

## Report of the CEO

### Introduction

Over the past year, we've been busy with a lot of exciting projects and initiatives, and I'm thrilled to share some of our achievements with you today.

### Stakeholder Engagement

At the heart of our activities has been the use of extensive stakeholder engagement. Our stakeholder engagement efforts have been extensive and multifaceted, ensuring that we gather input from a wide range of voices to inform our strategies and actions.

We have employed various methods to ensure comprehensive engagement, including:

- **Open Engagement Sessions:** These sessions provided a platform for direct interaction with our members and other stakeholders, allowing for open dialogue and feedback.
- **Focus Groups:** Targeted discussions with specific groups to delve deeper into particular issues and gather detailed insights.
- **Revamped Online Forum:** An updated digital platform where members can share their thoughts and engage in discussions at their convenience.
- **Surveys:** Structured questionnaires distributed to gather data on member opinions and experiences.

These engagement methods have been instrumental in shaping elements such as our communication strategy, by-law changes, and our Equity in Professional Regulation – Action Plan.

We have engaged with a diverse group of stakeholders, including:

- Members
- Other Regulators
- Indigenous Leaders
- Owners of Consulting Firms
- Chapter Executives
- Academic Institutions
- Government

A notable example of our engagement efforts was the MLA Reception held on May 16 at the Manitoba Club, which was attended by four ministers, ten MLAs, and 81 members, staff, and stakeholders.

### Legislation

The implementation of changes to the Engineering and Geoscientific Professions Act, which came into effect in November 2023, was a major focus early this year. More

recently, we have also initiated a review towards a potential act re-write. This has included a meeting with the minister, engaging legal experts to undertake research, and preparing for stakeholder engagement by a third party.

**Review of Existing Policies, Standards, and Guidelines**

We continue to undertake comprehensive reviews of and additions to our policies, standards, and guidelines. In the realm of professional standards, this has included the development of a software engineering paper and, hot off the presses, a revised guideline on Flexible Work Arrangements.

Related to admissions, we were highlighted for leading practices by the province's Fair Registration Practices Office (FRPO) in two separate reports in the past year. We have made updates to our Manual of Admissions twice in the past year related to Act amendments and more recently to launch new application types on intern and international mobility. Development of further changes to the assessment of academic credentials are well underway.

We have also formed task groups to review the Manual of Admissions, the Certificate of Authorization (CofA) insurance requirements, as well as the reporting requirements for Chapters.

**Equity in Professional Regulation Action Plan**

Our Equity in Professional Regulation Action Plan is a critical initiative aimed at reducing systemic barriers for women, Indigenous, and other equity-deserving practitioners in our professions. Only 18% of newly licensed engineers were women and less than 1% Indigenous in 2023.

Further, respondents to our Practitioner survey who identified as being part of equity-deserving groups reported unwanted comments or behaviour at double to triple the rates of respondents who did not identify as belonging to any of these groups. There is significant work to be done and the majority of our practitioners report wanting to be part of the solution. Our action plan is informed by research on regulatory equity initiatives in various professions and jurisdictions, extensive stakeholder engagement, and is aligned with the Truth and Reconciliation Commission Calls to Action and the Missing and Murdered Indigenous Women and Girls (MMIWG2S) Calls for Justice. Like regulators across the country, we are excited to be undertaking this important work.

**Growth**

Our membership growth has seen a remarkable increased rate over the past three years and shows no signs of slowing down.

Year	September Internship Enrolment
2024	3074
2023	2612
2022	2287

2021	1843
2020	1810
2019	1730

As of September 2024, the number of interns stands at 3,074, up from 1,843 in 2021. Notably, the growth in interns has exceeded 15% per year over the last three years, peaking at 24% in 2022.

### **Governance**

We have made significant strides in implementing the recommendations from the Governance Solutions Inc. (GSI) report from 2022. This includes the development of a governance scorecard to improve reporting to Council, ensuring we maintain transparency and accountability in our operations.

### **Information Security**

Our commitment to information security remains strong. This year we conducted cybersecurity vulnerability scans & penetration tests, resulting in several recommendations from our third-party consultants, most of which have been completed with the most recent round of tests resulting in a grade of "A".

### **Outreach & Community Involvement**

We have been actively involved in outreach and community activities. Highlights include a successful, sold-out Curling Funspiel that raised over \$5,500 for the University of Manitoba's GeoClub Student Association, and the Provincial Engineering and Geoscience Week, which saw hundreds of students and their families participate in activities and raised nearly \$30,000 for Harvest Manitoba. Our Making Links Engineering Classic golf day raised \$20,500 for the University of Manitoba's Price Faculty of Engineering, and we sponsored a build day with Habitat for Humanity, contributing to their largest development project in 35 years.

### **Events for Members**

We have hosted several events for our members, including a New Member Reception in September 2023, the return of in-person New Member Luncheons, and the 2024 Circular Mentorship Program, which saw over 200 people register for this year. Our Women in Engineering and Geoscience Mentorship program had another successful year, culminating in a final event with over 100 attendees. The Ingenium PD conference saw a 33% increase in registration compared to 2022, and we hosted various professional development seminars. We also held our 2024 Volunteer Appreciation Event in June at the Manitoba Museum Planetarium, celebrating the contributions of our dedicated volunteers.

### **Conclusion**

In conclusion, the past year has been one of growth, engagement, and progress for Engineers Geoscientists Manitoba. We have laid a strong foundation for the future and are committed to continuing our efforts to serve our members and the public. Thank you for your ongoing support and dedication to our professions.