

THE KEYSTONE PROFESSIONAL

THE OFFICIAL PUBLICATION OF **ENGINEERS GEOSCIENTISTS MANITOBA**

VOLUME NO. 2 2025

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**ENGINEERS
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MANITOBA**

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Practitioners are also encouraged to submit articles and photos on topics that would be of interest to the membership.

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PRESIDENT'S MESSAGE

DAVID AMORIM, P.ENG.

GOVERNING FOR TOMORROW: BALANCING TRADITION WITH BEST PRACTICES

Over the past year, Council has continued an important journey – one that doesn't lend itself to glamorous headlines but is vital to the health and future of Engineers Geoscientists Manitoba: modernizing our governance. Strong governance is the backbone of any professional regulator. It's how we make sure we are serving the public interest, supporting our members, and staying resilient in a changing world.

When you hear 'modernizing governance,' you might picture something abstract, or fluff words tucked away in an annual report or on the slide deck of a boardroom presentation. Or you may be questioning what governance even means and why you should care, and that's OK. Naturally, my understanding of governance was fairly limited prior to my involvement on Council and on other boards that I've been fortunate to be a part of. Simply stated, board governance is how a group of elected or appointed leaders (in our case, our Council) set the direction, make key decisions, and oversee the organization in support of achieving its mission and vision. At its heart, governance is about people – how we work together, how we make decisions, and how we ensure those decisions are grounded in both our values and best practices.

An aspect of modernizing our governance that has come into focus recently was a reflection on how individuals are elected to Council. Currently, any member can self-nominate themselves to be on the ballot for Council – only six signatures from supporting member colleagues are required to accompany the self-nomination. Council recently considered a proposed By-Law change that would have moved us toward a competency-based nomination process – a model increasingly used by professional boards across Canada and beyond. With this approach, prospective candidates could still self-nominate themselves, however they would be assessed against a set of competencies prior to addition to the ballot to ensure Council as a whole has the skills, perspectives, and diversity it needs to govern effectively.

The benefits of this approach are compelling and there is a reason that many professional boards, including

other regulators across Canada are moving in this direction. It helps ensure that those serving on Council have the right mix of expertise and judgment to guide our profession. It reduces the likelihood of individuals seeking a seat for reasons not aligned with the Association's mission and vision. It also gives us a tool to be more intentional about diversity, equity, and inclusion, so that Council reflects the community we serve. And perhaps most importantly, it aligns with recognized best practices in governance, which stress the importance of skills-based selection for effective oversight. It was a change that several Councillors, including myself, were strongly in favour of.



As with any proposed change, this idea generated considerable and thoughtful discussion around the Council table. While the motion did not pass this time and is thus not included in this year's proposed By-Law changes to be voted on by membership, I was encouraged by the engagement and the willingness to explore the topic from multiple perspectives. That kind of healthy debate is a sign of a Council that takes its responsibilities seriously.

Recently, another important governance conversation took place – this one about Council remuneration. Currently, our Councillors (with the exception of Appointed Councillors) serve entirely on a volunteer basis. Across Canada and internationally, more and more professional boards are moving toward modest remuneration. The rationale is that Council members shoulder significant responsibility, invest substantial time (especially the Executive), and are accountable for decisions that impact the public and the profession. Modest compensation can help attract and retain the best candidates, removes barriers to participation particularly among the younger membership or among those whose employers' do not support involvement on Council, and reinforces the professional accountability of the role.

At the same time, there is a deeply held belief – shared by many on Council – that volunteer service is part of what gives our governance its integrity and spirit of public service. I believe that spirit can remain, even if Council were to move toward a modest remuneration model. In many organizations, such compensation is symbolic compared to the time invested. It is intended not as an incentive to serve, but as recognition of the significant responsibility and expertise required – and as a way to make service accessible to a broader, more diverse group of people who might not otherwise

be able to participate. With the right culture and communication, the volunteer ethos can continue to thrive alongside a remuneration framework, ensuring our governance remains both principled and sustainable. Ultimately, Council approved a motion to strike a Task Force that will examine this question in further detail and report back on its recommendations.

While these two motions reflect different outcomes, they are both part of something much larger. Over the past few years, Council has been making significant strides in strengthening our governance following a third-party governance review. We are updating our policies, clarifying our roles, improving transparency, and aligning our work more closely with the expectations of both our members and the public. This is not always fast or easy work, but it is important work – and we are making real progress.

As President, I'm proud of how far we've come and confident about where we are going. Change in governance is often incremental, and it takes time to align ideas, values, and practical realities. The important thing is that we keep moving forward together, guided by our shared commitment to the profession and the public we serve.

We may not always agree on every proposal, but I believe those respectful differences are part of what makes our Council strong. They push us to think deeply, consider all angles, and ensure the decisions we make are well-founded. And when I look at the work we've already accomplished and the conversations we're still having, I am filled with optimism.

Thank you to my fellow Council members for your dedication, and to our membership for your trust in us to steward this profession. The work continues, and I'm excited for what lies ahead. ☀

Feel free to reach out anytime at President@EngGeoMB.ca. Your feedback and engagement are appreciated.





MENTORSHIP CENTRE

MONDAY TO FRIDAY: 8:30 A.M. - 4:30 P.M.
WEDNESDAY: 8:30 A.M. - 8:00 P.M.

All students, interns, licensees, general members, and senior members in good standing are invited to use the mentorship centre.

CEO'S MESSAGE

M. GREGOIRE, P.ENG., FEC

SWITCHING TO THE NEXT GEAR

Engineers Geoscientists Manitoba has been maintaining excellent momentum while finalizing the transitions of the past two years. Our operations teams have been extremely busy this past spring in moving forward on some major projects. These projects have also helped to inform a key milestone: a new strategic plan. This is the first strategic plan since the turnover in the CEO position and identifies changes in direction of the vision that the executive team and Council share for the future of the Association.

Throughout all our work, we are striving to ensure that decisions are made based on sound research and robust engagement of key interest holders. The development of the strategic plan itself is a prime example of this foundational principle. Input from Engineers Geoscientists Manitoba's councillors, staff, and the membership as a whole were fed into the process, which was guided by an external consultant with expertise in the area.

One of the key projects that has been affirmed through the strategic plan is the Act re-write project. The government relations team has undertaken a significant amount of engagement with internal and external groups. This has been complemented by research of trends and legislation across a swath of the professional regulation landscape and has been guided by legal experts in the field.

This background work has led to the approval by Council of a key set of principles that will in turn lead to the finalization of a legislative proposal. Members and other interest holders will continue to be engaged as we move forward on this project. Council continues to retain ownership of the process, as well, in accordance with our governance structure as we move through the next key milestones.

Another project that fed the strategic plan is the new Manual of Admissions. The last Keystone Professional described in detail the development of this version, which again included engagement with interest holders such as other provincial regulators, the Office of the Fairness Commissioner, employers, and members of Engineers Geoscientists Manitoba. The final product, which came into effect over the summer, has resulted in some major changes that will ensure we are effectively performing our key role of protecting the public.

A notable addition in the new Manual of Admissions is the option for academic assessment using

competency-based assessment. This assessment method, which is already used in two other provinces, will assist applicants whose degrees are not recognized automatically but who present with multiple years of professional experience. Instead of writing exams or taking courses, these applicants can submit a peer-reviewed report that demonstrates their grasp of foundational principles.



A third project that was re-affirmed through the new strategic plan is Engineers Geoscientists Manitoba's work on diversity, equity, and inclusion. The Equity in Professional Regulation Action Plan has remained a focus, with the development of a public EDI Commitment Statement serving as a key milestone. This statement, shaped through engagement with members and interest holders, reinforces our shared responsibility to build a profession that reflects the communities we serve and protect. In addition, the action plan also continues to produce top-tier training for our members. If you haven't had a chance to participate in one of these sessions, I highly recommend you do so!

With the new strategic plan in place, there is a renewed energy in the operational team at Engineers Geoscientists Manitoba. We have a refreshed sense of purpose that re-affirms some of our major on-going projects but also identifies new ports for us to explore. ⊕

As always, I appreciate comments and discussion about standards issues. If you'd like to talk about any of the above topics or any other area of concern, please do not hesitate to contact me at MGregoire@EngGeoMB.ca.

A NEW STRATEGIC PLAN TO CHART A COURSE FOR THE FUTURE



In early 2025, Engineers Geoscientists Manitoba embarked on a journey, facilitated through Governance Solutions Inc. (GSI), to direct the future of the Association through the development of a new strategic plan. The process was designed to be comprehensive and inclusive, with an aim to gather insights, validate priorities, and set a clear direction for the years ahead.

The first step began with the creation of a survey targeting current councillors, management, and EngGeoMB practitioners. This foundational step was a deliberate effort to understand the aspirations, concerns, and expectations of those directly involved in the Association. The survey explored a wide range of topics, including EngGeoMB's current strengths and weaknesses, opportunities and threats, and the level of continued support for existing goals and objectives. A thorough review of its mission, vision, and values, was also included. This validation process was complemented by an assessment of the current operating environment, critical success factors, socio-economic benefits, and regulatory considerations that could influence the Association's trajectory.

The results of the survey helped GSI develop a clear understanding of the Association's internal capabilities and external challenges. This analysis was instrumental in identifying key trends, challenges and developments in the sector, as well as uncovering emerging opportunities and practices that could have an impact on EngGeoMB.

As President David Amorim mentions, one of the emerging

topics was a priority for harmonisation and collaboration among Canadian regulators and ensuring that the workforce meets the need of the current times.

"There's been a lot of emphasis over the years to try to harmonise and collaborate more interprovincially. The issue has been made, I'd say, a lot clearer and more important particularly this year, with all the attention that's been placed on reducing interprovincial trade barriers, specifically in light of the Canada - U.S. trade war."

To meet the needs of communities and support the projects emphasised by the federal government – which include nation-building projects, Arctic sovereignty, and capitalizing on access to critical minerals – he also notes that it is increasingly vital to ensure that EngGeoMB can attract top talent from across Canada and abroad.

"We're starting to see a lot more applicants coming from outside Manitoba, as well as from outside of Canada. This increase in number of external applicants really necessitates an equitable and fair process that ensures that we can attract and retain and get these professionals working as quickly as possible. But at the same time, doesn't compromise the safety to the public or to the environment, which is our main mandate."

David Amorim continued that the second trend identified was related to advocacy and promotion of the professions. "At the same time, society needs to recognize the value that our professions bring to this world. That was another area that



the EngGeoMB Council was really interested in – to increase the level of advocacy we undertake for the professions.”

With these insights, GSI compiled a pre-session report that analyzed the survey data. Through the consolidated information, the Council and the senior leadership teams were able to better understand the current state in which the Association operates, and ultimately gave a fuller view of the historical performance of Engineers Geoscientists Manitoba from an internal and external perspective. It highlighted areas of strength to build upon, vulnerabilities to address, and opportunities to seize. Most importantly, it confirmed that the voices of practitioners were front and center when preparing to set the goals of the Association.

“The fact that we went out to membership was important. The feedback we got from membership was very good,” recalls David. “There were comments that we ended up implementing into the strategic plan. A lot of discussion about EDI, and a lot of discussion about equitable processes for new applicants and existing members. There was a universal acceptance that we should do more to advocate for the value that our professions bring to the public.”

GSI then convened an in-person facilitated strategic planning session. This one-day event was designed to draw out divergent views and uncover innovative ideas and perspectives that could elevate the Association’s strategic direction.

Through facilitated discussions, an enhanced vision, mission, and for the first time, value statements were developed. The Council was also able to reach a consensus on new strategic imperatives and outcomes for the Association.

Following the strategic planning session, GSI compiled the insights and decisions into a draft strategic

plan, which was reviewed to refine the language and ensure the plan resonated with staff and interest holders alike. Council approved the new strategic plan at their meeting on June 12, 2025.

“I’m hopeful,” says David, “and I would like to believe that when members have the opportunity to review the new plan, that the strategic imperatives specifically will resonate with them, and resonate with the challenges and opportunities that they are seeing in their own professional practice”.

In the coming months, a consultant will be engaged to create a new balanced scorecard based on the new strategic plan. The management team will also continue to develop an operational plan to ensure Engineers Geoscientists Manitoba is successful in moving towards these new imperatives.

As the Association moves forward, this strategic foundation will serve as a compass – guiding decisions, inspiring innovation, and reaffirming the Association’s commitment to the future of engineering and geoscience in Manitoba. ⊕



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COUNCIL APPROVES LEGISLATIVE OBJECTIVES AS ACT CHANGE PROJECT PROGRESSES

As Manitoba's engineering and geoscience professions face increasingly complex technical, regulatory, and societal demands, the need for a modern and adaptable legislative framework has become clear. The current Act, while effective, lacks in its ability to provide the flexibility needed to support forward-looking self-regulation.

The decision to pursue legislative reform is rooted in this recognition and guided by the mandate to protect the public, while responding to emerging technologies and reflecting the realities of contemporary professional practice. The Act Change Project was initiated to close these gaps by aligning the legislation with modern drafting standards, reinforcing regulatory authority, supporting public accountability, and promoting harmonization with other self-regulatory engineering and geoscience regulators across Canada. With these motivations at the forefront, Engineers Geoscientists Manitoba has been advancing a consultative process that has made steady progress over the past year. A strong foundation has been laid for the development of new legislation that addresses today's regulatory realities while also supporting the future evolution of the professions.

At its meeting on June 12, 2025, Council approved a set of legislative objectives to guide the modernization of *The Engineering and Geoscientific Professions Act*. Shaped by more than a year of focused research, policy analysis, legal review, and consultation, the Act Change Project reflects a broad range of interest holder perspectives. These have been gathered through dyadic interviews, focus groups, Council discussions, targeted presentations, and news notices to practitioners. Engagement has included professional members from across disciplines and career stages, interns, employers, allied associations, and both former and current councillors. The approved objectives focus on core areas identified through interest holder feedback, legal analysis, and internal administrative review. Key topics include, but are not limited to, expanding proactive investigative tools to align with western regulators, addressing the use of protected titles and the growing influence of artificial intelligence, reviewing registration procedures, strengthening the Association's mandate and governance structure, and updating the Act's general terminology and format.

Throughout this work, Engineers Geoscientists Manitoba has maintained regular dialogue with the Ministry of Labour and Immigration to ensure alignment on

timelines and procedural requirements. In July 2024, the Association received confirmation of the government's support to pursue legislative reform. This was followed in May 2025, by formal notice of the government's intent to introduce legislation in 2027, along with approval for the Association to submit a legislative proposal. These discussions have focused strictly on process and legislative planning, and not the content of the objectives. Council has authorized continued engagement with government but has directed that specific legislative objectives are not shared in writing at this stage. On July 30, 2025, the Association held its second formal meeting with the Ministry's policy team, which reinforced a collaborative approach to planning the next phase of work.

To date, the project has delivered a robust set of planning and reference materials. These include interjurisdictional legislative scans, detailed engagement summaries, research papers, an internal action plan, and early guidance on legislative structure and formatting. With Council's approval of the objectives and formal support from government in place, the Association is now preparing to formally consult with government on next steps. In the coming months, legal counsel and staff will work on a legislative proposal that reflects Council's direction. Supporting documentation will be developed to accompany the draft and help guide further Council deliberations. Before any documentation is submitted to government, Council will have the opportunity to approve the full proposal package. This next phase of work ensures that both the proposal and its supporting materials are responsive to Council's direction and aligned with the procedural expectations of government.

As this work moves forward, the motivations behind the initiative remain central. Legislative reform is a necessary step toward equipping the professions with a responsive and principled framework that supports transparency, upholds public trust, and ensures regulatory clarity. It also strengthens Manitoba's ability to support interprovincial mobility and labour market access, aligning the province's framework with national expectations for registration across Canada. Engineers Geoscientists Manitoba remains committed to building a legislative foundation that reflects the evolving role of the professions and strengthens the capacity of the regulatory framework to protect the public interest in the years ahead. ⊕

EQUITY AND REPRESENTATION

STAYING COMMITTED: A VISION FOR INCLUSIVE AND RECONCILED PROFESSIONS

Engineers Geoscientists Manitoba has been implementing on a multi-year Equity in Professional Regulation Action Plan, in consultation with Jessica Vandenberghe, P.Eng., of Guiding Star Consulting. The Association tracks the disproportionately low levels of representation of Indigenous and women practitioners, as well as the barriers that these and other equity-deserving groups face. Going forward, the Association is committed to advancing equity, diversity, and inclusion initiatives, along with Truth and Reconciliation principles.

The action plan is the result of a year-long deep dive into leading equitable policies and practices in professional regulation and was informed by surveys and interviews of our membership. There are four targeted areas of activity in the plan, with supporting initiatives, to be executed between 2024-2028. Included in the first area, (1) Lead by Example, was the creation of an Equity, Diversity, and Inclusion (EDI) Committee that would seek the advisory support of equity-deserving members on the design, testing, and sponsorship of actions within the action plan. The committee aims to include practitioners of all demographics, including at least one, but ideally two, members who identify as women, trans and/or non-binary, 2SLGBQQIA+, First Nations, Metis, Inuit, Black, persons of colour,

internationally educated, and person with a disability(s). The committee also includes members who do not identify as part of an equity-deserving group. When it isn't possible to have practitioners or members-at-large of an equity-deserving group, the committee will rely on consultants of said demographic to bring the perspective.

The previous Engineering Changes Lives Provincial Steering Committee (ECL) was repurposed into the EDI Committee, and interested members could apply via the Association's website. The Equity and Representation department of the Association interviewed the applicants, and the committee has continued to meet monthly since October 2024.

COMMITMENT STATEMENT DESIGN PROCESS

The initial priority of the EDI Committee was to design a draft "Commitment Statement" (included at the end) to reaffirm the Association's commitment to strategic End 5 - that Practitioners reflect the diversity of the public. Continued research shows that organizations and workplaces that prioritize EDI foster productivity, creativity, and problem-solving. For engineers and

"Engineers geoscientists manitoba is committed to leading and supporting inclusive and equitable practices throughout the professions of engineering and geoscience. We recognize the need to address systemic issues of inequity and inequality in alignment with our mandate.

Our practitioners are striving to continually advance a profession that reflects and embraces the diversity of our communities and encourages the competencies of open mindedness, respect, and empathy.

Together, we share responsibility for protecting the public and ensuring that equity, diversity, and inclusion are treated as essential to our work."

- Official Equity, Diversity, and Inclusion Commitment Statement

geoscientists who shape the natural world through their innovations, EDI concepts are critical to best serve all members of our population.

Ahead of the design session, committee members were given a desktop-study document that contained a draft Statement for the Association and the commitment statements of various organizations with the following design principles: (1) credible and compelling, (2) concise and clear, (3) vision and values alignment, (4) impact to Organization and those served, (5) tone of optimism and growth, and (6) short and long-term goal oriented.


The 90-minute design session was facilitated by Jessica Vandenberghe, and committee members in attendance made suggestions and edits to the draft.

To garner members' feedback, the draft statement was made available to Council at the January meeting, two virtual EDI Commitment Statement Engagement

sessions were held on February 12 and 18, 2025.

These sessions were one hour each and covered the background and work into drafting the Statement, as well as the relevance of having a commitment statement as a regulator.

WHERE TO FIND IT AND HOW TO USE IT

Since the engagement sessions, the commitment statement has been published on the Association's website on the "About" page. The Statement will need to be reviewed every few years to ensure that the Association stays up to date as equity, diversity and inclusion best practices continue to evolve and as new information becomes available. The EDI Commitment Statement can be read out loud in decision making meetings to ground volunteers active in self-regulation, in the importance of balanced representation, equitable thinking, and inclusive practices. 

CERTIFICATES OF AUTHORIZATION

IMPORTANT CHANGES: INSURANCE REQUIREMENTS IN 2026

INSURANCE REQUIREMENT FOR HOLDERS OF CERTIFICATES OF AUTHORIZATION

At the June 12, 2025 Council Meeting, Council approved changes to the Association's insurance policy for Certificate of Authorization holders, which come into force January 1, 2026.

Section 16 of The Engineering and Geoscientific Professions Act prescribes the elements required by a corporation, partnership, or other legal entity (other than a natural person) to be entitled to hold a Certificate of Authorization (CofA). In accordance with the Act, Council establishes the amounts, terms and conditions of professional liability insurance coverage that certificate holders are required to hold and maintain.

Upcoming changes to the CoA holder insurance policy include:

- Raising policy limit minimums:
 - A policy limit for each single claim of at least \$500,000.00.
 - Either an aggregate policy limit for all claims of at least \$1,000,000.00 per year or an automatic policy limit reinstatement feature.
- Eliminating stipulations regarding minimum deductibles/self-insured retentions.
- Clarifying that Manufacturer's Errors & Omissions and Contactor's Errors & Omissions policies do not qualify and are not acceptable alternatives to professional liability insurance.
- Eliminating exemptions for shipping, nuclear, and aviation industries.

INSURANCE REQUIREMENT FOR SOLE PROPRIETORS

Changes approved at the 2024 AGM to By-law 18.2 require sole proprietors (members offering services to the public without a corporate entity or partnership) to carry the same level of insurance coverage as CofA holders. Sole proprietors must comply with this requirement by December 31, 2025. This change does not impact employees of corporations, partnerships, or public entities (e.g. The Province of Manitoba).

MORE INFORMATION:

Certificates of Authorization Insurance Requirements www.EngGeoMB.ca/CofAInsuranceRequirements.html 

ADMISSIONS

ENHANCING AND ALIGNING STANDARDS: KEY REVISIONS TO THE MANUAL OF ADMISSIONS

On July 1, 2025, the revised Manual of Admissions came into effect. It is the result of the work over the past year and a half, by the Manual of Admissions Task Group and the Association to review the academic assessment program for engineering and geoscience intern enrollment. This involved engagement with members, the public, regulators across Canada, academic institutions, and Manitoba's Fair Registration Practices Office. Additional changes were made to language proficiency to align with requirements of *The Fair Registration Practices in Regulated Professions Act*. The Manual describes the requirements for professional registration and licensure including education and experience requirements.

ACADEMIC ELIGIBILITY FOR P.ENG. AND P.GEO.

For an applicant to be eligible to apply for professional registration, an applicant's academic requirement is assessed in the Engineering Intern and Geoscience Intern stage of the registration process.

Modeled on an assessment approach developed by the Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS), three confidence levels are defined based on the EngGeoMB's confidence that the academic program is acceptable to practice professional engineering or professional geoscience safely in Canada. The rigor of the assessment process for each level is proportionate to the level of risk that the program does not meet the standard required to ensure protection of the public.

FOR CONFIDENCE LEVEL 1 - *Confident that the academic program is acceptable, and an academic assessment is not required.*

Applicants that fall into this level typically include engineering applicants who graduated with a bachelor's degree from Canadian accredited or Washington Accord signatory countries' accredited engineering programs or have a post-graduate degree from an institution with an accredited program in the same discipline.

Geoscience applicants who graduated from a Canadian university geoscience program and meet the knowledge requirements are included in Confidence Level 1 as well.

Former EngGeoMB interns or interns currently registered with other regulators also qualify for this level.

FOR CONFIDENCE LEVEL 2 - *Academic program may be comparable to university level engineering or geoscience in Canada, but further academic assessment for this confirmation is required.*

Applicants that fall into this level will have the breadth, depth, progression and coherence of their education assessed and the level confirmed. A confirmatory program may be required to become academically qualified.

FOR CONFIDENCE LEVEL 3 - *Program is missing the equivalent of one or more years of full-time bachelor's level engineering or geoscience study in Canada. This is too much to be remediated and the program would therefore not be eligible for an academic assessment.*

For programs that do not meet the minimum requirement for academic assessment, the applicant may be eligible to apply for a Specified Scope of Practice License.



The changes to the academic assessment program are intended to align with other Canadian engineering and geoscience regulators and provide additional options to confirm academic eligibility for internationally educated professionals and applicants with degrees from non-accredited programs.

Applicants in Confidence Level 2 are required to submit a self-assessment of their academic program. The self-assessment checklists are based on Engineers Canada exam syllabi and Geoscientists Canada Geoscience Knowledge and Experience Requirements. An admissions academic assessor will review the self-assessment and submit their report to the Registrar's newly established Academic Review Committee (ARC). Recommendations from the ARC, based on academic qualifications, will then be submitted to the Registration Committee – responsible for confirming requirements and approving intern enrollment.

The new confirmatory program includes technical and confirmatory exams and options to waive exams for applicants with post-graduate degrees who meet all course requirements or for applicants that have four or more years of engineering or geoscience work experience. For applicants that are approved to complete the work experience reporting option, applicants will be required to complete technical competencies in Competency-Based Assessment (CBA). If the applicant's technical competencies meet the minimum requirements, the Registration Committee may approve waiving confirmatory exams. The applicant would then be eligible for intern enrollment and continue with the CBA process. A new academic assessment fee is in effect for applications that require approval from an academic assessment by an admissions assessor, and technical exams are subject to a fee per exam, which aligns with other regulators.

LANGUAGE PROFICIENCY

Changes to language proficiency and testing are also reflected in the revised Manual of Admissions to ensure alignment with the province's Language Proficiency Testing Regulation.

To assess English language competence, EngGeoMB considers:

- the applicant's assessed ratings in Competency-Based Assessment (CBA);
- the primary language in the applicant's professional work environment; and, if applicable,
- the primary language of instruction in the applicant's degree programs.

All engineering and geoscience interns and specified scope of practice license applicants must complete the Competency-Based Assessment (CBA). Communication in English is a competency category in CBA with a minimum rating of 3 in all communication competencies to obtain professional registration.

If the applicant does not meet the minimum rating of a 3.0 in the three communication competencies in CBA, and the applicant's primary language of instruction was not English, and/or English was not the primary language of communication in the applicant's work environment, a language proficiency test may be requested.

The Association accepts the following tests to satisfy the English language proficiency requirement:

- Canadian English Language Proficiency Index Program (CELPPIP) General Test
 - Minimum Combined Average Score: 8
- International English Language Testing System (IELTS) General Test
 - Minimum Combined Level: 7.0. IELTS One Skill Retake is also accepted.
- Canadian Academic English Language (CAEL) Test
 - Minimum Combined Score: 70

Language tests must be undertaken and dated within two years of submission to EngGeoMB. Once valid test results are submitted with adequate scores, no further retesting will be required.

For questions about the Manual of Admissions, contact the Admissions Department at: Apply@EngGeoMB.ca



MORE INFORMATION

Manual of Admissions: www.EngGeoMB.ca/pdf/Admissions/ManualOfAdmissions20250612.pdf

Intern Program: www.EngGeoMB.ca/Interns.html

Confirmatory Program: www.EngGeoMB.ca/ConfirmatoryProgram.html

Language Requirements: www.EngGeoMB.ca/LanguageRequirements.html ⊕

THURSDAY, OCTOBER 23, 2025

2025 ANNUAL GENERAL BUSINESS MEETING, AWARDS CEREMONY, AND RECOGNITION LUNCH

www.EngGeoMB.ca



2025
Ingenium

PROFESSIONAL DEVELOPMENT SEMINARS

NOVEMBER 18 - 20, 2025

www.EngGeoMB.ca/Ingenium

CELEBRATING 21 YEARS OF Making Links T






For more than two decades, the Making Links Classic has been more than a day on the golf course. It's a celebration of Manitoba's engineering and geoscience communities, and a time to come together for a shared cause.

On June 19, **216 golfers** across 54 teams teed off at Quarry Oaks Golf Course, united by a common goal: supporting the next generation of professionals. This year's efforts raised an impressive **\$21,000**, supporting high-impact projects that prepare graduates for real-world challenges.



WHY YOUR SWING MATTERS

Proceeds from the Making Links Classic support students in the University of Manitoba's Price Faculty of Engineering through a range of meaningful initiatives, including:

-  **Collaborative study spaces** that encourage teamwork and hands-on learning
-  **Mentorship opportunities** that connect students with experienced industry leaders
-  **Flexible project funding** that allows students to pursue innovative, real-world challenges



*"Thank you for another **incredible tournament** in support of the Price Faculty of Engineering! ... We were very pleased to have some of our Price Faculty staff working alongside Engineers Geoscientists Manitoba to support the tournament logistics at Quarry Oaks, and better yet, to meet many of the golfers as you came through the holes and stations. ... **We appreciate Engineers Geoscientists Manitoba's efforts to create this opportunity for community-building, networking, and fun.**"*

- Marcia Friesen, P.Eng., FEC,
Dean, Price Faculty of Engineering





The raffle was a highlight of the day, with **15 lucky winners** taking home an impressive mix of prizes.

Attendees scored standout items such as gourmet coffee kits, premium cookware, camping gear, spa and dining experiences, a fire table, an ice cream maker, and many more fantastic prizes.

A big thank-you goes to the many companies who contributed toward the prize giveaways, helping keep the excitement high until the very last draw. 🍀

GENEROUS CONTRIBUTORS

- Assiniboine Park Conservancy
- Elevate Sports Recovery & Performance
- FortWhyte Alive
- Inn at the Forks
- Norwood Hotel
- Pizza Hotline
- Shapes Fitness Centres
- Shelmerdine Garden Centre
- Stella's Café & Bakery
- The Keg Steakhouse + Bar



CONGRATULATIONS TO THE TOP TEAMS

1. K. Baylis, J. Saj, S. Bergen, N. Kauenhofen (Stantec Consulting Inc.)
2. B. Arpin, R. Dobson, R. Beardy, C. Bruce (KGS Group)
3. K. Heroux, A. Sousa, D. Monnier, T. Hengen (Graham Construction)

Thank You to Our 2025 Sponsors!

The Making Links Classic is made possible through the generous support of our sponsors.

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Friends of Engineering
FWS Group of Companies
Heidelberg Materials
KGS Group
KidSport
Lafarge Canada
MLT Aikins LLP
Naida Communications
Proforma TouchStone
Standard Insurance Brokers
The Personal Insurance Company
WD Industrial Group

Mark your calendar for **June 18, 2026**, at Quarry Oaks. You won't want to miss it! Tee off with friends, enjoy the course, and join the fun!

2025 Ingenium

INGENIUM REGISTRATION INCLUDES...

- Access to all virtual professional development seminars: live keynotes, seminar sessions, and interactive workshops
- Optional in-person networking event following the live online sessions, at no additional cost
- Exclusive on-demand sessions, available to access any time
- Access to recordings of all sessions for 90 days

Professional growth thrives when knowledge meets practicality, and this November, Ingenium brings both directly to you. From November 18 to 20, 2025, engineers, geoscientists, and industry leaders will gather online for three days of live sessions, interactive discussions, and on-demand content designed to fit your schedule. This year, we are turning the spotlight Local, highlighting our province's unique challenges and opportunities. The program bridges regional expertise with global relevance, inviting you to join the conversation and discover how local perspectives can shape a broader future.

PROGRAM OVERVIEW

Day 1 – Tuesday, November 18: A day of big-picture thinking, blending leadership in STEM with practical insights for career growth. Sessions will tackle everything from financial confidence to Manitoba's role in emerging technologies, including AI's local applications in key industries.

Day 2 – Wednesday, November 19: This day highlights critical topics like the fight against Alzheimer's through engineering. Then, Student Achievement Award finalists will present innovative projects addressing real-world challenges, followed by discussions on workplace dynamics, urban revitalization and community-building.

Day 3 – Thursday, November 20: Technology takes center stage as we explore AI's role in environmental monitoring, northern resource development, and leadership strategies. The day closes with insights on balancing innovation with responsibility, tying local expertise to global challenges. ➕

2025 SESSION SPEAKERS INCLUDE...

STRETCHING BEYOND SURVIVAL: LEADING, THRIVING, AND BUILDING TOGETHER IN STEM



JUANITA DESOUZA-HULETEY

With over 25 years in enterprise IT leadership, project and change management, and executive coaching, Juanita DeSouza-Huletey is the founder of Dynamic Solutions International and the Canadian Immigrant Professional Alliance. Her keynote shares practical strategies to overcoming systemic barriers and building inclusive, sustainable professional growth.

TUESDAY, NOVEMBER 18

ENGINEERING TRUST: HOW VALUES-BASED LEADERSHIP BUILDS HIGH-PERFORMING TEAMS



BILLY RAY TAYLOR

A global operations strategist and former Goodyear North America Director, Billy Ray Taylor led measurable turnarounds. Creator of the LinkedXL process (featured in The Winning Link), he specializes in aligning teams through trust and accountability. His session delivers practical lessons on trust, transparency, and accountability in organizational leadership.

WEDNESDAY, NOVEMBER 19

ARTIFICIAL INTELLIGENCE AND LEADERSHIP STRATEGIES - POWERING THE FUTURE SAFELY



ROSS PAMBRUN

Indigenous Métis business leader, and CEO of The Memphis Group, an AI company protecting communities from environmental threats. Ross Pambrun combines AI, machine learning, and cybersecurity to develop culturally informed, innovative solutions. His keynote empowers leaders to guide AI innovation safely and effectively through practical strategies and case studies.

THURSDAY, NOVEMBER 20

2025 INGENIUM - SESSION SCHEDULE

DAY 1 TUESDAY, NOVEMBER 18

09:00-
10:00 AM



KEYNOTE:

Stretching Beyond Survival: Leading, Thriving, and Building Together in STEM

Juanita DeSouza-Huletey PMP

10:30-
11:30 AM

Career Checkups: Why Your Future Deserves an Annual Appointment

Kate Swallow Yee

12:00-
01:00 PM

Airships and Drones to Expand Broadband in Northern Manitoba and Support Mineral Exploration

Dr. Philip Ferguson

01:30-
02:30 PM

Exploring the Common Stages of a Professional's Financial Journey

Elliott Einarson CIM, CFP

03:00-
04:00 PM

Generative AI for Manitoba: Transforming Medical Imaging and Agriculture

Vahab Khoshdel, PhD, P.Eng

DAY 2 WEDNESDAY, NOVEMBER 19

09:00-
10:00 AM

Engineering-Driven Solutions for Alzheimer's Diagnosis and Therapy

Dr. Zahra Moussavi

10:30-
11:30 AM

Student Achievement Award Finalist Presentations

Multiple Speakers

12:00-
01:00 PM



KEYNOTE:

How We Win - Engineering Trust

Billy Ray Taylor

01:30-
02:30 PM

Harassment in the Workplace: Rights, Responsibilities, and Legal Consequences

Jennifer Sokal & Allie Moar

03:00-
04:00 PM

CentrePlan 2050 - a path to post-pandemic downtown revitalization

Kurtis Kowalke, RPP, MCIP

DAY 3 THURSDAY, NOVEMBER 20

09:00-
10:00 AM

Aggregate and Quarry Operations for Northern Development

Richard Munroe, FGAC, P.Geo.

10:30-
11:30 AM

Addressing Recruitment Bottlenecks for Employers and Job Seekers

Jaysa Toet, CPHR

12:00-
01:00 PM

Creativity and Risk: The Secret Tools of Successful Technical Professionals

Lisa Moretto

01:30-
02:30 PM

Engineering Approaches to Arctic Climate Change Research

Dustin Isleifson

03:00-
04:00 PM



KEYNOTE:

Artificial Intelligence and Leadership Strategies - Powering the Future Safely

Ross Pambrun

NETWORKING OPPORTUNITIES

This year marks the second time Ingenium will host an in-person networking event, bringing together attendees and speakers for conversations that go beyond the screen.

Hosted in Winnipeg and Brandon, it's an opportunity to meet fellow professionals, exchange ideas, and continue discussions sparked during the conference.

Thursday, November 20 at 5:30 PM

For additional information about Ingenium, visit www.EngGeoMB.ca/Ingenium

Have questions about the conference? Feel free to reach out to EngGeoMB Events Coordinator, Maria Vargas at MVargas@EngGeoMB.ca

NEWS+NOTES

CELEBRATING STEM AT PROVINCIAL ENGINEERING AND GEOSCIENCE WEEK 2025

Engineers Geoscientists Manitoba (EngGeoMB) marked National Engineering and Geoscience Month with a week of engaging events during Professional Engineering and Geoscience Week (PEGW). Held in March, the celebrations aimed to inspire youth across Manitoba to explore careers in engineering and geoscience through hands-on learning and fun.

Highlights included a community event at Kildonan Place Shopping Centre, where children built gumdrop structures, toy car bridges, and working circuits. The week also featured the annual Spaghetti Bridge Competition, drawing 1,200 students from Kindergarten to Grade 12. A total of 528 bridges were tested, with the strongest holding an impressive 148.5 kg. Together, the bridges supported a combined weight of 12,857.9 kg - showcasing the creativity and potential of Manitoba's future engineers and geoscientists.



ENGINEERED ROOF TRUSS AND FLOOR JOISTS IN PART 9 BUILDINGS UNDER THE MANITOBA BUILDING CODE

A bulletin from Manitoba's Inspection and Technical Services provides important clarification on documentation requirements for engineered roof trusses and floor joists in Part 9 buildings under the Manitoba Building Code. These structural components must be designed by a professional engineer skilled in the relevant work, and all associated drawings and documents submitted with building applications must be properly dated, signed, and sealed. This applies to all land authorities, including municipalities, planning districts, provincial parks, and areas regulated by Indigenous Reconciliation and Northern Relations (IRNR). The bulletin emphasizes that manufactured floor systems and roof trusses must comply with Division B, Part 4 of the Code, including specific joint connection standards outlined in Subsection 4.3.1. Additionally, under the Manitoba Engineering and Geoscientific Professions Act, all engineering documents issued by licensed professionals must be authenticated. Since permit and documentation requirements may vary by jurisdiction, applicants are encouraged to consult their local land authority to ensure all submissions meet the necessary standards. For full details, see the official news story online.

2024 SALARY SURVEY RESULTS

EngGeoMB extends its gratitude to the practitioners who participated in the 2024 Salary Survey. The results are now available, along with previous survey results, on the Salary Survey webpage.

UM AND RRC POLYTECH ESTABLISH NEW PARTNERSHIP FOR STUDENTS PURSUING ENGINEERING

A new partnership between Red River College Polytechnic (RRC Polytech) and the University of Manitoba (UM) is creating a streamlined, Manitoba-based pathway for students to earn an engineering degree. Graduates from RRC Polytech's Engineering Technology programs can now directly enter UM's Price Faculty of Engineering, specifically into Civil or Mechanical Engineering programs starting Fall 2025. This initiative allows up to ten students annually to build on their technical diplomas and pursue an engineering degree through an accelerated route, enhancing career mobility and retaining skilled talent within the province.

The collaboration reflects a shared commitment to supporting student success, meeting industry needs, and strengthening Manitoba's economy. It offers dual credentials that are highly valued by employers and includes supports for underrepresented groups, including Indigenous students. The agreement is open to recent graduates and alumni from the past ten years, with plans to expand into Biosystems, Electrical, and Computer Engineering programs by Fall 2026. For more information, see the News Story online.

Congratulations to Aimee Intac-Leung, P.Eng., on receiving the prestigious King Charles III Coronation Medal in 2025. This award recognizes individuals who have made outstanding contributions to their communities and professions.

Aimee's dedication to engineering and her impactful service within Manitoba's professional and volunteer communities exemplify the values celebrated by this national honour. Her recognition highlights the vital role engineers play in shaping a better future for all Manitobans.



8TH ANNUAL MLA RECEPTION

Engineers Geoscientists Manitoba hosted its eighth annual MLA Reception on May 15, 2025, bringing together Association members and government officials to strengthen relationships and discuss the future of engineering and geoscience in Manitoba. The event welcomed ministers, MLAs, and other leaders for meaningful conversations and networking.

With 67 attendees, including students and professionals, the evening fostered collaboration and highlighted the importance of these professions in shaping the province. To support effective engagement, EngGeoMB provided a pre-event information session and a booklet with guest bios, helping members connect confidently with government representatives.

NEW MEMBER LUNCH

On June 10, 2025, the Association welcomed new members to the Norwood Hotel for a complimentary luncheon and networking opportunity. Guests were invited to take pictures with the president and celebrate their newly acquired professional licence in Manitoba.

Congratulations to all!



ENGGEOMB CELEBRATES VOLUNTEERS AT 2025 APPRECIATION EVENING



On May 28, 2025, Engineers Geoscientists Manitoba hosted its annual Volunteer Appreciation Evening at the Assiniboine Park Zoo's Gateway to the Arctic. Over 160 attendees gathered to celebrate the contributions of EngGeoMB volunteers in a unique setting beneath swimming polar bears and seals in the Sea Ice Passage.

Guests enjoyed complimentary light refreshments and the chance to explore the Aurora Borealis Theatre. The event offered a memorable evening of connection, recognition, and gratitude for the volunteers who help shape the engineering and geoscience community in Manitoba.

Thank you to our volunteers!



2025 MENTORSHIP PROGRAM CAREER NIGHT

The first Career Night networking event was held on June 11, 2025, at Engineers Geoscientists Manitoba's office, bringing together 40 participants from the Circular and Women's mentorship programs and representatives from 10 organizations. The event successfully fostered connections between students, professionals, and industry leaders.

Due to its positive reception and interest from organizations in future collaborations, the Association plans to host Career Night again next year for all mentorship program participants. It offers valuable opportunities for networking, career exploration, and showcasing organizational culture and job prospects.



2025 CHAPTER PICNIC

On August 23, 2025, EngGeoMB members, families, and friends gathered at Assiniboine Park for the annual Chapter Summer Picnic. Even with the weather not on our side, the spirit of the community was high as attendees came together to enjoy food, fun, and connection.

With more than 200 attendees, the day offered something for everyone, family-friendly activities, authentic cultural dishes shared by chapters across the Association, and unique experiences such as the Chinese Message Station, which invited guests to pause, and relax.

Community events like the Chapter Summer Picnic play an important role in strengthening the engineering and geoscience professions. They provide opportunities for members to connect across cultures and disciplines, foster meaningful relationships, and celebrate the diversity that makes our professional community strong. Thank you to all chapters, volunteers, and participants who made this year's picnic such a success.

Congratulations to Dr. Digvir Jayas, P.Eng. FEC on being named a recipient of the 2025 Order of Manitoba, the province's highest honour. A distinguished engineer and agrologist, Dr. Jayas is recognized for his groundbreaking contributions to grain preservation and agricultural research over a 30-year career.

Dr. Jayas's achievements have had a lasting impact both locally and globally, and this honour celebrates his dedication to advancing science, education, and innovation in Manitoba.

MEMBER UPDATE

JANUARY 2025 - JUNE 2025

PROFESSIONAL MEMBERS

F. Abbasy	C.J.C. Cuyano	T.J. Hoepfner	S.A. Mughal	C.B. Smith
M.P.M. Abdalla	G.C. de Souza Pessoa	K.D.T. Hosler	A.S. Munshi	J.F.E. Smith
W. Abou Khamis	Z.I. Dedov	C.C. Hrynkiw	J. Muthaiah	T.J. Smith
M.A.M.E. Abuzeid	M.J. Del Bigio	B.G. Hucl	A. Naghibi	L.M. Smithard
G.B. Adams	I.R. Deniset	J.A. Huhtala	A.M. Naoum	N.D. Snively
O.S. Aderinko	C.N. Devanarayana	J.M.A. Hunting	A.M. Neustaedter	B. Soltana
A.A. Adesanmi	K. Dhandapani	K.P.A. Ilchena	J.W. Ninness	M. Soltani
J.R. Adriano	P.B.S. Dhillon	B. Iqbal	H. Nishine	P. Sotoudeh Foumani
M. Afrooz	L.J. Diez Escobar	E. Ishaya	D.A. Nuessler	M.A. Sottana
A. Ahmed	M.H. Dinh	J.V. Jackson	R.U. Nwaokelime	B.F. Sparling
M. Al-Alosi	D. Dixon	F. Jamil	C.D. Nygren	S.S. Sran
D.V. Aleksov	J.N. Doerksen	T.M. Janusc	D.N. Oberholzer	B.N. Stahl
K. Aljawamis	A.J. Doherty	R. Jestin	J.S. Olitch	J. Staniowski
H. Allahyari	R.M. Doucet	M.S.P. Kabad	R.D. Onieu	R.L. Staring
A.H. Aman Zadeh	J.T. Drachuk	P.S. Kanda	O.S. Oparinde	J.J. Suchan
R.J. Anderson	V.K. Dwivedi	B. Kapil	R.D. Ortega	B. Sukkar
R.M. Anderson	T.J. Edwards	I. Karimi	C. Ou	S.H. Susanto
P.Y.J. Ang	D.J. Elgersma	S. Karimi	N.V. Panchal	X. Tan
M. Anwar	R.R.A.A. Elhadary	A.M.A.A. Kassem	D.J. Papadoulis	Y. Tang
M.R. Appleby	A. Elsayed	M.J. Kawchuk	K. Pariseau	A. Tankeu Choitat
J.I. Areghan	O. Elyfenko	D. Kazado	M.K. Pascual	A. Tavakoli
H. Asgari Moslehabadi	L.D.L. Esconde	P.S. Khangura	V.D. Patel	C.S. Taylor
O.J. Ashaye	B.D. Evanishen	A. Khanjani	D.A. Penate	M.S. Thakar
A.O. Ayode	Z. Fan	W. King	C.G. Pettitt	M. Thakur
P.M. Babaian	K.A. Fanstone	M.A. Klawis	C. Phaneuf	N. Thomachan
G. Bagga	D.D. Ferguson	N.F. Knischewsky	S. Phat	E.M. Thomas
A. Baldygin	J.M. Fey	S.J. Koch	A.V. Phoenix	D.W. Thompson
D. Balychev	T.E. Fichter	D.T. Korpass	C.P. Poirier	F. Tian
A. Barari	B.F. Fitzgerald	E.J. Koulack	S.H. Pokorny	S. Tian
J.F. Barber	A.L. Friesen	D. Kwast	R.J. Ponto	C.B. Tiesler
J. Bayuga	B.C. Ganetsky	A.D.N. Laing	M.S. Quakenbush	B.K. Tomczyk
K.R. Beaudry	A.J. Garnett	B.D. Lange	F.S. Quintanilha	M.J. Traa
R.W. Bellis	L.F.K. Gbeve	C.G. Latis	A.A.A. Radi	A.J. Trudell
T.G. Bennett	J.G.O. Geronimo	V.V. Le	H. Rauf	M.A. Uehara
R.L.A. Bettencourt	N. Gharehbaghi	E.J. Leafloor	M.R. Reich	B.J. Uhrnyiuk
L. Bhatia	A. Gillani	D.R. Li	R.W. Roberts	M.A. Uniacke
D.G. Bjornson	D.A. Gillis	H. Li	P. Rodrigues Sintra	K.D. Vaghela
C.A. Blahut	E.M. Gislason	M.M. Lindgren	M.D. Rohde	A.J.G. Van Dyk
S.R.L. Boileau	A.J. Gole	S.P. Linkie	Y. Romanova	A. Venkataraman
M. Boldyriev	B.H. Goodfellow	G.M. Luela	S.S. Sai	B. Vibert
C.J. Boyko	R.D. Gooding	M.J. Machnee	A. Salarikia	Z. Vojdani
L.M. Bridgeman	S.A. Gordon	M.G. MacKay	M.A. Sanchez Martinez	S. Wang
B. Brkic	J.D. Gossen	A.J.A. Magnifico	M.P. Sansom	B.C. Wilson
G.W. Broadhurst	G.P. Graham	Y.H. Mahmoud	S. Saxena	M.G. Wood
G.L. Brown	H.J. Griffin	K.K.S. Mak	R. Scholl	J.D. Wurch
O.R.T. Bunce	S. Gupta	G.C. Maki	J.B. Schoonbaert	G. Xia
L.A.V. Carlin	N.S. Guzman Encalada	M.F. Malcolm	K.K. Seaton	K.A. Young
E.L.D. Carreon	B.M.E.A.H. Halawa	J. Mantilla	A. Shah	S.N. Young
M.A. Carriere	P.R. Hall	B.K. Martin	N.G. Shanahan	C.S. Yu
G.S. Chahal	Z. Han	C.J. Matthews	A. Sharma	M.B. Yu
S. Chalajour	M.D. Hancox	M.B. Mazher	H. Sharma	H. Zhang
H.A. Chalmers	J.K. Harb	D.R. McArthur	S.K. Sharma	X. Zhang
S.K. Chang	H. Hasan	K.M. McQuinn	M. Sheikh	B.H. Zimmerman
C.M. Charette	P.J. Hecimovic	Y. Miao	P. Shrawane	T.J. Zubick
X. Chen	C.B. Higgins	B. Miller	S. Singh	
K.M. Cheung	J.R. Hitchings	M. Mivehchi	J. Sinopoli	
G.F. Clements	N.M. Ho	H. Mohammadi	S.A. Siroski	
S.C. Coey	P.M. Hodgson	M. Mohammadzadeh	H.K. Smagh	

TEMPORARY LICENSEES

G. Asry	J.M. Feiger	S.A. Hashemi Nezhad	L.R. Lingenfelter	J.D. Schaffer
J. Barandarian	B.A. Gillin	Ashrafi	J. Mahmoud	A.J. Sonnenburg
M. Cipolletti	U. Gonzalez	S. Krotec	J.R. Mecham	E.W. Vadbunker
L.J. Diez Escobar	E.N. Grebe	C.Y. Ling	L.H. Pylko	S.J. White

SPECIFIED SCOPE OF PRACTICE LICENSEES

K.A. Andrusiek	T.W. Le Strat
T.L. Eldridge	S. Mohamed
A.M. Gamil	K.R. Winters

IN MEMORIAM

William David Davison	Witold M. Kinsner
Christie	George Daniel Klassen
Roman Christiuk	Germain Joseph Maguet
David Alexander Crocker	Erling Orvald Nyborg
Simeon Dolhun	Rudolf Heinrich Schilling
Thomas A. Etches	Bruce Elliott Stewart
	Walter Phillip Wolfe

INTERNS

M.A. Abbasi	C.N. Desu	X. Huang	M. Mohammadzadeh	Z. Sedaghati
A.S.A. Abdelaziz	K.T. Dezall	Z.J.T. Hutchison	K.M. Mok	M. Shahmohammadi
F.B. Abdul-Salam	J.A.D. Dielmann	A. Ibrahim	G.S.K. Molin	M.I. Shahriar
H. Abedinzadeh	J.E.S. Dionisio	T. Ikram	S.J. Moncur	S. Shahriari
Torghabeh	R.I. Dominguez Galvez	H. Izadi Far	D.J.L. Mondor	S. Sharma
R.J. Abella	T.S. Doorga	V. Johnny	G. Montani	S. Sharma
Z.U. Abidin	C.D. Dorge	S.M. Jose	M.P. Moore	S. Shin
M.A. Ahmed	V.M. Dos Reis	J.M. Kanakuze	O.R.B. Moustafa	N.M. Silwamba
M.M.A. Ahmed	T.V. Dueck	Unkundiye	K.A. Mulatu	E.R. Simard
O.O. Akinnagbe-	R.A. Durocher	P.S. Kang	D. Murugan	Simarpreet Singh
Gbenga	C.N. Duruaku	H. Katil	T.O. Ndoro	A. Singh
Y. Aleed	B.M. Dyck	A. Kaur	E.N. Nero	G. Singh
J.D. Altasin	J.I. Eckstein	H. Kaur	P.B. Neves e Castro	J.I. Sneesby
P.N. Amadike	M.M.	I. Kaur	T.N. Nguyen	G. Sonaimuthu
A.D. Aminu	Elavunilkkunnathil	S. Kaur	M.A. Nikkel	G. Sreejit
U.S. Ammanagi	A. Elmaazouz Alaoui	M. Keshavarz	A. Nikkhah	K.D.R. Stice
H. Anabtawi	S. Emami Tabrizi	Bahaghighat	J.A.D. Nixon	A. Sur
V.K. Anyidoho	A. Emre	M. Khajooee	D.K. Odaisky	T.A. Szkop
Z.A. Apu	A.I. Enaibre	H.A. Khan	I.A. Ofeweke	J. Tashakori Sourkouhi
J.S. Atienza	E. Enaworu	K.M.S.R. Khandakar	M.T. Onwuteaka	A.A. Thomas
M. Ayache	M. Smaeilzadehghan-	M. Khoma	K. Ozeritskiy	E.M.C. Tripp
S.Q.U.A. Ayaz	dehari	N.M. Kidane	Y. Pan	C.J. Trumbula
A.G. Ayton	M.U.L. Evinger	S.E. Komonko	A.S. Panesar	C.G. Truong
S. Azarbarzin	O.J. Ewhrudjakpor	R.D. Koshowski	P. Pashchenko	T.M.P. Uswatta
A.A.M.O. Ba Salem	R.T. Eze	S.A.H. Kotb	S.K. Patel	Liyanage
A. Bajaj	T. Fallah Haghsheenas	G. Kucukaytac	V.R. Patel	F. van Marion
S.B. Baker	A.B. Fanai	A.K. Kulchychki	H.S. Pathan	L. Varkey Kuruvilla
E. Baneshi	N. Farahani	A. Kumar	D.A. Penner	M.C. Vinas
P. Bansal	J.P. Fernandez	N.M. Kunets	J.S.M. Penner	N.E. Wallace
J. Baseri	E.C. Fernandez	K. Lari	A.R. Pistawka	I.M. Walsh
S. Basovich	Castellanos	N.L.C. Lavoie	M.J. Pitura	H. Wang
A.U. Batmaz	V.E.B. Filler	S.A. Leong	G.T. Poyser	W.M.M.R. Weerasekara
Z. Ben Jelloun	C.A.W. Fleury	J.B. Lu	S.T. Prasad	J.P. Wieler
C.E. Berzuk	L. Fonseca Chaves	H.Y. Lubi	A.O. Raji	A. Witkowski
D.R. Bhudia	P.E. Fraino	D.J.E. Lukinuk	C. Ramanand	T.M. Wong
S.T. Birru	E.N. Funk	S. Macvand	J.A. Ramdas	P.D. Wonneck
E.A. Bonive Mora	J.M. Funk	L. Magduza	G.S. Randhawa	X. Wu
A.R. Bothwell	F. Gallardo Roque	A.A.A. Mahmoud	P.K. Rathnayake	J. Yang
K.G. Chaudhari	R.M. Gathogo	K.A. Main	C. Rengasamy	X. Yin
N.S. Cheema	S.T. Gauthier	N. Manouchehri	S.M. Rizvi	M.R.T. Yonza
A.F. Chingwena	B.M. Gerbrandt	I. Margulets	R. Rodrigues Pereira	S. Yousufi
S.T.D. Dadallage	M. Ghavami	J.A. Mark	dos Santos	J. Zaporozan
J. Dadkhah	H.M. Gibbens	S. Martel	J.M.R. Rosset	W. Zhang
J.C.V. Dallarte	S.M. Girard	C.R. Masak	B.W.H.A. Rupasinghe	Z. Zhou
M.J.C. Dampousse	H. Gozini	F.K. Mbuyamba	K.P. Rusati	
L.P.D. Dasanayake	G.F. Grande	Y.M.G. Megahed	C.C. Rycyk	
Mudiyanselage	A.M. Green	Abumosallam	M. Sadeghifar	
M. de la Fuente	A.E. Guerreiro	N. Mohammad	E.M.R. Saleh	
Morales	M.B. Halkewela	A. Mohammadnezhad	M.S. Sandhu	
	M. Hayat	Niazi	K.R.S. Schkawritka	

CERTIFICATES OF AUTHORIZATION

10217476 Manitoba Ltd.	ENTRUST Solutions Group Canada Inc.	Mining Plus US Corporation
10229511 MANITOBA LTD	Falcon Engineering Ltd.	Mistry Engineering Inc.
2687636 Ontario Ltd. o/a Spruce	FBL Engineering Inc.	Mott MacDonald Canada Limited
River Construction Management & Engineering	Fermi Solutions Inc.	MVA Consulting Ltd.
9375-4109 Quebec Inc. o/a Mass	Fire Tech Fire Protection Inc.	NBM Engineering Inc.
Timber Consulting	Genwave Technologies Inc.	NWS Engineering Inc.
AJW Engineering Ltd.	Handassah Inc.	Oak Forensic Engineering Ltd.
Alberta Block Engineering Inc.	Jared Suchan Consulting Ltd.	Pillar & Plan Design and Consulting Ltd.
Aplin & Martin Consultants Ltd.	JBW Consulting LLC o/a JBW Consulting Engineers	PR Aqua, ULC
Axis GD&T Services Inc.	King Engineering & Consulting Inc.	Pretium Engineering Inc.
BCA Structural Consulting Services Inc.	Kittelson Canada, LLC	Primax Technologies Inc.
BMP Engineering & Inspection Inc.	KJ Enterprises Ltd.	PS Technologies Inc.
Brar Engineering Ltd.	Kone Inc.	REMP Corp.
Brosz Technical Services Inc.	Langan International, LLC	Rowell Appleby Newton Engineering Inc.
Burnco Manufacturing Inc.	Layton Consulting Ltd.	Sacre-Davey Engineering Inc.
Burns Bridge Engineering Ltd.	LBS Structural Engineering Inc.	Scientific Applied Concepts Ltd.
Canvas Engineering Ltd.	LDV Consultants Inc.	Sevana Consulting Inc.
Carollo Engineers Canada, Ltd.	Lindner Canada Ltd.	Signum Engineering Inc.
CBCL Limited	Loyal Fire Protection Corporation	Sorensen Trilogy Engineering Ltd.
Centre de réparation Hydraulique	LRL Associates Ltd. o/a LRL Engineering	Subsurface Geotech Inc.
Hydrep Inc.	Manuel Engineering Ltd.	Trace Consulting Group Ltd.
Certified Hoist Ltd.	Matt Childs Engineering, PLLC	VCS Engineering Ltd.
CLEAResult Canada, Inc.	McCue Environmental Contracting Inc.	Zalig Consulting Ltd.
Clifton Engineering Group Inc.	o/a McCue Engineering Contractors	Zion Logic Ltd.
Coagtech Ltd.		

NOTICE

Under The Engineering and Geoscientific Professions Act

This Notice is provided in accordance with Section 36.2(1) of The Engineering and Geoscientific Professions Act.

This is Notice that on April 24, 2025, Kevin Steckley was formally cautioned by the Association's Investigation Committee. The Formal Caution relates to Mr. Steckley's submission of a report, sealed on July 21, 2022, regarding a building addition for a First Nations community in southwestern Manitoba.

The Committee determined that Mr. Steckley's conduct associated with the report constitutes professional misconduct or unskilled practice under Section 46(1)(d) and (e) of The Engineering and Geoscientific Professions Act. Specifically, the report demonstrates a lack of knowledge of or lack of skill or judgment in the practice of professional engineering in that Mr. Steckley did not apply the minimum standard of care required to justify the conclusions presented.

Furthermore, the Committee considered Mr. Steckley's work with regard to the report to be inconsistent with the requirements of Canon 5 of the Code of Ethics, which requires that practitioners "conduct themselves with integrity, treat clients, colleagues, and others with equity, fairness, courtesy, and good faith, give credit where credit is due, and accept as well as give, honest and fair professional honest professional criticism".

Michael Gregoire, P.Eng., FEC
CEO & Registrar

NOTICE

Under The Engineering and Geoscientific Professions Act

This Notice is provided in accordance with Section 36.2(1) of The Engineering and Geoscientific Professions Act.

This is Notice that on June 10, 2025, a professional member was formally cautioned by the Association's Investigation Committee. The Formal Caution relates to the member's unacceptable and offensive conduct in their interactions with an employee requesting special accommodation.

The Investigation Committee determined that the member's interactions with their employee constitutes professional misconduct or unskilled practice under Section 46(1)(b) and (d) of The Engineering and Geoscientific Professions Act. Specifically, the Committee determined that the member's conduct, which included verbal and physical outbursts, was inconsistent with the basic tenets of the Code of Ethics and Canon 5, which requires that practitioners treat others with fairness, courtesy, and good faith, as well as the values of respect, responsibility, and fairness described in the Association's Good Character Guideline.

Michael Gregoire, P.Eng., FEC
CEO & Registrar

Full text of the Order of the Discipline Committee and the Reasons for Decision can be found on the Engineers Geoscientists Manitoba website: www.EngGeoMB.ca/Discipline.html

CLOSING NOTES

VOLUNTEERING: PROFESSIONAL DEVELOPMENT AND COMMUNITY

BY A. RUALES, P.ENG., DIRECTOR OF PROFESSIONAL STANDARDS

Engineers Geoscientists Manitoba's Continuing Professional Development Program (CPD) requires practitioners to complete a minimum of 240 Professional Development Hours (PDH) over a 3-year period. These hours must span at least three of six recognized categories each calendar year: Professional Practice, Formal Activity, Informal Activity, Participation, Presentations, and Contributions to Knowledge. This framework is designed to support ongoing competence, encourage diverse learning experiences, and reflect the broad scope of professional engagement across engineering and geoscience disciplines.

Beyond fulfilling a professional requirement, CPD is a way to stay engaged, grow in our roles, and contribute meaningfully to the communities we serve. While many think of CPD as working time, attending seminars or taking technical courses, the program recognizes that development also happens through service. Volunteering in your community is one of the most rewarding ways to earn CPD hours, and it benefits more than just your career.

Take coaching your child's soccer team. It may seem like a simple act of support, but it is also a form of leadership, mentorship, and ethical engagement. You are helping young people learn teamwork, discipline, and respect. You are building relationships and solving problems in real time. These are skills that strengthen your professional practice and your connection to the community.

In the CPD Program, this kind of activity falls under the Participation category, where you earn one PDH for every hour spent in activities that promote peer interaction and require professional and ethical behavior. Coaching youth sports, mentoring junior professionals, or serving on community boards or organizations, all qualify. Over a 3-year period, you can claim up to 60 PDH in this category.

"THIS FRAMEWORK IS DESIGNED TO SUPPORT ONGOING COMPETENCE, ENCOURAGE DIVERSE LEARNING EXPERIENCES, AND REFLECT THE BROAD SCOPE OF PROFESSIONAL ENGAGEMENT ACROSS ENGINEERING AND GEOSCIENCE DISCIPLINES."



In addition to volunteering in your community, practitioners can make a direct impact by getting involved with Engineers Geoscientists Manitoba itself. The Association relies heavily on volunteers to serve on committees, task groups, and chapter executives — a hallmark of being part of a self-regulated profession. These roles offer a unique opportunity to give back to your profession, influence policy and programs, and connect with peers across disciplines. Whether contributing your expertise to admissions, professional standards, or member engagement initiatives, volunteering within the Association expands your network, builds leadership skills, fosters collaboration, and earns Professional Development Hours. It is a rewarding way to ensure our professions remain strong, relevant, and accountable to the public.

The value of these hours goes beyond the numbers. When you coach or mentor, you are modeling the same qualities that make a good engineer or geoscientist: patience, communication, teamwork, and responsibility. You are also reinforcing the idea that professional development is not limited to technical knowledge. It includes how we engage with others and how we contribute to society.

Volunteering also helps bridge the gap between professional life and personal values. Whether you are organizing a community clean-up, or leading a youth robotics club, you are applying your skills in ways that make a tangible difference. These experiences build empathy, adaptability, and a deeper understanding of the world around you. They remind us that engineering and geoscience is not just about solving technical problems; it is about improving lives.

For more information about the CPD Program and how to report your hours, visit Engineers Geoscientists Manitoba's Professional Development page. [⊕](#)



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