2024, the National Statement of Collaboration and Harmonization was developed and signed by all 12 engineering regulators. This agreement reflects regulators' renewed commitment to proactively work together to address national and international barriers to mobility for engineers and engineering entities. This work will continue in the next strategic plan.

As I reflect on the last three years, I am pleased by the work we have achieved together. Our collective efforts have strengthened our community and reinforced our commitment to the engineering profession. Looking ahead, we are excited about the next phase of our journey with the new strategic plan, [Realizing Tomorrows](#). This plan will guide us in addressing evolving needs of the engineering community, with a focus on accreditation, truth and reconciliation, equity and inclusion, awareness of engineers, a governance review, and environmental sustainability. We look forward to working with the engineering community to bring this vision to life.



Michael Wrinch, PhD, FEC, P.Eng., ICD.D  
President

## Strategic priority 1.1: Investigate and validate the purpose and scope of accreditation

Between 2022 and 2024, Engineers Canada undertook a fundamental review of the accreditation system in a project called the [Futures of Engineering Accreditation](#) (FEA). The objective of FEA was to leverage the insights, perspectives, and expertise of members of the Canadian engineering ecosystem to examine the current accreditation system, understand how it's serving contemporary needs, and consider how it can chart a new path for the future of the profession of engineering. Additionally, the project sought to understand if there is a desire to adopt a new, national academic requirement for licensure applicable to all applicants for licensure.



In 2024, the Academic Requirement Task Force submitted an [Academic Requirement Document](#); a comprehensive overview of the draft concept for the establishment of an academic requirement for licensure that applies to all applicants, regardless whether they studied at a Canadian Engineering Accreditation Board (CEAB)-accredited program or not. In parallel with the academic requirement work, the Purpose Task Force released a [Purpose of Accreditation Document](#), which was a foundational statement about why accreditation exists, what it must achieve, and for whom. Both of these documents contributed to inform the FEA [Path Forward Report](#), a case for change in the accreditation system, generated from many engagement sessions held with numerous interest holders. Recommendations from this Report were shared with the Engineers Canada Board and interest holders in the Fall 2024.

In 2025, Engineers Canada will start implementing some of the recommendations from the Path Forward Report. The Board's Governance Review Task Force will study the separation of the CEAB's policy-making functions from operational activities, which was one of the recommendations. The Chief Executive Officer and staff will initiate a Full Spectrum Competency Profile (FSCP) Pilot Study, which was another recommendation. Other work will also be conducted as part of the strategic direction Realizing Accreditation and Academic Assessments (RAAA), as part of the Engineers Canada 2025-2029 Strategic Plan, at the direction of the Engineers Canada Board.

## Strategic priority 1.2: Strengthen collaboration and harmonization

Regulatory collaboration has been part of Engineers Canada's fabric ever since our beginning. To this day, we act as a conduit for regulators to work together on issues of common interest and we support several collaboration and harmonization initiatives within the regulatory framework (particularly in the areas of admissions, professional practice, and discipline & enforcement).

In 2024, all 12 regulators came together and signed a [National Statement of Collaboration](#), a document that reflects regulators' renewed commitment to proactively work together to address national and international barriers to mobility for engineers and engineering entities, further advancing public safety and increasing regulatory efficiency.



Finally, as part of the strategic direction “Realizing a stronger federation” in the Engineers Canada 2025-2029 strategic plan, we will formalize a mechanism to select and resource future areas of regulatory collaboration and harmonization. We will also continue our ongoing support to regulator “Officials Groups”, as well as advancing collaboration efforts on items such as continuing professional development (CPD), the Full Spectrum Competency Profile (FSCP) Pilot Study (as part of the strategic direction “Realizing Accreditation and Academic Assessments”), and other areas of shared interest as directed by the CEO Group.

## Strategic priority 1.3: Support regulation of emerging areas

As the practice of engineering is evolving, Engineers Canada provides information to help regulators in non-traditional, contemporary, and overlapping areas of engineering practice. We also promote the role of engineers in emerging areas through new and existing [National Position Statements](#) and advocacy to the federal government. In 2025, we will publish a research paper on machine learning and data science.

## Strategic priority 2.1: Accelerate 30 by 30

In 2014, Engineers Canada's Board set a target to reach 30 per-cent newly licensed women engineers by 2030. In 2023, female-identifying engineers accounted for 18.7 per cent of newly licensed engineers in Canada. During the same year, female-identifying engineers represented 15.4 per cent of the total number of registrants. More data is available in our annual [National Membership Report](#) (NMR). To maintain consistency with the survey language used to create the NMR, we use the term "female-identifying." This is also due to the varying data collection standards across the country, with some organizations using gender and others using sex data standard.

In May 2024, we held a virtual and in-person 30 by 30 conference with the theme ["Turning Knowledge into Action for Gender Equity in Engineering"](#) in Winnipeg, Manitoba. The virtual component explored the progress engineering workplaces have made in supporting the different people and positionalities in the engineering profession over the last five years and actions needed to support and make change. The in-person part covered how our work and approaches to achieving gender equity within engineering have evolved, the current state, and what strategies and opportunities we'll need to adopt if we hope to meet our 2030 target as well as retain newly licensed engineers in the profession, and champion a more diverse, inclusive, and welcoming engineering profession.



This year, in consultation with the regulators, we completed an employer engagement strategy to address the culture change needed in the workplace with a focus on establishing the commitment of employer leaders to diversity, equity and inclusion in the profession. We also published our monthly 30 by 30 newsletter ([you can subscribe here](#)). We also commissioned an environmental scan and formative evaluation of the 30 by 30 initiative to better understand the current state and value of the work to date, and to present recommendations for how we can significantly improve the reach and impact of the initiative.

In 2025, as part of strategic direction Realizing an Inclusive Profession, in the 2025-2029 strategic plan, we will be holding an in-person national conference with the theme, "Solutions and Accountability Towards an Inclusive Engineering Profession". Based on the recommendations from the 2024 formative evaluation and environmental scan, we will be broadening the scope of the work of our 30 by 30 initiative to go beyond women and include other marginalized groups to address the systemic issues hindering our efforts to meet our goal. We are also repositioning the initiative to better mobilize the key influencers around the barriers they control and influence through the creation of complementary goals that will be reflected through the redesign of our champion programs and alignment with our aspirational goal of creating an inclusive profession.

We will continue to serve as a knowledge broker and backbone organization for our network of regulators, higher education institutions and engineering employers and will commission research to support and guide our work. Finally, we will continue to support employers in championing welcoming and inclusive workplaces, launch the Forward Engineering Collective Project, as well as publish our National Membership Report.

## Strategic priority 2.2: Reinforce trust and the value of licensure

In 2024 Engineers Canada launched the second year of its Building Tomorrows campaign. Leveraging the success of the first year of the campaign, in 2024 we highlighted some new ways engineers are making an impact such as rethinking communities to make housing more attainable and spotlighting how engineers help protect Canadians from cyberattacks.

Over the two-year campaign, we exceeded overall objectives, doubling our target number of impressions and attracting over 1 million users to the campaign website. The post-campaign survey strongly suggests that we created measurable and significant increases in confidence in engineers, and positive perceptions of the profession. It also expanded understanding of the many impacts engineers contribute beyond buildings and structures.



In particular, almost one-third of respondents (32 per cent) say they may have seen or heard some advertising messages related to engineers in the last year. Of those who do recall at least one element of the campaign, they are more likely to:

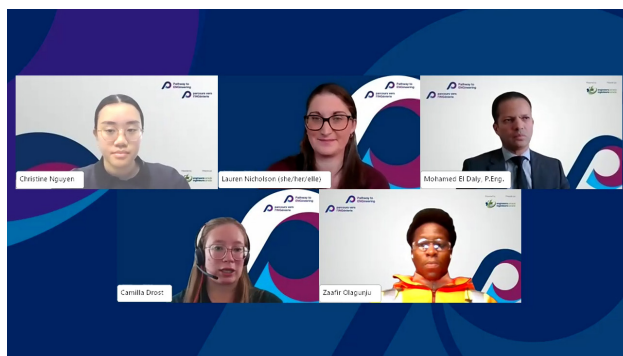
- Feel that professional engineers command respect and bring unique skills to the table
- Feel that an engineering license is proof of this
- Believe engineers significantly contribute in each of the areas we asked about
- “Definitely” associate engineers with more diversified impacts like safe electricity, smarter technologies, environmental solutions, accessibility, communications, outer space, medical discoveries, and poverty reduction.

These are substantial results demonstrating that momentum is growing and that the perception of engineers is evolving in the public’s eye. In 2025, as part of the strategic direction Realizing a Fuller Awareness of Engineers, we will, along with regulators, take stock of these successes and decide next steps.

### Pathway to Engineering

In addition to the marketing campaign, 2024 saw the launch and growth of [Pathway to Engineering](#). Pathway to Engineering is a resource to connect engineering students and graduates to knowledge about the licensure process and create a community of professionals who can support them on their journey. Over the course of the year, we attracted nearly 12,000 visitors to the site and hosted two webinars: “You have your engineering degree... now what?” and “Prepare for the career ahead: regulator programs to help graduates gain licensure.”

The focus in 2025 will be to continue to build traction and improve knowledge sharing. We’ll continue to host the Exchanges webinar series and focus on growing our



social media engagement. We'll also be emphasizing how we can improve knowledge sharing among regulators on licensure and work experience requirements.

## Strategic priority 3.1: Uphold our commitment to excellence

After an eight-year journey through bronze, silver, and gold certifications, Engineers Canada received Excellence Canada's Platinum certification in 2024. This organizational excellence standard recognizes our organization's commitment innovation and continual improvement. Engineers Canada has also been recognized as one of the 2024 National Capital Region's Top Employers. This special designation recognizes employers that lead their industries in offering exceptional places to work. In 2025, we expect to continue working toward sustaining our efforts toward performance and excellence.



## Core purpose 1: Accreditation

The Canadian Engineering Accreditation Board (CEAB) accredits undergraduate engineering programs in Canada. Graduates of CEAB-accredited engineering programs meet the academic requirements needed to become licensed by Canada's engineering regulators. As of the date of publication, there are 307 accredited engineering programs at 45 Higher Education Institutions (HEIs) across Canada.

As part of the 2024/2025 visit cycle, the CEAB visited 97 programs at 21 institutions, involving 154 dedicated volunteers. This was also the first year where Tandem, our new accreditation data management system, was used to support the accreditation process.

In 2024, the CEAB [presented a series of recommendations](#) to the Engineers Canada Board on possible interventions that can be made in the accreditation system to support the Engineers Canada 30 by 30 strategic priority.

We also released the [2024 Accountability in Accreditation Report](#), the result of our annual program evaluation process to measure the effectiveness, trustworthiness, transparency, and efficiency of the accreditation system. The results of this annual evaluation support data-informed decision making about improvements to be made to the accreditation system based on feedback from multi-interest holders.

We have received requests for accreditation from 69 programs at 16 institutions for the 2025/2026 accreditation visit cycle. We will continue to monitor the implementation of Tandem, providing training and support for institutions and for volunteers. We will also consult on potential revisions to the CEAB's Interpretive Statement on Curriculum Content for Options and Dual-Discipline Programs.

## Core purpose 2: Regulator relationships

Engineers Canada brings together all twelve provincial and territorial engineering regulators to share how they regulate within their jurisdictions and solve problems collectively for the benefit of the public. These discussions are key to foster regulatory collaboration and harmonization across Canada, which leads to improved national and international mobility for engineers and their organizations, as well as more effective and efficient processes within each jurisdiction.

We support the admissions, professional practice, discipline and enforcement, communications, finance, and IT Officials Groups under the purview of the CEO Group. The regulator staff in these areas benefit from Engineers Canada support provided through the National Membership Database, the Mobility Register, and the International Institutions and Degrees Database (IIDD), as well as work done on continuing professional development (CPD), Competency-Based Assessment (CBA), time-based experience, and other items. In 2025, we will continue to support these and other projects for the benefit of the Canadian federation.

## Core purpose 3: Services and tools

The Canadian Engineering Qualifications Board (CEQB) develops and maintains papers, guidelines, and syllabi that foster consistent engineering practice and qualifications' assessments across Canada. These documents are developed and are used by regulators' staff, license holders, and applicants for the benefit of the profession and engineering regulation.

In 2024, the CEQB developed, updated, and released the following documents:

### New documents

- Public guideline on duty to report
- Regulator guideline on fitness to practice

### Revised documents

- Public guideline on conflict of interest
- Public guideline on the code of ethics
- Regulators guideline on principles for character investigations
- Public guideline on assuming responsibility for the work of engineers-in-training
- Computer engineering syllabus
- Industrial engineering syllabus
- Building engineering syllabus



Looking ahead, in 2025 the CEQB will be working on:

#### **New documents**

- Engineers Canada paper on emerging disciplines
- Public guideline on the use of groundbreaking technologies in engineering

#### **Revised documents**

- Public guideline on the practice of engineering in Canada
- Regulators guideline on academic assessment of non-CEAB applicants
- Public guideline on Qualified persons in demand-side legislation
- Naval architecture engineering syllabus
- Geological engineering syllabus
- Geomatics engineering syllabus
- Environmental engineering syllabus
- Mining and mineral processing engineering syllabus

In addition to the above, the CEQB has been steadily improving its alignment with Engineers Canada Board policies and guidance, working to maintain regulatory knowledge and relationships, and developing strategies to improve the profession's engagement with CEQB products.

## **Core purpose 4: National programs**

Professional engineers, geoscientists, their families; as well as participating organizations and their staff have access to a wide range of services tailored exclusively to their needs.

Engineers Canada's programs and services include the following:

- Insurance plans
- Professional liability and corporate insurance
- Financial services
- Discount programs

The following sections highlight our activities and achievements for 2024.

### **Insurance plans**

#### *Home and auto insurance*

Engineers Canada continued to work closely with TD Insurance to provide preferred home and auto insurance rates. 2024 was a historic year for catastrophic losses due to climate change which caused devastating fires, hailstorms, and flash flooding. Additionally, construction, automobile repairs, and auto thefts have dramatically increased raised overall claims costs. To alleviate wait times, caused by the Increase in service calls, TD Insurance onboarded 456 advisors to support the members.

Through rate capping and retention initiatives, there was an 1.7% increase in the number of clients, and a retention rate of 94%, demonstrating the effectiveness of the initiatives as well as the competitive price and service provided.

### *Term life insurance*

For over 75 years, Engineers Canada has partnered with Manulife to provide members with exclusive and industry-leading insurance products. To celebrate the 75th Anniversary of the partnership, a special discount program offered a 75% discount on new and additional term life. The 75th Anniversary program was implemented in April of 2023, and ran until end of March 2024.

To address the rising costs and need to more protection, Engineers Canada implemented a 5% discount on new and additional policies from April 2024 to March 2025. Additionally, a loyalty program provided existing policy holders with a 25% loyalty bonus credit on their next year's premiums.

Engineers Canada and Manulife continue to collaborate to provide comprehensive and valuable programs with a competitive price. The Term Life program is evaluated annually for competitiveness, through the guidance of an independent external consultant.

### *Health and dental insurance*

There are two plans within the Health and Dental Insurance program:

- Prime Health and Dental plan
- Professional Retiree plan

The Prime Health and Dental Plan is designed for active members whose group insurance is ending, members who want to add to their existing insurance plans as well as those who are self-employed. The Professional Retiree plan offers dental and health insurance plans for retirees to ensure they have continued support.

Last year the rate stabilization initiative ensured that the pricing was incredibly competitive by reducing policy rate increases. Additionally, after a competitive review of the Health and Dental programs, by an independent consultant, it was determined that our policies offered a fulsome program.

### *Disability income replacement*

This program replaces a portion of your income if you become ill or injured and cannot work. The benefit covers a variety of disabilities and has an automatic cost-of-living adjustment and compassionate care supports.

### *Major accident insurance*

Engineers Canada sponsors a Major Accident Protection plan in partnership with Manulife. The plan coverage extends worldwide and can provide the funds to address the immediate costs of an accident.

### *Critical illness*

The Critical Illness plan with Manulife ensures that you are covered upon a diagnosis of an included life-threatening condition. The program provides affordable rates exclusive to Engineers Canada.

### *Business overhead*

This Manulife plan covers eligible business expenses such as rent or mortgage payments, utilities, and employee salaries that when your business revenues slow or stop because of an injury or disability due to an illness or accident.

### *Pet insurance*

Our partner, Petsecure, offers comprehensive pet health insurance plans that covers accident and illness diagnosis, x-rays, hospitalization, surgery, medication, emergency care, and dental care. A 5% discount is available on all plans.

## Professional liability and corporate insurances

### *Professional liability insurance*

Engineers Canada endorses Victor Canada as the provider of Professional Liability Insurance, which safeguards the employer, the employees, and the organization from claims and allegations of professional negligence. Victor Canada provides coverage for a wide range of firms including single practitioners to multinational and multidisciplinary firms. Victor is one of the longest standing providers of professional liability insurance in Canada.

As with other programs, the costs associated with resolution of claims have dramatically increased. However, due to the stability of the program and their experience with underwriting and claims the program continues to produce positive results for the insurers.

### *Secondary professional liability insurance*

This is a unique program, through Hub International which is underwritten by AXA XL, legally protects organizations as they perform their professional services. There were no changes to the premiums in 2024, as we are currently in the second year of a three-year rate guarantee.

### *Corporate insurance*

Corporate Insurance includes:

- Directors and Officers (D&O)
- Errors and Omissions (E&O)
- Commercial Crime, and
- Cyber

In 2024, Engineers Canada searched for a Broker for our Corporate Insurance program through a Request for Proposal process. A rigorous review was conducted, and Hub International was selected as the Broker of Record. The corporate liability insurance policies were renewed in 2024, with no changes to the premiums.

## National Employee Group Benefits Program

Engineers Canada is the plan sponsor for the program through Manulife.

A comprehensive review of the program was conducted in 2024, with an independent consultant, to ensure that the National Employee Group Benefits Program is providing the appropriate coverage. The review focussed on the changing landscape of healthcare, research, and pharmaceutical developments. The review confirmed that the program provides appropriate coverage.

Gender affirmation benefits were added by Manulife to the extended health care plan with no additional premium costs. As well, a review will take place in 2025 of the weight loss drug strategy.

## Financial services

### *Canada Life*

Through the partnership with Canada Life, Engineers Canada offers savings plans. The benefit to the member is the reduced fees associated with the plans. The plan includes access to:

- Registered Retirement Savings Plans (RRSP)
- Non-Registered Retirement Savings Plans (NRSP)
- Tax-Free Savings Accounts (TFSA)
- Registered Retirement Income Funds (RRIF)
- Life Income Funds (LIF)

A survey was conducted with 430 active plan participants to gauge the appeal of the current products and services. Overall, the responses were positive, and the respondents were pleased with the choices of investment opportunities.

### *Manulife One*

Manulife One is a flexible account that combines your deposits and borrowing into one account.

## Discount programs

### *VIA Rail*

Engineers Canada has partnered with VIA Rail as part of our commitment to sustainability and accessibility. Our members regularly received a 5% reduction in fee for their ticket and up to three additional tickets for those who join them on the trip. This discount can be used by members for business or personal use. A 20% discount was implemented from May 1st to December 31st, 2024, which increased the ridership.

### *Car rental*

Through our partnership with Avis and Budget, members have access to up to 25% off the posted rates.

### *Shipping*

Engineers Canada has partnered with UPS to assist with the transportation of packages and freight. UPS is a global leader with reliable service for shipping and tracking and through this program, a discount of 50% is available for domestic, and international services.

### *Air Canada*

The corporate discount program with Air Canada ended effective December 31, 2024.

## Core purpose 5: Advocating to the federal government

Engineers Canada, representing provincial and territorial regulators, seeks to influence the federal government on a variety of topics impacting the engineering profession. We realize this impact through our government submissions, issue statements, National Position Statements, and other opportunities such as testifying before parliamentary and senate committees and participating in government consultations. More information is in our Annual Advocacy Report.



### National Position Statements

[National Position Statements](#) are engineering regulators' official stance on a variety of topics. Engineers Canada meets with federal policymakers to influence the outcome of public policy decisions. In 2024, Engineers Canada developed and updated the following documents:

- New National Position Statements on:
  - Engineers' Contributions to Developing and Revising Building Codes
  - Engineers' Contributions to Inclusive Design: Creating Accessible Environments
- Revised National Position Statements on:
  - Regulation of Coastal, Ocean and Related Subsurface Engineering
  - Artificial Intelligence Engineering Technology in Autonomous and Connected Vehicles
  - Labour Mobility in Canada
  - The Role of Engineers in Protecting and Advancing the Public Interest (Demand-side legislation)

In 2025, Engineers Canada will review every existing National Position Statement for continued relevance and produce new and updated NPSs in consultation with the regulators based on their needs.

### Government submissions

In 2024, Engineers Canada submitted the following [government submissions](#):

- Engineers Canada and Geoscientists Canada in response to the consultation on Policy Notification 48R2
- Submission to the Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities
- Submission to the Government of Canada's Consultation in Advance of the 2026 CUSMA Review
- Submission to Federal Consultations on Building a Modern 21st Century Workforce
- Submission to Federal Consultations on Informing an Industrial Strategy for Homebuilding
- Submission to the Standing Committee on Finance: Pre-Budget Consultations in Advance of Budget 2025
- Engineers Canada's Comments on the General Review of the Comprehensive and Progressive Agreement for Trans-Pacific Partnership
- Submission to the Standing Committee on International Trade in Advance of the 2026 CUSMA review

- Budget 2024: Highlights and Analysis
- Engineers Canada's comments on the Housing Design Catalogue

## Meetings

In 2024, Engineers Canada participated in eleven meetings with senior government officials to advance our advocacy priorities as laid out in our National Position Statements. We met with senior officials on:

- Federal housing, infrastructure and associated adaptation to a changing climate;
- Federal procurement process and official languages requirements for bidders;
- Energy policy and the importance of demand-side legislation;
- The National Building Code and engineering requirements;
- Gender equality and support for engineering education for marginalized groups;
- The National Adaptation Strategy and the Adaptation Skills Working Group;
- Canada-Indonesia Free Trade Agreement, agreements between Canada and the UK, USA, Ecuador and the European Union; as well as related professional services and regulatory considerations; and,
- Government-funded partnerships to improve credential recognition in targeted sectors and industries.

## Core purpose 6: Researching, monitoring and advising

Engineers Canada monitors and shares national and international regulatory trends for engineering regulators. Our regulatory research papers inform their planning and areas of focus in their work. In early 2025, Engineers Canada will be publishing a research paper on machine learning and data science. This research paper was written by Engineers Canada using an established consultation process that involved regulators across the country.

## Core purpose 7: International mobility

Engineers Canada represents Canada's engineering regulators at the World Federation of Engineering Organizations (WFEO) and the International Engineering Alliance (IEA). As a part of the IEA, Canada is signatory to multilateral agreements intended to streamline the licensure process when seeking licensure internationally. To meet its obligation to these agreements, Engineers Canada administers the Engineers Canada Mobility Register, which showcases those individuals that have met the requirements for using the IntPE(Canada) and APEC Engineer designations. Since 2022, a project has been underway to improve the management of this register. The Mobility Register had 798 members at the end of 2024.

In 2024, we conducted a comparative analysis between the Canadian Engineering Accreditation Board's Graduate Attributes and those of the IEA's Graduate Attributes & Professional Competencies Framework which will help us develop a roadmap to ensure that our Attributes remain substantially equivalent with other IEA agreement members. This gap analysis was presented to the IEA at their annual meeting held in Delhi, India in June.

Engineers Canada also maintains the International Institutions and Degrees Database (IIDD), a database that provides information to regulators on the different degrees offered internationally. The IIDD was

accessed 4390 times during 2024, a three-fold increase since 2023. Finally, through [EngineerHere.ca](https://www.engineerhere.ca), we share information with international applicants on the Canadian engineering licensure process and on our regulatory system. This information is offered in Arabic, Bengali, Chinese (Traditional), Chinese (Simplified), English, Farsi, French, Hindi, Spanish, Tagalog, and Urdu.

In 2025, Engineers Canada will relaunch an improved Mobility Register as part of our obligation as a signatory to the APEC agreement. The Mobility Register is an important element in Engineers Canada's commitment to international mobility.

## Core Purpose 8: Promotion and outreach

Engineers Canada promotes the engineering profession through its outreach work. The intent of this work is to spark interest in students from kindergarten to grade 12 to develop an interest in engineering and become the next generation of engineers.

Our [Explore Engineering](https://www.exploreengineering.ca) website describes our programs for youth, educators, parents, and STEM not-for-profits:

- the Future City Experience, a competition for students in grades 6 to 8, and
- the National Engineering Crest Program, an engineering badge for Girl Guides and Scouts.

These two programs together allow us to reach over 8,000 students in kindergarten to grade 12 annually.

Along with Engineers of Tomorrow, Engineers Canada created the K to 12 Collective Impact Initiative, a network created to prevent duplication of work among organizations aiming to get youth involved in engineering. Member organizations include Let's Talk Science, BGC Canada (formerly Boys and Girls Club of Canada), Halton District School Board, Ontario Network of Women in Engineering (ONWiE), and Spin Master. In 2024, we launched our third phase which seeks to get parties organized to maximize impact and renamed the initiative the Forward Engineering Collective.

In 2024, Engineers Canada completed its partnership with ChatterHigh to offer Let's Talk Careers, a biannual competition where high school students can learn more about engineering.

The Canadian Federation of Engineering Students (CFES) is one of our key strategic partners. In 2024, we attended four of their major meetings: the Canadian Engineering Leadership Conference (CELC); the Conference on Diversity in Engineering (CDE); the Conference on Sustainability in Engineering (CSE); and the Canadian Engineering Competition (CEC). We also hosted the CFES' national leadership team in our office for their annual leadership transition meeting.



## National Engineering Month

For over three decades, Engineers Canada has been organizing National Engineering Month (NEM), Canada's largest celebration of engineering excellence. In 2024, the theme was "There's a place for you in engineering," and it celebrated the diversity of thought, opportunities, and people that make up the engineering profession and whose passion and commitment drive tangible efforts that improve our world. NEM received more than 3,996,984 million impressions on social media.

## Engineers Canada Awards

Engineers Canada Awards recognize and celebrate the achievements of engineers and engineering students who are advancing the engineering profession and improving the lives of Canadians and others around the world. 2024 recipients were:

- Jonathan Rose, Ph.D., FRSC, P.Eng. - Gold Medal Award
- David Ennis, FEC, FCSSE, P.Eng. - Meritorious Service Award for Professional Service Award
- Karen Webb, P.Eng., MBA, ICD.D - Meritorious Service Award for Community Service
- Gabriel Potvin, PhD, P.Eng. - Medal for Distinction in Engineering Education
- Laleh Behjat, PhD, P.Eng., FCAE, FCSSE - Award for the Support of Women in the Engineering
- Cassandra Pitchford, RHFAC Professional - Gold Medal Student Award

Learn more about our [2024 award recipients](#).



## Fellows of Engineers Canada

In 2024, the following individuals received an Engineers Canada fellowship for their noteworthy service to the engineering profession through their work with either Engineers Canada or the provincial and territorial engineering regulators:

### Engineers Canada

Dan Villeneuve, FEC, (Hon.)  
Joachim Toelke, FEC, (Hon.)

### Association of Professional Engineers and Geoscientists of Alberta (APEGA)

Chandra Acharya, FEC, P.Eng.  
Laleh Behjat, FEC, P.Eng.  
Joe Bettenson, FEC, P.Eng.  
Mohamed El Daly, FEC, P.Eng.  
Shannon Hiebert-Allen, FEC, P.Eng.  
Gisela Hippolt Squair, FEC (Hon.)  
Jeff Krehmer, FEC, P.Eng.  
M. Nawaz Panhwer, FEC, P.Eng.  
Manon Plante, FEC, P.Eng.

### Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS)

Danny M. Baliad, FEC, P.Eng.  
Kelvin W. DeGrow, FEC, P.Eng.  
Danae N.T. Lemieux, FEC, P.Eng.

### Engineers and Geoscientists British Columbia

Mark Adams, FEC, P.Eng.  
Mamoud G. Bashi, FEC, P.Eng.  
Ariel Berba Estrada, FEC, P.Eng.  
Matthew T. Branch, FEC, P.Eng.  
Scott William Campbell, FEC, P.Eng.  
Grant Connors, FEC (Hon.)  
Kelly Jon Dayman, FEC, P.L.Eng.  
David Fung, FEC, P.Eng.  
Siu Fung Ma, FEC, P.Eng.  
Marg Latham, FEC, P.Eng.  
Greg Lehoux, FEC, P.Eng.  
Jonathan Leung, FEC, P.Eng.  
Jianbing Li, FEC, P.Eng.  
Martin Lindquist, FEC, P.Eng.  
Jim Lowrie, FEC, P.L.Eng.  
Michelle Mahovlich, FEC, P.Eng., P.Geo.  
Kai Mark, FEC, P.Eng.  
Gordon Donald McDonald, FEC, P.Eng.  
Felix Menu, FEC, P.Eng.  
Phalguni Mukhopadhyaya, FEC, P.Eng.  
Lee Peltz, FEC, P.Eng.  
Farya Pirbazari, FEC, P.Eng.  
Gabriel Potvin, FEC, P.Eng.  
Harshan Radhakrishnan, FEC, P.Eng.  
Tom Ren, FEC, P.Eng.

Mark Anthony Rigolo, FEC, P.Eng.  
 Ricardo Rojas, FEC, P.Eng.  
 Norman Schmidt, FEC, P.Eng.  
 John Sherstobitoff, FEC, P.Eng.  
 Malcolm Shield, FEC, P.Eng.  
 Daphne M. Sidaway-Wolf, FEC, P.Eng.  
 Scott Sinclair, FEC, P.Eng.  
 Tim Stanley, FEC, P.Eng.  
 Efrem Swartz, FEC (Hon.)  
 Catherine Tatarniuk, FEC, P.Eng.  
 Caterina Valeo, FEC (Hon.)  
 Kayla Vantriet, FEC (Hon.)  
 Peter Wong, FEC, P.Eng.  
 Gary Yang, FEC, P.Eng.

#### **Engineers and Geoscientists New Brunswick**

Dr. Robin Chaplin, FEC, P.Eng.  
 Jeff Earle, FEC P.Eng.  
 Kevin Gallant, FEC, P.Eng.  
 Raphaël Roy, FIC, ing.  
 Karine Savoie, FIC, ing.

#### **Engineers Geoscientists Manitoba**

Vaibhav Banthia, FEC, P.Eng.  
 Hugo Cea Canas, FEC, P.Eng.  
 Ethel Fernandez, FEC, P.Eng.  
 Henry Kuyp, FEC, P.Eng.  
 Trevor Lytwyn, FEC, P.Eng.  
 JoAnne Reinsch, FEC (Hon.)  
 C. Scott Sarna, FEC (Hon.)  
 Kevin Sim, FEC, P.Eng.  
 Ronald Sugden, FEC, P.Eng.  
 Daniel Zubert, FEC, P.Eng.

#### **Engineers PEI**

Mark Sherren, FEC, P.Eng.

Ordre des ingénieurs du Québec (OIQ)  
 Eric Bordeleau, FIC, ing.  
 David Saint-Jacques, FIC, ing.

#### **Professional Engineers Ontario (PEO)**

Michael Bell, FEC, P.Eng.  
 Patrick Chartrand, FEC, P.Eng.  
 Jeannette Chau, FEC, P.Eng.  
 Andrei Cornel, FEC, P.Eng.  
 James Dawes, FEC, P.Eng.  
 Danielle Demers, FEC, P.Eng.  
 Andrew Demeter, FEC, P.Eng.  
 Cherisse Diaram, FEC, P.Eng.  
 George Dimitrov, FEC, P.Eng.  
 Shahandeh Ehtemam, FEC, P.Eng.  
 Ayman El Ansary, FEC, P.Eng.  
 Ron Finnigan, FEC, P.Eng.  
 Ammori Ganem Mohamed, FEC, P.Eng.  
 Kazi Haque, FEC, P.Eng.  
 Syed Hashmi, FEC, P.Eng.  
 Samuel Jacob, FEC, P.Eng.  
 Aneesh John, FEC, P.Eng.  
 Peter Keays, FEC, P.Eng.  
 Javeed Khan, FEC, P.Eng.  
 Vitali Kovaltchouk, FEC, P.Eng.  
 Thomas Kurtz, FEC, P.Eng.  
 Anthony Linton, FEC, P.Eng.  
 Jennifer Main, FEC, P.Eng.  
 Mehwish Obaid, FEC, P.Eng.  
 Marc Pilon, FEC, P.Eng.  
 Donna Poon, FEC, P.Eng.  
 Saverio Pota, FEC, P.Eng.  
 Bozo Radenovic, FEC, P.Eng.  
 Touraj Rahnamoun, FEC, P.Eng.  
 Syed Raza, FEC, P.Eng.  
 Jonathan Rose, FEC, P.Eng.

Rene Siguenza, FEC, P.Eng.  
 Liu Tai, FEC, P.Eng.  
 Thayaparan Thangavelautham, FEC, P.Eng.  
 Karthiga Thevaseelan, FEC, P.Eng.  
 Gary Thompson, FEC, P.Eng.  
 Johan Van Der Woerd, FEC, P.Eng.  
 Joseph Van Meter, FEC, P.Eng.  
 Emma Vanier, FEC, P.Eng.  
 Stephen Wall, FEC, P.Eng.  
 Karen Webb, FEC, P.Eng.  
 Peng Zhang, FEC, P.Eng.

## Engineers Canada Scholarships

Engineers Canada offers three types of scholarships, one for undergraduate students and two for graduate students. The recipients of the 2024 scholarships were:

#### Engineers Canada-TD Insurance Meloche Monnex Scholarships (\$7,500)

- Ivan Au, P.Eng.
- Yena Bassone-Quashie, P.Eng.
- Joahnn Hernando Palacios Rios, ing., M. Sc.and

#### Engineers Canada-Manulife Scholarships (\$12,500)

- Amy Do, P.Eng.
- Monica Ho, P.Eng.
- Sarah Rixon-Gunnewiek, MASc., P.Eng

## Engineers Canada Leadership Scholarship (\$4,000)

- Jolie Gan
- Konrad Jasman
- Brian MacDonald
- Jayden Mackenzie
- Alexis Paredes
- Farah Sadek
- Joyce Xi
- Ruth Yu

Learn more about our [2024 scholarship recipients](#).

## Core Purpose 9: Equity, diversity and inclusion

Engineers Canada continues to be dedicated to improve the proportion of marginalized groups in the profession. We collaborate with our provincial and territorial engineering regulators, engineers, employers, higher education institutions, and engineering students to increase the representation of women, LGBTQ2S+ and Indigenous peoples in engineering. We also publish the [National Membership Report](#), an analysis of trends related to engineering registrants across Canada.

In 2024, Engineers Canada, along with Engineers and Geoscientists British Columbia, continued to offer [Equity, Diversity, and Inclusion for Engineers and Geoscientists](#), a one-hour training webinar for engineering and geoscience professionals of all levels that will introduce them to the topics of equity, diversity, and inclusion in the workplace.

In 2024, we continued working with our Indigenous Advisory Committee to implement our Indigenous Strategy. We also started a new research project, “Truth before Reconciliation”.

Engineers Canada is also part of the Canadian Indigenous Advisory Council (CIAC) to AISES (the American Indian Science and Engineering Society)-Advancing Indigenous People in STEM. AISES in Canada grew from CIAC, created in 2018 out of the identification by AISES and an Engineers Canada working group of the need to have Canadian representation in decision-making to help AISES serve Canadian members more fully. March 2024 saw the signing of Articles of Incorporation for AISES in Canada.

We also collaborate with EngiQueers Canada, Black Engineers of Canada (BEC), and the Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT). We have a memorandum of understanding with BEC and we have a seat on the CCWESTT Board.

## Core purpose 10: Protecting official marks

Engineers Canada is the owner of an official mark for each of the following professional engineering designations:

- ENGINEER
- ENGINEERING
- CONSULTING ENGINEER
- PROFESSIONAL ENGINEER
- P.ENG.
- GÉNIE
- INGÉNIERIE
- INGÉNIEUR CONSEIL
- INGÉNIEUR
- ING.

In 2023-2024 reporting cycle, our caseload included 27 new opposition cases, 8 settlements, 16 abandoned cases, and 0 expunged. We are managing about 45 active oppositions and appeals in the reporting period.

In 2024, Engineers Canada consented to about 47 requests for federal registration, enabling the use of official marks owned by Engineers Canada, in their corporate name.

## Financial statements




[Download the 2024 summary financial statements.](#)

This page was intentionally left blank

## Annual Strategic Performance Report: Q4-2024

This strategic reporting template was reviewed and endorsed by the Governance Committee in November 2021. Indicators were approved at the [Board Strategic Workshop](#) in June 2021. Performance is benchmarked against the [2022-2024 Strategic Plan](#) that came into effect on January 1, 2022.

### Legend


	Status of strategic priority
Overall activities on track to be completed by 2024	
Overall activities experiencing some delays, no foreseen impact on completing the strategic priority by 2024	
Overall activities experiencing some delays which could impact the ability to complete the strategic priority by 2024	

### Reporting Information Sources

The information included in this report has been obtained from the following sources:

Section	Source
<b>Planned activities (as set in June 2021)</b>	<a href="#">Copied from Board June 2021 strategic workshop presentation</a>
<b>2024 quarterly reporting</b>	Staff updates as part of quarterly internal reporting
<b>What we will do</b>	<a href="#">Copied from 2022-2024 Strategic Plan</a>
<b>What does success look like</b>	<a href="#">Copied from Board June 2021 strategic workshop presentation</a>
<b>How will we measure success in 2024*</b>	

*\*A summary of indicators, by strategic priority, is located at the end of this report*

SP1.1, Investigate and validate the purpose and scope of accreditation												
Status: 												
Planned activities (as set in June 2021)	2022			2023				2024				
1. Benchmark accreditation												
2. Report on state of engineering education												
3. Investigate academic requirement for licensure												
4. Examine the purpose of accreditation												
5. Set a path forward												


2024 quarterly reporting	Q1	Q2	Q3	Q4
1. Benchmark accreditation	<ul style="list-style-type: none"> <li>Completed in 2022. Reports are available on the <a href="#">futures of engineering accreditation website</a>.</li> </ul>			
2. Report on state of engineering education	<ul style="list-style-type: none"> <li>Completed in 2022. Reports are available on the <a href="#">futures of engineering accreditation website</a>.</li> </ul>			
3. Investigate an academic requirement for licensure	<ul style="list-style-type: none"> <li>The Academic Requirement Task Force produced and submitted <a href="#">a report</a> to the Futures of Engineering Accreditation (FEA) Steering Committee, which recommends the development of a Full-Spectrum Competency Profile (FSCP) encompassing 34 competencies divided into eight domains and designed to span the entirety of an engineer's career journey, from undergraduate studies to the practice of engineering.</li> <li>A subset of the FSCP competencies are recommended to form the National Academic Requirement for Licensure which are intended to be acquired through an engineer's academic training and determined by the point of graduation, serving as foundational skills necessary for advancement from undergraduate</li> </ul>			

	<p>studies to the practice of engineering.</p> <ul style="list-style-type: none"> <li>• The report also identifies gaps between the current and the desired state, as well as potential solutions to close them.</li> <li>• This content served as the foundation for the April Path Forward Co-Design session. Additional gaps and recommendations were identified and short, medium, and long-term actions for implementation were explored.</li> </ul>	
<b>4. Examine the purpose of accreditation</b>	<ul style="list-style-type: none"> <li>• The Purpose of Accreditation Task Force <a href="#">published a report</a>, which recommends a revised purpose of accreditation: “Accreditation provides assurance that an engineering program is designed and delivered such that its graduates meet the [academic requirement]<sup>1</sup> to be licensed as professional engineers in Canada.” The report also identifies gaps between the current and the desired state, as well as potential solutions to close them.</li> <li>• This content served as the foundation for the April Path Forward Co-Design session. Additional gaps and recommendations were identified and short, medium, and long-term actions for implementation were explored.</li> </ul>	<ul style="list-style-type: none"> <li>• Completed in the Q2 of 2024.</li> </ul>
<b>5. Set a path forward</b>	<ul style="list-style-type: none"> <li>• The Path Forward Co-Design session took place on April 17-18. Participants included Steering Committee members, Regulator Advisory Group, the CEAB and CEQB Executive Committees, and EDC members (or designates) who have served or are serving on FEA Task Forces.</li> <li>• The purpose of this session was to leverage the two reports above to</li> </ul>	<ul style="list-style-type: none"> <li>• External writing resource secured and actively worked on Path Forward Report with the Steering Committee.</li> <li>• An in-depth project update</li> <li>• Path Forward Report delivered to Engineers Canada CEO</li> <li>• Held six Regulator sessions (4 English and 2 French), with 90</li> <li>• <a href="#">Path Forward Report</a> was delivered to Engineers Canada Board and interest holders.</li> <li>• Share back sessions findings distributed to interest holders</li> <li>• Board workshop findings distributed</li> </ul>

<sup>1</sup> The term “[academic requirement]” is a placeholder for the name of the specific academic conditions determined by the FEA’s Academic Requirement Task Force. Once the academic requirement for licensure is clearly defined, it is expected to be consistent with the expectations of applicants who do not hold a degree accredited by the CEAB.

	<p>evaluate the implications of the recommended:</p> <ul style="list-style-type: none"> <li>○ Purpose of accreditation</li> <li>○ National academic requirement for licensure.</li> <li>• Participants explored potential changes, identified key gaps, and recommended priorities for the Steering Committee to address in the Path Forward report.</li> </ul>	<p>was delivered at the May Board meeting and a workshop was held with the CEAB on June 2.</p> <ul style="list-style-type: none"> <li>• June touch-base with Regulator Advisory Group (RAG) were fruitful.</li> <li>• Project updates for the CEAB and Officials Groups were scheduled.</li> <li>• Fall share-outs with Regulators are being scheduled.</li> </ul>	<p>participants registered.</p> <ul style="list-style-type: none"> <li>• Held an Engineers Canada Board workshop with Directors, Presidents and CEOs.</li> <li>• Held one session with CEAB, CEQB and NAOG.</li> </ul>	<p>to relevant interest holders.</p>
<b>2024 annual report</b>				
<b>Achieved activities</b>	All major milestones were achieved within budget. Next steps were identified and will be implemented, including the Full Spectrum Competency Profile (FSCP) Pilot Project, education sessions for Engineers Canada Board Members (and others as necessary), and the hand off of the task to study the separation of the CEAB's policy-making functions from operational activities to the Governance Review Task Force.			
<b>Annual budget vs actual spending</b>	<p>2024 budget = \$623K</p> <p>2024 spending = \$715K</p> <p>Budget came over by \$92k due mainly due to rescoping the remaining consulting services required to finalize the project. The total value of the vendor contract did not change.</p>			
<b>Was success achieved by 2024?</b>	Work was completed on time and as per schedule. Recommendations made by the purpose of accreditation and the academic requirement for licensure task forces were used by the Steering Committee, along with the results of many other consultations with interest holders, to develop the FEA Path Forward Report, which was submitted to the Board in December 2024. Work will continue as part of the 2025-2029 Strategic Plan's Realizing accreditation and academic assessments strategic direction.			

<b>Summary of strategic priority (2022-2024)</b>	
<b>What we will do</b>	We will conduct a fundamental review of the accreditation process, investigate the best practices in engineering education, and work with Regulators and stakeholders to understand if there is a desire to adopt a new, national academic requirement for licensure as well as an updated purpose of accreditation. If there is, we will reconsider the accreditation system.
<b>What does success look like?</b>	<p>A. All stakeholders have visibility of the modes of accreditation in use nationally and internationally</p> <p>B. All stakeholders have visibility of the current and future realities of engineering education</p> <p>C. Regulators have an academic requirement for licensure, applicable to all</p> <p>D. All stakeholders understand the purpose of accreditation</p> <p>E. Engineers Canada, including the CEAB and CEQB, have direction to implement systems aligned with the purpose and the academic requirement for licensure</p>

SP1.2, Strengthen collaboration and harmonization												
Status: 												
Planned activities (as set in June 2021)	2022				2023				2024			
1. Collaborate with Regulator staff to identify barriers and opportunities												
2. Develop a national statement of collaboration with all jurisdictions												
3. Identify specific areas of harmonization for collaboration												

2024 quarterly reporting	Q1	Q2	Q3	Q4
1. Collaborate with Regulator staff to identify barriers and opportunities	<ul style="list-style-type: none"> <li>Completed in 2022</li> </ul>			
2. Develop a national statement of collaboration with all jurisdictions	<ul style="list-style-type: none"> <li>Statement was approved by the Engineers Canada Board in Q2 and was on track to be approved by Members in May.</li> </ul>	<ul style="list-style-type: none"> <li>Statement was signed by the Members in May 2024.</li> </ul>	<ul style="list-style-type: none"> <li>Completed in Q2 2024.</li> </ul>	
3. Identify specific areas of harmonization for collaboration	<ul style="list-style-type: none"> <li>Areas were identified in 2023.</li> <li>Work was underway to complete the implementation of the first area.</li> <li>The 2025-2029 Strategic Plan includes future areas of regulatory collaboration.</li> </ul>	<ul style="list-style-type: none"> <li>Actively worked on continuing professional development (CPD) as a new regulatory area through the development of a Memorandum of Understanding (MOU) (In addition to the ongoing advancement of several other ongoing projects and initiatives that are considered examples of collaboration and/or harmonization).</li> <li>In 2025, we will work with</li> </ul>	<ul style="list-style-type: none"> <li>Work underway to identify future areas of collaboration.</li> <li>Ongoing national collaboration projects include the development of: <ul style="list-style-type: none"> <li>National academic requirement for licensure</li> <li>Regulatory research paper on machine learning and data science</li> </ul> </li> <li>We also continue to work on tools that facilitate mobility:</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing national collaboration projects include: <ul style="list-style-type: none"> <li>CPD MOU</li> <li>Academic Evaluations</li> <li>Enhanced cross-regulator consistency</li> <li>Time-based experience</li> <li>New CEQB Regulator guideline on duty to report / wrongdoing</li> <li>Review of CEQB Public guideline on conflict of interest and Public guideline on</li> </ul> </li> </ul>

		Regulators to implement a process to select future areas of collaboration.	<ul style="list-style-type: none"> <li>○ National Membership Database,</li> <li>○ Competency-Based Assessment</li> <li>○ Discipline &amp; Enforcement Library</li> <li>● We also continue to support the Officials Groups and share information on regulatory issues</li> </ul>	the code of ethics
<b>2024 annual report</b>				
<b>Achieved activities</b>	The Statement of Collaboration was signed in May 2024. Some areas of collaboration are being implemented with Regulators.			
<b>Annual budget vs actual spending</b>	2024 budget = \$3K 2024 spending = \$3K Spending was as budgeted.			
<b>Was success achieved by 2024?</b>	Work was completed on track and within budget. Work will continue as part of the 2025-2029 Strategic Plan's Realizing a stronger federation strategic direction.			

<b>Summary of strategic priority (2022-2024)</b>	
<b>What we will do</b>	Fostering collaboration and consistency of requirements, practices, and processes across jurisdictions is at the heart of our mandate. We will work with Regulators to understand barriers and success factors leading to harmonization and facilitate the adoption of a national agreement that will establish the principles and areas where pan-Canadian harmonization will be sought.
<b>What does success look like?</b>	A. Engineers Canada has a clear mandate and key focus areas for regulatory harmonization B. Regulators benefit from collaboration and resource sharing, supporting improved practices


**SP1.3, Support the regulation of emerging areas****Status:** 

Planned activities (as set in June 2021)	2022				2023				2024			
1. Identify and investigate new and overlapping areas of engineering practice that will have a long-term impact on the public												
2. Continue to work with the federal government to promote the role of engineers in emerging areas												

2024 quarterly reporting	Q1	Q2	Q3	Q4
1. Identify and investigate new and overlapping areas of engineering practice that will have a long-term impact on the public	<ul style="list-style-type: none"> <li>An RFP was drafted to hire a contractor to write a Research paper on Machine Learning and Data Science and its ties to engineering.</li> <li>An advisory group has been created to inform the content.</li> <li>The final paper is expected to be completed by the end of 2024.</li> </ul>	<ul style="list-style-type: none"> <li>Consultations took place</li> </ul>	<ul style="list-style-type: none"> <li>The general direction for the new Regulatory research paper on machine learning and data science has been completed.</li> <li>Consultation on the draft paper is scheduled for Q4 of 2024.</li> </ul>	<ul style="list-style-type: none"> <li>The final new Regulatory research paper on machine learning and data science will be completed in Q1 of 2025.</li> </ul>
2. Continue to work with the federal government to promote the role of engineers in emerging areas	<ul style="list-style-type: none"> <li>Engineers Canada continued to promote the role of engineers in emerging areas through already published national position statements.</li> </ul>	<ul style="list-style-type: none"> <li>No work, as planned.</li> </ul>	<ul style="list-style-type: none"> <li>Work is underway to draft a new national position statement (NPS) on Professional Practice in Energy Engineering.</li> <li>Regulator consultation on this new NPS is scheduled for Q4 of 2024.</li> </ul>	<ul style="list-style-type: none"> <li>At the direction of the CEO, the national position statement (NPS) on Professional Practice in Energy Engineering was discontinued.</li> <li>The topic may be addressed through a modified NPS topic in the next workplan but will not be attached to a Strategic Priority.</li> </ul>
<b>2024 annual report</b>				
<b>Achieved activities</b>	In 2024, we worked on a new Regulatory research paper on machine learning and data science that will be published in the Q1 of 2025.			
<b>Annual budget vs actual spending</b>	2024 budget = \$21K 2024 spending = \$11K			

	Spending was under budget due to the delay in the new Regulatory research paper on machine learning and data science.
<b>Was success achieved by 2024?</b>	This work will be completed by Q1 2025.

<b>Summary of strategic priority (2022-2024)</b>	
<b>What we will do</b>	Technological advances move much faster than legislative change and engineers who work in emerging areas of practice may not fully understand or consider the long-term professional and ethical impacts and obligations. We will provide information to Regulators on the long-term impacts of engineering practice in emerging areas and a framework for the evaluation of professional and ethical obligations. This will enable Regulators to educate license holders in these emerging areas of practice and to regulate more effectively.
<b>What does success look like?</b>	<p>A. Regulators receive information that helps them adapt their admission, enforcement, and practice-related processes and uphold the framework for ethical practice.</p> <p>B. The federal government is made aware of the importance of the work of engineers in emerging areas</p>


SP2.1, Accelerate 30 by 30												
Status: 												
Planned activities (as set in June 2021)	2022				2023				2024			
1. National research strategy												
2. Facilitate collaboration and information exchange for Regulators												
3. 30 by 30 annual national conference												
4. Reporting on national and regional metrics												
5. Engaging employers												
6. National resources												

2024 quarterly reporting	Q1	Q2	Q3	Q4
1. National research strategy	<ul style="list-style-type: none"> <li>Findings and recommendations from the strategy were presented at the national 30 by 30 conference in Q2.</li> </ul>	<ul style="list-style-type: none"> <li>Findings and recommendations from the strategy were presented at the national 30 by 30 conference in Q2.</li> <li>Attended and presented key findings related to 30 by 30 initiative at the Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT) conference.</li> </ul>	Completed in Q3 of 2024.	
2. Facilitate collaboration and information exchange for Regulators	<ul style="list-style-type: none"> <li>Monthly 30 by 30 newsletter distributed to Champions and engineering interest holders.</li> <li>Provided updates to the Regulators on Engineers Canada's research and initiatives (i.e. QB Guideline, EDI</li> </ul>	<ul style="list-style-type: none"> <li>Organized meetings with our 30 by 30 Champions to help inform the direction and their involvement in the 30 by 30 annual conference.</li> </ul>	<ul style="list-style-type: none"> <li>Distributed the monthly 30 by 30 newsletter to Champions and engineering interest holders.</li> <li>Distributed resources to support gender equity in engineering</li> </ul>	<ul style="list-style-type: none"> <li>Work is completed for 2024.</li> </ul>

	<p>training for regulators)</p> <ul style="list-style-type: none"> <li>Sponsored the Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT) summit.</li> </ul>		<p>and update on direction of 30 by 30 as part of gender equity week.</p>	
<b>3. 30 by 30 annual national conference</b>	<ul style="list-style-type: none"> <li>Registration for the 2024 conference opened and over \$92K in sponsorship has been secured.</li> </ul>	<ul style="list-style-type: none"> <li>Conference was held and was successful.</li> </ul>	<ul style="list-style-type: none"> <li>This workstream is complete.</li> <li>We've started planning the 2025 conference.</li> </ul>	<ul style="list-style-type: none"> <li>Work is completed for 2024.</li> </ul>
<b>4. Reporting on national and regional metrics</b>	<ul style="list-style-type: none"> <li>Survey has been distributed to Regulators and data has been received.</li> </ul>	<ul style="list-style-type: none"> <li>Data has been received.</li> </ul>	<ul style="list-style-type: none"> <li>Data is being analyzed and pulled into a report that will be distributed on November 1<sup>st</sup> 2024.</li> </ul>	<ul style="list-style-type: none"> <li>Work is completed for 2024.</li> </ul>
<b>5. Engaging employers</b>	<ul style="list-style-type: none"> <li>Worked with the Employer Task Force to draft criteria for the establishment of an employer champion program.</li> </ul>	<ul style="list-style-type: none"> <li>Employer task force was struck with representation from engineering employers from across Canada. They will <ul style="list-style-type: none"> <li>Identify what it means to be a 30 by 30 employer champion.</li> </ul> </li> <li>Establish draft criteria that was incorporated into the employer breakout session at the conference.</li> </ul>	<ul style="list-style-type: none"> <li>Drafted national baseline to anchor the champion program.</li> <li>Met with content expert and one of the developers of the Global Diversity Equity &amp; Inclusion international benchmark to validate direction and scope of champion program.</li> </ul>	<ul style="list-style-type: none"> <li>Work is completed for 2024.</li> </ul>
<b>6. National resources</b>	<ul style="list-style-type: none"> <li>We finalized research on women in leadership within engineering and started to review gaps based on needs identified by the 30</li> </ul>	<ul style="list-style-type: none"> <li>30 by 30 network and Outreach and Engagement Working group were consulted to identify gaps in knowledge to address concerns</li> </ul>	<ul style="list-style-type: none"> <li>Completed in Q3 of 2024.</li> <li>We decided to not distribute the Women in Leadership and Pathways to Engineering</li> </ul>	<ul style="list-style-type: none"> <li>Work is completed for 2024.</li> </ul>

	by 30 champion network.	related to women's advancement and EIT programs. <ul style="list-style-type: none"><li>Based on this information, two reports were produced that will be distributed in Q3.</li></ul>	report this year and will distribute next year.	
<b>2024 annual report</b>				
<b>Achieved activities</b>	All six workstreams of this strategic priority are complete including the 2024 annual conference which was a success that exceeded expectations. The 2025 annual conference's venue and date were secured (in tandem with the 2025 May Annual Meeting of Members).			
<b>Annual budget vs actual spending</b>	2024 budget = \$269K 2024 spending = \$317K The additional budget spent in 2024 was used to create a long-term (i.e., 3-year) sustainable sponsorship strategy and to develop a more robust national research strategy and its presentation at the 30 by 30 conference. The additional spending came from our operational budget (OP9: Promoting diversity and inclusivity in the profession that reflects Canadian society) and resulted in significantly higher sponsorship revenue than forecasted for the 30 by 30 conference.			
<b>Was success achieved by 2024?</b>	All six workstreams of this strategic priority are complete. Work in this area will continue as part of the 2025-2029 Realizing an inclusive profession strategic direction.			


<b>Summary of strategic priority</b>	
<b>What we will do</b>	To support progress towards 30 by 30 and to develop Engineers Canada's capacity to address the underlying issues holding back the progress of 30 by 30.
<b>What does success look like?</b>	<ul style="list-style-type: none"> <li>A. Regulators have information and support that enables them to increase inclusion and the number of engineering graduates who proceed through the licensure process</li> <li>B. Representation of women is increasing within every step of the pipeline: students at HEIs, graduates, engineers-in-training (EITs), newly licensed engineers, and engineers</li> <li>C. Employers have information that enables them to make their workplaces more equitable, diverse, and inclusive</li> <li>D. Lessons learned from the 30 by 30 work inform initiatives in support of increasing representation of under-represented groups including but not restricted to Indigenous, racialized, and LGBTQ2+ persons</li> </ul>

SP2.2, Reinforce trust and the value of licensure											
Status: 											
Planned activities (as set in June 2021)	2022				2023				2024		
1. Marketing campaign											
2. Value of licensure messaging											
3. Engineering grad and EIT outreach programming											
4. Foundational research											

2024 quarterly reporting	Q1	Q2	Q3	Q4
1. Marketing campaign	<ul style="list-style-type: none"> <li>Campaign plan was approved, and production on updates to the Building Tomorrows creative was underway.</li> <li>Spring flight was planned for launch in Q2.</li> </ul>	<ul style="list-style-type: none"> <li>Spring flight of the Building Tomorrows campaign was completed. Initial results showed performance matching or exceeding benchmarks.</li> </ul>	<ul style="list-style-type: none"> <li>Fall flight of the Building Tomorrows campaign is underway, running for seven weeks.</li> <li>Beginning process to evaluate overall campaign success and prepare final report.</li> </ul>	<ul style="list-style-type: none"> <li>Fall flight of the Building Tomorrows campaign is completed.</li> <li>Post-awareness survey was fielded in early December.</li> <li>Final results and recommendations are being compiled and will be shared with the project advisory group in January.</li> </ul>
2. Value of licensure messaging	<ul style="list-style-type: none"> <li>Tools continue to be available.</li> <li>Check-in with advisory group on usage was postponed until Q2 to ensure advisory group could focus on the marketing campaign development and launch of Pathway to Engineering.</li> </ul>	<ul style="list-style-type: none"> <li>Tools continued to be available, and a check-in with group corresponded with the release and discussion of Building Tomorrows spring flight reporting.</li> </ul>	<ul style="list-style-type: none"> <li>Tools continue to be available with final review aligned with project wrap up activities.</li> </ul>	<ul style="list-style-type: none"> <li>Tools continue to be available with final review conducted at the January project advisory group meeting.</li> </ul>
3. Engineering graduate and EIT outreach programming	<ul style="list-style-type: none"> <li>Pathway to Engineering was launched and the first webinar held.</li> </ul>	<ul style="list-style-type: none"> <li>Pathway to Engineering editorial calendar development to carry into</li> </ul>	<ul style="list-style-type: none"> <li>Pathway to Engineering continues to grow, with a webinar to be offered in</li> </ul>	<ul style="list-style-type: none"> <li>Pathway to Engineering continues to grow, with a webinar was offered in October</li> </ul>

	<ul style="list-style-type: none"> <li>Focus in Q2 will be on growing engagement and establishing the years' editorial and creative calendar.</li> </ul>	2025 was underway and paid promotional campaign in development for September launch.	October and ongoing guests posts actively being solicited. <ul style="list-style-type: none"> <li>Beginning process of transferring into next strategic plan cycle.</li> </ul>	and ongoing guests posts were actively solicited. <ul style="list-style-type: none"> <li>Process was undertaken to transition into next strategic plan cycle.</li> </ul>
<b>4. Foundational research</b>	<ul style="list-style-type: none"> <li>No work this quarter, as planned.</li> </ul>	<ul style="list-style-type: none"> <li>No work this quarter, as planned.</li> </ul>	<ul style="list-style-type: none"> <li>Final project evaluation and reporting being designed in alignment with reporting for the Building Tomorrows campaign, currently in the fall flight.</li> </ul>	<ul style="list-style-type: none"> <li>Final project evaluation and reporting to be shared with project advisory group during January meeting.</li> </ul>
<b>2024 annual report</b>				
<b>Achieved activities</b>	The marketing campaign is complete. Sharing of results and a debrief will take place with the regulator advisory group in January. This meeting will inform the project final report. A. This report will inform next steps as part of the 2025-2029 Realizing a fuller awareness of engineers strategic direction.			
<b>Annual budget vs actual spending</b>	2024 budget = \$2.7M 2024 spending = \$2.6M Spending was as budgeted.			
<b>Was success achieved by 2024?</b>	The 2024 spring and fall flights were more successful than initially targeted. Work will transition to the 2025-2029 Realizing a fuller awareness of engineers strategic direction.			

<b>Summary of strategic priority (2022-2024)</b>	
<b>What we will do</b>	We will bridge this gap by creating and promoting a consistent, national message that will showcase the diversity of the profession, the breadth of engineering in both traditional and new disciplines, and the value of engineering licensure to the public, engineering graduates, EITs, and employers.
<b>What does success look like?</b>	A. Targeted public audiences perceive engineers as trustworthy and recognize engineering as a licensed profession B. Engineering graduates and EITs recognize value in licensure C. Regulators have a valuable national messaging framework and marketing support tools

SP3.1, Uphold our commitment to excellence												
Status: 												
Planned activities (as set in June 2021)	2022				2023				2024			
1. Sustain an excellence culture												
2. Identify and Implement continual improvements												
3. Confirm measurements and sustainability												
4. Achieve Platinum level certification from Excellence Canada												

2024 quarterly reporting	Q1	Q2	Q3	Q4
1. Sustain an excellence culture	<ul style="list-style-type: none"> <li>Orientation sessions and the submission for our Excellence Canada certification were completed.</li> </ul>	<ul style="list-style-type: none"> <li>Completed in Q2 2024. Certification was obtained.</li> </ul>		
2. Identify and Implement continual improvements	<ul style="list-style-type: none"> <li>All continual improvement items are incorporated in operational work.</li> </ul>	<ul style="list-style-type: none"> <li>Completed in Q2 2024. Certification was obtained.</li> </ul>		
3. Confirm measurements and sustainability	<ul style="list-style-type: none"> <li>An internal self assessment was completed as well as a review by an Excellence Canada staff member to confirm readiness to apply.</li> </ul>	<ul style="list-style-type: none"> <li>Completed in Q2 2024. Certification was obtained.</li> </ul>		
4. Achieve Platinum level certification from Excellence Canada	<ul style="list-style-type: none"> <li>Application completed and verification planned for Q2.</li> </ul>	<ul style="list-style-type: none"> <li>Completed in Q2 2024. Certification was obtained.</li> </ul>		

2024 annual report	
<b>Achieved activities</b>	Despite some delays in standing down working groups and assigning their work to staff, the organization is on track to submit and receive the Platinum excellence certification. Major and ongoing improvements are underway to make the organization higher performing.
<b>Annual budget vs actual spending</b>	2024 budget = \$33K 2024 spending = \$32K Spending was as budgeted.
<b>Was success achieved by 2024?</b>	Received Platinum excellence certification in 2024. Ongoing improvements will continue operationally.

Summary of strategic priority (2022-2024)	
<b>What we will do</b>	The demand for change continues and we are facing pressure to deliver on the diverse and changing needs of Regulators, HEIs, and the engineering community. To continually adapt, we need an effective and sustainable approach that ensures that we are a high performing organization. By 2024, we will achieve Platinum level certification from Excellence Canada by demonstrating measurable, sustained, and continually improved performance over at least a three-year period, as measured against the Excellence, Innovation, and Wellness Standard.
<b>What does success look like?</b>	<ul style="list-style-type: none"> <li>A. Regulators, HEIs, and the engineering community benefit from effective delivery of products and services</li> <li>B. Staff benefit from increased engagement and retention, working in motivated teams, and improved health</li> <li>C. Engineers Canada benefits from sustainment of a high level of performance</li> </ul>

**Summary - How will we measure success in 2024?**

Strategic priority	What does success look like	How will we measure success in 2024?
<b>SP1.1, Investigate and validate the purpose and scope of accreditation</b>	A. All stakeholders have visibility of the modes of accreditation in use nationally and internationally	A1. Publication of the accreditation system benchmarking report
	B. All stakeholders have visibility of the current and future realities of engineering education	B1. Publication of the engineering education report
	C. Regulators have an academic requirement for licensure, applicable to all	C1. The Engineers Canada Board passes a motion affirming the academic requirement for licensure C2. Regulators receive the academic requirement for licensure and all CEOs commit to sharing and implementing it with all necessary groups C3. CEAB receives the academic requirement for licensure and commits to incorporating it in their documents C4. CEQB receives the academic requirement for licensure and commits to incorporating it in their documents C5. HEIs receive the academic requirement for licensure
	D. All stakeholders understand the purpose of accreditation	D1. The Engineers Canada Board passes a motion affirming the purpose of accreditation D2. Regulators receive the affirmed purpose of accreditation, and all CEOs commit to sharing it with all necessary groups D3. CEAB publishes the affirmed purpose of accreditation D4. CEQB members receive the affirmed purpose of accreditation D5. Higher Education Institutions (HEIs) receive the affirmed purpose of accreditation D6. Students, through the CFES, receive the affirmed purpose of accreditation
	E. Engineers Canada, including the CEAB and CEQB, have direction to implement systems aligned with the purpose and the academic requirement for licensure	E1. Path-forward report is published and distributed to Regulators, CEAB, CEQB, Engineers Canada CEO, EDC, and CFES

Strategic priority	What does success look like	How will we measure success in 2024?
<b>SP1.2, Strengthen collaboration and harmonization</b>	A. Engineers Canada has a clear mandate and key focus areas for regulatory harmonization	A1. Consultation reports that document all Regulators' perspectives A2. Production of a national statement of collaboration signed by Regulators A3. The Regulator CEOs defining one or more areas for future harmonization
	B. Regulators benefit from collaboration and resource sharing, supporting improved practices	B1. The number of Regulators contributing to the development of programs, products, services, information, or processes B2. The number of Regulators using programs, products, services, information, or processes that are nationally promoted
<b>SP1.3, Support the regulation of emerging areas</b>	A. Regulators receive information that helps them adapt their admission, enforcement, and practice-related processes and uphold the framework for ethical practice	A1. Regulatory research papers on emerging areas of engineering practice are published and distributed to Regulators A2. Regulators report that they are reading the reports, considering them in their decision making, or that they helped them fulfill their mandate A3. Perceived value of research papers by the Regulators
	B. The federal government is made aware of the importance of the work of engineers in emerging areas	B1. One new National Position Statement relating to emerging disciplines is developed, as appropriate B2. Number of engagements (written consultations and in-person meetings) with parliamentarians or senior federal officials, on matters relating to emerging areas of engineering practice
<b>SP2.1, Accelerate 30 by 30</b>	A. Regulators have information and support that enables them to increase inclusion and the number of engineering graduates who proceed through the licensure process	A1. Completion and use of a national research strategy on diversity data demographics and qualitative research on equity, diversity, and inclusion A2. The number of Regulators contributing to the development and implementation of the strategy; Regulators involved in development only; Regulators not engaged A3. Publication of research reports on Engineers Canada website A4. Number of partners engaged in the development of the research report(s) (i.e., development and participation; participation only; not engaged) A5. Facilitation of collaboration and information exchange for Regulators (e.g., continued coordination of 30 by 30 working group, communications that address Regulator needs)

Strategic priority	What does success look like	How will we measure success in 2024?
		A6. We held 3 to 4 annual meeting with Regulators
	B. Representation of women is increasing within every step of the pipeline: students at HEIs, graduates, engineers-in-training (EITs), newly licensed engineers, and engineers	B1. Reporting on national and regional metrics: <ul style="list-style-type: none"> <li>• Provide tools for Regulator tracking and reporting on metrics related to 30 by 30</li> </ul> B2. Annual publication of National Membership Report B3. Annual collection of Regulator scorecard metrics B4. Annual scorecard summary presented to Board and CEO Group B5. 3-4 Regulators are involved in the development and use of target
	C. Employers have information that enables them to make their workplaces more equitable, diverse, and inclusive	C1. Completing addressing of the recommendations in the GBA+ report* regarding engaging employers C2. Creating a national strategy to engage employers with buy-in from the Regulators and building on the existing 30 by 30 network of Champions C3. All Regulators contribute a national 30 by 30 employer strategy C4. Recognizing employer excellence in 30 by 30
	D. Lessons learned from the 30 by 30 work inform initiatives in support of increasing representation of under-represented groups including but not restricted to Indigenous, racialized, and LGBTQ2+ persons	D1. Execution of annual 30 by 30 conference from 2022 to 2024 and inviting Regulators, HEIs and employers to contribute to a culture change in the engineering profession at a high profile, widely accessible national event, featuring best practices, key research, and actionable tools D2. The number of Regulators contributing and participating to the development of the conference D3. The number of employers: contributing and participating in the conference D4. Completion of national resources that respond to recommendations and best practices outlined in previous research. For example, a resource that can be used by Regulators to improve their licensure assistance and employer awareness programs based on the 2021 GBA+ report* on national Licensure Assistance Program and Employee Awareness Program D5. The number of Regulators participating and promoting the national resources

Strategic priority	What does success look like	How will we measure success in 2024?
		<p>*Definition: GBA+ is an analytical process created by Status of Women Canada; used across the country by the federal government and also well-known across most sectors; considers multiple and diverse intersecting identity factors that impact how different people understand and experience initiatives</p>
<b>SP2.2, Reinforce trust and the value of licensure</b>	A. Targeted public audiences perceive engineers as trustworthy and recognize engineering as a licensed profession	<p>A1. Pre- and post-campaign audience perception research  A2. Number of impressions and actions  A3. Value of earned media*  A4. Number and sentiment* of online interactions</p> <p>*Definitions:  • Earned media – news coverage in media  • Earned media value – the estimated value of news coverage  • Sentiment analysis – an analysis of the tone of comments</p>
	B. Engineering graduates and EITs recognize value in licensure	<p>B1. Pre- and post-campaign perception research targeting engineering graduates and EITs  B2. Number of impressions and actions  B3. Number and sentiment of online interactions</p>
	C. Regulators have a valuable national messaging framework and marketing support tools	<p>C1. Number of Regulators engaged in the development of the framework and tools and the nature of their involvement  C2. Identification by Regulators of where and how the messaging and support tools will be used and follow up to confirm use  C3. Ongoing feedback received on the project</p>
<b>SP3.1, Uphold our commitment to excellence</b>	A. Regulators, HEIs, and the engineering community benefit from effective delivery of products and services	A1. Achieve platinum certification as part of external benchmarking
	B. Staff benefit from increased engagement and retention, working in motivated teams, and improved health	B1. Achieve platinum certification as part of external benchmarking
	C. Engineers Canada benefits from sustainment of a high level of performance	C1. Achieve platinum certification as part of external benchmarking

**BRIEFING NOTE:** For information

<b>Audited financial statements</b>		4.3
Purpose:	To receive Engineers Canada's 2024 audited financial statements	
Prepared by:	Derek Menard, CFO, Finance	
Presented by:	Marlo Rose, Chair, FAR Committee	

**Background**

- The *Canada Not-for-profit Corporations Act* (CNCA) requires that the corporation's financial statements be placed before the members at every annual meeting.

**Status Update**

- The 2024 audit was performed in February 2025, after the close of year-end, by Raymond Chabot Grant Thornton (RCGT).
- At its April 2, 2025, meeting, the Engineers Canada Board approved the audited financial statements.

**Next steps**

- Engineers Canada shall keep a copy of the financial statements for 2024.

**Appendices**

- **Appendix 1:** 2024 audited financial statements, including RCGT's report



Financial Statements of

## **ENGINEERS CANADA**

And Independent Auditor's Report thereon

Year ended December 31, 2024

## Independent Auditor's Report

---

**Raymond Chabot  
Grant Thornton LLP**  
City Park Place, Suite 2000  
1900 City Park Drive  
Ottawa, Ontario  
K1J 1A3

T 613-236-2211

To the members of Engineers Canada

### Opinion

We have audited the financial statements of Engineers Canada, which comprise the statement of financial position as at December 31, 2024, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Engineers Canada as at December 31, 2024, and the results of its operations and its cashflows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "Auditor's responsibilities for the audit of the financial statements" section of our report. We are independent of Engineers Canada in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## **Responsibilities of Management and Those Charged with Governance for the Financial Statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing Engineers Canada's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate Engineers Canada or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing Engineers Canada's financial reporting process.

## **Auditor's Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Engineers Canada's internal control;
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on Engineers Canada's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Engineers Canada to cease to continue as a going concern;
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

*Raymond Chabot Grant Thornton LLP*

Chartered Professional Accountants,  
Licensed Public Accountants

Ottawa, Canada  
April 8, 2025

# ENGINEERS CANADA

## Statement of Financial Position

December 31, 2024, with comparative information for 2023

	2024	2023
<b>Assets</b>		
Current assets:		
Cash and cash equivalents (note 3)	\$ 2,340,727	\$ 3,371,784
Amounts receivable (note 4)	1,154,077	1,196,755
Prepaid expenses and deposits	178,746	251,367
	3,673,550	4,819,906
Investments (note 5)	11,292,068	12,848,207
Tangible capital assets (note 6)	327,086	492,378
	\$ 15,292,704	\$ 18,160,491
<b>Liabilities and Net Assets</b>		
Current liabilities:		
Accounts payable and accrued liabilities (note 7)	\$ 617,298	\$ 653,502
Deferred revenue	52,644	71,083
	669,942	724,585
Deferred lease inducement (note 8)	131,180	218,633
Net assets (note 9):		
Internally restricted:		
Contingency reserve	2,500,000	2,500,000
Legal contingency reserve	1,500,000	1,500,000
Strategic priorities reserve	2,000,000	2,000,000
Invested in tangible capital assets	263,060	385,667
Unrestricted	8,228,522	10,831,606
	14,491,582	17,217,273
Commitments (note 10)		
	\$ 15,292,704	\$ 18,160,491

See accompanying notes to financial statements.

On behalf of the Board:

_____	Director	_____	Director
-------	----------	-------	----------

# ENGINEERS CANADA

## Statement of Operations

Year ended December 31, 2024, with comparative information for 2023

	2024	2023
Revenue:		
National programs (note 11)	\$ 7,644,389	\$ 8,491,665
Corporate services	2,717,196	3,407,345
Investment income	696,571	579,868
Outreach	135,908	55,934
Unrealized gain in investments	1,135,548	942,583
	12,329,612	13,477,395
Expenses:		
Operating expenses:		
Accreditation	434,894	308,115
Fostering working relationships	139,817	176,217
Services and tools	119,572	190,010
National programs	874,778	894,086
Advocating to the Federal government	61,130	48,908
Research and regulatory changes	10,864	34,159
International mobility	81,507	85,433
Promotion and outreach	309,527	325,610
Diversity and inclusion	150,281	138,863
Protect official marks	192,280	164,347
Secretariat services	1,072,934	1,095,966
Corporate services (note 12)	7,685,586	7,603,288
	11,133,170	11,065,002
Excess of revenue over expenses before the undernoted	1,196,442	2,412,393
Projects spending:		
Accreditation improvement project	211,821	234,051
Services and tools – competency-based assessment	–	6,449
Service and tools – NMDB	–	5,000
Investigate and validate the purpose and scope of accreditation	715,054	727,874
Reinforce trust and the value of licensure	2,616,449	2,841,277
Strengthen collaboration and harmonization	2,782	143,190
Accelerate 30 by 30	317,332	233,149
Mobility register improvements	58,695	38,306
	3,922,133	4,229,296
Deficiency of revenue over expenses	\$ (2,725,691)	\$ (1,816,903)

See accompanying notes to financial statements.

# ENGINEERS CANADA

## Statement of Changes in Net Assets

Year ended December 31, 2024, with comparative information for 2023

	Contingency (note 9)	Legal contingency reserve (note 9)	Strategic priorities reserve (note 9)	Invested in tangible capital assets	Unrestricted	2024 Total	2023 Total
Balance, beginning of year	\$ 2,500,000	\$ 1,500,000	\$ 2,000,000	\$ 385,667	\$ 10,831,606	\$ 17,217,273	\$ 19,034,175
Deficiency of revenue over expenses	—	—	—	—	(2,725,691)	(2,725,691)	(1,816,903)
Amortization of tangible capital assets	—	—	—	(199,484)	199,484	—	—
Additions to tangible capital assets	—	—	—	34,192	(34,192)	—	—
Amortization of leasehold inducement	—	—	—	42,685	(42,685)	—	—
Balance, end of year	\$ 2,500,000	\$ 1,500,000	\$ 2,000,000	\$ 263,060	\$ 8,228,522	\$ 14,491,582	\$ 17,217,273

See accompanying notes to financial statements

# ENGINEERS CANADA

## Statement of Cash Flows

Year ended December 31, 2024, with comparative information for 2023

	2024	2023
Cash provided by (used in):		
Operating activities:		
Deficiency of revenue over expenses	\$ (2,725,691)	\$ (1,816,903)
Items not involving cash:		
Amortization of tangible capital assets	199,484	195,637
Amortization of lease inducement	(87,453)	(87,453)
Change in net unrealized gain on investments	(1,135,548)	(942,583)
Change in non-cash operating working capital:		
Decrease (increase) in amounts receivable	42,678	(3,278)
Increase in prepaid expenses and deposits	72,621	16,143
Increase (decrease) in accounts payable and accrued liabilities	(36,204)	102,104
Decrease in deferred revenue	(18,439)	(3,297)
	(3,688,552)	(2,539,630)
Investing activities:		
Net sale of investments	2,691,687	3,855,269
Additions to tangible capital assets	(34,192)	(46,031)
	2,657,495	3,809,238
Increase (decrease) in cash	(1,031,057)	1,269,608
Cash, beginning of year	3,371,784	2,102,176
Cash, end of year	\$ 2,340,727	\$ 3,371,784

See accompanying notes to financial statements.

# ENGINEERS CANADA

Notes to Financial Statements

Year ended December 31, 2024

---

## 1. Governing statutes and nature of operations:

Engineers Canada is a national federation of the twelve provincial and territorial associations authorized to license engineers and regulate the practice of the profession across Canada. Engineers Canada exists so that constituent associations have support for an advancing engineering profession and its self-regulation in the public interest at a cost that is justified by the results.

Engineers Canada was originally incorporated without share capital under Part II of the Canada Corporations Act. Effective October 31, 2013, Engineers Canada continued its articles of incorporation from Canada Corporations Act to the Canada Not-for-profit Corporations Act and changed its name to Engineers Canada from the Canadian Council of Professional Engineers. Engineers Canada is a not-for-profit organization and as such is exempt from income tax under Section 149(1)(l) of the Income Tax Act (Canada).

## 2. Significant accounting policies:

These financial statements have been prepared by management in accordance with Canadian accounting standards for not-for-profit organizations in Part III of the CPA Canada Handbook - Accounting and include the following significant accounting policies:

### (a) Revenue recognition:

Engineers Canada's principal sources of revenue are provincial assessment fees from members and amounts from affinity and insurance programs.

Revenues for provincial assessment and annual per capita fees are recognized when the constituent members have been invoiced and are included in corporate services revenue on the statement of operations. Revenues from affinity programs are recognized when the amount becomes collectible according to the terms of the arrangement, the amount is fixed or determinable and collection is reasonably assured. These amounts are included in national program revenues on the statement of operations.

Investment income is recognized based on the number of days the investment was held during the year. Dividends are recognized as of the ex-dividend date. Gains or losses on the disposal of investments are determined using the average cost method. All investment revenues including realized and unrealized gains and losses on investments are recognized in the statement of operations.

Externally funded project revenues, which include government funded project revenues, are recognized using the deferral method of accounting as the related eligible expenses are incurred in accordance with the terms of each contract. Amounts received in excess of eligible expenses are disclosed as a liability. These amounts are included in outreach revenues on the statement of operations.

# ENGINEERS CANADA

Notes to Financial Statements (continued)

Year ended December 31, 2024

## 2. Significant accounting policies (continued):

### (b) Financial instruments:

Financial instruments are recorded at fair value on initial recognition. Equity instruments that are quoted in an active market are subsequently measured at fair value. All other financial instruments are subsequently recorded at cost or amortized cost, unless management has elected to carry the instruments at fair value. Engineers Canada has elected to carry investments at fair value.

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred. All other financial instruments are adjusted by transaction costs incurred on acquisition and financing costs, which are amortized using straight-line rate method.

Financial assets are assessed for impairment on an annual basis at the end of the fiscal year. Where an indicator of impairment is present, Engineers Canada determines if there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset. If there is a significant adverse change in the expected cash flows, the carrying value of the financial asset is reduced to the highest of the present value of the expected cash flows, the amount that could be realized from selling the financial asset or the amount Engineers Canada expects to realize by exercising its right to any collateral. If events and circumstances reverse in a future period, an impairment loss will be reversed to the extent of the improvement, not exceeding the initial impairment charge.

### (c) Tangible capital assets:

Tangible capital assets are recorded at cost less accumulated amortization. When a capital asset no longer contributes to Engineers Canada's ability to provide services, its carrying amount is written down to its residual value.

Amortization of tangible capital assets is provided on the straight-line basis as follows:

Asset	Terms
Furniture, fixtures and equipment	4 years
Computer hardware	4 years
Leasehold improvements	Remaining term of lease

### (d) Deferred lease inducement:

Leasehold inducements are deferred and amortized over the term of the lease. Annual amortization is recorded as a credit to corporate services expense.

# ENGINEERS CANADA

Notes to Financial Statements (continued)

Year ended December 31, 2024

---

## 2. Significant accounting policies (continued):

### (e) Allocated expenses:

In the statement of operations, Engineers Canada presents its expenses by function.

Engineers Canada does not allocate expenses between functions subsequent to initial recognition.

### (f) Foreign currency translation:

Foreign currency transactions are initially recorded at the rate of exchange prevailing at the date of translation. Thereafter, monetary assets and liabilities are translated at the exchange rate in effect at the statement of financial position date. Revenue and expenses in a foreign currency are translated at the average monthly rate in effect during the year. Gains and losses resulting from the translation are included in investment income in the statement of operations.

### (g) Use of estimates:

The preparation of the financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the year. Actual results could differ from these estimates. These estimates are reviewed annually and as adjustments become necessary, they are recognized in the financial statements in the period they become known.

# ENGINEERS CANADA

Notes to Financial Statements (continued)

Year ended December 31, 2024

## 3. Cash and cash equivalents:

### (a) Cash balances:

Engineers Canada's cash balances consist of operating cash held in Canadian chartered banks and amounts held in a Canadian money market fund and can be liquidated at any time.

	2024	2023
Operating cash	\$ 685,419	\$ 767,242
Canadian money market fund	1,655,308	2,604,542
	<u>\$ 2,340,727</u>	<u>\$ 3,371,784</u>

### (b) Line of credit

Engineers Canada has a line of credit allowing it to borrow up to \$500,000 (2023 - \$500,000) at an interest rate of prime plus 1%. This line of credit is subject to annual renewal. There was no outstanding balance as at December 31, 2024 or 2023.

## 4. Amounts receivable:

	2024	2023
National programs	\$ 1,119,210	\$ 1,136,472
Government remittances receivable	34,544	56,748
Due from members	323	3,535
	<u>\$ 1,154,077</u>	<u>\$ 1,196,755</u>

# ENGINEERS CANADA

Notes to Financial Statements (continued)

Year ended December 31, 2024

## 5. Investments:

	2024 Fair value	2024 Cost	2023 Fair value	2023 Cost
Bond funds	\$ 4,937,018	\$ 5,009,918	\$ 6,767,294	\$ 7,060,403
Canadian equity funds	1,434,405	1,083,520	1,478,253	1,296,519
International equity funds	1,376,729	1,213,946	1,262,537	1,241,923
U.S. equity funds	1,492,911	825,542	1,327,424	932,451
Global equity funds	1,266,108	1,110,521	1,086,109	1,110,521
Alternative – Global	784,897	796,707	926,590	961,805
	<b>\$ 11,292,068</b>	<b>\$ 10,040,154</b>	<b>\$ 12,848,207</b>	<b>\$ 12,603,622</b>

Investments are held by Engineers Canada to fund its internally restricted net assets for the purposes specified in Note 9(a).

## 6. Tangible capital assets:

	Cost	Accumulated amortization	2024 Net book value	2023 Net book value
Furniture, fixtures and equipment	\$ 346,456	\$ 301,556	\$ 44,900	\$ 74,492
Computer hardware	516,003	437,426	78,577	84,026
Leasehold improvements	1,186,958	983,349	203,609	333,860
	<b>\$ 2,049,417</b>	<b>\$ 1,722,331</b>	<b>\$ 327,086</b>	<b>\$ 492,378</b>

Cost and accumulated amortization at December 31, 2023 amounted to \$2,015,225 and \$1,522,847, respectively.

# ENGINEERS CANADA

Notes to Financial Statements (continued)

Year ended December 31, 2024

## 7. Accounts payable and accrued liabilities:

	2024	2023
Operating	\$ 265,590	\$ 375,388
Payroll related accruals	208,613	155,754
Accrued liabilities	100,675	81,681
Secondary Professional Liability insurance premiums repayable to members	42,420	40,679
	<b>\$ 617,298</b>	<b>\$ 653,502</b>

There are no amounts payable for government remittances such as sales or payroll-related taxes included in operating or accrued liabilities.

## 8. Deferred lease inducement:

In 2015, Engineers Canada entered into a lease agreement to rent premises for the next ten years. As part of this agreement, Engineers Canada received a tenant allowance to cover fit-up costs up to a maximum of \$30 per square foot of space rented, as well as a rent-free period for nine months.

	Rent-free leasehold inducements	Tenant allowance - fit-up costs	Total
Balance, beginning of year	\$ 111,922	\$ 106,711	\$ 218,633
Less: amortization	(44,768)	(42,685)	(87,453)
Balance, end of year	<b>\$ 67,154</b>	<b>\$ 64,026</b>	<b>\$ 131,180</b>

## 9. Net assets:

Engineers Canada's overall objective with regard to its net assets is to ensure stability for the delivery of on-going programs and services, to fund strategic initiatives and to mitigate the financial impact of risks to its operations and achievement of strategic objectives. Engineers Canada manages its net assets by establishing restricted funds and committing amounts in the internally restricted net assets for anticipated future strategic priorities, contingencies, legal defense, and other capital requirements. These allocations are presented in the statement of changes in net assets and disclosed in Note 9(a).

# ENGINEERS CANADA

Notes to Financial Statements (continued)

Year ended December 31, 2024

## 9. Net assets (continued):

Engineers Canada's objective with respect to unrestricted net assets is to maintain a balance sufficient to meet the needs associated with ongoing operations. Engineers Canada's net assets invested in its capital assets is equal to their net book value less the corresponding lease inducement.

Engineers Canada is not subject to externally imposed capital requirements, and it adopted a new overall strategy with respect to net assets that took affect in 2022.

### (a) Internally restricted net assets:

Internally restricted net assets are funds committed for specific purposes, which reflect the application of Engineers Canada's Board policy as follows:

The Contingency Reserve is to mitigate the financial impact of the risk of future unexpected, negative events that could have a significant, adverse impact on the operations, revenues, and expenses of Engineers Canada. This reserve has a target level of \$2,500,000.

The Legal Reserve is to ensure that funds are available in case of legal challenge, to provide funds to cover deductibles for insurances, and to assist the Engineering Regulators where it is determined that they do not have the financial resources to defend an enforcement action and/or statutory obligation that has a clear and significant impact on the other Regulators. This reserve has a target level of \$1,500,000.

The Strategic Priorities Reserve is to provide funds for planned strategic initiatives, and to respond to future risks and investment needs in the performance, accessibility, and security of its information technology assets. This reserve has a target level of \$2,000,000.

Engineers Canada's Board of Directors will also create new reserves and/or discontinue existing reserves, if and when required.

## 10. Commitments:

Engineers Canada leases office space under operating leases which expire in June 2026. The future rental payments over the next two years, including operating costs and taxes, are as follows:

2025	\$	675,304
2026		337,402
	\$	1 012 706

# ENGINEERS CANADA

Notes to Financial Statements (continued)

Year ended December 31, 2024

---

## 11. National programs:

Engineers Canada is a party to a number of agreements with financial services companies. Under these agreements Engineers Canada derives revenues, referred to in these financial statements as affinity program and secondary professional liability insurance based on the purchase of goods and services by the members of Engineers Canada's various provincial and territorial member associations.

These agreements have varying terms and conditions as well as varying termination dates and methods, some of which have fixed expiry dates with renewal options and some of which are on-going until terminated with notice by either party.

The two most significant agreements account for 87% (2023 - 88%) of the national program revenues and have the following terms:

- twelve-year term expiring December 2029 with automatic five-year renewals until terminated by either party with 180 days' notice prior to the end of any such period which accounts for 66% (2023 - 69%) of the national program revenues; and
- on-going with no fixed expiry date which accounts for 21% (2023 - 19%) of the national program revenues.

## 12. Pension plan contributions:

Engineers Canada is the administrator of the Staff Pension Plan for Employees of Engineers Canada, which is a defined contribution plan registered with Financial Services Commission of Ontario. The contributions to the plan are \$412,943 (2023 - \$420,133), which are included in corporate services expense.

# ENGINEERS CANADA

Notes to Financial Statements (continued)

Year ended December 31, 2024

---

## 13. Financial risk management:

Engineers Canada is exposed to various financial risks resulting from both operational and investment activities. Engineers Canada's management addresses the situation by having different related policies such as the Reserves Policy, the Financial Commitments and Payment Policy, amongst others. Engineers Canada also outsources the management of its investment portfolio to an outside firm. There have been no significant changes to Engineers Canada's policies, procedures and methods to manage these risks.

(a) Market risk:

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices due to currency, interest rate and other price risks. Engineers Canada is exposed to market risk with respect to its investments, as disclosed in Note 5.

(b) Foreign currency risk:

Foreign currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. Engineers Canada is exposed to foreign currency risk due to its investments denominated in foreign currencies within its US, International and Global equity funds as disclosed in Note 5. Engineers Canada holds minimal cash balances in foreign currencies.

(c) Interest rate risk:

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in market interest rates. Engineers Canada is exposed to interest rate risk with respect to its interest-bearing investments as disclosed in notes 3 and 5. Engineers Canada's other financial assets and financial liabilities do not bear significant amounts of interest. Engineers Canada does not use derivative financial instruments to reduce its interest rate risk exposure.

(d) Other price risk:

Other price risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or foreign currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. Engineers Canada is exposed other price risk due to its equity investments as disclosed in Note 5.

(e) Liquidity risk:

Liquidity risk is the risk that Engineers Canada will be unable to fulfill its obligations on a timely or cost-effective manner. Engineers Canada manages its liquidity risk by monitoring its operating requirements. Engineers Canada prepares budget and cash forecasts to ensure it has sufficient funds to fulfill its obligations.

# ENGINEERS CANADA

Notes to Financial Statements (continued)

Year ended December 31, 2024

---

## 13. Financial risk management (continued):

(f) Credit risk:

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. Engineers Canada is exposed to credit risk in the event of non-payment by its counterparties in connection with its accounts receivable. In order to mitigate its credit risk, Engineers Canada has entered into long-term agreements for the majority of its receivables, employs credit policies and monitors collection. Refer to Note 11 for further details of the significant counterparty agreements. An allowance for doubtful accounts is established based on factors surrounding the credit risk of specific members, historical trends and other information. At December 31, 2024, the allowance for doubtful accounts was \$Nil (2023 - \$Nil).

Management believes that Engineers Canada is not exposed to significant risks from its financial instruments, although the interest rate and other price risks have increased in the year due to rising market interest rates and equity market fluctuations.

## BRIEFING NOTE: For decision by the Members

Appointment of auditors		5
Purpose:	To appoint Raymond Chabot Grant Thornton as Engineers Canada's external auditors for 2025	
Motion(s) to consider:	<i>THAT Raymond Chabot Grant Thornton be appointed as the public accountant to audit the accounts of Engineers Canada for the 2025 fiscal year.</i>	
Votes required to pass:	2/3-60% majority (the motion must be supported by a minimum of two-thirds of the Members voting, who represent a minimum of sixty per cent of represented Registrants)	
Prepared by:	Derek Menard, CFO Joan Bard Miller, Manager, Governance and Board Services	
Presented by:	Marlo Rose, Chair, FAR Committee	

### Problem/issue definition

- The Engineers Canada Bylaw requires that the Members, on an annual basis, appoint a chartered professional accountant (CPA) licensed to practice public accounting in Ontario as auditor of Engineers Canada.

### Proposed action/recommendation

- It is proposed that Raymond Chabot Grant Thornton (RCGT) be retained to provide auditing services for the upcoming 2025 fiscal year, with the fee as set in the proposal received in February 2023.
- If approved, this would be the third consecutive year that Engineers Canada will retain RCGT to provide external accounting services.
- Board Policy 6.4 sets out that the Finance, Audit and Risk (FAR) Committee will conduct a comprehensive review of the auditor at least every five years. This review was last completed in early 2023, when an RFP was issued for auditing services. Three proposals were received. After evaluating all three proposals, with support from Engineers Canada staff, the FAR Committee recommended that RCGT be retained for 2023, with the option to renew the contract in subsequent years.
- RCGT's audit services were professional and reasonably priced.

### Other options considered

- No other options were considered this year given the aforementioned.

### Risks

- None have been identified.

### Financial implications

- The engagement with RCGT to conduct the 2025 audit represents a financial commitment of approximately \$17,800 for the 2025 budget year.
- This fee is accounted for in the 2025 Engineers Canada budget.

## **Benefits**

- RCGT's audit fee provides significant savings in comparison to other firms.
- Working with RCGT for a third year will enable the auditors to provide greater efficiency and insights to staff and the FAR Committee.

## **Consultation**

- N/A

## **Next steps (if motion approved)**

- Staff, together with RCGT, will develop an audit plan in the early fall of 2025, for approval by Engineers Canada's FAR Committee.
- Thereafter, RCGT will conduct the 2025 audit, and results (i.e. the audited financial statements and report) will be presented to the Members at the May 2026 meeting.

## **Appendix**

- None.

## BRIEFING NOTE: For decision by the Members

### 2027 Per Capita Assessment Fee

6

Purpose:	To approve the 2027 Per Capita Assessment Fee
Motions to consider:	<i>THAT the 2027 Per Capita Assessment Fee be set at \$11 per Registrant.</i>
Vote required to pass:	2/3-60% majority (the motion must be supported by a minimum of two-thirds of the Members voting, who represent a minimum of sixty per cent of represented Registrants)
Prepared by:	Derek Menard, Chief Financial Officer Joan Bard Miller, Manager, Governance and Board Services
Presented by:	Marlo Rose, Chair, FAR Committee

### Problem/issue definition

- The Per Capita Assessment Fee (PCAF) is defined in Article 1.1 of the Engineers Canada Bylaw, in part, as the “annual amount to be paid by each Member as determined by its number of Registrants.” Moreover, Article 7.2 of the Bylaw requires the Board, by January 1st of each year, to recommend to the Members the amount of the PCAF that will be in effect on the second following January 1st.
- On December 16, 2024, the Members received the Board’s recommendation for the 2027 PCAF in an email from Light Go, General Counsel and Corporate Secretary, wherein he stated:
 

“At its December 9, 2024 meeting, the Engineers Canada Board agreed to recommend to the Members that the 2027 Per Capita Assessment Fee would be at \$11 per Registrant. As a result, this recommendation will be going to the Members for their approval at the meeting of Members in May 2025.”

### Background

- From 2006-2023, the PCAF was stable at \$10.21.
- In 2024 and 2025, the PCAF was lowered to \$8 to help reduce the unrestricted reserves, which had increased mainly due to Professional Engineers Ontario non-participation in the national affinity program.
- Engineers Canada also funded major strategic priorities (i.e. marketing campaign) and increase operational spending to reduce the reserves.
- 2024 was the first full year in which PEO availed itself of approximately \$2 million per year.
- Engineers Canada is reducing its operational spending to return to a balanced budget.
- Funding will still be required to fund strategic initiatives moving forward.

### Proposed action/recommendation

- That the Members approve the 2027 PCAF.

### Financial implications

- The proposed fee represents a \$1 increase over the Member-approved \$10 PCAF for 2026.

- The current PCAF would be \$15.17 had fee increases from 2007-2024 aligned with Statistics Canada's annual Consumer Price Index.
- Services provided by Engineers Canada to the Regulators amount to roughly \$39 per registrant.

## **Benefits**

- The PCAF is a key source of Engineers Canada's revenue.
- A \$1 increase is seen as moderate, striking a balance between supporting strategic initiatives and minimizing the impact on our Members.

## **Other options considered**

- Two options for the PCAF were presented for consideration in the budget memo based on projected revenue and expenses for 2025-2029 (see pages 50-78 of the [December agenda book](#)).

## **Consultation**

- The Finance, Audit, and Risk (FAR) Committee and the Board discussed the options for the 2027 PCAF at their respective meetings in August and October.
- At its October 22 meeting, the FAR Committee put forward its final recommendation for Board approval in December.
- At the time of L. Go's aforementioned communication on December 9, Members were "asked to please consult with their respective Councils to obtain voting instructions in respect of this matter prior to the May 24, 2025 meeting."

## **Next steps (if motion approved)**

- The 2027 PCAF will be set at \$11.
- The FAR Committee will consider PCAF for 2028 at the pre-budget meeting in August 2025.

## **Appendices**

- None

## BRIEFING NOTE: For decision by the Members

Election of Directors		7
Purpose:	To elect the Engineers Canada's Directors	
Motion(s) to consider:	<p><i>THAT the following Directors be elected for the terms indicated below:</i></p> <ul style="list-style-type: none"> <li>• <i>Michael Wrinch (Past President), nominee from British Columbia (2025-2026)</i></li> <li>• <i>John Van der Put (President), nominee from Alberta (2025-2027)</i></li> <li>• <i>Nick Colucci, nominee from Ontario (2025-2028)</i></li> <li>• <i>Christopher Chahine, nominee from Ontario (2025-2028)</i></li> <li>• <i>Marlo Rose (incumbent), nominee from New Brunswick (2025-2028)</i></li> <li>• <i>Denise Pothier, nominee from Nova Scotia (2025-2028)</i></li> </ul>	
Votes required to pass:	2/3-60% majority (the motion must be supported by a minimum of two-thirds of the Members voting, who represent a minimum of sixty per cent of represented Registrants)	
Prepared by:	Joan Bard Miller, Manager, Governance and Board Services	
Presented by:	Michael Wrinch, Engineers Canada President	

### Problem/issue definition

- The Engineers Canada Bylaw requires that each Member deliver a list of nominees, who are engineers in good standing, to the Engineers Canada Secretary, for consideration at the Annual Meeting of Members. Only individuals nominated in accordance with the nomination policy set out in the Bylaw are eligible to be a Director.
- In the call for Director nominees, Members are provided with Board policy 4.8, *Board composition profile*, which describes the Director skills, attitude and knowledge areas that are desired to serve the interests of Engineers Canada and the Regulators. The profile also contains information on the preferred experiences, including diverse lived experiences, that are desired in Director nominees.

### Proposed action/recommendation

- That the Members approve the list of Director nominees, for the specified terms.

### Other options considered

- N/A

### Risks

- N/A

### Financial implications

- Directors serve without remuneration but may be reimbursed for reasonable expenses incurred in the performance of duties.

### Benefits

- The Board will benefit from having a sustained membership to support its work.

## **Consultation**

- N/A

## **Next steps (if motion approved)**

- Engineers Canada will update its corporate filings with the new Director information.

## **Appendix**

- N/A