



ONTARIO
SOCIETY OF
PROFESSIONAL
ENGINEERS

2019

Annual Report

The 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 professional engineers, engineering graduates and students who work or will work in several of the most strategic and influential sectors of Ontario's economy.

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

2019 Annual Report

OSPE's 2019 Annual Report provides an overview of the association's work and impact on behalf of Ontario's engineering community from January 1 through December 31, 2019. This report was prepared for distribution at OSPE's Annual General Meeting on May 6, 2020 and outlines how the organization's initiatives and activities met the tactical goals laid out in Engineering the Future Together, our 2019-2022 Strategic Plan.

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2019-2020 Board of Directors



Back row, left to right

Tom Murad, P.Eng. (Director), Jim Chisholm, P.Eng. (Director), Angela Wojtyla, P.Eng. (Director),
Ron Clifton, P.Eng. (Treasurer)

Front row, left to right

Dr. Tibor Turi, Ph.D., P. Eng. (President & Chair), Laura Yu, P.Eng. (Director), Réjeanne Aimey, P.Eng. (Vice Chair),
Anna Gkalimani, P.Eng. (Director), Sue Tessier, P.Eng. (Director), Jerome James, P.Eng. (Secretary),

Not pictured

Jonathan Hack, P.Eng. (Past Chair), Christina Visser, P.Eng. (Director)



Message from the CEO

What a fantastic year it was for OSPE, its members, and the OSPE team. The first year under a new Strategic Plan always has the potential to be a shaky one, but I'm happy to report that we kept our focus on issues that our members value the most; the ones that trouble the wallet and issues of the workplace, such as regulatory reform, inclusion, and raising the profile on some of our most vulnerable sectors.

As you go through our annual report, you'll see that despite all the different functions and advocacy areas of OSPE, we have one goal in mind: to promote the engineering profession. All of our activities throughout the year progress with this idea in mind. 2019 was a year in which we rebranded the value proposition of OSPE to align with our new Strategic Plan; a core principle of which is that engineers are leaders, and must fully inhabit this role in the future. Leadership, of course, affects all areas of life, and with their proven capability of sound, evidence-based thinking, engineers are perfectly suited to lead.

Our advocacy team acts as a conduit between our committees and groups of interest, whether they be government groups or industry partners. 2019 saw us make recommendations and hold consultations with the Made-in-Ontario Environmental plan, the Ministry of Transportation Transit Plans, and Ministry of Finance economic priorities, amongst others. I'm proud to say that not only did we submit Pre-Budget Recommendations, and consult with local, provincial and federal levels of government on day-to-day issues, we also met with the recent Turkish delegation to Canada to discuss economic opportunities for engineers in Canada, and met with the Office of the Attorney General to highlight the regulatory issues affecting engineering employers here in Ontario. Aside from the government, we regularly spoke and conferenced with industry partners—meeting with Metrolinx, Infrastructure Ontario, GHD, Hatch, Cisco, SpinMaster, and, of course, our partners at universities across Ontario.

While we have all hands on deck working on solutions for the daily realities of life, an important part of our Strategic Plan involves keeping a sharp eye towards the future. It's not enough to worry only about our economy today—we have to consider how the changing environment, demographics, and technology will affect what happens to us in a decade. How will the gaps in our labour market adapt to the opportunities with Artificial Intelligence? How will university curriculum change according to the realities of climate change and quickly evolving new technologies? With many boomers set to retire, and International Engineering Graduates (IEGs) unable to make up for the shortfall due to regulatory issues, what will multinationals located in southern Ontario do? OSPE's focus this year, to embrace progressive issues, reflects a reality that these concerns are all interconnected and must be treated as such.

Our EDI Imperative and How to Change the World events reflect an attempt at problem solving these complex issues—our focus remains on boosting the profile of engineers, which requires cross pollinating ideas and innovations in collaboration with other industries. We view job fairs, professional development courses, and a focus on regulatory reform as all part of one whole geared towards maintaining a healthy professional ecosystem for engineers.

Personally, I was honoured to be elected as the Chair of the Construction and Design Alliance of Ontario (CDAO). My colleagues at CDAO appreciate the broad engineering perspective that OSPE can provide. This further allows me to leverage the knowledge and experience of the reports that our members developed to go and represent OSPE members at various government and industry levels.

As we turn the page on another year, we look forward to executing the remaining two years of our Strategic Plan. As businesses and government scramble to make sense and provide relief from the effects of COVID-19, OSPE remains proud to support our membership base and the entire engineering community.

A handwritten signature in black ink that reads "Sandro Perruzza". The signature is fluid and cursive, with a large, stylized 'S' at the beginning.

Sandro Perruzza, B.Sc.
CEO



Message from the President

The last year at OSPE was defined by a prerogative of change: social, economic, and technological. As the world around us transitions in unimaginable directions, OSPE's first year under a new Strategic Plan was defined by taking a leadership role in our community. Primarily, this means recognizing that engineers are vital in all aspects of our society; that we don't just "build things," but contribute to the economy, social cohesiveness, and what our climate is going to be like in the coming years and decades. This year felt like we had something to prove, and I'm proud to say we did. We proved that we are leaders in our society, capable of taking the reigns in turbulent times and steering us towards stable ground.

OSPE's clearer definition of its role was inspired by the change noticed by our member base. As demographics shift—in age, gender parity, and in many other ways—it becomes vital to recognize and embrace the potential strengths available to us. Leadership requires taking charge into unknown territory and setting down a path for others to follow. This is nothing new to engineers, as our work always involves rigorous, evidence-based processes to support society. Whether it's innovating with chemicals or building robust structures that can withstand the tremors of climate change, we know that our goal is twofold: to innovate and to ensure that what we create will withstand the passage of time. I was proud to follow Jonathan Hack as President of OSPE, and am eager to support our new President as they lead us into the future.

As part of our newer, clearer shift in identity, OSPE wanted to embrace its community roots and find unique ways to engage with engineers—members and non-members alike. We launched our OSPE Exchange Hubs program to make the shift from university to the workforce easier; and of course, there are the programs we have every year, our job fairs and career panels, providing up-to-date, informative content, making sure that there is a focus on the day-to-day issues while making sure that we have an eye on the future. Our advocacy team is key in this, making sure that we represent the interests of engineers to the highest levels of government, be it from budget submissions, to bringing in industry players for face to face meetings with government policy analysts.

This was only the first year of our three year Strategic Plan, and the results are invigorating. We are lucky to have an engaged, driven, membership base, and that we represent a passionate profession. I'm proud of OSPE's accomplishments over the last year and am excited to see us continue down this path of community engagement and leadership. If this is were a mountain to climb, I'd say we are only at the base—the peak is yet to come

A handwritten signature in black ink, appearing to read "T. Turi", followed by a period.

Dr. Tibor Turi, Ph.D., P. Eng.
President & Chair

Engineering the Future Together

In 2019, OSPE began a transformative stage to become a driving force behind positive societal change. With our 2019-2022 Strategic Plan, *Engineering the Future Together*, OSPE is positioning the association and our members to lead critical conversations and shape public policy on complex issues related to engineering.

Strategic Pillars

Engineers Lead

Solidify OSPE's position as "the voice" of the profession by being the association where engineers gather, share expertise and provide recommendations on issues facing the profession and society.

Engineers Care

Elevate awareness of the role engineers play in making the world a better place and deepen respect for the engineering profession in Ontario.

Engineers Unite

Strengthen and grow OSPE's equitable, diverse and inclusive engineering community and deliver unparalleled value at every stage of our members' careers.



Ambassador Program

Our volunteers allow us to pull everything together. Their hard work, time, and dedication enables us to build a future that we're proud of and take control of our path. They represent our profession with dignity, professionalism, and compassion. They are the true ambassadors of the engineering community.



"OSPE is helping the public understand what engineers are and what they're doing... helping the public understand that engineers are actually making their life easier, and better, and helping out with infrastructure and a whole bunch of stuff behind the scenes." *Cassandra Lee Taha, E.I.T.*
OSPE member since 2017

"I joined the EDI committee about a year ago and it's something I'm extremely passionate about, but I never knew how to combine that passion into the engineering world.
OSPE gave me that opportunity."

– *Manraj S Pannu, P. Eng. Process Development
Manager at Spin Master Ltd.*
OSPE member since 2013



Every year,

our advocacy team, through our Committees and Task Forces, works with government to influence policy in Ontario. By setting the foundation and creating actionable goals, OSPE's members take charge in determining what our future looks like. Here's a list of the advocacy initiatives from the last year.

January

OSPE releases its Pre-Budget submission calling on the provincial government to consult with engineering and electricity rate experts to introduce an interruptible retail electricity market, assemble financial experts to consult on replacing the Fair Hydro Plan, as well as address Ontario's skills gap.

OSPE presents its evidence-based recommendations regarding the Made-in-Ontario Environment Plan, calling on the government to include at least one professional engineer on the Advisory Panel on Climate Change.

OSPE brings engineers and experts together to discuss green infrastructure in Ontario. Throughout OSPE's roundtable, we discovered there was a clear consensus that more frequent and severe flooding is stressing Ontario's existing infrastructure, and therefore, there is a need to better adapt.

OSPE sends a letter to the Canadian Nuclear Association congratulating them for publishing the Canadian Roadmap for Small Modular Reactors, but also highlighting the need to address the limited supply of Uranium 235, the fear of nuclear accidents, and concerns about burying long-lived isotopes.



February

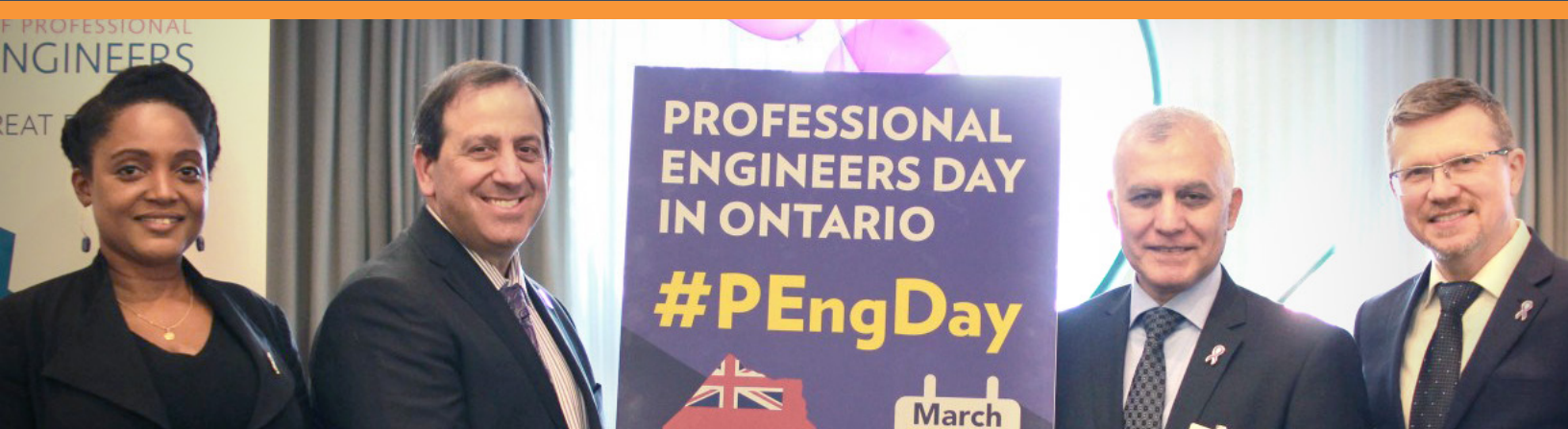
OSPE meets with Minister of Transportation, the Honourable Jeff Yurek to discuss future infrastructure projects and the transportation priorities of the Ontario government.

OSPE meets with the Ontario Homebuilders Association regarding updates to the Ontario Building Code.

OSPE meets with Metrolinx and Infrastructure Ontario to discuss the state of procurement and bidding requirements for infrastructure projects.

OSPE attends 30 by 30 meeting hosted by Engineers Canada to discuss progress made through the network, opportunities for improvement, and to create a shared vision for the coming years.

OSPE and PEO attend Joint Relations Meeting to discuss concerns with PEO's regulatory functions.



March

OSPE presents a submission to the Ministry of the Environment, Conservation and Parks on the government's Discussion paper on reducing litter and waste in our communities, highlighting the need for large emitters to pay their fair share of greenhouse gas emissions.

OSPE celebrates the second annual P.Eng. Day by highlighting the important contributions and work engineers do in Ontario. #PEngDay

OSPE releases a statement on the Coroner's Inquest into the Radiohead stage collapse that reiterates the importance of continuing professional development for engineers, as it is for other licensed professionals in Ontario.

OSPE attends a meeting with Finance Minister Victor Fedeli, as part of the Ontario Business Advisory Council, to share recommendations for the 2019 Provincial Budget.

OSPE attends Ryerson Dean's Advisory Council meeting to provide suggestions and ideas regarding the future of engineering programs at the university.



April

OSPE hosts 10th annual Lobby Day and MPP Reception. OSPE welcomed more than 35 MPPs from all political parties for the release of the Energy Task Force's latest report *Retail Electricity Price Reform: Path to Lower Energy Bills and Economy-Wide CO2 Emission Reduction*, including the Honourable Greg Rickford, Minister of Energy, Northern Development and Mines. OSPE also met with NDP Energy and Environment Critic, Peter Tabuns, to discuss the report's findings.

OSPE presents a submission to the Ministry of the Environment, Conservation and Parks on the government's discussion paper on reducing litter and waste in our communities, calling on the establishment of clear, measurable targets and outcomes to reduce greenhouse gas emissions.

OSPE hosts roundtable on Smart Cities in partnership with Cisco and Allstream. Engineers working across several sectors came together in an engaging discussion on new technologies, opportunities, challenges, and implications. The event had three key objectives: to define what constitutes a smart city, to understand what technology currently exists and how it is being applied, and to determine what role engineers can play in this transformation.

Engineers respond to Bill 3, Pay Transparency Act consultation, indicating support for the proposed bill, which establishes requirements relating to the disclosure of information about the compensation of employees and prospective employees. It outlines specific recommendations regarding which compensation elements should be captured, reporting timelines, and the size of companies that should be required to report.

Engineers meet with the Ministry of Labour on Pay Equity Day to discuss the Pay Transparency Act and the continued pay-gap affecting women in the engineering profession in Ontario.

Engineers meet with the Ministry of Training, Colleges, and Universities to discuss the findings of the OSPE and Engineering Student Societies' Council of Ontario survey on tuition, job prospects, and co-op/ internships.

OSPE attends breakfast with Kent Hartwick, CEO of Ontario Power Generation (OPG), and Mike Rencheck, CEO of Bruce Power, where both individuals discussed the importance of nuclear energy to the future of the Ontario economy.

May

OSPE provides input into the province's consultation on industrial electricity prices, highlighting the opportunity to reduce total energy costs for ratepayers if surplus electricity is used to displace other energy sources.

OSPE presents a submission to the Ministry of the Environment, Conservation and Parks regarding the modernization of Ontario's Environmental Assessment Program highlighting the need for certain required technical studies to be conducted, signed-off and peer-reviewed by licensed professionals only.

OSPE sends a letter to the Honourable Rod Phillips, Minister of the Environment, Conservation and Parks, expressing concern over the Government's decision to eliminate the Office of the Environmental Commissioner of Ontario.

OSPE presents a submission to the provincial government regarding the Excess Soil Regulatory Proposal and Amendments to the Record of Site Condition Regulation. OSPE stresses the need for inter-ministerial coordination, as well as ongoing training and certification of Qualified Persons (QPs).

OSPE, through the Ontario Chamber of Commerce's Business Advisory Council, meets with the Honourable Christine Elliott, Deputy Premier and Minister of Health and Long-Term Care, to share the importance of engineers in developing advanced technology and healthcare, and their role in improving patient outcomes.

OSPE and ESSCO release a report on tuition, job prospects, and co-op/internships with several recommendations for government and universities.

Engineers meet with NDP Attorney General Critic, MPP Sara Singh, Liberal Attorney General Critic, MPP Nathalie Des Rosiers and Ontario Green Party Leader MPP Mike Schreiner to share OSPE's perspective regarding PEO's role as a regulatory body.

OSPE meets with MPP Michael Parsa, Parliamentary Assistant to the Minister of Economic Development, Job Creation and Trade, to discuss the ways in which engineers contribute to Ontario's economic growth.



June

OSPE releases a statement regarding the government's *Bill 87, Fixing the Hydro Mess Act*, welcoming governance changes to the Ontario Energy Board (OEB).

OSPE and ESSCO attend Council of Ontario Deans of Engineering meeting to discuss the recommendations for universities outlined in the report.



July

OSPE signs a partnership agreement with Women in Renewable Energy (WiRE) to work towards collective goals and ensure that members receive added benefits.

OSPE meets with the National Council of Deans of Engineering and Applied Science to discuss possible ways of changing the engineering curriculum.

August

OSPE meets with York University's Dean of Lassonde School of Engineering to discuss the future of engineering education.

Member of Parliament Ali Ehsassi (Willowdale) visits OSPE to learn about ongoing advocacy work and how OSPE is engaging engineering students.

OSPE attends meeting with the Turkish delegation, including Prime Minister, Binali Yildirim, ambassadors, and councillors to discuss infrastructure and procurement in Ontario, and a way for Turkish Nationals to obtain engineering credentials in Ontario.

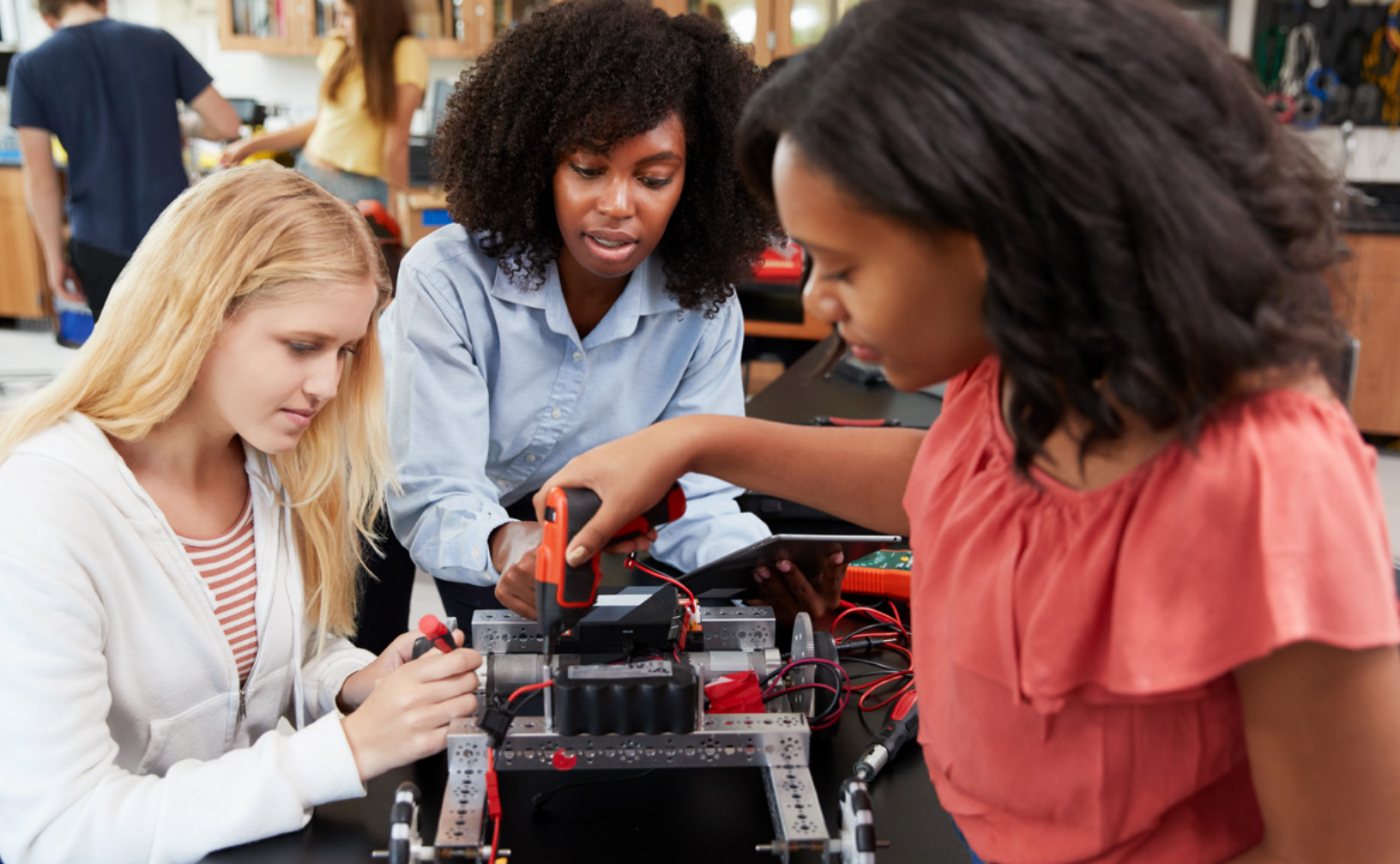


September

Engineers provide comments to the Ontario Energy Board's consultation on Distributed Energy Resources, calling for the removal of barriers to new business models and retail rate structures that allow more competition, higher efficiencies, lower emissions or higher reliability and resilience of the electricity supply.

OSPE hosts a roundtable on engineering, innovation, and creativity in partnership with SpinMaster. The conversation focused on expectations that engineers have from their workplaces, and the changes that need to happen to ensure that engineers feel valued, respected, and truly able to exercise creative thinking at work.





October

OSPE's recommendations were included in the new *Construction Act* taking effect Oct 1, 2019.

Following years of consultation with OSPE, the Government of Ontario's changes to the *Construction Act* regarding new prompt payments and adjudication processes, and amendments related to liens against municipalities came into effect.

OSPE meets with PEO's Enforcement and Regulatory Compliance Unit to discuss the potential involvement of non-engineers conducting engineering work, with the purpose of clearly identifying PEO's role within the *Professional Engineers Act*.

OSPE participates in the Ontario Chamber of Commerce's Workforce Development Council as a key representative of the STEM sector, in the development of recommendations regarding the future labour force in Ontario.

OSPE hosts Federal Election Roundtable and releases OSPE's Federal Strategy. On October 9, 2019, OSPE hosted its Federal Election Roundtable, where our Advocacy Task Forces and Committees showcased a comprehensive National Strategy that includes recommendations regarding energy, climate change and the environment, innovative technology, infrastructure, and ways to increase the number of underrepresented groups in STEM.

November

Energy Task Force members meet with Hon. Bill Walker, Associate Minister of Energy to discuss an approach for reducing electricity prices in Ontario.

OSPE meets with the Ministry of Labour, Training and Skills Development to discuss pay equity, the future of work as a result of technological shifts, and the importance of apprenticeships for engineers.

OSPE meets with Ministry of Infrastructure Deputy Chief of Staff to talk about the state of the transportation systems in the GTHA, and the importance of involving engineers in the decision-making process.

OSPE meets with Ministry of Transportation Senior Policy Advisors. OSPE emphasized the fact that engineers have the skills and are ready to work on transit projects, but delays are prohibiting the use of this skilled workforce.

OSPE meets with Ministry of Economic Development, Job Creation and Trade to speak about the engineering labour market, the employment rate of engineers, the disadvantages facing IEGs in Ontario and the importance of creating transparency in the system. Engineers also outlined the importance of advanced manufacturing and OSPE's role in creating awareness about the jobs in the advanced auto industry through PropelUs – an app that provides information and resources for those looking to join the smart mobility industry.

December

OSPE provides comments to the Ontario Data Strategy consultation, discussion paper: Advancing Better and Smarter Government. OSPE stressed the fact that the design and deployment of new technologies must always consider the ethical implications of their application.



Events:

Uniting the Community

At OSPE, we believe in bringing together different groups in the profession. This year, we held a variety of events, such as advocacy roundtables, forums and social events for members. OSPE began 2019 with five Town-Halls to obtain member feedback on the new Strategic Plan, *Engineering the Future Together: 2019-2022*. Some of our other events in 2019 included:

Advocacy Roundtables: OSPE partnered with likeminded stakeholders such as Cisco and SpinMaster to host discussions on topics such as smart cities and creativity and innovation in engineering. We also hosted a discussion with a number of private and public stakeholders on green infrastructure.

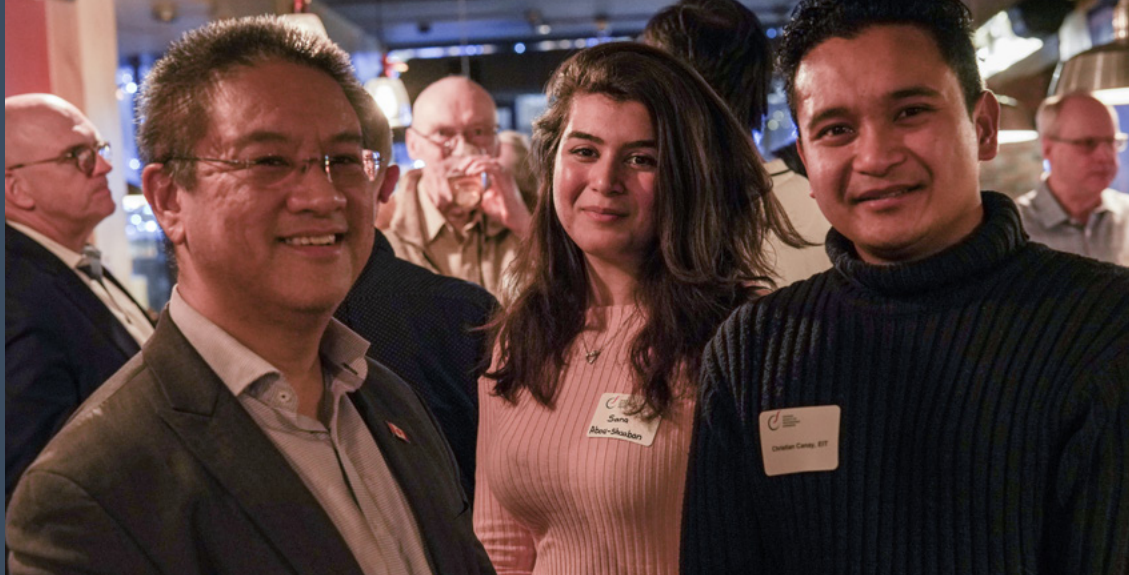
MPP Reception: OSPE welcomed more than 35 Members of Provincial Parliament (MPPs) from all political parties to the release of the Energy Task Force's latest report, *Retail Electricity Price Reform: Path to Lower Energy Bills and Economy-Wide CO₂ Emission Reductions*.

Engineering Employment Events (E3): As we do every year, we held events for job seekers across Ontario. Each event attracted close to 200 job seekers and 20 employer partners.









As part of our mandate to unite, we don't believe engineers should only socialize for work. It's important to celebrate our accomplishments, network with our community, reflect and recharge. As a result, we hosted a number of social events including our Annual Boat Cruise, Ottawa Holiday Party, and Toronto Holiday Party.

17th Annual Claudette MacKay-Lassonde Forum

On June 18, 2019, over 300 individuals from the government, universities, and the engineering sector gathered together to attend the 17th Annual Claudette MacKay-Lassonde Forum, which was presented by OSPE's Women in Engineering Advocacy Champions Task Force (WE ACT).

Held in Kitchener, Ontario, this event focused on taking action and discussing practical solutions to empower women in the STEM sector. The event sparked insightful conversations to overcome the gender barrier that is so prominent in the engineering sector. Jane McKenna, MPP for Burlington, and Catherine Fife, MPP for Waterloo, both spoke. Panels included topics such as Mentorship vs Sponsorship and men and equality.

As part of this event, we also launched the DiversifySTEM app.

DiversifySTEM is a micro-learning app and a website that delivers fast, bite-sized, actionable lessons on promoting gender-diversity and changing the culture in STEM workplaces. It is designed for time-crunched employers who want practical tips on attracting and retaining women in STEM careers through the flexible and action-oriented modules. The goal is to provide employers with strategies to help break barriers in the workplace in five minute increments. Sign up for free at www.diversifySTEM.ca or download the diversifySTEM app from the Google Play or Apple Store.

See the video here: <https://bit.ly/3dEoaes>





EDI Imperative: Changing the Profile of STEAM in Canada

OSPE works to understand and address the challenges facing underrepresented groups in engineering. This is done primarily through our Women in Advocacy Champions Task Force (WE ACT) and its Equity, Diversity and Inclusion (EDI) Committee.

We hope to encourage women and other equity seeking groups to pursue engineering as a career and seek leadership roles. OSPE does this by bringing industry, academia and government together to facilitate cultural exchange at all parts of the engineering continuum.

On November 6, 2019, more than 750 individuals from industry, government and academia gathered to attend the *EDI Imperative: Changing the Profile of Science, Technology, Engineering, Arts and Math in Canada*. The event took place at the Shaw Centre in Ottawa.

This event built on the success of our 2018 *It's Time We Act* and our 2019 *It's Time We Build* Forums, with a broader diversity and inclusion lens.





As new research tells us that diverse and inclusive teams perform better and with more innovative ideas, many organizations have spent time developing diversity programs. However, this has often meant disregarding inclusion. This is a complex challenge with little consensus on how to achieve results.

As organizations prepare to implement significant changes, they fear they don't have the capacity to evaluate or integrate initiatives effectively. Research has shown that to succeed, diversity and inclusion initiatives require significant internal buy-in, not only from leaders, but from employees at all levels. With a series of panels, workshops, and guest speakers, the forum focused on answering the question that remains on many minds across the sector: How?

See the video here: <https://bit.ly/2UrVXA6>

Welcome to
Queen's
University

RYERSON
UNIVERSITY

McMaster

UNIVERSITY
of GUELPH

UNIVERSITY OF WINDSOR



**Ryerson
University**

McMaster
University



**UNIVERSITY
of GUELPH**



**University
of Windsor**

OSPE Exchange Hubs

OSPE launched hubs in five cities across Ontario in September 2019: Hamilton, Kingston, Toronto, Windsor and Guelph. The OSPE Exchange Hubs are gathering points for engineering graduates, professional members, retirees, and students who are either living or working in the area.

In the winter, the Toronto OSPE Exchange Hub, in partnership with Ryerson University, and the Hamilton Exchange Hub, in partnership with McMaster University, hosted panels targeting upper year and recently graduated students. The panels consisted of individuals who had graduated from an engineering discipline but had all chosen markedly different careers.

As the OSPE Exchange Hubs are ambassador driven, each Hub can analyze and identify a need specific for their community. The next step is working with OSPE to create a public engagement event or method that works to remedy the identified issue.

The Windsor Exchange Hub, in partnership with the University of Windsor, identified a lack of professional development for engineering students in the city. The Exchange Hub is now working with Windsor's alumni to host a professional development speaker series. This will allow members of the engineering community in Windsor to come together and hear success stories, as well as have a chance to network with their fellow University of Windsor graduates.

Government Programs

OSPE continued to manage 6 government projects in 2019 with available funding worth \$1,051,744.

Examination Skills Preparation for International Engineering Graduates (IEGs)

Delivered by OSPE since 2009 and funded by the Ontario Ministry of Labour, Training and Skills Development (MLTSD), the Exam Skills Preparation (ESP) Program offers 33 hours of instruction over a five week schedule. The workshops are designed to support participants as they learn about the role and context of the PPE, their legal obligations as engineers, and the ethical practices required of registered engineers in the Canadian workplace. In 2019 courses were offered in Toronto, Mississauga, Ottawa, and Cambridge. We asked participants how likely they were to recommend this course to someone in the PEO licensure process. Approximately 93% indicated they were very likely to recommend the program. To date, 87% of participants who have written the Professional Practice Exam (PPE) have successfully passed the exam.

Skills and Jobs for Ontario's Environment Sector - An Overview for International Engineering Graduates, Engineering Technologists, and Geoscientists

In this 48-hour, (6 week) course, also funded by MLTSD, participants focus on current job trends and issues in Ontario's environment sector and how to adapt their employment skills to pursue

work in this sector. Participants improve their workplace communication and employment skills, while learning about environment sector job trends, workplace culture, employer expectations, and self-marketing to potential employers. The course has both classroom and online learning components. Participants have access to online resources, a one-to-one career coaching session, guest speakers, group discussion and hands-on practice of employment skills. In 2019, courses were held in Mississauga (3xs), Ottawa (2xs), and Toronto (1). In evaluations, 87% of all participants expressed that the course was very relevant to their job search and 90% said they would recommend the course to others.



Breaking Barriers for Women in STEM

The micro-learning digital resources, funded by the federal Women and Gender Equity Canada (WAGE), and at www.diversifySTEM.ca, are up and running, providing micro-lessons for STEM workers and employers who want practical tips for attracting, retaining, supporting, and advancing women in STEM careers. Since the first lesson was launched in July, almost 2,000 users have accessed the 16 lessons and over 15,000 pages have been viewed. The most popular lessons are "Flex that Flexwork Muscle", "Address Unconscious Bias", and "Win/Win of Sponsorship". The lessons are also available on

the App Store and Google Play.

Asset Management 201: Balancing Risk and Levels of Service

The Federation of Canadian Municipalities continued funding OSPE in 2019 to deliver seven workshops in Chatham, Sudbury, Owen Sound, Brantford, Belleville, London, and Barrie. Asset Management is a balancing act – balancing customer expectations with affordability. The interactive workshops gave participants a chance to deep dive into levels of service. Participants identified their current municipality's levels of service and explored technical levels of service and customer levels of service in various asset classes. They analyzed how levels of service feeds their overall strategy for asset management. Interactive sessions with case studies explored how levels of service impact affordability in the present and into the future. A total of 97% of attendees indicated they would recommend the workshop, with 98% indicating the workshop met or exceeded their expectations.

Propel Your Career in the Smart Mobility Industry

Funded by the then Ontario Ministry of Advanced Education and Skills Development, the propelususpe.ca website and App was launched in January, followed soon by an extensive marketing campaign. This digital resource provides information in an engaging manner to current students and recent graduates on pursuing an engineering, computer science or technology career in smart mobility within the auto and transit industries. Since launch, almost 3,000 users have accessed the site, 25% of whom were returning users.

National Smart Vehicle Demonstration and Integration Project

OSPE and Mitacs (a national, not-for-profit organization that funds university research in partnership with private sector or not-for-profit organizations) funded a Master's student at Ryerson University to investigate types of connected vehicle technologies. Adapting new emerging technologies such as automation, connectivity and electrification are three instrumental technologies that can help us create a green future for urban transportation systems. This project falls within OSPE's mandate to foster collaboration between government, industry and academia, so that Ontario's engineering community is empowered to work with other professionals to help solve Ontario's complex challenges with evidence-based, innovative solutions.



Social Media Impressions

OSPE @O_S_P_E · Jul 11, 2019

The 2nd annual OSPE Boat Cruise is underway this evening! It's great weather for a cruise around the Toronto harbour 🌞🚢



OSPE @O_S_P_E · Nov 6, 2019

Our 2nd panel: "Overcoming Barriers: Individuals Succeeding in STEAM" lead by @Jare_Jare is just starting! #ChangeSTEAM



OSPE @O_S_P_E · Apr 23, 2019

Research & Innovation Task Force member @EmanuelCorthay, P.Eng. kicks off our #SmartCities Roundtable in partnership with @Cisco & @Allstream bringing #engineers together to discuss the future of urban centres



OSPE @O_S_P_E

At OSPE's Annual General Meeting last night, we introduced our new President and Chair of OSPE - Dr. Tibor Turi, P.Eng. We're excited for where @Tibor_turi will lead us in the coming year! For more on Tibor and his experience, visit bit.ly/2PTU633



During the *EDI Imperative: Changing the Profile of STEAM in Canada*, our hashtag #ChangeSTEAM peaked at **#4** trending nationwide

The Blog had over **40,000** unique readers

OSPE's main site saw over **400,000** unique visitors

Twitter saw approximately **1,488,400** impressions

OSPE @O_S_P_E · Mar 14, 2019

#TBT to the 2nd Annual #PEngDay in Ontario! Thanks to @FordNation for his letter to OSPE recognizing the day, to everyone that came to our breakfast Town Hall and to all of you that participated in celebrating the #ProfessionalEngineers in your lives, online with us!



OSPE @O_S_P_E · Apr 9, 2019

"Thank you to Ontario's #engineers for your expertise - know that our govt shares your priorities & considerations & will continue to count on you to help make the right decisions about energy." - Minister @GregRickford at OSPE's MPP Reception on electricity price reform #onpoli



1 7

o_s_p_e @O_S_P_E

A special message from Premier @fordnation on the great work being done by Ontario #Engineers #OPEA2019



OSPE @O_S_P_E · Nov 6, 2019

Our @OSPE_CEO finishing the EDI Imperative with some closing remarks and announcing the winners of the OSPE challenge! #ChangeSTEAM



LinkedIn saw approximately **696,000** impressions with an average engagement rate of **2.7%**

Our Facebook page increased it's follower count by **6.4%** with a total of **9,343** by the end of the year.

Facebook had approximately **1,360,000** impressions for the year.

2019 Financial Review

Report Of The Independent Auditor On The Summary Financial Statement

Opinion

The summary financial statements, which comprise the summary statement of financial position as at December 31, 2019, and the summary statement of operations, changes in net assets and cash flows for the year ended, and related notes, are derived from the audited financial statements of the Ontario Society of Professional Engineers for the year ended December 31, 2019.

In our opinion, the accompanying summary financial statements are a fair summary of the financial statements, in accordance with the criteria disclosed in Note 1 to the summary audited financial statements.

Summary Financial Statements

The summary financial statements do not contain all disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the Society's audited financial statements and the auditor's report thereon.

The summary financial statements and the audited financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the criteria disclosed in Note 1 to the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with the Canadian Auditing Standards (CAS) 810, Engagements to Report on Summary Financial Statements.



Chartered Professional Accountants, Licensed Public Accountants
Burlington, Ontario
March 26, 2020

Summary Statement of Financial Position

For the Year Ended December 31

	2019 (\$)	2018 (\$)
ASSETS		
Current		
Cash	1,322,807	1,024,301
Short-term investment	634,877	572,923
Accounts receivable	90,371	259,555
Prepaid expenses	72,323	47,321
	<u>2,120,378</u>	<u>1,904,100</u>
 Long-term investments	 730,726	 766,150
Capital assets	21,899	20,676
Intangible assets	139,857	70,569
	<u>3,012,860</u>	<u>2,761,495</u>
 LIABILITIES AND NET ASSETS		
Current		
Accounts payable and accrues liabilities	363,500	390,930
Deferred revenue-government projects	377,048	253,938
Deferred revenue	835,044	807,064
	<u>1,575,592</u>	<u>1,451,932</u>
 Deferred lease incentive	 7,950	 7,341
	<u>1,583,542</u>	<u>1,459,273</u>
 NET ASSETS		
Invested in capital assets and intangible assets	161,863	80,520
Internally restricted	1,012,186	1,012,186
Unrestricted	255,269	209,516
	<u>1,429,318</u>	<u>1,302,222</u>
	<u>3,012,860</u>	<u>2,761,495</u>

Summary Statement of Operations

For the Year Ended December 31

	2019 (\$)	2018 (\$)
REVENUE		
Membership fees	1,251,642	1,261,155
Royalties	1,579,320	1,405,673
Government projects	674,696	664,837
Sponsorship	643,057	552,018
Professional development	220,089	313,810
Advertising	51,932	53,045
Career Services	148,380	178,029
Other revenue	46,707	20,066
Investment income	84,408	31,616
	4,700,231	4,480,249
EXPENSES		
Advertising and promotion	149,956	223,822
Amortization - capital assets	13,021	14,328
Amortization - intangible assets	32,666	26,520
Annual general meeting and general assembly	20,468	13,219
Audit, legal and professional services	45,355	30,480
Bank charges	86,247	85,895
Consulting	197,300	117,571
Elections	5,348	5,520
Event production	593,442	564,040
Government projects	674,696	664,837
Insurance	119,907	118,885
Meetings	304,277	208,073
Office and general	156,643	115,786
Postage	31,698	32,808
Publications	88,264	67,649
Rent	162,784	161,738
Sponsorship	76,786	57,290
Telecommunication	29,806	31,272
Travel and volunteer expenses	228,726	181,560
Wages and benefits	1,555,745	1,459,596
	4,573,135	4,180,889
	127,096	299,360

Summary Statement of Changes in Net Assets

For the Year Ended December 31

	Invested in capital and intangible assets (\$)	Internally restricted (\$)	Unrestricted (\$)	2019 total (\$)	2018 total (\$)
Balance, beginning of year	80,520	1,012,186	209,516	1,302,222	1,002,862
Excess (deficiency) of revenue over expenses	(34,856)	-	161,952	127,096	299,360
Purchase of capital and intangible assets	116,199	-	(116,199)	-	-
Balance, end of year	161,863	1,012,186	255,269	1,429,318	1,302,222

Note to summary financial statements

The summary financial statements are derived from the complete audited financial statements, prepared in accordance with Canadian accounting standards for not-for-profit organizations, as at December 31, 2019 and December 31, 2018 and for the years then ended.

The preparation of these summary financial statements requires management to determine the information that needs to be reflected so that they are consistent in all material respects with the audited financial statements.

Management prepared these summary financial statements using the following criteria:

- (a) the summary financial statements include the summary statement of financial position, summary statement of operations and summary statement of net assets;
- (b) management determined that the statements of cash flows do not provide additional useful information and as such, have not included them as part of the summary financial statements;
- (c) information in the summary financial statements agrees with the related information in the complete audited financial statements including comparative information and all major subtotals and totals; and
- (d) in all material respects, the summary financial statements contain the information necessary to avoid distorting or obscuring matters disclosed in the related complete audited financial statements, including significant accounting policies and the notes thereto.

The complete audited financial statements of Ontario Society of Professional Engineers are available upon request by contacting the management of Ontario Society of Professional Engineers.

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