

Report of the CEO

As I look back on the past year, one word comes to mind: **progress**.

This has been a year in which Engineers Geoscientists Manitoba continued to strengthen its role as a modern professional regulator while remaining firmly focused on its core mandate: protecting the public. At the same time, we've worked to ensure that our organization remains responsive to the needs of registrants, applicants, employers, government, and the broader public we serve.

One of our most significant accomplishments this year was the implementation of a modernized admissions framework. This initiative represented years of work by staff and volunteers and fundamentally improved how we assess applicants seeking entry into the professions. The new approach provides greater transparency and consistency while maintaining the high standards expected of professional engineers and geoscientists. The positive feedback we received from Manitoba's Fair Registration Practices Office reinforced that we are moving in the right direction.

At the same time, we continued work on what may become the most significant legislative renewal effort in our organization's history. The legislation governing our professions has served Manitoba well, but the professions, the public, and the regulatory environment have evolved considerably. Throughout the year, we engaged with registrants, government, and stakeholders to explore how our legislative framework can be modernized to better support effective regulation in the years ahead. Initiatives such as our Act and React engagement sessions ensured that registrants had an opportunity to help shape that conversation. The drafting instructions have now been submitted to the province and initial feedback has been positive. We will continue to engage the membership during the next phase of this project that will result in a complete re-write of the Act. Refer to our website for further information.

We also continued to strengthen our regulatory programs and collaborate with our counterparts across Canada. Professional regulation is continually evolving, and we have worked to ensure that Manitoba remains engaged in national discussions on registration, accreditation, professional standards, and regulatory best practices. These efforts help ensure that our regulatory system remains both rigorous and responsive to changing expectations.

Beyond regulation, we continued investing in the people who make our professions strong. This year we celebrated professional excellence through our awards programs, welcomed new members into the professions, expanded professional development opportunities, and supported mentorship initiatives that connect experienced practitioners with those beginning their careers. More than 330 people attended our AGM and Awards Celebration last year, a reminder that professional community remains one of our greatest strengths.

We also continued efforts to foster a profession that better reflects the communities we serve. Through outreach, mentorship, partnerships with Indigenous organizations, and

implementation of our Equity in Regulation Action Plan, we are working to ensure that engineering and geoscience remain professions where talented individuals from all backgrounds can succeed. I'm particularly proud that this work has attracted attention from regulatory colleagues across Canada who are looking to Manitoba as a source of ideas and leadership.

Another area of focus this year was inspiring the next generation of professionals. Thousands of students participated in outreach programs, competitions, presentations, and career-awareness activities. Whether through Engineering and Geoscience Week, the Spaghetti Bridge Competition, university engagement, or other initiatives, these efforts help young Manitobans understand the opportunities available through engineering and geoscience and the important role these professions play in society.

Much of the work that enables these programs happens behind the scenes. Over the past year, we continued to strengthen the organization's operational foundation through sound financial management, technology planning, cybersecurity investments, and long-term organizational development. These efforts may not always be highly visible, but they are essential to ensuring that the organization remains resilient, effective, and accountable. For example, in the coming months we will be looking to begin a complete renewal of our database system and IT governance. I'm pleased to report that Engineers Geoscientists Manitoba remains in a strong financial and operational position as we look toward the future.

None of these accomplishments would have been possible without the dedication of our volunteers and staff. Every committee member, chapter executive, Council member, assessor, investigator, mentor, and volunteer contributes to the success of this organization. Collectively, you contribute thousands of hours each year in service to your professions and to the public. On behalf of the staff team, thank you for that service and for the expertise you bring to our organization.

I would also like to thank Council for its leadership throughout the year, and the staff of Engineers Geoscientists Manitoba for their professionalism, adaptability, and commitment to continuous improvement.

As we look ahead, we do so from a position of strength. We have important work before us, including advancing legislative modernization, continuing to evolve our regulatory programs, improving how we engage with registrants and stakeholders, and modernizing the technology that supports our operations. But we also have tremendous opportunities to shape the future of professional regulation and strengthen the professions we are privileged to serve.

Thank you for your trust, your support, and your commitment to engineering and geoscience in Manitoba.

Michael Gregoire, P.Eng.
EngGeoMB CEO & Registrar