

ANNUAL REPORT

2022

ENGINEERS **LEAD**

ENGINEERS **GROW**

ENGINEERS **CARE**

ENGINEERS **PROSPER**



ONTARIO
SOCIETY OF
PROFESSIONAL
ENGINEERS

About

The Ontario Society of Professional Engineers

The Ontario Society of Professional Engineers (OSPE) is the home of the entire engineering community in Ontario, where engineers come together to realize their full potential. OSPE engages, educates, and enables the engineering community to lead in order to help create a better future for our profession and society at large.

2022 Annual Report

OSPE's 2022 Annual Report provides an overview of the association's work and impact on behalf of our members and Ontario's engineering community from January 1 through December 31, 2022. This report was prepared for OSPE's Annual General Meeting on May 8, 2023 and outlines how the organization's initiatives and activities met the tactical goals laid out in *Engage, Educate, and Enable: Empowering The Engineering Community*, our 2022-2025 Strategic Plan.



Table of Contents

Message from the Chief Executive Officer 4

Message from the President & Chair 5

2022-2023 Board of Directors 6

Committees, Task Forces and Working Groups 7

Volunteers 9

Annual Partners 10

2022-2025 Strategic Plan 12

Engineering Academy 13

ENGpath Career Services 15

Events 16

Research 21

Advocacy 22

Marketing & Communications 24

Financial Statements 26

Looking Ahead 33

Message from the CEO



Dear OSPE Members,

Last spring, we launched our new Strategic Plan - **Engage, Educate, Enable: Empowering The Engineering Community**. This was developed with a look at how OSPE can best position itself today, and especially for the future, with a focus on growth in our membership and in our impact.

While it is difficult to predict the future, I feel even more confident today than I did when our dedicated Board of Directors committed to this strategic direction more than a year ago. Just as importantly, I am confident in OSPE's ability to follow through on our intent.

Engage: The true measure of any association is in its ability to engage its members. I am excited about our development plans for the year ahead, including bringing the **2023 Engineering Conference** to Toronto where it can grow, and the relaunch of our **Community Hubs** program, which will create more opportunities for members to interact with each other in their own communities. We are also hosting regional **Engineering Employment Events** to help engineers connect with employers. As well, I am optimistic that our advocacy work, bolstered by the success of the **Indoor Air Quality Advisory Group**, has strengthened the association's reputation with stakeholders, opening new opportunities to engage on the issues that matter most to our community and demonstrate why engineers need to have a seat at the table.

Educate: For years, OSPE has pressed **Professional Engineers Ontario (PEO)** to commit to requiring **Continuing Professional Development (CPD)** for licence holders. As of January 1, 2023, this mandate has gone into effect and OSPE is strongly positioned to service a surge in demand for our **Engineering Academy**. PEO's CPD requirements differ depending on discipline, and our content library is well stocked with on-demand short courses and webinars, as well as certificate programs for those looking to upskill. We expect this to be a growth area and position of strength in the years to come as we develop solutions that are cost-effective, convenient, and meet your personal and professional development needs.

Enable: Thanks to other changes with our regulator, OSPE is also actively assisting members, and the community, to pursue their place within it. We continue to advocate for reductions in red tape for **International Engineering Graduates (IEGs)**, and are proactively responding to the elimination of the **Engineering Intern (EIT)** designation. Whether members of these groups join OSPE or not, our association offers the best resources to help them navigate the licensing process and prepare for their P.Eng. designation. Further, OSPE is still actively pursuing changes on behalf of equity-seeking groups. Research into the value of **Public Procurement** as an agent of change empowers our efforts to do so, and I am enthusiastic about how we can engage all sectors of industry towards positive results.

Strategic planning is a process with a lot of moving parts and as we started on this journey last year, we were still digging ourselves out of the pandemic, both as an organization and as a community. It was a true challenge to know just how quickly we could do so, and what new opportunities would present themselves. Amidst that uncertainty, we have embarked on a plan that doubles down on changes in our operating environment, and I am excited about what we can achieve to support the continued growth and health of the engineering community. This is a three-year journey that is off to a great start, and I am excited for further positive results in 2023.

Sincerely,

A handwritten signature in dark ink that reads "Sandro Perruzza".

Sandro Perruzza, B.Sc., CRSP
Chief Executive Officer

Message from the President & Chair



Fellow OSPE Members,

I address you in this space with a tinge of sadness. It has been a great professional and personal experience to lead OSPE as your Chairperson for the past year and I am sad to see this term come to an end. However, I am also excited, because I know OSPE is well-positioned to thrive in the future.

When my term began last spring, I have to admit I was a little unsure of what it would mean to lead an organization of which I have been a proud member. Further, I was a little intimidated to be responsible for introducing a new strategic plan, even though it was a collaborative effort with my Board colleagues.

That Strategic Plan we launched last spring was committed to four pillars: **Engineers Lead, Engineers Grow, Engineers Care, and Engineers Prosper.**

Lead: OSPE believes strongly that engineers should lead, and I could not be prouder of how we have advocated for the improved health and safety of our community through the work of our **Indoor Air Quality Advisory Group**. Our ability to participate in and influence decision-making is growing.

Grow: OSPE is fully committed to and invested in helping our members and the engineering community attain the skills and training needed to thrive. We have actively pursued and developed new learning opportunities, like the certificate program in **Digital Transformation**, of which I was one of the original graduates. Our **Engineering Academy** is a success story and it is growing, with new content being added weekly.

Care: I am especially proud of OSPE's ongoing commitment to increasing equity, diversity, and inclusion. This takes many forms, from the learning stream at our **2022 Engineering Conference**, to our **Benchmarking Report** released in the fall highlighting how members of this community feel about their opportunities to thrive within it. Being an organization committed to real change means we need to be extra vigilant. Having a standing **EDI Task Force**, as we do, is further evidence of our commitment. We are not seeking quick fixes but true change. That means being vigilant.

Prosper: OSPE exists to help our members and the engineering community prosper. That means elevating the standards of the profession, working with stakeholders to ensure that engineers can add value to the most complex problems, and supporting those at all stages of their professional journey. We have been able to do all of these things effectively throughout a challenging 2022.

As I have led the organization over the past year, I have enjoyed many highlights and appreciated the challenges of operating a professional association in our modern times. My greatest memory is the **2022 Engineering Conference** in Ottawa, a gathering of members, subject matter experts, and students, all committed to connecting with each other and advancing the profession. Addressing that group to share the vision of OSPE was a highlight I will always cherish.

An event like this, as successful as it was, also reminds me of our greatest challenge: in a world that fosters weak ties, how do we continue to provide value and enrich the value of membership to those we can't see in person? The OSPE Board and staff are consistently looking for new ways to engage our members. It starts with you, though. We encourage all members to get more involved. To pursue new learning and connections. To contribute to the growth and meaning of the organization by lending your expertise and insight.

My year as Chair has drawn into specific focus that we are much better when we work together, and as engineers, we have the tools to maximize collaboration and innovation. It is what we were trained to do.

Whatever your role, or mine, in the future, I welcome the opportunity to continue being a part of this great organization and helping OSPE contribute to a productive and peaceful province.

Sincerely,

Dr. Marilyn Powers, P.Eng.
President and Chair

2022-2023 Board of Directors

OSPE's 2022-2023 Board of Directors

OSPE meets its strategic goals through the dedicated leadership of our Board of Directors. Thank you for committing your time and energy to supporting Ontario's engineering community.



Back Row (L-R)

Stephen Pepper, P.Eng., Jerome James, P.Eng., David Carnegie, P.Eng. (Secretary), Nicholas Burgwin, P.Eng. (Treasurer), Raymond Mantha, P.Eng., Jane Ravenshaw, P.Eng.

Front Row (L-R)

Peter Marcucci, P.Eng., Réjeanne Aimey, P.Eng., Dr. Marilyn Powers, P.Eng. (President and Chair), Stephanie Holko, P.Eng. (Vice Chair), Sandra Ausma, Ph.D., P.Eng.

Not Pictured

Mark Frayne, P.Eng. (Past Chair)



In Memoriam - Irene Sterian, P.Eng.

In May 2022, our community was shocked and saddened by the sudden loss of Board Director Irene Sterian, P.Eng. A decades-long veteran of IBM / Celestica and founder of the REMAP Network, Irene was a respected leader in her field and a committed advocate for women in STEM. She is dearly missed by her colleagues in the engineering community, and her legacy will endure through her professional achievements and the many young engineers she inspired.

OSPE Committees

Audit and Finance Committee

Chair

Nicholas Burgwin, P.Eng. (Treasurer)

Members

Sandra Ausma, Ph.D., P.Eng.
Mark Frayne, P.Eng.
Raymond Mantha, P.Eng.

Board Development and Strategic Planning Committee

Chair

Stephanie Holko, P.Eng.

Members

Sandra Ausma, Ph.D., P.Eng.
David Carnegie, P.Eng.
Mark Frayne, P.Eng.

Canadian Society of Professional Engineers

Representatives

Sue Tessier, P.Eng. (President)
Daniel Young, P.Eng. (Vice President / Secretary)
Jonathan Hack, P.Eng. (Treasurer)

Executive Committee

Chair

Dr. Marilyn Powers, P.Eng. (President and Chair)

Members

Stephanie Holko, P.Eng. (Vice Chair)
Nicholas Burgwin, P.Eng. (Treasurer)
David Carnegie, P.Eng. (Secretary)
Mark Frayne, P.Eng. (Past Chair)
Sandro Perruzza (CEO)

Hamilton Halton Engineering Committee

Chair

Sandro Perruzza (CEO)

Members

Anthony Chryssafis
Jennifer Clarke, P.Eng.
Frank Lasowski, P.Eng.
Umar Malik, P.Eng.
Gary Moore, P.Eng.
Ron Scheckenberger, P.Eng.
Ian Shaw, P.Eng.
Anita Sparre, C.E.T.

Human Resources Committee

Chair

Dr. Marilyn Powers, P.Eng.

Members

Stephanie Holko, P.Eng.
Peter Marcucci, P.Eng.
Jane Ravenshaw, P.Eng.

Joint Relations Committee

Representatives

Mark Frayne, P.Eng.
Stephanie Holko, P.Eng.
Jerome James, P.Eng.
Dr. Marilyn Powers, P.Eng.

Engineers Foundation for Education

Representatives

Jamie Gerson, P.Eng. (OSPE Staff)
Baijul Shukla (OSPE Staff)

Ontario Engineering Academy Steering Committee

Chair

Laura Yu, P.Eng.

Members

Nicholas Burgwin, P.Eng.
David Carnegie, P.Eng.
Stephanie Holko, P.Eng.
Dr. Marilyn Powers, P.Eng.

OSPE Awards Committee

Chair

Jerome James, P.Eng.

Members

Kadra Branker, P.Eng.
Carmine Ciriello, P.Eng.
Florin Corcoz, P.Eng.
Brad DesRochers, P.Eng.
William Goodings, P.Eng.
Justin O'Brien, P.Eng.
Manraj Pannu, P.Eng.
Rakesh Shreewastav, P.Eng.
Fanny Wong, P.Eng.
Oliver Xiao, P.Eng.

OSPE Task Forces and Working Groups

Climate Crisis Task Force

Chair

Geoff Sheffrin, P.Eng.

Members

Kadra Branker, P.Eng.
Kenzie Lewis, B.Eng.
Kirsten MacMillan, EIT
Michael Pathak, P.Eng.
Keshav Singh, Ph.D.

Energy Task Force

Chair

Stephen Pepper, P.Eng.

Members

Ismail Barakat, P.Eng.
Kostya Khomutov, P.Eng.
Frank Lasowski, P.Eng.
Jim McConnach P.Eng., CEng
Ramtin Rasoulinezhad, P.Eng.
Emily Thorn Corthay, P.Eng.

Subject Matter Expert

Paul Acchione, P.Eng.

Equity, Diversity and Inclusion Task Force

Chair

Tiffany Joseph, B.Eng.

Members

Lauren Anne Briens, P.Eng.
Nazli Kaya, MSc, EIT
Michelle Charlotte Liu, P.Eng., MSc, LEED-GA
Shivani Nathoo, EIT
Kimberley Paradis, P.Eng., BSc
Jasmine Shaw, P.Eng.

Subject Matter Experts

Karen Chan, P.Eng.
Angela Wojtyla, P.Eng.

Research and Innovation Task Force

Chair

Beatrice Sze, P.Eng., J.D.

Members

Mukul Asthana, P.Eng., MBA
Michelle Charlotte Liu, P.Eng., MSc, LEED-GA
Kimberley Paradis, P.Eng., BSc
Chloe Richard, B.Eng.
Cassandra Lee Taha, P.Eng.
Tibor Turi, P.Eng.
Lucy Ukpong, P.Eng.
John Wang, P.Eng., MBA

Sustainable Cities Task Force

Chair

Carl Bodimeade, P.Eng.

Members

Emily Pepper, BSc, MSc
Chloe Richard, B.Eng.
Pauline Watson, P.Eng.

Critical Minerals Working Group

Chair

Mark Frayne, P.Eng.

Members

Nigel Fung, P.Eng.
Ken Kopechanski, P.Eng.
Pierre Labrecque, P.Eng.
Marilyn Spink, P.Eng.
Sue Tessier, P.Eng.
Troy Williams, P.Eng.

Data Working Group

Chair

Beatrice Sze, P.Eng., J.D.

Members

Mukul Asthana, P.Eng., MBA
Sujoy Chatterjee, J.D.
Emanuel Corthay, P.Eng.
Peter Darveau, P.Eng.
Ryder Leblanc, B.Sc
John Wang, P.Eng., MBA

Indoor Air Quality Advisory Group

Chair

Joseph Fox, P.Eng.

Members

Stephane Bilodeau, P.Eng., Ph.D.
Sandra Dedesko, P.Eng.
David Elfstrom, P.Eng.
Amy Katz
Marianne Levitsky, CIH, ROH
Victor Leung, MD, FRCPC
Amy Li, Ph.D.
Ted Mao, P.Eng., Ph.D.
Petre Moga, Mech. Eng.
Duncan Phillips, P.Eng., Ph.D.
James Andrew Smith, P.Eng., Ph.D.
Tomer Zarhi, P.Eng.

Professional Engineers Act Working Group

Chair

Mark Frayne, P.Eng.

Members

Réjeanne Aimey, P.Eng.
Annette Bergeron, P.Eng.
David Brown, P.Eng.
Bernard Ennis, P.Eng.
Jerome James, P.Eng.
Bruce Matthews, P.Eng.

Volunteers

OSPE Volunteers

OSPE's work depends on the contributions of volunteers across the province. In 2022, our volunteers helped execute major events, developed leading-edge research reports, and moved our organization forward. Thank you for your service to Ontario's engineering community.

We would like to extend a special thanks to all OSPE members who presented at our 2022 Engineering Conference in Ottawa. Thank you for sharing your knowledge and expertise with your peers from across Ontario.



Mukul Asthana
P.Eng., MBA



Carl Bodimeade
P.Eng.



Emanuel Corthay
P.Eng.



Rabiz Foda
P.Eng., FEC, ICD.D.,
SMIEEE, MIET



Joseph Fox
P.Eng.



Renee Frigault
P.Eng.



Matthew Mairinger
P.Eng., PMP



Bruce Matthews
P.Eng.



Emily Pepper
BSc, MSc



Stephen Pepper
P.Eng.



Changiz Sadr
P.Eng., FEC, CISSP



Geoff Sheffrin
P.Eng.



Jeanette Southwood
P.Eng.



Beatrice Sze
P.Eng., J.D.



David Thompson
P.Eng., PMP



Jim Van Kessel
P.Eng.



John Wang
P.Eng., MBA

Annual Partners

Annual Partners

OSPE's Annual Partners equip us to lead critical conversations and shape the future of the engineering profession.

President's Circle



Director's Circle



Influencer's Circle



Leader's Circle



Annual Partners

Supporter's Circle



2022-2025 Strategic Plan

Empowering the Engineering Community

In 2022, OSPE released our new Strategic Plan, *Engage, Educate, and Enable: Empowering the Engineering Community*. This document sets out the Society's key priorities from now through 2025, and is built on four strategic pillars:

ENGINEERS LEAD

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

ENGINEERS GROW

Become the trusted resource for Ontario engineers to grow professionally and personally, delivering continuing education and value at every career stage.

ENGINEERS CARE

Elevate awareness of the role that a diverse and inclusive engineering community plays in making the world a better place and deepen respect for the engineering profession in Ontario.

ENGINEERS PROSPER

Expand opportunities for engineering jobs in Ontario and protect the practice rights of engineers, so that both our members and Ontario can prosper.



Providing Life-Long Learning

In 2022, OSPE's **Engineering Academy** continued to offer best-in-class professional development programs for the engineering community. We expanded our suite of learning opportunities with two all-new certificate programs:

Emerging Leaders (September – November 2022)

OSPE offered the first session of our **Emerging Leaders Certificate Program** in September 2022. This online program, developed and delivered in partnership with Rzultz Consulting, helps engineers develop the skills to build and manage teams, inspire others, and achieve results.

Digital Transformation (October – December 2022)

OSPE launched the inaugural session of our **Digital Transformation Certificate Program** in October 2022. This eight-week course, the product of a partnership with WatSPEED (University of Waterloo), addresses the impact of information technology on the workforce and equips engineers to develop custom digital transformation plans for their organizations.

By the Numbers

In 2022, the Engineering Academy delivered...



11

Certificate
Programs



14

Webinars



416

Learners

To a total of...

Strategic Partnerships

OSPE's Engineering Academy continued to forge new partnerships and strengthen existing ones throughout 2022. Our partners include:



Christa Bedwin



Specialized Training Programs

In addition to the Engineering Academy's suite of programming, OSPE worked with non-profit and government partners to deliver programs for specialized groups within the engineering community. Highlights included the following:

Employment Skills Training for International Engineering Graduates and Internships for Neurodiverse Engineering Graduates

In April 2022, OSPE received funding from the **Ministry of Labour, Immigration, Training and Skills Development (MLITSD)** to deliver workforce development programs for job seekers with engineering and technology backgrounds. Specifically, these programs target newcomers (especially women and racialized groups) and new engineering graduates with neurodiversities.

For newcomers, OSPE delivered **Engineering Employment Readiness**, an innovative career development program designed for International Engineering Graduates (IEGs). This six-week program, delivered to eight cohorts of 12 students each, prepares learners to navigate post-pandemic workplace culture and succeed in the Canadian job marketplace.

"Thank you for giving me the opportunity to join the OSPE Engineering Employment Readiness course. The coaching sessions were very beneficial for my career growth and job search. I landed a job this week in my field, thanks to your course and coaching support!"

- Engineering Employment Readiness Alumnus

For neurodiverse engineering graduates, OSPE partnered with **Specialisterne**, an organization that helps people with neurodiversities find employment and internships. Together with Specialisterne, we are placing 20 interns in four-to-twelve month paid internships with engineering employers.

Asset Management for Ontario Municipalities – Focus on Buildings

With funding from the **Canadian Federation of Municipalities**, OSPE delivered several sessions of this course throughout 2022. Developed for municipal employees, **Asset Management for Ontario Municipalities – Focus on Buildings** outlines the key infrastructure systems and contributing components of a municipal building asset, and equips learners to prepare for the climate change impacts associated with each of these systems.

Supporting Ontario's Engineering Workforce

In 2022, OSPE continued to offer a full suite of services for employers and job seekers, including job search workshops, interview simulations, and an engineering job board with openings from top employers.

We also continued our **Engineering Employment Events**, which allow job seekers from across the province to make face-to-face impressions with recruiters from leading companies. At our six events in 2022, we welcomed a total of **774** job seekers.

Thank You to Our 2022 Engineering Employment Event Partners

Albarrie Canada Ltd.
Belair Mechatronics Inc.
Bell
CAElliott Inc.
Canadian Forces
Canadian Nuclear Laboratories
CBCL Limited
Comcor Environmental Limited
Crozier
D. M. Wills Associates Limited
Defence Construction Canada
Electrozad
ESAC Electrical & Systems Advanced Control Inc.
Evolution Mining
Festo Canada
Geosyntec
Hatch
K. Smart Associates Limited
Kuriyama Canada Inc.
MDA
Metrolinx

Minogue Medical Inc.
MTE Consultants
National Defence
Northland Power Inc.
Novatech
Nucor Environmental
Pliteq
Pomerleau Construction
Pretium
Pretium Engineering Inc.
Rogers Communications
R.V. Anderson
Sage Engineering Services Ltd.
SGS Natural Resources
Spin Master
Strik, Baldinelli, Moniz Ltd.
Teledyne FLIR LLC
Transport Canada
Tyne Engineering Inc.
Walters Group
WT Infrastructure

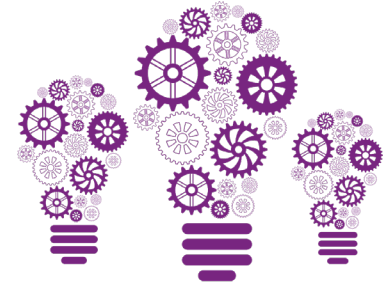


Events

The Engineering Conference

November 3, 2022

The Shaw Centre (Ottawa, ON)



In 2022, Canada's largest engineering, diversity, and recruitment event returned to an in-person format for the first time in three years. This edition of OSPE's signature event featured over 35 speakers and panelists, over 15 breakout sessions across four learning streams, and trade show booths from over 50 corporate partners. OSPE welcomed hundreds of guests to the day's trade show and learning sessions, and hundreds more to the **Student Spotlight** recruitment event.



35+
Speakers
& Panelists



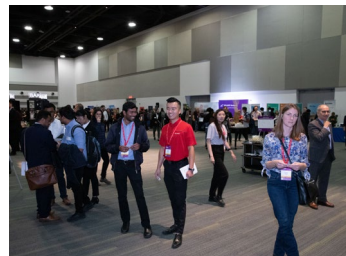
15+
Breakout
Sessions



50+
Corporate
Partners



2500+
Attendees



2022 Conference Partners



Ontario Professional Engineers Awards Gala (OPEA)

November 18, 2022

Universal Event Space (Vaughan, ON)

OSPE was pleased to honour the province's finest engineers at the 2022 **Ontario Professional Engineers Awards Gala**. This event – celebrated annually since 1947 – recognizes engineering excellence from across government, industry, and academia.

In 2022, we welcomed hundreds of guests to celebrate the following honourees:

Distinguished Lifetime Achievement Award – Robert A. Goodings, P.Eng.

Project of the Year Award – Natural Resources Canada (Port Granby Engineering Project)

Citizenship Award – Jeanette Southwood, P.Eng.

The Engineering Medal: Young Engineer – Dr. Pirathayini Srikantha, P.Eng.

The Engineering Medal: Research and Development – Dr. Daolun Chen, P.Eng.

The Engineering Medal: Research and Development – Dr. Kibret Mequanint, P.Eng.

The Engineering Medal: Management – Dr. Roderick C. Tennyson, P.Eng.

The Engineering Medal: Entrepreneurship – Dr. Saad Younis Jasim, P.Eng.

The Engineering Medal: Engineering Excellence – Dr. Robert Delatolla, P.Eng.

The Engineering Medal: Engineering Excellence – Cory Jones, P.Eng.

The Gold Medal – Dr. Janusz Koziński, P.Eng.



Events

2022 OPEA Gala Partners

Dinner Partner

BOMBARDIER

Gold Medal Partner

QUANSER
INNOVATE · EDUCATE

Citizenship Partner

thePersonal
Home and Auto Group Insurer

Young Engineer Partner

SNC · LAVALIN

Research and Development Partner

notarius

Engineering Excellence Partner

BURNSIDE

Entrepreneurship Partner

Manulife

Management Partner

CENTENNIAL COLLEGE
DAIR
Institute for Aerospace Studies
UNIVERSITY OF TORONTO

Project of the Year Partner

ONTARIO SOCIETY OF PROFESSIONAL ENGINEERS

Lifetime Achievement Award

Jacobs

Reception Partner

bms.

Coat Check Partner

mh

Music Partner

TMTC
Toyota Motor Manufacturing Canada Inc.

Floral Partner

The St. Lawrence Seaway Management Corporation
Corporation de Gestion de la Voie Maritime du Saint-Laurent

Photography Partner

memberperks

Corporate Table Host

AECOM

ARSENAL
CONSTRUCTORS INC.

Brown & Cohen
communications/public affairs
Working with Professional Engineers Ontario on their government relations since 2005.

Cementation
WE BUILD MINES. SAFELY.

DSEL

EllisDon

engineerscanada
ingenieurscanada

GHD

HUMBER
Faculty of Applied Sciences & Technology

Lakehead UNIVERSITY
Faculty of Engineering

LOOBY

Professional Engineers Ontario

Toronto Metropolitan University

TMTC
Toyota Motor Manufacturing Canada Inc.

UNIVERSITY OF TORONTO
FACULTY OF APPLIED SCIENCE & ENGINEERING

Western Engineering

wsp

YORK1

Awards Gala Partner

alectra
GRE&T Centre

COMPANIES OF HAWKINS

CONESTOGA
Control Life and Learning

CORESTONE LAW
CONSTRUCTION & PROPERTY LAW

EPIC

OACETT
OUR CERTIFICATION | YOUR SUCCESS

WE BUILD ONTARIO
ONTARIO GENERAL CONTRACTORS ASSOCIATION

THIS IS MINING

RZULTZ

Sheridan

Technica Mining

Chemical Engineering & Applied Chemistry
UNIVERSITY OF TORONTO

UNIVERSITY OF WATERLOO
FACULTY OF ENGINEERING

University of Windsor
Faculty of Engineering

Events

OSPE Classic Golf Tournament

May 18, 2022

Angus Glen Golf Club (Markham, ON)

The 2022 **OSPE Classic Golf Tournament** gathered 144 golfers for an afternoon of networking on the links. In addition to a round of golf on a world-class course, the event featured a silent auction, helicopter ball drop, and mulligan sale that raised over \$2,000 for the Ontario Professional Engineers Foundation for Education.



2022 Tournament Partners



Events

National Engineering Month

In March 2022, OSPE organized the Ontario edition of **National Engineering Month** (NEM). This province-wide initiative enables students, professionals, and educators to highlight the role engineers play in society.

The month kicked off on March 1 with a panel discussion on the future of the P.Eng. licence, moderated by TVO's Steve Paikin. Over 35 events followed throughout March, including student design competitions, job search workshops, emotional intelligence seminars, and discussions on the future of nuclear energy.



Canadian National Exhibition

In August 2022, OSPE was privileged to host a booth at the **Canadian National Exhibition** – Canada's largest community event. We welcomed hundreds of visitors and entertained curious young minds with educational crafts, STEM activities, and live demonstrations of what engineers do.



Adapting and Reshaping Engineering Workspaces

In September 2022, OSPE CEO Sandro Perruzza participated in a live panel discussion with Spin Master SVP of Product Development Diana Young and Engineers of Tomorrow CEO Rebecca White. Hosted live at Spin Master's Downtown Toronto headquarters, this discussion explored the unique challenges of the COVID-altered working world and identified how the engineering community can find support and resilience.



Frosh Week

At the start of the 2022-2023 academic year, OSPE visited campuses across Ontario to meet the province's newest engineering students. We learned about the hopes and expectations of incoming engineering classes, while students learned about the important work of OSPE. Thanks to our visits, over 200 students registered for OSPE memberships.

Leading the Way with Cutting-Edge Research

In 2022, OSPE worked with our members and partners to publish research on critical issues facing the province and the profession. We received funding for the following studies:

New Barriers in Engineering and Technology Jobs: The Uneven Impact of Working-at-Home on Recent Graduates, Women and Newcomers

This study, funded by the **Future Skills Centre**, examines the impact of working-from-home on new graduates, women, and newcomers to Canada in engineering jobs. Work-from-home arrangements present unique challenges for these groups, and strategies are needed to counter these negative effects. Published in March 2022, these reports document the nature and extent of the new challenges and are based on a literature review, a survey of 1,243 engineering professionals, focus groups with engineers and interviews with engineering employers.

Leveraging Public Sector Procurement Policies to Expand Opportunities for Women in Engineering

Since October 2021, OSPE has worked with **Women and Gender Equality Canada (WAGE)** to support an equitable recovery from the COVID-19 pandemic. In June and October 2022, OSPE published research reports identifying how public procurement policy can support increased career opportunities for women in consulting engineering and in the engineering profession.

In addition, OSPE volunteers shared their time and expertise to prepare the following research:

Data Governance White Papers

In May 2022, members of OSPE's **Data Working Group** (a subgroup of the **Research and Innovation Task Force**) published five white papers on Data Governance and Innovation. These papers pose thoughtful questions about emerging business opportunities and proposed data legislation, and how engineers can make the new data economy work for all Ontarians.

The five papers covered the following topics:

- The Potential of Artificial Intelligence
- Cybersecurity: Data Governance & Information Security
- The Current State of the Law: Data Regulation in Canada in 2022
- Data and the Public Interest: Fair Questions from Civil Society
- Building a Data Economy: Economic Growth & Prosperity

The insights from these papers informed the lead articles for the June 2022 issue of OSPE's magazine, **The Voice**.

Reducing Greenhouse Gas Emissions from Ontario Diesel Highway Trucks

This report by OSPE member Tom Markowitz, P.Eng., examines how Ontario's trucking sector can adapt operations to help Canada reach its 2030 emissions goals. Published in June 2022, the paper is informed by extensive research and interviews with experts. It calls for coordinated action from government and industry groups to decarbonize transport operations, and recommends specific infrastructure and technology upgrades to reduce trucking emissions.

Advocacy

The Voice of Ontario's Engineering Community

In 2022, OSPE continued our advocacy efforts on behalf of Ontario's engineering community.

Advocating for Safer Indoor Air

OSPE formed the **Indoor Air Quality (IAQ) Advisory Group** last year, responding to the need for evidence-based guidance around indoor air quality and transmission of COVID-19. The Advisory Group published three reports in December 2022: **Core Recommendations for Safer Indoor Air**; **How COVID Spreads**; and **Guidance: Face Coverings for COVID-19 Prevention**.

Within the first two months of publication, these reports were downloaded from OSPE's website over 1200 times and shared around the world via social media. As well, OSPE CEO Sandro Perruzza and Advisory Group Chair Joey Fox, P.Eng. were invited to discuss the group's recommendations with TVO and CBC.

OSPE also shared the reports with Ontario's Ministry of Infrastructure, and in March 2023, Ontario's New Democratic Party incorporated guidance from our reports in their *Advisory Committee to Protect Ontario's People and Economy from Airborne Pandemics Act*.



Electricity Supply Mix Study: The Retail Price Impact of Net-Zero Supply Options

OSPE's **Energy Task Force** published this report in December 2022 in response to the federal government's call for a net-zero national power grid. Prepared in partnership with external consultants, the report examines the retail price impact of various net-zero power supply options and recommends the most economical way for Ontario to achieve net-zero emissions by 2035. We shared this research with our partners at Queen's Park to inform the province's ongoing decarbonization efforts.

2022 Provincial Election

During the 2022 Provincial Election, OSPE kept our members and the engineering community informed about each party's position on the issues relevant to engineers (including energy, transportation, and the climate crisis). Our actions included:

- Publishing a platform identifying key issues and recommending specific actions for the next government to take.
- Sharing a list of professional engineers running for office across the province.
- Preparing a brief summary of each major party's plan to address the climate crisis.
- Notifying our members as each major party's platform was released, and summarizing key takeaways from each.

Working with Government Leaders

Throughout 2022, OSPE representatives met with government leaders to discuss the issues facing the province and the profession and move our advocacy initiatives forward. Highlights included the following:

- In September 2022, OSPE met with **Infrastructure Minister Kinga Surma** and **Infrastructure Ontario** to discuss the importance of indoor air quality amidst the ongoing COVID-19 pandemic.
- In November 2022, OSPE met with **Energy Minister Todd Smith** to share guidance on optimizing the province's energy grid to minimize emissions and reduce costs for consumers.

Advocacy

- In December 2022, OSPE met with **MPP Brian Saunderson (Parliamentary Assistant to the Attorney General)** to discuss our regulatory reform priorities.

OSPE also issued several letters to government officials and agencies last year, stating our positions and offering guidance on critical issues. Highlights included the following:

- Offering feedback on the province's proposed **single-use plastics prohibition**.
- Responding to proposed changes to the **Ontario Building Code**.
- Consulting on planned guidelines for engineering firms' engagement with **Indigenous communities**.
- Sending recommendations for an optimal time-of-use electricity rate to the **Ontario Energy Board**.
- Sharing guidance with **Energy Minister Todd Smith** on implementing an ultra-low overnight electricity rate.
- Sending an official pre-budget submission to the **Ministry of Finance**, identifying the need to support development of the engineering workforce, combat the climate crisis, and drive research and innovation.
- Providing input on the province's proposed guide to **sub-watershed planning**.
- Offering feedback on the government's proposed **hydrogen production strategy**.
- Sharing guidance on amendments to certain requirements under Ontario's **Excess Soil Regulation**.
- Calling on the government to defer construction of **Highway 413** and the **Bradford Bypass**.
- Issuing a letter to **Premier Doug Ford** opposing proposed development on protected Greenbelt lands.



Marketing & Communications

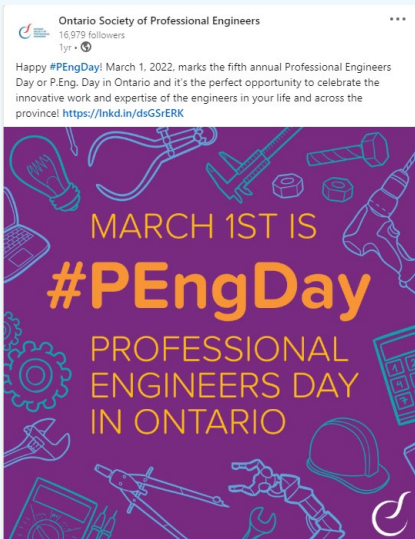
Expanding Our Community's Online Footprint

Throughout 2022, OSPE maintained an active presence on digital platforms. As we shared highlights from Ontario's engineering community, our audience continued to grow.

From January 1 to December 31, OSPE:

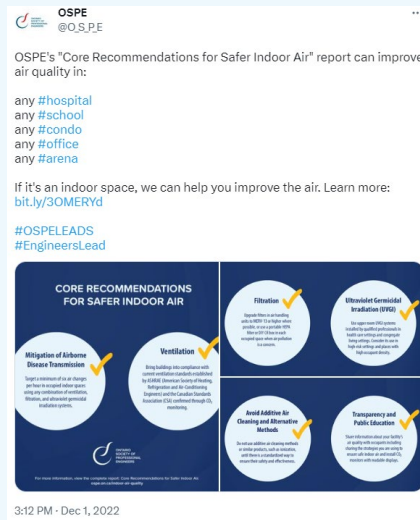
- Published a total of **1,628** social media posts
- Generated a total **4,352,662** views on all posts
- Drove a total of **75,805** engagements on all posts.
- Earned a total of **4,622 New Followers** across our four channels (14.4% growth)
 - 310 New Facebook Followers (4% growth) (Total Followers: 11,683)
 - 330 New Instagram Followers (17% growth) (Total Followers: 2,248)
 - 465 New Twitter Followers (7.3% growth) (Total Followers: 6,819)
 - 3517 New LinkedIn Followers (26.3% growth) (Total Followers: 16,601)

Top Posts Included:



LinkedIn:

- Celebrating P.Eng. Day
- 13,048 Impressions
- 554 Engagements



Twitter:

- Indoor Air Quality Recommendations
- 45,946 Impressions
- 857 Engagements



Instagram:

- The Engineering Conference
- 1,253 Impressions
- 82 Engagements

Marketing & Communications

The Voice Magazine

In 2022, OSPE published two issues of our signature publication, *The Voice*. These two issues highlighted new reports from our Research and Innovation Task Force, insights into the future of the engineering profession in Ontario, cutting-edge research on autonomous vehicle technology, and more.



June 2022

- Incentivizing Deep Energy Retrofits
- Data Governance & Information Security
- Data Regulation in Canada
- Planning for the Future: The Next Generation of Engineers
- Role of Sight Distance: Making Mixed Autonomous and Human-Driven Vehicles Operate Safely
- No Going Back: The Future of Engineering
- What are the Barriers to Engineering Leadership?



December 2022

- Ontario Engineers Developing Clean Technology
- Reusing Concrete Aggregates in Road Construction
- Moving Forward on Diversity in Procurement
- Benchmarking Report 2022: Ontario's Engineering Community in Transition
- Indoor Air Quality Recommendations
- Writing Tips for Engineers
- Tech Stewardship: A Path Forward for the Engineering Community

Financial Statements

Ontario Society of Professional Engineers
Summary Financial Statements
For the year ended December 31, 2022

Financial Statements

Ontario Society of Professional Engineers
Summary Financial Statements
For the year ended December 31, 2022

	Contents
Report Of The Independent Auditor On The Summary Financial Statement	2
Summary Financial Statements	
Summary Statement of Financial Position	3
Summary Statement of Operations	4
Summary Statement of Changes in Net Assets	5
Note to Summary Financial Statements	6

Financial Statements



Tel: 289 881 1111
Fax: 905 845 8615
www.bdo.ca

BDO Canada LLP
360 Oakville Place Drive, Suite 500
Oakville ON L6H 6K8 Canada

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, 2022, 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, 2022.

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*.

BDO CANADA LLP

Chartered Professional Accountants, Licensed Public Accountants
Oakville, Ontario
April 3, 2023

Financial Statements

Ontario Society of Professional Engineers Summary Statement of Financial Position

December 31	2022	2021
Assets		
Current		
Cash	\$ 1,297,089	\$ 1,050,587
Short-term investment	793,498	1,177,969
Accounts receivable	850,210	689,074
Prepaid expenses	215,863	99,100
	3,156,660	3,016,730
Long-term investments	359,982	435,630
Capital assets	21,073	13,882
Intangible assets	57,756	65,077
	\$ 3,595,471	\$ 3,531,319
Liabilities and Net Assets		
Current		
Accounts payable and accrued liabilities	\$ 603,419	\$ 539,867
Deferred revenue - government projects	342,451	54,879
Deferred revenue	830,995	787,826
Deferred lease incentives	8,534	8,534
	1,785,399	1,391,106
Net Assets		
Invested in capital assets and intangible assets	78,829	78,959
Internally restricted	1,287,186	1,287,186
Unrestricted	444,057	774,068
	1,810,072	2,140,213
	\$ 3,595,471	\$ 3,531,319

Financial Statements

Ontario Society of Professional Engineers Summary Statement of Operations

For the year ended December 31	2022	2021
Revenue		
Membership fees	\$ 1,197,219	\$ 1,218,720
Royalties	1,650,609	1,667,016
Government projects	883,285	1,081,840
Sponsorship	714,410	426,656
Professional development	263,049	183,134
Advertising	16,442	21,185
Career services	129,860	100,418
Other revenue	47,126	19,411
Investment income (loss)	(5,453)	(3,510)
	4,896,547	4,714,870
Expenses		
Advertising and promotion	209,762	142,990
Amortization - capital assets	12,105	10,437
Amortization - intangible assets	32,322	28,651
Annual general meeting and general assembly	1,402	2,104
Audit, legal and professional services	53,239	33,388
Bank charges	84,372	77,581
Consulting	393,276	450,060
Elections	10,758	11,052
Event production	839,388	461,180
Government projects	883,285	1,081,840
Insurance	126,667	122,956
Meetings	107,526	18,739
Office and general	229,804	162,949
Postage	31,290	30,151
Publications	44,725	36,482
Rent	176,889	133,634
Sponsorship	78,643	46,666
Telecommunication	19,165	20,854
Travel and volunteer expenses	162,145	51,274
Wages and benefits	1,729,925	1,574,777
	5,226,688	4,497,765
Excess of revenue over expenses for the year	\$ (330,141)	\$ 217,105

Financial Statements

Ontario Society of Professional Engineers Summary Statement of Changes in Net Assets

For the year ended December 31

	Invested in capital and intangible assets	Internally restricted	Unrestricted	2022 Total	2021 Total
Balance, beginning of year	\$ 78,959	\$ 1,287,186	\$ 774,068	\$ 2,140,213	\$ 1,923,108
Excess (deficiency) of revenue over expenses	(44,426)	-	(285,715)	(330,141)	217,105
Purchases of capital and intangible assets	44,296	-	(44,296)	-	-
Balance, end of year	\$ 78,829	\$ 1,287,186	\$ 444,057	\$ 1,810,072	\$ 2,140,213

Ontario Society of Professional Engineers Note to Summary Financial Statements

December 31, 2022

1. 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, 2022 and December 31, 2021 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.

Looking Ahead

Looking Ahead

OSPE continues to plan events for the engineering community in 2023 and beyond.



OSPE Classic Golf Tournament 2023

May 31, 2023

Angus Glen Golf Club (Markham, ON)



The Engineering Conference 2023

November 2, 2023

Metro Toronto Convention Centre (Toronto, ON)



Ontario Professional Engineers Awards Gala 2023

November 3, 2023

Metro Toronto Convention Centre (Toronto, ON)



National Engineering Month 2024

March 1 – March 31, 2024

Provincewide (Virtual and In-Person)

Visit ospe.on.ca for more information.



OSPE.ON.CA



ONTARIO
SOCIETY OF
PROFESSIONAL
ENGINEERS