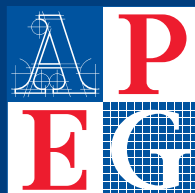




**The Association of Professional  
Engineers and Geoscientists of BC**

# Member Handbook



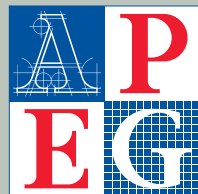
Professional Engineers  
and Geoscientists of BC



**The Association of Professional  
Engineers and Geoscientists of BC**



**Member Handbook**



Professional Engineers  
and Geoscientists of BC

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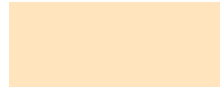
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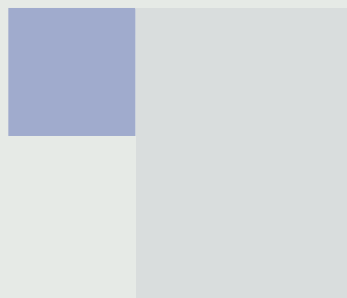
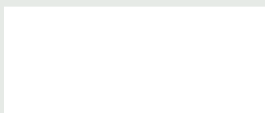
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*The Code of Ethics establishes the principles of ethical conduct in order that members and licensees may fulfill their duty to the public, to the profession and their fellow members and licensees.*

Members and licensees shall act at all times with fairness, courtesy and good faith to their associates, employers, employees and clients, and with fidelity to the public needs. They shall uphold the values of truth, honesty and trustworthiness and safeguard human life and welfare and the environment. In keeping with these basic tenets, professional members and licensees shall:

- 1** Hold paramount the safety, health and welfare of the public, the protection of the environment and promote health and safety within the workplace;
- 2** Undertake and accept responsibility for professional assignments only when qualified by training or experience;
- 3** Provide an opinion on a professional subject only when it is founded upon adequate knowledge and honest conviction;
- 4** Act as faithful agents of their clients or employers, maintain confidentiality and avoid a conflict of interest but, where such conflict arises, fully disclose the circumstances without delay to the employer or client;

- 5 Uphold the principle of appropriate and adequate compensation for the performance of engineering and geoscience work;
- 6 Keep themselves informed in order to maintain their competence, strive to advance the body of knowledge within which they practice and provide opportunities for the professional development of their associates;
- 7 Conduct themselves with fairness, courtesy and good faith towards clients, colleagues and others, give credit where it is due and accept, as well as give, honest and fair professional comment;
- 8 Present clearly to employers and clients the possible consequences if professional decisions or judgments are overruled or disregarded;
- 9 Report to their association or other appropriate agencies any hazardous, illegal or unethical professional decisions or practices by members, licensees or others; and
- 10 Extend public knowledge and appreciation of engineering and geoscience and protect the profession from misrepresentation and misunderstanding.



## Mandate

The Association of Professional Engineers and Geoscientists of BC governs and regulates the practice of professional engineering and professional geoscience in the province of British Columbia.

The association sets and maintains the standards of admission, experience and practice of the professions, and is responsible for the professional conduct and discipline of professional engineers and professional geoscientists in BC.

## VISION

Professional engineers and geoscientists creating a better future for all.

## MISSION

To support and promote the engineering and geoscience professions as a trusted partner and progressive regulator that services the public good.

## OUR VALUES

In our governance, administration and delivery of service, we are guided by the following values:

**Integrity.** We mean what we say.

**Accountability.** We are responsible for our actions.

**Innovation.** We will explore new ideas to make things better.

## STRATEGIC PLAN

APEGBC's Vision, Mission, and Values are part of the association's Strategic Plan. For more information or to view the Strategic Plan in its entirety, please visit [apeg.bc.ca/strategic-plan](http://apeg.bc.ca/strategic-plan).

## ENGINEERS AND GEOSCIENTISTS ACT AND BYLAWS OF THE ASSOCIATION

The purpose of the Act and Bylaws is to define the association's mandate and outline its governing powers with respect to members, licensees and non-members alike.

### *Duties and Objects of the Association*

4.1 (1) It is the duty of the association:

- (a) to uphold and protect the public interest respecting the practice of professional engineering and the practice of professional geoscience,
- (b) to exercise its powers and functions, and perform its duties, under this Act, and
- (c) to enforce this Act.

(2) The association has the following objects:

- (a) subject to subsection (1), to uphold and protect the interests of its members and licensees;
- (b) to establish, maintain and enforce standards for the qualifications and practice of its members and licensees;
- (c) to promote the professions of professional engineering and professional geoscience.



*To view a copy of the Act and Bylaws, visit [apeg.bc.ca/act](http://apeg.bc.ca/act).*



## Council and Governance

### COUNCIL

APEGBC is governed by a Council of elected members and government appointees responsible for setting policy and overseeing the affairs of the association as regulated by the *Engineers and Geoscientists Act*. Council has developed governance policies to clearly set out the role of Council as the governing authority. These policies are reviewed on an annual basis to ensure they best reflect the needs of APEGBC.

### *Nominations to Council*

Your input is key to determining whom you will see on Council representing you and your more than 29,000 professional colleagues. Every year, members have the opportunity to elect a President, Vice President, and a minimum of five Councilors to serve on APEGBC's Council. Candidates may be nominated in two ways:

1. The APEGBC Nominating Committee selects candidates for nominations, or;
2. Members can submit a nomination form with the support of 25 professional members or licensees in good standing (P.Eng., P.Geo., Eng.L., or Geo. L.) to the Registrar.

The list of nominee names is published online in late May and appears in the May/June issue of *Innovation*. The Council election takes place in the fall.

### ENGINEERS CANADA

Engineers Canada is the national organization of the 12 provincial and territorial associations that regulate the practice of engineering in Canada and license the country's more than 260,000 members of the engineering profession. Engineers Canada:

- coordinates the development of national policies, positions and guidelines on behalf of the engineering profession;
- accredits Canadian undergraduate engineering programs that meet the profession's high education standards;
- assesses the equivalency of the accreditation systems used in other countries relative to the Canadian system, and monitors the accreditation systems employed by the engineering bodies that have entered into mutual

recognition agreements with Engineers Canada;

- develops national guidelines on the qualifications, standards of practice and ethics expected of professional engineers;
- publishes the Engineers Canada Examination Syllabus and the Engineers Canada List of Foreign Engineering Educational Institutions and Professional Qualifications;
- promotes greater understanding of the nature, role and contribution of professional engineers and engineering to society; and
- undertakes federal government relations and national media relations on behalf of, and in consultation with, its constituent members.



*For more information on Engineers Canada and its initiatives, visit [engineerscanada.ca](http://engineerscanada.ca).*

## GEOSCIENTISTS CANADA

Geoscientists Canada is the national council of the self-governing professional associations or constituent associations that regulate the profession of geoscience in jurisdictions across Canada. Geoscientists Canada:

- safeguards and promotes the present and future interests of the geoscience professions in Canada;
- establishes and maintains liaison among the provincial and territorial associations and corporations of professional geoscientists in Canada;
- acts on behalf of and presents the views of its constituent associations and organizations in matters that are national or international in scope, including international registration or certification of geoscientists, and reciprocal practice; and
- acts in respect of other matters of Canada-wide or international nature concerning the geoscience professions either alone or together with other bodies.



*For more information on Geoscientists Canada and its initiatives, visit [geoscientistscanada.ca](http://geoscientistscanada.ca).*



## RESPONSIBILITIES OF THE MEMBER

### Stamp and Seal

A professional stamp, when affixed to a document, is intended to indicate to the public that the document has been produced by, or under the direct supervision and control of, a professional member of APEGBC who is fully qualified by virtue of training and experience to take professional responsibility for its contents.

The seal given to each licensed member affirms that we uphold and protect the public interest. The letters S-E-A-L serve as a reminder:

- |                    |  |
|--------------------|--|
| <b>SAFE</b>        | My work is safe and in the public interest.                                    |
| <b>ETHICAL</b>     | My work and the solutions are ethical.   |
| <b>ACCOUNTABLE</b> | I accept full accountability for my work. No excuses.                          |
| <b>LAWFUL</b>      | My work is lawful and complies with all applicable laws, codes, and standards. |

The seal, bearing your name, is your public warranty to all British Columbians. Use it in truth, honesty, and fidelity to the public needs.



*For information on the use of your professional seal, refer to APEGBC Quality Management Guidelines - Use of the APEGBC Seal at [apeg.bc.ca/ppdocs](http://apeg.bc.ca/ppdocs).*

## DIGITAL SIGNATURE AND ELECTRONIC SEAL

In addition to the traditional rubber seals issued by APEGBC to all members and licensees, APEGBC Council has approved the use of the digital signature technology available through Notarius that can be used in combination with a digitized version of the ink impression of a member or licensee's rubber seal.



*For information on the digital signature and electronic seal, visit [apeg.bc.ca/digital\\_sig](http://apeg.bc.ca/digital_sig).*

## Membership Renewal

Annual membership renewal should be completed by midnight on January 1 for the upcoming calendar year. A late charge on the membership renewal fee will be levied 30 days after the Final Notice and Invoice, which is usually mailed out in mid-January. Anyone who has not paid the renewal fee by March 1 will be struck from the register as per the *Engineers and Geoscientists Act*.



*Current membership fee information is available at [apeg.bc.ca/fees](http://apeg.bc.ca/fees).*

Members may be eligible for a reduction or waiver of their annual fee if they have an annual active income below \$31,000 or a medical condition that renders them unable to work.



*Information on reduction or deferral of the membership renewal fee is available at [apeg.bc.ca/reduction-or-deferral](http://apeg.bc.ca/reduction-or-deferral).*

## Voting

Member input is crucial to the association's self-regulatory status, and APEGBC regularly seeks member input into Association affairs through the voting process. Council election voting takes place annually in the fall, and bylaw amendment votes take place when deemed necessary by Council. Members will be notified when Council election and bylaw voting is scheduled.

The *Engineers and Geoscientists Act* was amended in 2008 to allow for electronic voting. Council elections and bylaw votes are now conducted using this method, although paper ballots are still available on request.

## Complaint Procedure

The *Engineers and Geoscientists Act* provides the legal requirement and authority for APEGBC to investigate allegations that a member's or licensee's conduct has fallen below the professional standard and to take disciplinary action against the individual, where warranted. APEGBC has instituted a Complaint Procedure, which sets out the process the association follows in investigating complaints.

The Complaint Procedure is designed and operated to be fair to all parties involved. Information about a complaint and its investigation is kept confidential unless a Notice of Inquiry has been served or disclosure is required to further the investigation.



*Further information on the complaint investigation and discipline processes is available at [apeg.bc.ca/complaint](http://apeg.bc.ca/complaint) and in sections 28 through 39 of the Act.*

## Quality Assurance Program

### ORGANIZATIONAL QUALITY MANAGEMENT PROGRAM

Organizations employing APEGBC professionals have a significant influence on the practice of the professions. The APEGBC Organizational Quality Management Program has been developed as a resource to improve the quality management of professional engineering and geoscience practices at the individual and organizational level.

The APEGBC Organizational Quality Management Program is offered as a resource to organizations wishing to support the APEGBC professionals they employ by assisting them in meeting the following basic quality management requirements under the *Engineers and Geoscientists Act* and APEGBC Bylaws:

- retention of complete project documentation for 10 years
- documentation of regular checks for engineering and geoscience work
- documentation of field reviews
- documentation of independent review for structural designs
- application of “direct supervision”
- application of the relevant APEGBC practice guidelines
- authentication of engineering/geoscience documents using the professional seal.



*Further information on the Organizational Quality Management Program is available at [apeg.bc.ca/oqm](http://apeg.bc.ca/oqm).*

### QUALITY MANAGEMENT GUIDELINES

The following six quality management guidelines are directed at APEGBC professionals and provide guidance on the respective requirements under the quality management related provisions in the *Act* and Bylaws.

- APEGBC Quality Management Guidelines - Use of the APEGBC Seal
- APEGBC Quality Management Guidelines - Retention of Project Documentation

- APEGBC Quality Management Guidelines - Documented Checks of Engineering and Geoscience Work
- APEGBC Quality Management Guidelines - Documented Independent Review of Structural Designs
- APEGBC Quality Management Guidelines - Direct Supervision
- APEGBC Quality Management Guidelines - Documented Field Reviews During Implementation or Construction



*The above noted quality management guidelines can be found at [apeg.bc.ca/ppractice](http://apeg.bc.ca/ppractice).*

### **PRACTICE REVIEW**

APEGBC's Practice Review Program is an educational and professional development process for the benefit of the membership as well as a proactive quality assurance check for member practice.

Practice reviews apply to all practising APEGBC members and can be initiated:

- through a random selection process as determined by Council;
- upon request from members who wish to have their existing practices examined;
- when Council has reason to believe that the practice of an individual is questionable; or
- as a result of a discipline hearing with a guilty finding or a Consent Order.

The mandatory review process is intended to be objective and instructive. Above all, the process promotes the continuance of professional development standards.



*For information on the Practice Review Program, visit [apeg.bc.ca/review](http://apeg.bc.ca/review).*

## PROFESSIONAL PRACTICE GUIDELINES

APEGBC has published numerous guidelines relating to the professional practice of members and licensees across many disciplines, including geotechnical, electrical, mechanical, structural, building envelope, sustainability, forestry, and terrain stability. These guidelines provide guidance and establish the standards of care for APEGBC professionals to follow in their practices. Members have a responsibility to be aware of which guidelines apply to their practice.

Related professional practice documents are available as well as guidelines from other associations.



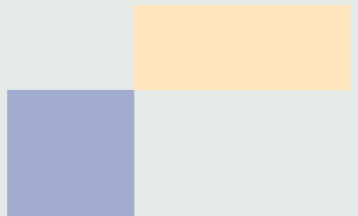
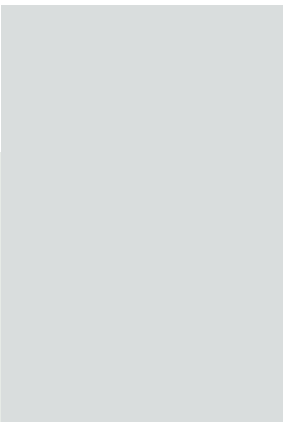
*A full list of guidelines and practice documents for download can be found at [apeg.bc.ca/ppdocs](http://apeg.bc.ca/ppdocs).*

## CONTINUING PROFESSIONAL DEVELOPMENT (CPD) REQUIREMENTS

Under APEGBC's *Code of Ethics*, members and licensees are expected to keep up-to-date and practise only in those fields where their knowledge is current. The Continuing Professional Development Guideline outlines the types of activities and the amount of professional development that practising members should be undertaking. Each year, APEGBC asks members to indicate whether they have met the requirements of the CPD Guideline by signing a statement with their Annual Membership Renewal form.



*To learn more about CPD requirements or to view the CPD Guideline, visit [apeg.bc.ca/cpd](http://apeg.bc.ca/cpd).*





### CPD ONLINE RECORDING CENTRE

APEGBC provides a voluntary online recording module that members can use to log their professional development activities. The recording centre allows members to record professional development hours (PDHs) and to carry forward hours to future reporting years. The module also assists members by tracking the limits associated with the amount of PDHs that may be claimed per category, per calendar year.



*To learn more about the Online Recording Centre, visit [apeg.bc.ca/records](http://apeg.bc.ca/records).*

### CPD SEMINARS, WEBCASTS AND DISTANCE EDUCATION

APEGBC recognizes the importance of professional development in the practice of its members. To this end, the association organizes numerous technical, business and managerial seminars to help members meet their CPD goals. Approximately 200 sessions are presented throughout the province by APEGBC each year, some of which are webcast and recorded. Recorded sessions are available through the APEGBC Online Learning Centre.



*For a full listing of upcoming CPD seminars, visit [apeg.bc.ca/events/seminar](http://apeg.bc.ca/events/seminar).*

## Changing Your Membership Status

You may be required to change your membership status with APEGBC should your employment, experience, academic, citizenship, or residential information change.



*For full details on how to change your membership status, visit [apeg.bc.ca/status](http://apeg.bc.ca/status).*

### RETURN TO PRACTICE POLICY

All non-practising members and former members who do not currently have practice rights within a Canadian jurisdiction are subject to the same proof of competency and return to practice requirements, under APEGBC's Return to Practice Policy.

Those who have had non-practising status for less than one year, between one and three years, and over three years will need to meet different requirements to regain their independent practice rights. In addition to meeting the requirements set out in the Return to Practice Policy, members or former members wishing to reinstate their practising status will be required to pay a Resumption of Practice Fee as set by Council.



*For full details on resuming practice rights, visit [apeg.bc.ca/resuming-practice-rights](http://apeg.bc.ca/resuming-practice-rights).*

### INTER-ASSOCIATION MOBILITY

APEGBC is dedicated to improving labour mobility while protecting public health, safety and the environment. APEGBC is compliant with the requirements of the New West Partnership Trade Agreement between British Columbia, Alberta and Saskatchewan, as well as the national Agreement on Internal Trade (AIT).

Currently, 97% of the professional members who apply each year to transfer from provinces and territories across Canada to APEGBC are licensed within three business days.

## Sustainability

Sustainability—the concept of utilizing our physical, natural and social resources to meet our needs and aspirations without compromising the well-being of future generations and the global ecosystem—is a central part of APEGBC's mandate to protect the health, safety and welfare of the public and the environment. The Association is dedicated to supporting sustainable practices both operationally as well as within the professions of engineering and geoscience.



*For more information on current sustainability initiatives, as well as general information and resources, visit [apeg.bc.ca/sustainability](http://apeg.bc.ca/sustainability).*

## Annual General Meeting

The annual general meeting (AGM) takes place every October as part of the association's annual conference. The AGM provides a forum for members to provide their input on the many programs and activities undertaken over the past year. APEGBC Council and officials are also on hand to respond to questions from the floor. The AGM is an important opportunity for members to contribute to the priorities set by Council for the upcoming year.

## Volunteer Opportunities

The work of our many volunteers continually improves the guidance and standards that are available to members and maintains our commitment to excellence. Almost 1,000 APEGBC members share their knowledge and expertise as volunteers. Many of these members serve as committee or task force volunteers, while others participate as branch and division executives in their own region or area of expertise. Volunteering provides the opportunity to develop and enhance skills, network with other professionals in your field, gain professional development hours, and shape the future of your profession.



*To learn about current volunteer opportunities, visit [apeg.bc.ca/volunteer](http://apeg.bc.ca/volunteer).*



## ASSOCIATION ACTIVITIES

### Annual Conference

As BC's premiere engineering and geoscience event, the APEGBC annual conference provides members and other professionals with numerous opportunities to meet their ongoing technical, corporate and professional development needs. The comprehensive program includes two days of professional development, combining industry-leading technical and business sessions, as well as an extensive trade exhibition and numerous social events that offer excellent opportunities for networking with colleagues and suppliers.

The annual conference takes place every October.

### Awards Program

#### PRESIDENT'S AWARDS

The APEGBC President's Awards celebrate the outstanding technical, professional and community service contributions of members and licensees. Awards are presented in up to seven categories at the APEGBC President's Awards Gala held during the annual conference every October.

#### SUSTAINABILITY AWARD

The Sustainability Award was created to recognize the important contribution that engineering and geoscience make to the well being of human life and the ecosystems on which we all depend. It further seeks to recognize the positive role of human qualities such as ethics, imagination, reason and common sense in achieving this end.

### ENVIRONMENTAL AWARDS

APEGBC's Environmental Awards recognize the work of professional engineers and geoscientists in the area of responsible environmental management. These awards are offered in two categories: Concept and Assessment; and Design, Construction and Monitoring.

### MENTORING AWARD

APEGBC's Mentor of the Year Award was created to recognize excellence amongst mentors in the engineering and geoscience community in British Columbia. Outstanding mentors from any of the different disciplines of engineering and geoscience are eligible for this award. This award acknowledges the importance of mentoring relationships and the key role it plays in supporting a successful career in engineering and geoscience.

### FOREST ENGINEERING AWARD OF EXCELLENCE

The Forest Engineering Award of Excellence—sponsored jointly by APEGBC and the Association of BC Forest Professionals (ABC FP)—recognizes excellence and promotes cooperation and leadership in forest engineering in the broadest sense. The award is presented annually at either APEGBC's or ABCFP's annual conference.



*For detailed terms of reference, nomination forms, past winners, and submission deadlines, visit [apeg.bc.ca/awards](http://apeg.bc.ca/awards).*

### National Engineering and Geoscience Month (NEGM)

This annual, month-long event promotes the contributions that engineers and geoscientists make to the public's daily lives. APEGBC's branches hold interactive and informative contests and events in local areas to encourage young students to consider careers in the professions.



*For more information on NEGM events, visit [apeg.bc.ca/negm](http://apeg.bc.ca/negm).*

## Student Program

APEGBC offers students a valuable resource with the Student Member Program. This program supports students on their way to becoming professional engineers or geoscientists by offering financial and professional development benefits, from university scholarships to employment resources and activities.

APEGBC also provides elementary and high school students with information related to careers in engineering and geoscience through various outreach materials.



*For more information on the Student Program or career awareness initiatives, visit [apeg.bc.ca/students](http://apeg.bc.ca/students).*

## Branches

APEGBC has 15 branches which provide a local connection to the association. Branches provide regional support for APEGBC's initiatives, including government relations and career awareness activities as well as support for the association's professional development activities. New members and licensees will automatically be assigned to the branch to which their home address corresponds.

An executive is elected in each branch to coordinate the activities of its members. General functions of the branches and their executives include:

- advising Council of the opinions of the members relating to association matters;
- acting as a focus for discussion of association affairs;
- providing direct regional communication with the membership;
- organizing and/or supporting the delivery of local professional development and networking opportunities;
- facilitating the efforts of the association to increase public and, in particular, student awareness of the value of engineering and geoscience; and
- coordinating local meetings and networking events.

APEGBC encourages members to become active in the affairs of their local branch.



*For information on your local branch, visit [apeg.bc.ca/branches](http://apeg.bc.ca/branches).*

## Divisions

APEGBC has a number of special interest divisions that allow members who have common technical or other interests to share and disseminate information, and to review and develop policies in specific areas. Division membership is open to any member of the association upon payment of a nominal annual fee.

To join a division, members may sign-up and pay for membership during membership renewal, or complete the membership form provided on the appropriate division's website. Once completed, the application should be mailed to APEGBC along with the associated membership fees.

### **DIVISION FOR THE ADVANCEMENT OF WOMEN IN ENGINEERING AND GEOSCIENCE (DAWEG)**

The Division for the Advancement of Women in Engineering and Geoscience (DAWEG) reviews and acts upon matters affecting female engineers and geoscientists. DAWEG implements programs that promote and encourage women in engineering and geoscience, and that increase and enhance the participation of women in these fields.



*For more information, visit [apeg.bc.ca/daweg](http://apeg.bc.ca/daweg).*

### **DIVISION OF ENGINEERS AND GEOSCIENTISTS IN THE RESOURCE SECTOR (DEGIRS)**

This division functions to advance all aspects of engineering and geoscience in the resource sector, partly by providing opportunities and venues in which to share information and resources. The division's objectives are to guide the development and maintenance of standards of practice for engineers and geoscientists working in the resource sector, and to promote high standards of practice in this area.



*For more information, visit [degirs.com](http://degirs.com).*

### **MUNICIPAL ENGINEERS DIVISION (MED)**

The Municipal Engineers Division promotes and encourages leadership in the delivery of municipal engineering services. It provides a forum for public sector engineers to meet, exchange ideas, debate issues, and to enact improvement, innovation, sustainability and change in the public sector.



*For more information, visit [medbc.ca](http://medbc.ca).*

### **DIVISION OF ENVIRONMENTAL PROFESSIONALS (DEP)**

The Division of Environmental Professionals functions to advance environmental engineering and environmental geoscience and to promote education and high standards of practice. It also provides advice to Council on current issues pertaining to the fields of environmental engineering and geoscience.



*For more information, visit [apeg.bc.ca/dep](http://apeg.bc.ca/dep).*

### **DIVISION OF ENERGY EFFICIENCY AND RENEWABLE ENERGY (DEERE)**

This division functions to advance all aspects of renewable energy engineering and energy efficiency, both on the demand and supply sides for supporting sustainable clean energy and to promote education, professional development, and high standards of practice within these fields. The division provides a mechanism to exchange and disseminate information among members and build relationships with other professionals working in the energy sector.



*For more information, visit [apeg.bc.ca/deere](http://apeg.bc.ca/deere).*





## MEMBER COMMUNICATION

### **Annual Report**

This yearly review contains reports from the President and the Chief Executive Officer on the state of affairs of APEGBC, the auditor's report and the audited financial statements. Also included are the minutes from the annual general meeting and Council actions on motions from members at the previous annual general meeting. The report is made available to members online. Print copies are available upon request.

### ***Innovation***

As the official publication of APEGBC, *Innovation* is circulated to all members, other professionals, industry and government representatives, educational institutions and the general public. *Innovation* is published six times per year on a bi-monthly basis.

*Innovation* strives to publish information that is interesting and relevant to professional engineers and geoscientists of all disciplines, while showcasing the innovative work of APEGBC members.

In addition to providing information on APEGBC programs, policies, news and regulatory matters, the journal highlights engineering and geoscience activities through feature articles written by members or freelance writers. Also included are articles on business, legal and ethical issues affecting the practice of members and licensees.



*For more information or to access the Innovation archive, visit [apeg.bc.ca/innovation](http://apeg.bc.ca/innovation).*

## **APEGBC News**

APEGBC News is APEGBC's monthly e-newsletter with the latest headlines and a brief snapshot of what's going on in the association and the professions.



*To view the latest issue or access archived editions of Connections, visit [apeg.bc.ca/news](http://apeg.bc.ca/news).*

## **Communication Preferences**

In order to keep member contact and demographic information current, APEGBC has an online services page through which members and licensees may update their personal information and communication preferences. To utilize this service, members and licensees will need their 6-digit Membership ID# and password.



*To access the online member portal, visit [apeg.bc.ca](http://apeg.bc.ca).*



## MEMBER SERVICES

### Affinity Programs

With the combined purchasing power of more than 29,000 members and licensees, APEGBC has negotiated lower prices on a suite of programs and services that add value to being a member. Featuring special offers on insurance, hotels, entertainment and cellular mobility plans, the APEGBC Affinity Program gives all members and licensees the opportunity to save more than twice the cost of annual membership.



*For more details on current affinity program offers, visit [apeg.bc.ca/affinity](http://apeg.bc.ca/affinity).*

### Employment Resources

Many of APEGBC's members are looking for new opportunities that will advance their careers to the next level. Often, members seek fresh talent to join their teams. APEGBC supports this impulse to grow and expand by providing a number of employment services for job seekers, employers and recruiters in the engineering and geoscience professions. Career listings are printed in *Innovation*, e-mailed to members weekly and posted on the APEGBC website.



*For more information, visit APEGBC's Employment Centre at [apeg.bc.ca/employment](http://apeg.bc.ca/employment).*

## Compensation Survey

APEGBC's compensation survey provides information on base annual compensation, total annual compensation and other non-monetary benefits earned by APEGBC members employed in full-time positions in British Columbia. This survey is generally conducted every two years.



*To access previous surveys, visit [apeg.bc.ca/compensationsurvey](http://apeg.bc.ca/compensationsurvey).*

## Mentoring Program

As an APEGBC member-in-training or applicant progressing along the path towards professional registration, a mentor can provide valuable wisdom, advice and knowledge based on their technical, professional and personal experiences. APEGBC's mentoring program matches applicants and members-in-training with professional members as mentors.



*To learn more about APEGBC's Mentoring Program, visit [apeg.bc.ca/mentoring](http://apeg.bc.ca/mentoring).*

## Foundation

The APEGBC Foundation is a registered charity chartered in 1994 to provide scholarships and bursaries to students in engineering and geoscience. Since its inception, members and firms have generously donated funds that have enabled the Foundation to expand the number and value of undergraduate scholarship programs. Applications for university entrance, engineering transfer, and BC Hydro/APEGBC scholarships are available online.



*To download scholarship applications, visit [apeg.bc.ca/foundation](http://apeg.bc.ca/foundation).*

Donations to the Foundation are tax deductible under CRA regulations, and can be forwarded to:

APEGBC Foundation  
200-4010 Regent Street  
Burnaby, BC V5C 6N2

## Benevolent Fund

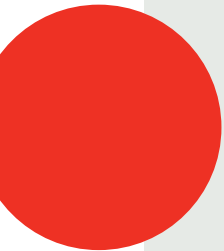
The Engineers and Geoscientists Benevolent Fund is a registered charity devoted to assisting members in financial distress to overcome short-term cash-flow difficulties that are normally, but not always, exacerbated by unemployment. To apply, members must download an application from APEGBC's website and compose a cover letter. Applications are then reviewed confidentially on a case-by-case basis by the Fund's directors.

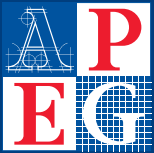


*To download an application, visit [apeg.bc.ca/benevolent](http://apeg.bc.ca/benevolent).*

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Professional Engineers  
and Geoscientists of BC

The Association of Professional  
Engineers and Geoscientists of BC  
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