

ANNUAL REPORT

2023

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, a place where engineers come together to realize their full potential. OSPE engages, educates, and enables the engineering community to lead in order to create a better future for our profession and society at large.

2023 Annual Report

OSPE's 2023 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, 2023. This report was prepared for OSPE's Annual General Meeting on May 7, 2024 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.



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Message from the CEO



It is with great pleasure and pride that I address you in our 2023 Annual Report. OSPE has once again had a very prosperous year and we are very excited about our future.

2023 was a year of great achievement, yet it is difficult to summarize a year of activity and progress into just one page. In the spirit of engineering efficiency, I will do my best so that you, our valued members, can appreciate all we have done to serve our members and the engineering community better.

Here are some of the highlights (in no particular order)

The Voice Magazine Goes Digital (and back to 4x per year) – After much debate, we had a couple of choices, sunset our internal magazine or commit to going digital. We went with the latter, launching the digital version of our signature publication last

March, and have continued to deliver valued content on target and on time. Going digital means the news and articles you read are as fresh as possible, and we are following through on our commitments to be more sustainable. It also means more opportunities for members and partners to reach audiences, as we are unconstrained by traditional publishing and distribution costs, making it a true win-win.

The Largest Engineering Conference Ever – 2022 marked the return of our in-person conference. We loved being in the nation's capital and it was a very successful event. Last year, we rotated the event to Toronto and quite simply had our largest, most successful conference ever with more than 5200 participants. They came to see 50+ subject matter experts and more than 120 employers actively targeting engineering professionals. If we weren't sure we could do it, there is no doubt left. It will be a little while until we are back in TO as we want to bring this signature event to more communities to highlight regional engineering innovation across the province. Next up, Windsor in 2024.

A New Association Management System featuring our EngLearn Platform – To serve you better, OSPE upgraded its backend membership management technology last summer. Central to this broad update is the inclusion of our video learning library, **EngLearn**, where you can find recordings from past conferences, our Thought Leadership Thursday series, and so much more. All with the ease of navigation we are accustomed to from YouTube. This new platform will make it easy to find and access what you need, when you need it to satisfy your professional development requirements.

Exciting Advocacy Wins – OSPE's advocacy remains committed to two platforms, doing right for engineering professionals, and doing right for the community of Ontario. In both areas, we have had a measurable impact in 2023. On the former, we were thrilled to see PEO initiate a professional development program for license holders and eliminate the Canadian experience component to make it easier for internationally trained engineers to use their skills in the workforce faster. No matter your station within the profession, from student to experienced professional engineer, OSPE is your greatest advocate. As for impacting Ontario, OSPE was active on the critical files of energy management, housing development, infrastructure renewal, and of course public safety (Indoor Air Quality anyone?). We are blessed to have so many members willing to volunteer their expertise to ensure the growth that Ontario needs is smart and sustainable. Due to the amazing work of our volunteers, we have realized a 37% increase in meetings with government policy makers, and an increase of policy papers and reports published by 60% over 2022 levels.

The Return of the Annual Holiday Celebration – I know this is hardly a monumental success, but I close with it because it is the beginning of getting back to being more physically present for you, our members. This is a priority from your Board and in 2024, we will be hosting a series of member engagement events across the province. Look for an event in your community soon.

That was 2023 in summary, a year of growth and expansion of OSPE's capacity and legacy. On behalf of the rest of the OSPE staff, and our Board of Directors, it was a pleasure serving you, and our community, and we will enthusiastically continue to do so.

Sincerely,

A handwritten signature in black ink that reads "Sandro Perruzza". The signature is fluid and cursive, with the first name being the most prominent.

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

Message from the Chair



My fellow Engineers,

As you read this, my time as Chair at OSPE will be coming to an end. It has been a true delight to serve the organization and you, our valued members, as Chair for 2023-2024.

Being the Chair of OSPE for the past year has been a gift, as much as a responsibility. The reason I say that is because I have enjoyed working with our conscientious staff and dedicated volunteers to represent our members and the interests of Ontario.

Just a few weeks ago, I spent a Tuesday at Queens Park, meeting with elected officials to advance the interests of our members and the engineering community. It was an honour to do so with the confidence of knowing our profession and association have so much to offer to those making critical decisions about our future.

Every three years OSPE commits to a strategic plan and my year of service was in the middle of a plan focused on leadership and learning. If you follow OSPE on social media, you will see a lot of posts conclude with #OSPELeads & #EngineersLead. That is because of our members' belief that the value of what engineers can contribute to society must be shared.

As many other OSPE leaders have said before: problem-solving is an engineer's greatest skill, and it is wonderful to see how many engineers consistently stepped forward with meaningful and actionable suggestions so that our elected officials have the right information to inform their policies. We never come from the position that we are the smartest, only that engineers have something to contribute that must not be kept in the shadows. Thank you again to my fellow volunteers who joined me at Queens Park. The path to impact is one of patience and commitment and it was why OSPE was created.

The other tags you will see in a lot of our social media are #OSPECares and #EngineersCare. When we use this phrasing, we are signaling the Association's commitment to improving the conditions for engineers so that whatever you look like, whatever your beliefs, or orientation, no matter where you were born or trained, you can start and grow an engineering career here in Ontario. That is also why OSPE was created.

OSPE is fully committed to an engineering profession that is more equitable, diverse, inclusive, and accessible. Not just because it is the right thing to do—which it is—but because our community needs more engineers deployed to solve the most challenging problems of our world. In many cases, it has been a narrowness in approach that has created some of these challenges to begin with, and only through diversity, respect, and collaboration might the best solutions be found.

As I get close to my final signoff I also want to touch briefly on the notion of life-long learning, and how critical it is to being successful in this profession. Within the pages of this annual report, you will see references to the new requirements for engineers to maintain their licenses and how OSPE has been available to support them with a library of course offerings. OSPE has long championed this, as a simple measure to make sure the engineering profession stays current and maintains the confidence of the communities we serve.

I encourage all of you to not just meet these requirements but go beyond. Keep learning about new technologies and how they might be deployed. Explore how we can all be a little more thoughtful with our peers and neighbors so that everyone thrives. Perhaps even jump into a volunteer opportunity like I did, where your growth is not measured by a certificate, but by the long-term impact of contributing to solutions that truly will enrich the future.

Being an engineer is about processing new information towards real progress. I am very excited about my own learning journey (Hello new master's program!) and I hope you are too.

Sincerely,

A handwritten signature in black ink that reads "S. Holko".

Stephanie Holko, P.Eng.
Chair

2023-2024 Board of Directors

OSPE's 2023-2024 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.



(From left to right) Back row: Meggen Janes, P.Eng. (Secretary), Sandra Ausma, P.Eng., Stephanie Holko, P.Eng. (Chair), Dr. Marilyn Powers, P.Eng. (Past Chair), Caroline Wojtyla, P.Eng.

Front Row: Stephen Pepper, P.Eng. (Treasurer), Jerome James, P.Eng., Dave Carnegie, P.Eng. (Vice Chair), Mark Emmanuel, P.Eng., Peter Marcucci, P.Eng., Raymond Mantha, P.Eng., FEC

Not Pictured: Jane Ravenshaw, P.Eng.

OSPE Committees

Audit and Finance Committee

Chair

Stephen Pepper, P.Eng. (Treasurer)

Members

Mark Emmanuel, P.Eng.
Raymond Mantha, P.Eng.
Dr. Marilyn Powers, P.Eng.
Jane Ravenshaw, P.Eng.

Board Development and Strategic Planning Committee

Chair

David Carnegie, P.Eng.

Members

Sandra Ausma, P.Eng.
Dr. Marilyn Powers, P.Eng.
Jane Ravenshaw 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

Stephanie Holko, P.Eng. (Chair, OSPE Board of Directors)

Members

David Carnegie, P.Eng. (Vice Chair)
Meggen Janes, P.Eng. (Secretary)
Stephen Pepper, P.Eng. (Treasurer)
Dr. Marilyn Powers, P.Eng. (Past Chair)
Sandro Perruzza (CEO)

Hamilton Halton Engineering Committee

Chair

Sandro Perruzza (CEO)

Members

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

Human Resources Committee

Chair

Stephanie Holko, P.Eng.

Members

David Carnegie, P.Eng.
Mark Emmanuel, P.Eng.
Peter Marcucci, P.Eng.

Engineers Foundation for Education

Representatives

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

Ontario Engineering Academy Steering Committee

Chair

Laura Yu, P.Eng.

Members

Nick Burgwin, P.Eng.
Dave Carnegie, P.Eng.
Dr. Marilyn Powers, P.Eng.

OSPE Awards Committee

Chair

Kadra Branker, P.Eng.

Members

Carmine Ciriello, P.Eng.
Florin Corcoz, P.Eng.
Brad DesRochers, P.Eng.
Jerome James, 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

Andrew Arizaga
Kadra Branker, P.Eng.
Kevin Joseph
Kenzie Lewis, P. Eng.
Kirsten Macmillan, EIT
Tom Markowitz, P.Eng.
Michael Pathak, P.Eng.
Marilyn Spink, P.Eng.

Energy Task Force

Chair

Stephen Pepper, P.Eng.

Members

Paul Acchione, P.Eng.
Ismail Barakat, P.Eng.
Matthew Cable
Emily Corthay Thorn, P.Eng.
Anita Eisakhani, P.Eng.
Mark Emmanuel, P.Eng.
Mohammad Rasoul Golkaramnay, P.Eng.
Ali Hoss
Kostyantyn Khomutov, MASc
Tugrul Kodaz, P.Eng.
Frank Lasowski, P.Eng.
Matthew Mairinger, P.Eng.
Jim McConnach, P.Eng.
Sushma Narisetty, P.Eng.
Pappur Shankar, P.Eng.
Ramtin Rasoulinezhad, Ph.D.
John Rathbone
Bob Waddell, P.Eng.
James Wheeler, P.Eng.
Michael Wiggin, P.Eng.

Equity, Diversity, Inclusion & Accessibility Task Force

Chairs

Michelle Liu, P.Eng.
Shivani Nathoo, P.Eng.

Members

Rejeanne Aimey, P.Eng.
Hamza Alami
Lauren Briens, P.Eng.
Joy Chinau, EIT
Jillian Davis
Janelle Hinds
Zubair Hossain
Tiffany Joseph
Kimberley Paradis
Jasmine Shaw, P.Eng.
Manraj Singh Pannu, P.Eng.
Angela Wojtyla, P.Eng.

Indoor Air Quality Advisory Group

Chair

Joseph Fox, P.Eng.

Members

James Andrew Smith, P.Eng.
Stephane Bilodeau, P.Eng.
Gerald Catt, P.Eng.
David Elfstrom, P.Eng.
Sandra Dedesko, P.Eng.
Azadeh Ghadimi, P.Eng.
Amy Katz, CHI, ROH
Victor Leung, MD, FRCPC
Marianne Levitsky, CIH, ROH, Ph.D.
Amy Li, Ph.D., P.Eng.
Martin Luymes
Ted Mao, P.Eng.
Duncan Phillips, P.Eng., Ph.D.
Hans Schleibinger
Tomer Zarhi, P.Eng.

Research and Innovation Task Force

Chair

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

Members

Adetunji Abraham Adeniran
Ahmed Amer
Mukul Asthana, P.Eng.
Andrew Arizaga
Nicholas Burgwin, P.Eng.
Michelle Charlotte Liu, P.Eng.
Daniel Cooperman, P.Eng.
Emmanuel Corthay, P.Eng.
Tina Dekker, LLB
Phil De Luna
Hanaa Diwan, EIT
Feyisayo Enuiyin
James Hotchkies
Ryder Leblanc, B.Sc.
Cassandra Lee Taha, P.Eng.
Safayat Moahamad, LL.B
Kimberley Paradis, P.Eng.
Jane Ravenshaw, P.Eng.
Chloe Richard, B.Eng.
Duncan Stewart
Tibor Turi, P.Eng.
Lucy Ukpogon, P.Eng.
Jason Vanderheyden
John Wang, P.Eng.
John Weilenmann

Sustainable Cities Task Force

Chair

Carl Bodimeade, P.Eng.

Members

Mukul Asthana, P.Eng.
Veronica Bergs, P.Eng.
Chris Crozier, P.Eng.
Mehdi Mirzazadeh, P.Eng.
Emily Pepper, P.Eng.
Chloe Richard, P.Eng.
Pauline Watson, P.Eng.

Volunteers

OSPE Volunteers

OSPE's work depends on the contributions of volunteers across the province. In 2023, 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 2023 Engineering Conference in Toronto. Thank you for sharing your knowledge and expertise with your peers from across Ontario.

Dr. Andrea Chan	Katy Kwong, BASc, PMP
Anna Desjardine	Kelly Grieves, P.Eng.
Anthony E. Pasteris, MBA, P.Eng.	Kimberley Paradis
Arun Gowtham, P.Eng., CRE, CMRP	Mandy Weigensberg, P.Eng., PMP
Beatrice Sze, P.Eng., J.D.	Michael Monette, P.Eng., MBA
Brian Harrigan, P.Eng., MBA	Michelle Follitt
Carina Cautillo	Michelle Liu, P.Eng., PhD Candidate
Carlos Perez Chalico	Nick Copeland, P.Eng., C.Eng., MICE
Cheryl Young	Nirav Patel
Chloé Richard	Nour Hachem-Fawaz
Christa Bedwin	Paul Acchione, P.Eng., FCAE
Cindy Rottmann	Phil Fun, P.Eng.
Darya Duma, P.Eng.	Robby Sohi, P.Eng.
David Garzon	Ryder Leblanc, M.Eng.
Delina Gebrezghi, P.Eng.	Sandro Perruzza, OSPE CEO
Dr. Alexander Wong, P.Eng.	Sanjeev Gill
Dr. Jeffrey Griffin	Sara Dolatshahi, P.Eng., M.Eng.
Dr. Omar Badreldin, P.Eng.	Sawsan Abdul-Majid, P.Eng., SMIEEE
Dr. Ron Dembo	Shivani Nathoo, P.Eng., BASc
Elise Croll, P.Geo.	Stephanie Bleker, P.Eng.
Elissa Lansdell	Stephanie Smith, P.Eng.
Emanuel Corthay, P.Eng.	Sushma Narisetty, P.Eng.
Emily Moore, P.Eng.	Dr. Thomas Triplet, P.Eng.
Erin Jaggard	Tiffany Joseph
Jasmine Shaw, P.Eng., MASc	Tim Spadzinski
Joel Kimelman, P.Eng.	Tracy Leung, P.Eng.
Judith Bennett, P.Eng., PMP	Vanessa Raquel Raponi, P.Eng., PMP
Dr. Juliet Turpin, CCIP, CDE	Wes Johnsen, MBA, CFA
Kadra Branker, P.Eng.	Yash Vyas, PhD Candidate
Katrina Williams, P.Eng.	

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



Pros&Babes
Where careers and families grow together



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 through to 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.



The Engineering Academy



Providing Life-Long Learning

In 2023 OSPE's Engineering Academy continued to offer best-in-class professional development programs for the engineering community. We introduced **Thought Leadership Thursdays**, a series of 1-hour weekly webinars focused on technical content as a way for members to earn their CPD hours.

Some stand-out sessions were:

- Presentations for Engineers Do NOT Begin with PowerPoint
- Understanding the Challenges Facing the Ontario Electrical System
- Reducing Canadians' Exposure to Air Pollution

By the Numbers

In 2023 Engineering Academy delivered...



40+
Technical Prep
Courses



35
Webinars



3084
Learners
*Over seven times the
number of learners reached
in 2022!*

To a total of...

Strategic Partnerships

OSPE's Engineering Academy worked on expanding offerings with our current partners. 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.

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

This program ran from In April 2022 to March 2023. OSPE received this 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 targeted newcomers (especially women and racialized groups) and new engineering graduates with neurodiversities.

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

At the end of the program on March 31, 2023, of the 95 participants from all 8 sessions, **82 (86%)** were employed, including those in college and university programs, which come with paid internships or work as teaching assistants.

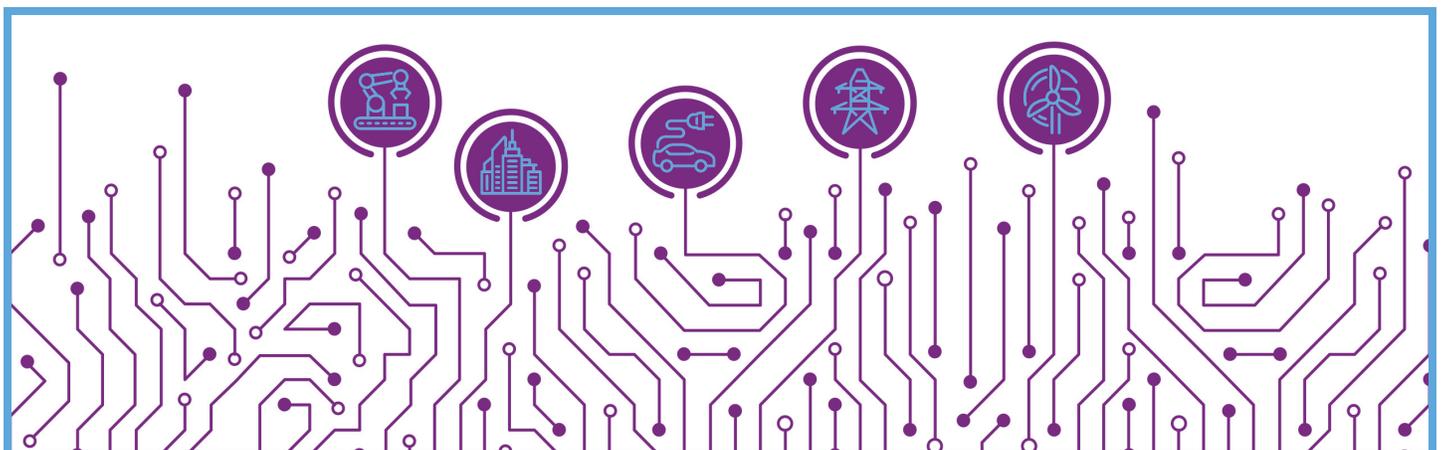
Through our partner, **Specialisterne**, a total of 13 neurodiverse engineering graduates were placed in long term internships or permanent employment.



AM301 Asset Management for Climate Resilience - Focus on Buildings

AM302 Developing a Decision - Making Framework for Incorporating Climate Change into Asset Management Plans

With funding from the Canadian Federation of Municipalities, OSPE delivered 6 sessions each of these two workshops throughout 2022 and 2023. Developed for municipal employees, the workshops focused on gaining awareness of effective Asset Management when preparing for climate change impacts. The program ended in November 2023 with 174 participants in total from 36 municipalities and 70% reporting receiving a greater awareness of Asset Management.



Supporting Ontario's Engineering Workforce

In 2023, 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.

Thank You to Our 2023 Engineering Employment Event Partners

ALSTOM Transport Canada Inc
APAG cosyst
Belanger Engineering
Bombardier
Bruce Power
Canadian Armed Forces
Canadian Nuclear Laboratories
City of Windsor
Clearway Group
CNA Financial
Communications Security Establishment (CSE)
Corrosive Service
DataRealm
Design Systems Inc
Give & Go Prepared Foods Corp
Hepburn Engineering
IPEX
Litens Automotive Partnership
MEDA Engineering & Technical Services Windsor
Metso Outotec

Morson Talent
Orica Group
Reko International Group Inc.
Rogers
RV Anderson
Safran Electronics and Defence Systems
Seneca College, School of Software Design & Data Science
SNC Lavalin
Stubbe's Precast
Summer Fesh
Toyota
TRQSS
Vistaprint
WalterFedy
Weekes Engineering
Windsor-Detroit Bridge Authority
Worley
York1



Events

OSPE Classic Golf Tournament

May 31, 2023

Angus Glen Golf Club (Markham, ON)

On May 31, OSPE members and partners gathered at Angus Glen Golf Club for the **2023 OSPE Classic Golf Tournament**. 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 \$15,000 for the **Ontario Professional Engineers Foundation for Education**.



2023 Tournament Partners



Events



The Engineering Conference

November 2, 2023

Metro Toronto Convention Centre (Toronto, ON)

In 2023 Canada's largest engineering event was well received by its attendees, many of whom were grateful for the chance to learn, network, and make connections with other engineers in the community. This edition of OSPE's signature event featured 59 speakers and panelists, over 20 breakout sessions across several learning streams, and trade show booths from over 100 corporate partners. OSPE welcomes thousands of guests for the day's trade show and learning sessions.



59
Subject Matter Experts



20+
Breakout Sessions



100+
Corporate Partners



5000+
Attendees



2023 Conference Partners



Atura Power

BOMBARDIER

BrucePower
Innovation at work



CIM+



ENBRIDGE



HUMBER
Faculty of Applied Sciences & Technology

hydro one



notarius

nwmo
NUCLEAR WASTE MANAGEMENT ORGANIZATION
SOCIÉTÉ DE GESTION DES DÉCHETS NUCLÉAIRES

ONTARIO POWER GENERATION

randstad

TELUS

TROJAN
technologies

VALE



Ontario Professional Engineers Awards Gala (OPEA)

November 3, 2023

Metro Toronto Convention Centre (Toronto, ON)

OSPE was pleased to honour the province's finest engineers at the 2023 Ontario Professional Engineers Awards Gala. This event – celebrated annually since 1947 – recognizes engineering excellence from across government, industry, and academia.

In 2023, we welcomed hundreds of guests to celebrate the following honourees:

Professional Engineers Gold Medal

- **Dr. John McPhee, P.Eng.**

Engineering Medal – Engineering Excellence in Industry

- **Dr. Aleksander Czekanski, P.Eng.**
- **Pathipan Sivarasa, P.Eng.**

Engineering Medal – Research and Development

- **Dr. Amir Fam, P.Eng.**
- **Dr. Marianna Kontopoulou, P.Eng.**

Engineering Medal – Management

- **Dave Crocker, P.Eng.**

Engineering Medal – Entrepreneurship

- **Dr. Alexander Wong, P.Eng.**

Citizenship Award

- **Karen Webb, P.Eng.**

Project or Achievement of the Year

- **EngiQueers Canada**
- **Vanessa Raponi, P.Eng.**
- **Alexander Dow, P.Eng.**

Distinguished Lifetime Achievement Award

- **Daniel J. Young, P.Eng.**



Events

2023 OPEA Gala Partners



National Engineering Month

In March 2023, 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 kick-off event at the Ontario Science Centre. This event gathered faculty from Humber College, McMaster University and Lakehead University for a discussion on the future of engineering education.

Over 30 events followed throughout March, including student competitions, site tours, workshops, seminars, and social events.



Canadian National Exhibition

In August 2023, 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.

Frosh Week

At the start of the 2023-2024 academic year, OSPE visited 16 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. Our OSPE representative engaged hundreds of students while on campuses which led to an increase in student memberships.



OSPE Holiday Party

OSPE capped off the year by welcoming the engineering community to an in-person holiday party at Hazelton Manor in Vaughan, ON.

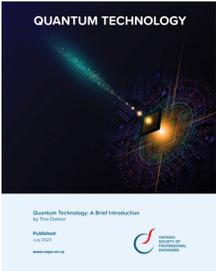
With over 100 people in attendance, holiday spirits were high. People enjoyed spending time together, playing games, and having delicious food and drinks with fellow engineers. The event marked a return to in-person holiday events which was a refreshing return to normal for everyone who participated.



Research

Leading the Way with Cutting-Edge Research

In 2023, OSPE worked with our members and partners to publish research on critical issues facing the province and the profession. We published for the following studies:



Quantum Technology: A Brief Introduction and Engineers for Canada's Quantum Workforce

By: Tina Dekker

This two-part paper series introduces the core concepts of quantum technologies and provides an outlook on the role engineers will play in contributing to quantum technology development.



Decentralized and Distributed Wastewater Management

By: James Hotchkies, M.Eng., P.Eng.

This paper outlines the benefits and potential applications of Decentralized Wastewater Treatment (DWWT) facilities and identifies challenges and best practices for deploying a decentralized treatment model.



Engineering a Sustainable Future: Privacy and Security in the Age of Smart Technology

By: Safayat Moahamed, LL.B., CIPP/C, CIPM, FIP

This paper outlines the personal and societal risks posed by the rise of smart technologies and identifies how engineers can foster a culture of responsible innovation.



Sustainable Cybersecurity

By: Changiz Sadr, P.Eng., FEC, CISSP

This paper advocates for those who retain information security service providers, to consider looking for those who not only provide robust cybersecurity services but also those who do so in an energy-efficient and climate-conscious manner.



Accessibility for Train Infrastructure

By: Cassandra Lee Taha, P.Eng., PMI-RMP, PMP

This paper includes a comparative analysis of relevant existing codes, standards, guidelines, studies and wide-reaching peer-reviewed publications, as well as recommendations on an allowable horizontal and vertical gap at the train-platform interface to ensure accessibility.

The Voice of Ontario's Engineering Community

In 2023, OSPE continued our advocacy efforts on behalf of Ontario's engineering community.

Policy Wins

2023 was a year of big strides and political wins for OSPE in the Energy and Indoor Air Quality sectors.

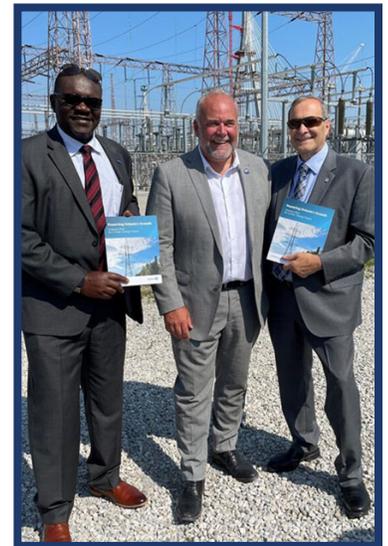
Private-Members Bill

OSPE's Indoor Air Quality reports were instrumental in the creation of Bill 86, Advisory Committee to Protect Ontario's People and Economy from Airborne Pandemics Act, 2023, a Private Members' Bill introduced by MPP Kristyn Wong-Tam and endorsed by MPP Jill Andrews, MPP Wayne Gates, and MPP Jamie West. This bill proposes the creation of an advisory committee to protect Ontario's people and economy from airborne diseases.



Ministry of Energy Ultra-Low Pricing Option

Ontario's Ministry of Energy announced the launch of a new Ultra-Low Overnight Electricity Price Plan. Starting May 1, 2023 the optional electricity plan became available to customers of seven energy distributors in Ontario, including Toronto Hydro and London Hydro.



Air Quality – ASHRAE Standard 241

On July 7, 2023, ASHRAE published ASHRAE Standard 241, Control of Infectious Aerosols which established minimum requirements aimed at reducing the risk of disease transmission through exposure to infectious aerosols. The Indoor Air Quality group consulted on the development of the regulation and several of their recommendations were ultimately incorporated.

Release of the Powering Ontario's Growth Plan

On July 10, 2023, the Province released the plan for power generation in Ontario over the next 10 years. It is great to see the plan includes several initiatives OSPE advocated for, including a plan to install three new Small Modular Reactors (SMRs) at Darlington.

Release of Air Quality Private Members Bill

MPP Chandra Pasma announced the official release of her private members' bill on air quality in schools. Joey Fox, P.Eng. and Chair of the Indoor Air Quality (IAQ) Advisory Group, delivered a speech in support of the Bill. The IAQ Advisory Group was instrumental in the development of the Bill.



Presentations

Internationally Educated Professionals (IEP) Conference

OSPE participated in a discussion panel at the Internationally Educated Professionals Conference and spoke about what OSPE offers to internationally trained engineers.

First Year Integration Conference (FYIC)

OSPE held a session with approximately 80 first-year engineering students to discuss membership and advocacy with OSPE.

Ontario Network of Women in Engineering (ONWiE) Summit

Sandro presented our WAGE (Women and Gender Equality Canada) sponsored project on increasing women in engineering through procurement policies to around 200 conference attendees.

Presentation to the Standing Committee on Justice Policy

The Bill 139 – Less Red Tape, More Common-Sense Act, was referred to the Standing Committee on Justice Policy for debate. Paola Cetares presented to the members on behalf of OSPE. We offered our support to this Bill as it affects the Professional Engineers Act, and advocated for further changes to the Professional Engineers Act that would increase the regulatory performance of Professional Engineers Ontario (PEO).

Submissions

In 2023 OSPE issued several letters and submissions to government officials and agencies, stating our positions and offering guidance on critical issues.

- Ontario Pre-Budget Consultation
- Assessing Regulatory and Policy Impacts on Canada's Electricity Grid Modernization
- Draft Guidance on Improving Indoor Air Quality in Office Buildings
- Pathways to Decarbonization Study
- ASHRAE Standard 241P Advisory Public Review Draft Control of Infectious Aerosols
- The Electrification and Energy Transition Panel (EETP)
- ERO 019-7196 Proposal to Update the Statement of Environmental Values (SEV)
- ERO 019-6767 - Proposed changes to the Aggregate Resources Act, Ontario Regulation 244/97
- Submission to Consultation on the development of a federal Safe Long-Term Care Act
- Submission to Consultation on Poor Outdoor Air Quality and Workplace Health and Safety
- Submission to the Standing Committee on Justice Policy - Bill 139 – Less Red Tape, More Common-Sense Act
- Submission to Ministry of Energy – Proposed changes to the Industrial Conservation Initiative (ICI) program
- Submission to Cleaner Transportation Fuels Regulation Consultation
- Submission to Consultation on the 2025 National Construction Codes



Advocacy

2023 Letters

- Letter to Minister for Energy (Todd Smith) – Pickering Nuclear Station
- Letter to Health Canada – Request for regulation of air cleaning equipment
- Letter to the Ontario Fairness Commissioner – International Engineering Graduates
- Letter to Minister of Finance – ISSB Standards
- Letter to Ministry of Energy and CEO, OEB (Ontario Energy Board) - Power Advisory Study
- Letter to Minister of Energy and CEO, OEB (Ontario Energy Board) – Ultra-Low Overnight Rate Plan
- Letter to the Health Canada, Water and Air Quality Bureau - fine particulate matter (PM2.5) exposure limits
- Letter to Hon. Paul Calandra – Decentralized Wastewater Treatment Systems (DWWT)
- Letter to Independent System Electricity Operator (IESO) - Thermal Networks as Critical Energy Infrastructure
- Letter to Chief Medical Officer of Health (CMOH) Ontario – Clean Indoor Air Act



Marketing & Communications

Expanding Our Community's Online Footprint

Throughout 2023, 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 **1,483** social media posts
- Generated a total **2,795,367** views on all posts
- Drove a total of **65,499** engagements on all posts.
- Earned a total of **6,721 New Followers** across our four channels (33.5% growth)
 - 774 New Facebook Followers (6.4% growth) (Total Followers: 12,947)
 - 180 New Instagram Followers (8% growth) (Total Followers: 2,428)
 - 459 New X (Twitter) Followers (6.8% growth) (Total Followers: 7,281)
 - 5,308 New LinkedIn Followers (29.1% growth) (Total Followers: 21,440)

Top Posts Included:

Ontario Society of Professional Engineers
Apr 2

When nearly 1/3 of Ontario's working engineering graduates are 50+, what does the future of the profession look like? We asked. You answered.



29%
of Ontario's

OSPE.ON.CA/WEAREENGINEERING
Engineering in Transition
Read the report

Like Comment Share

Facebook:

- Report on the Future of Engineering
- 364,294 Impressions
- 4,614 Engagements

Ontario Society of Professional Engineers
Apr 2

The CN Tower / Tour CN was lit purple yesterday to celebrate **#PEngDay** in Ontario! This iconic Canadian landmark is a testament to the hard work of **#engineers**.

From March 13-17, **#OSPE** will be at the **#CNTower** host

[Show More](#)



LinkedIn:

- Celebrating P.Eng. Day
- 55,001 Impressions
- 3,220 Engagements

OSPE @O_S_P_E · Apr 2

Washing your hands and limiting physical touch can help you avoid germs. But how do you protect yourself from an airborne disease?

Rethink your approach to COVID-19. Get the facts from OSPE's Indoor Air Quality Advisory Group: t.co/Du74iVrTto

#OSPELEADS
#EngineersLead



HOW COVID SPREADS

Comment Retweet Like

Twitter:

- Facts on COVID-19
- 54,334 Impressions
- 2,121 Engagements

Marketing & Communications

ENG Branding

At the end of 2023, OSPE introduced several new brands that fall under the parent brand, OSPE. All OSPE's member benefits and offerings now fall under one of these nine sub-brands, each with the prefix Eng, followed by a descriptor of the OSPE benefit.

For example, OSPE's original recorded content falls under EngTalks, and OSPE events, for both members and non-members, fall under EngConnect.

The inclusion of Eng in every sub-brand unifies OSPE's offerings by emphasizing that advancing the engineering profession and serving Ontario's engineers is at the heart of everything OSPE does.



The home of OSPE's Equity, Diversity, Inclusion and Accessibility Initiatives and more.



EngCon encompasses everything to do with OSPE's annual Engineering Conference.



OSPE's in-person and virtual events that bring the engineering community together.



EngLead includes all OSPE's advocacy activities stemming from an engineer's ethical duties to do no harm.



EngLearn is home for all of the learning opportunities that OSPE offers for members and non-members.



All of OSPE's courses, workshops, and career services are intended to help people get their engineering licenses.



All OSPE's original recorded content including seminars, Thought Leadership Thursdays, and episodes of Engineering the Future for example.



OSPE's newest member benefit is a dedicated custom travel agent service for members.



OSPE's collection of career services, like workshops, job boards, and career counseling.

Marketing & Communications

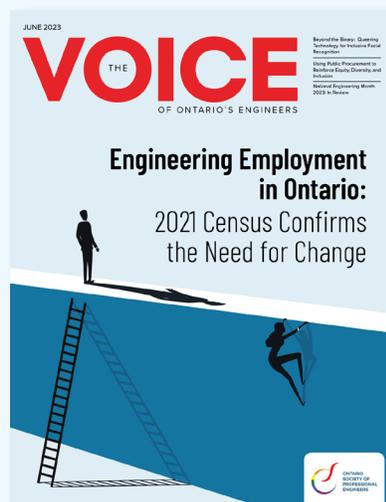
The Voice Magazine

In 2023, OSPE published four issues of our signature publication, *The Voice*. These four 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.



March 2023

- The Potential of Artificial Intelligence
- Civil Liberties and Data



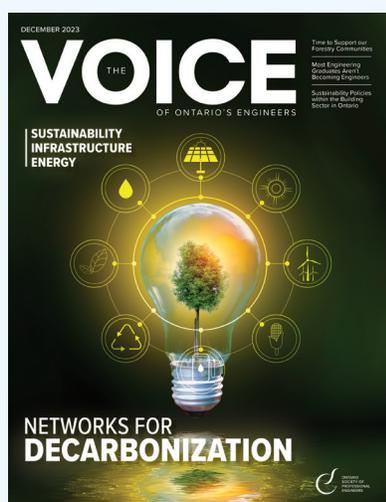
June 2023

- Beyond the Binary: Queering Technology for Inclusive Facial Recognition
- Using Public Procurement to Reinforce Equity, Diversity, and Inclusion



September 2023

- #EngCon 2023 – Everything you need to know



December 2023

- Articles on thermal networks, sustainable construction, forestry, and employment trends

Financial Statements

Ontario Society of Professional Engineers Summary Financial Statements For the year ended December 31, 2023

Financial Statements

Ontario Society of Professional Engineers Summary Financial Statements For the year ended December 31, 2023

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Financial Statements



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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, 2023, 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, 2023.

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 9, 2024

Financial Statements

Ontario Society of Professional Engineers Summary Statement of Financial Position

December 31	2023	2022
Assets		
Current		
Cash	\$ 359,629	\$ 1,297,089
Short-term investment	-	793,498
Accounts receivable	706,322	850,210
Prepaid expenses	153,206	215,863
	<u>1,219,157</u>	3,156,660
Long-term investments	1,399,403	359,982
Capital assets	14,826	21,073
Intangible assets	177,056	57,756
	<u>\$ 2,810,442</u>	<u>\$ 3,595,471</u>
Liabilities and Net Assets		
Current		
Accounts payable and accrued liabilities	\$ 271,690	\$ 603,419
Deferred revenue - government projects	157,871	342,451
Deferred revenue	660,579	830,995
Deferred lease incentives	8,534	8,534
	<u>1,098,674</u>	1,785,399
Net Assets		
Invested in capital assets and intangible assets	191,882	78,829
Internally restricted	1,287,186	1,287,186
Unrestricted	232,700	444,057
	<u>1,711,768</u>	1,810,072
	<u>\$ 2,810,442</u>	<u>\$ 3,595,471</u>

Financial Statements

Ontario Society of Professional Engineers Summary Statement of Operations

For the year ended December 31	2023	2022
Revenue		
Membership fees	\$ 1,179,977	\$ 1,197,219
Royalties	1,744,814	1,650,609
Government projects	475,505	883,285
Sponsorship	935,603	714,410
Professional development	292,914	263,049
Advertising	16,029	16,442
Career services	88,746	129,860
Other revenue	68,633	47,126
Investment income (loss)	107,893	(5,453)
	<u>4,910,114</u>	<u>4,896,547</u>
Expenses		
Advertising and promotion	175,563	209,762
Amortization - capital assets	11,162	12,105
Amortization - intangible assets	36,551	32,322
Annual general meeting and general assembly	5,674	1,402
Audit, legal and professional services	61,941	53,239
Bank charges	96,120	84,372
Consulting	225,200	393,276
Elections	9,479	10,758
Event production	953,579	839,388
Government projects	475,505	883,285
Insurance	135,455	126,667
Meetings	250,243	107,526
Office and general	210,964	229,804
Postage	8,883	31,290
Publications	23,668	44,725
Rent	170,169	176,889
Sponsorship	72,740	78,643
Telecommunication	20,508	19,165
Travel and volunteer expenses	172,647	162,145
Wages and benefits	1,892,367	1,729,925
	<u>5,008,418</u>	<u>5,226,688</u>
Deficiency of revenue over expenses for the year	\$ (98,304)	\$ (330,141)

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	2023 Total	2022 Total
Balance, beginning of year	\$ 78,829	\$ 1,287,186	\$ 444,057	\$ 1,810,072	\$ 2,140,213
Deficiency of revenue over expenses	(47,711)	-	(50,593)	(98,304)	(330,141)
Purchases of capital and intangible assets	160,764	-	(160,764)	-	-
Balance, end of year	\$ 191,882	\$ 1,287,186	\$ 232,700	\$ 1,711,768	\$ 1,810,072

Ontario Society of Professional Engineers Note to Summary Financial Statements

December 31, 2023

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, 2023 and December 31, 2022 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 2024

May 23, 2024

Angus Glen Golf Club (Markham, ON)

ospe.on.ca/event/ospe-classic-golf-tournament



The Engineering Conference 2024

October 29, 2024

Caesars Windsor (Windsor, ON)

engineeringconference.ca



Ontario Professional Engineers Awards Gala 2024

November 15, 2024

Paramount Event Space (Vaughan, ON)

opeaawards.ca



National Engineering Month 2024

March 1 – March 31, 2024

Provincewide (Virtual and In-Person)

nemontario.ca

Visit ospe.on.ca for more information.



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2023



ONTARIO
SOCIETY OF
PROFESSIONAL
ENGINEERS