



Ontario Society of Professional Engineers

Annual Report 2015



ONTARIO
SOCIETY
OF PROFESSIONAL
ENGINEERS

About Ontario Society of Professional Engineers

The Ontario Society of Professional Engineers (OSPE) is the voice of the engineering profession in Ontario. We represent the entire engineering community, including engineers, engineering professionals, graduates and students who work or will work in several of the most strategic sectors of Ontario's economy.

OSPE elevates the profile of the profession by advocating with governments, offering valued member services and providing opportunities for ongoing learning, networking and community building.

OSPE was formed in 2000 after members of Professional Engineers Ontario (PEO) voted to separate regulatory and advocacy functions into two distinct organizations.

About this Report

OSPE's 2015 Annual Report provides an overview of the Society's work and its impact on the engineering community in Ontario from January 1 through December 31, 2015. This report was prepared for distribution at OSPE's Annual General Meeting on May 3, 2016, and outlines how the organization's initiatives and activities met the tactical goals laid out in its five-year Strategic Plan *Engage, Amplify, Excel*.

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MESSAGE FROM THE CEO



2015 proved to be a year of exciting change for OSPE. While change can be intimidating, it is also a great opportunity to spur the growth and innovation that will take our value proposition for members to new heights.

OSPE's new strategic plan offers reinvigorated guidelines for our advocacy and membership efforts in the coming four years. A number of stellar achievements in 2015 alone have demonstrated that we are elevating the profile of Ontario's

engineers in the eyes of the media, government and public.

Government leaders are increasingly seeking the voice of engineers when it comes to discussions on public policy and planning, for instance when the members of the Standing Committee on Financial Affairs asked OSPE to provide input for the development of Ontario's provincial budget. Receptive to our submission, the Government of Ontario adopted many of OSPE's suggestions on infrastructure funding and increased support for research and innovation funding.

OSPE released a report on labour market conditions facing engineers, many of whom cannot find appropriate work despite their degrees. Entitled *Crisis in Ontario's Engineering Labour Market: Underemployment Among Ontario's Engineering-Degree Holders*, the report offers suggestions to help remedy this situation. OSPE also released *Engineering a Cleaner Economy: Examining Ontario's Carbon Pricing Program and the Role of Innovation to*

the Ministry of Environment and Climate Change, where many of our recommendations have since been adopted into Ontario's new climate change strategy.

We've refined our professional development and career services offerings with the addition of courses in subjects like project management and technical writing, catered to the engineering profession.

OSPE has even introduced change online with the launch of the Society Notes blog. Our growing monthly readership demonstrates that we have quickly become a trusted source for engaging engineering-focused content and updates.

What is most clear is that achievements like these require a team effort. This change has been steered by our competent Board of Directors and guided by our dedicated task forces, working groups, committees and Political Action Network. I'd also like to thank each of our members for your ongoing support. It is through your expertise and guidance that we can continue to ensure that the voice of engineers is heard, valued and most of all acted upon!

Sandro Perruzza
Chief Executive Officer
Ontario Society of Professional Engineers

MESSAGE FROM THE PRESIDENT & CHAIR



It has been an honour serving as your President and Chair for the past 12 months while watching OSPE continue to grow as the bridging organization between stakeholders in the engineering community in Ontario.

The four pillars of OSPE's new 2015-2019 Strategic Plan have proven to be the structural supports that guide us in connecting our members to the services and benefits they need.

This year, we increased member value by connecting members with new affinity partnerships, new professional development opportunities through an expanded curriculum, and new mentorship opportunities through the launch of a pilot mentorship program for recent female engineering graduates.

We raised public awareness, bringing engineers to a wider audience through successful media outreach that increased our media coverage six-fold, and through coalitions with non-engineering groups on issues of common interest by participating

in events like a summit on mental health.

We increasingly influenced public policy by connecting engineers across Ontario with industry experts and representatives from all levels of government at over six OSPE-hosted events on topics like transportation and public transit. We also saw an increasing number of invitations to participate in roundtable discussions with leaders like MP Kellie Leitch on women in non-traditional work.

I'd like to acknowledge that none of this would have been possible without the dedication of our Board, volunteers and staff, whom I'd like to thank for their contributions in making 2015 such a success.

Karen Chan, P.Eng.
President and Chair
Ontario Society of Professional Engineers

THANK YOU



2015-2016 Board of Directors

Back row from left to right: Milica Radisic, P.Eng.; Steven Rose, P.Eng.; Sandra Ausma, P.Eng.; Jonathan Hack, P.Eng. (Treasurer); Peter Marcucci, P.Eng.; and Michael Monette, P.Eng. (Vice Chair).

Front row from left to right: Helen Wojcinski, P.Eng.; Sue Tessier, P.Eng.; Danny Young, P.Eng. (Past Chair); Karen Chan, P.Eng. (President and Chair); and M. Clare Morris, P.Eng. (Secretary).

Not pictured: Matthew Jelavic, P.Eng.

Volunteers

OSPE's success in 2015 was supported by dedicated volunteers who contributed their time to participate at OSPE events and serve on our Board of Directors, Committees, Task Forces and Working Groups.

For a complete list of OSPE volunteers, please visit www.ospe.on.ca/volunteers.

Sponsors

Thank you to all of our sponsors who generously support our efforts to advocate on behalf of engineers in Ontario.

PLATINUM



GOLD



SILVER



BRONZE



SUPPORTING



ACHIEVING THE GOALS OF OUR FIVE-YEAR STRATEGIC PLAN



Throughout 2015, OSPE's activities aimed to work towards achieving the specific goals laid out in our five-year Strategic Plan *Engage, Amplify, Excel*:

Create Member Value

- Support and meet the individual needs of the engineer at all stages of his or her career

Raise Public Awareness

- Elevate the understanding and appreciation of the engineering profession in Ontario and its contribution to the public interest

Focus on Public Policy

- Ensure engineers are viewed as trusted experts to influence government and promote policies that benefit the public and the profession

Focus on Community Engagement

- Build strong, connected and engaged communities for engineers

OSPE engaged members and stakeholders in dialogue in order to bolster awareness and credibility and ultimately gain new members. By ensuring all of our work fits under our four strategic goals, OSPE aims to:

- Become the association of choice for the engineering community in Ontario
- Prepare members for new demands and expectations with competitive professional development
- Promote the employment of engineers and support them at every stage of their careers
- Get more engineers talking to amplify their voice in government policy and planning discussions, as well as in the media

CREATE MEMBER VALUE

Meet the needs of the engineer at all stages of his or her career





Increase awareness of products/services

Launched the official OSPE blog Society Notes in June 2015

- Engaged members through a two-way communication platform to encourage online conversations
- Created awareness and developed better relationships with current members
- Transitioned newsletter subscribers into blog followers/subscribers – not just to grow a large number of blog visits, but rather an audience that takes action and is engaged
- Displayed the critical thinking and ideas of Ontario's engineers (from white papers, work in the field/subject matter expertise, policy discussions)
- Built a reputation as a trusted resource on all issues related to engineering in Ontario

Acquired a new partner for liability insurance

- Launched a new partnership with the BMS Group for primary and secondary liability insurance, and increased secondary liability protection from \$100,000 to \$125,000
- Improved customer service and satisfaction by increasing the variety of services offered

Provided access to complimentary wealth management services

- Launched a new relationship with the H&K Advisory Group, BMO Nesbitt Burns to provide OSPE members with free access to seminars on retirement planning and protecting investments amidst volatile market conditions

Build professional development curriculum

- Added the Leadership in Energy & Environmental Design (LEED) exam preparation courses, Ontario Building Code and technical writing courses to OSPE's professional development platform, as well as new content in the project management stream
- Expanded the distance learning education program by offering guaranteed course delivery even if only one individual enrolls

Provide mentoring/networking opportunities with other STEM organizations

Launched OSPE's Mentorship Program for Women in August 2015

- Received funding from Status of Women Canada to create a two-year Pilot Mentorship Program designed to support women in the early stages of their engineering careers
- Surveyed more than 1,500 recent graduates of engineering programs and found that two-thirds of female respondents believe mentoring increases retention of women in the engineering profession and improves career prospects
- Focused on connecting new graduates with seasoned professionals to provide guidance on obtaining licensure, career planning, entrepreneurship and enhancing professional networks

Partnered with the Greater Toronto Sewer and Watermain Construction Association and the Residential and Civil Construction Alliance of Ontario to begin work on a study regarding excess soil management

- Ensured sustainable practices are considered through the design and construction of Ontario's infrastructure projects

Continued to be an active member of the Construction and Design Alliance of Ontario (CDAO)

- Established direct relations with Hon. Amarjeet Sohi, Minister of Infrastructure and Communities to provide expert opinions for the planning of infrastructure funding, especially during 2017

Active member of the Ontario Environment Industry Association (ONEIA)

- Attended ONEIA advocacy events such as Environment Day at Queen's Park and a reception for the Environment Commissioner

Provide mentoring/networking opportunities with other STEM organizations (continued)

Hosted a series of Engineering Employment Events (E3s) to bring employers and job seekers together to network and discuss current opportunities

Location	Employers	Job Seekers
Windsor	13	120
Toronto	7	145
Mississauga	8	208
Ottawa	6	133
Guelph	10	120
5 Locations	44 Employers	726 Job Seekers

Support career development with relevant research and data

National Engineering Compensation Survey

- Provided engineers and employers with a valuable picture of hiring trends and compensation levels
- Provided summary document to all OSPE members for free
- Included total cash compensation data for 180 organizations representing over 12,600 engineers across the province of Ontario, covering engineering responsibility levels A–F

Engineering Fee Guideline

- Served as a guide for both engineers and their clients in establishing fee budgets for traditional engineering projects in Ontario

Success Measure

Increased member satisfaction rate from 76% in 2014 to 79% in 2015

RAISE PUBLIC AWARENESS

Elevate the understanding and appreciation of the engineering profession in Ontario and its contribution to the public interest





Establish our voice in the media and develop stronger relationships with journalists



18

Media
Stories



\$80K+

In Free Advertising
Value



10

Media Relationships
Formed

Total audience reached through media coverage

2.5 MILLION+

Engage non-traditional audiences on social media and collaborate with partners on issues of common interest for greater exposure

- Partnered with the Ontario Bar Association, the Ontario Medical Association, the Ontario Dental Association and the Ontario Psychological Association to present “All Rise: A Summit on Mental Health in the Professions”
 - The summit was organized to discuss ways to address mental health issues in the professions and reduce stigmas around issues like depression and substance abuse
 - OSPE’s President and Chair Karen Chan represented the engineering profession on a panel discussing common on-the-job stressors
- OSPE’s CEO Sandro Perruzza presented findings from OSPE’s Labour Market Reports at the Conference Board of Canada’s Immigration Summit in April 2015, attended by Canada’s Immigration Minister Christian Paradis
- Participated in an invitation-only 2015 Climate Summit of the Americas
- Provided engineering content, analysis and perspective on various policy discussions with Policy Analysts and Ministers as part of the Ontario Chamber of Commerce Ontario Business Coalition on issues ranging from the Ontario budget, Ring of Fire, climate change and labour

Heighten the profile of engineering experts and their achievements in OSPE publications

Total stories highlighting the work and achievements of engineers and engineering students



Number of features in four 2015 issues of The Voice magazine

- 4 Engineer of Influence**
Articles featuring engineers in Ontario whose individual dedication to a cause has made a valuable contribution to their local community or society as a whole
- 14 Spotlight on Members/Political Action Network representatives**
Biographies of OSPE members and the work they do in their disciplines or in speaking with government to support the engineering profession
- 3 Employer Spotlight**
Highlighting the work of innovative, unique engineering companies across the province
- 3 Engineering Projects**
Talking to the engineers who built infrastructure or structures that are critical to our quality of life in Ontario
- 11 Award Winners**
Highlighting the background and achievements of all winners of the 2015 Ontario Professional Engineers Awards
- 3 Engineering Students**

Success Measure

Increased OSPE/subject matter expert impressions in the media from three in 2014 to 18 in 2015

FOCUS ON PUBLIC POLICY

Ensure engineers are viewed as trusted experts to influence government and promote policies that benefit the public and the profession



Create opportunities for two-way dialogue between members, government, industry

- Organized 15 meetings between Ministers and Members of Provincial Parliament and Political Action Network (PAN) representatives across Ontario
- Held six events to engage OSPE members, government officials and the engineering community as a whole, including a tour of Enwave's heating facility and the Milton velodrome, an event to discuss options for the East Gardiner Expressway in partnership with the PEO West Toronto chapter, and an event on driving towards a low-carbon transportation sector with Mindfirst Inc.
- Held OSPE's 7th Queen's Park Reception with 25 Members of Provincial Parliament in attendance, 43 OSPE members (15 PAN representatives and 28 member volunteers) and 41 industry and association representatives
- Maintained contact with key government personnel handling Standing Committee proceedings and submitted and/or attended sessions on Bill 6, *The Infrastructure for Jobs and Prosperity Act*, 2015; Bill 135, *Energy Statute Law Amendment Act*, 2016; and Bill 161, *Elimination of Ground Current Pollution Act*, 2016.

Communicate advocacy achievements more effectively, including social media

Began process of preparing summary articles for advocacy reports, so key recommendations are highlighted and easily understood by government and media

- Sharing the summary article for *Engineering a Cleaner Economy: Examining Ontario's Carbon Pricing Program and the Role of Innovation* resulted in coverage in the *Toronto Star*, *Daily Commercial News* and *Plant Engineering & Maintenance*

Shared advocacy achievements and activities and why they should matter to engineers through 40 posts on the Society Notes blog from its launch until the end of 2015

- Generated 180 votes on a blog poll on the future of 24 Sussex Drive
- Over 25 comments were received, which were summarized and provided to Prime Minister Trudeau



Leverage volunteers and elevate profile of OSPE committee work

- Tapped into the knowledge and expertise of Task Force members and Subject Matter Experts more effectively by organizing focus group to discuss issues in order to prepare responses and reports for government

Increase activity in federal initiatives

Federal Initiatives

- Sent welcome letters to all pertinent new Federal Ministers with specific advocacy statements in respective areas of interest and received five personal return letters
- Stressed the strengthening of the federal government's cooperation with provincial counterparts on Ring of Fire, infrastructure funding, research and innovation, entrepreneurship incentives and climate change
- Communicated with FedDev and NorDev to leverage funding opportunities for entrepreneurship

Labour Market

- Released report on labour market conditions facing engineers entitled *Crisis in Ontario's Engineering Labour Market: Underemployment Among Ontario's Engineering Degree Holders*
- Met with MPP Peggy Sattler (London West) and MPP Paul Miller (Hamilton East-Stoney Creek) to discuss findings and recommendations from OSPE's 2015 labour market report

Women in Engineering

- Held the Women in Engineering Advocacy Committee (WEAC) Spring Forum on leadership at Ryerson University and the WEAC Fall Forum "Getting a Seat and Having a Voice: The Importance of Women Engineers at the Boardroom Table" at York University's Lassonde School of Engineering
- Attended a roundtable discussion with MP Kellie Leitch to discuss women on boards, women in non-traditional work and women entrepreneurs

Build coalitions with non-engineering groups on issues of common interest

Attended tradeshows to build awareness and grow membership

- Canadian Nuclear Society (CNS)
- The Institute of Electrical and Electronics Engineers (IEEE)
- Design Engineers (DEX)
- Construct Canada
- Canadian Manufacturing Technology Show (CMTS)
- Process Automation
- American Society of Mechanical Engineers (ASME)
- PACKEX
- Canadian Urban Transit Association (CUTA)
- International Society of Automation (ISA)

Participated as an active member of the Ontario Chamber of Commerce on their Policy Committee, Energy Committee and Climate Change Committee

- Contributed to reports generated by those committees and attended pre-budget discussions

Success Measure

Increased published reports, policy papers, position submissions and consultation invitations from 32 in 2014 to 42 in 2015

FOCUS ON COMMUNITY ENGAGEMENT

Build strong, connected and engaged communities for engineers



Develop strategic partnerships

Randstad

- Partnered to become OSPE's official recruiter of choice for engineering, which includes becoming the lead sponsor of OSPE's 2016 Engineering Employment Events, access to OSPE's engineering job board and sponsorship and advertising opportunities

ACCES Employment Services

- Partnered to develop two e-learning modules for the agency's newly arrived Internationally Educated Engineering Graduates
 - Module #1: The Engineering Landscape in Canada – to obtain licensure and build a career in Ontario's competitive labour market
 - Module #2: Becoming a Professional Engineer in Canada – to discuss requirements to apply for the PEO process and OSPE support services to help candidates get licensed

PEO Chapters

- OSPE works closely with various PEO chapters to co-host events and gather insights of members to prepare submissions for various levels of government
- In May 2015, OSPE held a consultation with the PEO West Toronto Chapter and PEO Toronto East Chapter to discuss options surrounding the Gardiner Expressway East, and to ensure that Toronto City Council heard the engineering perspective given their time and resource constraints
- Before the federal election in October, OSPE partnered with the Ottawa Chapter to host an All-Candidates Panel with one representative from each of the four main parties – three of whom were engineers – to discuss innovation and economic growth policy
 - Each candidate answered questions on procuring Canadian engineering technology, long-term support for infrastructure in cities across Ontario, development and commercialization of engineering research and technology involving engineers in major programs and spending initiatives, and investing and developing Canada's skilled workforce and integrating skilled immigrants

Deliver successful professional development programs to engineering employers

- Experienced a solid demand from corporations seeking customized solutions for their staff in 2015
- Quality of instructors, program materials and competitive pricing contributed to employers turning to OSPE for additional services



Effective Technical Writing for Engineers, Mississauga

“The tailored course was so much more applicable and relevant.”



PPE Prep, Mississauga

“Excellent instructors and course materials. Exceeded my expectations in terms of teaching content and engaging students.”



PM230 MS Project Bootcamp, Oakville

“I recommend this to others provided they have knowledge of project methodology. Also, I believe the manual will be an excellent reference document.”



Building Code Part 9: An Overview, Mississauga

“The overall feedback from my colleagues was that it was much better than expected and much more interesting than they thought a course on the building code could be.”



Technical Writing Foundations, Mississauga

“This course provided useful tools and discussion for the team. Good way to acquire basic technical writing skills.”

Establish online communities of practice

Social Media Followers



2,588 Twitter followers
60.6% increase from 2014



4,433 Facebook likes
163% increase from 2014



1,735 LinkedIn page
followers

Society Notes Blog

- Average of 2,921 readers per month from June to December 2015
- “24 Sussex Drive – Renovate or Demolish? Let OSPE know and we will advise the Prime Minister” – 25 comments and 180 poll votes
- “Sushanta Kumar Mitra, P.Eng., Associate Vice-President Research at York University wins Engineering Medal for Engineering Excellence” – 186 user engagements on social media
- “Tides of Change in Ottawa” – 169 user engagements on social media

Success Measure

Increased community initiatives and partnerships from 20 in 2014 to 35 in 2015

REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS

To the Members of the Ontario Society of Professional Engineers,

The accompanying summary financial statements, which comprise the summary statement of financial position as at December 31, 2015, the summary statements of operations and changes in net assets for the year then ended, and related note, are derived from the audited financial statements of the Ontario Society of Professional Engineers for the year ended December 31, 2015. We expressed an unmodified audit opinion on those financial statements in our report dated April 6, 2016.

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of the Ontario Society of Professional Engineers.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of a summary of the audited financial statements on the basis described in note 1 of the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, "Engagements to Report on Summary Financial Statements."

Opinion

In our opinion, the summary financial statements derived from the audited financial statements of the Ontario Society of Professional Engineers for the year ended December 31, 2015 are a fair summary of those financial statements, on the basis described in note 1 of the summary financial statements.



Chartered Professional Accountants
Licensed Public Accountants

Toronto, Ontario
April 6, 2016

SUMMARY STATEMENT OF FINANCIAL POSITION

December 31	2015 (\$)	2014 (\$)
Assets		
Current assets		
Cash and cash equivalents	566,245	469,325
Accounts receivable	381,266	422,094
Prepaid expenses	39,976	42,211
	987,487	933,630
Investments	1,014,179	1,023,039
Capital assets	34,519	46,533
Intangible assets	73,120	-
	1,121,818	1,069,572
	2,109,305	2,003,202
Liabilities		
Current liabilities		
Accounts payable and accrued liabilities	188,998	196,993
Deferred revenue - government programs	106,083	-
Deferred revenue	599,199	599,276
	894,280	796,269
Deferred lease incentives	51,384	66,065
	945,664	862,334
Net Assets		
Invested in capital and intangible assets	77,320	7,552
Internally restricted	980,000	980,000
Unrestricted	106,321	153,316
	1,163,641	1,140,868
	2,109,305	2,003,202

SUMMARY STATEMENT OF OPERATIONS

Year ended December 31	2015 (\$)	2014 (\$)
Revenues		
Membership fees	1,169,703	1,154,284
Royalties	889,356	826,394
Government programs	261,516	450,429
Advertising and sponsorship	457,839	422,796
Professional development	219,280	184,670
Career centre	179,900	181,831
Other revenue	40,056	50,094
Investment income	(5,861)	46,616
	3,211,789	3,317,114
Expenses		
Administration	223,256	221,237
Advertising and promotion	155,355	148,637
Amortization	12,014	9,357
Bank charges	77,839	71,963
Event production	250,391	269,306
Governance	35,483	35,225
Government programs	261,516	450,429
Insurance	118,619	119,403
Professional services	82,811	60,808
Publications	201,501	182,081
Rent	157,399	139,954
Salaries and benefits	1,431,517	1,410,443
Sponsorship	22,770	27,632
Telecommunication	17,530	18,175
Travel and volunteer expenses	141,015	94,116
	3,189,016	3,258,766
Excess of revenues over expenses for year	22,773	58,348

SUMMARY STATEMENT OF CHANGES IN NET ASSETS

Year ended December 31	Invested in capital and intangible assets (\$)	Internally restricted (\$)	Unrestricted (\$)	2015 (\$)	2014 (\$)
Balance, beginning of year	7,552	980,000	153,316	1,140,868	1,082,520
Excess of revenues over expenses (expenses over revenues) for year	(3,352)	-	26,125	22,773	58,348
Purchase of capital and intangible assets	73,120	-	(73,120)	-	-
Balance, end of year	77,320	980,000	106,321	1,163,641	1,140,868

Note 1 – Basis of Presentation

These summary financial statements have been prepared from the audited financial statements of the Ontario Society of Professional Engineers (the "Society") for the year ended December 31, 2015, on a basis that is consistent, in all material respects, with the audited financial statements of the Society except that the information presented in respect of cash flows has not been presented and information disclosed in the notes to the financial statements has been reduced. Complete audited financial statements are available to members upon request from the Society.



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