TechNova

Certified Technology Professionals

2020/2021 Annual General Meeting

Online Delivery

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The Society of Certified Engineering Technicians and Technologists of Nova Scotia

Operating as

TechNova Certified Technology Professionals

2020 Annual General Meeting
Online Delivery
December 15, 2021

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Minutes of the 2019 Annual General Meeting

Operating as

Minutes of the 2019 Annual General Meeting
Online Delivery
June 4th, 2021

Present – Members & Staff:

To our Members,

    In the Spring we made the difficult decision to postpone our Annual General Meeting in an attempt to minimize the impact of the COVID-19 Pandemic and maintain the health and well-being of our registrants, clients, service providers, employees and their families.
With public safety in mind, we decided to virtually hold our 2019 AGM and present a pre-recorded video to you, the membership.

    Please visit www.technova.ca/2019agm for the pre-recorded business portion of the meeting, as well as the 2019 AGM Booklet. We will be holding a Q&A period for 2 weeks and encourage you to submit any questions, concerns, or clarifications to info@technova.ca and they will be addressed. At the end of the two-week period the new business year will begin.

    Please visit our Facebook page for a change to win the TechNova AGM virtual door prize. We thank you for your continued support and understanding during this time.

For a chance to win one Apple iPad 10.2" 32GB, our AGM door prize:
        1. Like our Facebook page (One Entry)
        2. Like and share this AGM post (Two Entries)

Draw Date: July 20, 2020.
* To be eligible, you must be a Member In Good Standing with TechNova: The Society of Technicians and Technologists of Nova Scotia.

The following members interacted with the social media posts and indicated they had reviewed the AGM documentation.

Name	Position
Karsch, Stefan	Member
Luckie, Barb	Member
Blinn, Daniel	Member
Mackie, Steve	Member
Frampson, Michael	Member
Brown, Joy	Member
Attwater, Alan	Vice President
Al-Miari, Moe	Member
MacIsaac, Moe	Member
Mitchell, Darrell	Member
Maddox-Alexander, Erin	Member
MacMillan, David	Member
Connell, Cheryl	Member
MacIntyre, James	Member
Gillam McOnie, Rhonda	Member
Newell, Haley	Finance Chair
Scott, Kim	Member
MacNeil, Dawn	Member
Vaughan, Peter	Member
Kyle, Tracey	Member
Rivard, Frederick	Member
Long, Jason Thomas	Member
MacLean, Mike	President
Pomroy, Emily	Member
Chappell, William	Member
Reid, Lily	Member
Leaves, Autumn	Member
Meagher, Larry	Member
Pichkar, Michael	Member
Lukeman, Pat	Member
MacIssac, Kyle	Member
Boutilier, Evan	Member
LeBel, Louis	ESO
Piercey, Sean	Council Member
Simms, Joe	Registrar
Younis, Sam	Council Member
Denton-Robicheau, Beth	Council Member

1.0   President's Report – Mike MacLean, CET IntET (Canada)

Each year, the AGM is organized by a committee, led by the Vice-President of the organization and consisting of a handful of volunteers from council. The arrangements such as venue, meals and giveaways typically get finalized in February, with final details nailed down in March. This year, with the unprecedented disruption due to Covid-19, not only could the final details for the AGM not be confirmed, but the organization as a whole came to a grinding halt as we determined our path forward through the pandemic. Specifically, with respect to the AGM, and following provincial guidelines, we knew a large in-person gathering was not possible. The council and executive had many video-conference meetings to discuss the best way to deliver the information from the 2019 business year to the members, and though it isn't perfect, we determined that a pre-recorded video in conjunction with an emailed report booklet would be the best option.

Our members will be receiving by email a copy of the AGM booklet, along with a link to the pre-recorded video, embedded on our website. We will then have a two-week period for members to contact us with any questions or concerns. At the end of the two-week period, we'll send a response by email to the members, if needed. At this time the new business year will commence.

At the national level, we have made tremendous progress in unifying the various provincial organizations under one national body. In November of 2019 in Winnipeg, there was a meeting of all provincial associations (with the exception of Quebec) and after two days of discussions and negotiations, it was determined that the provinces comprising CCTT – New Brunswick, PEI, Newfoundland & Labrador and Nova Scotia – would apply for membership in Technology Professionals Canada, or TPC. There would then be an indefinite period where CCTT work-in-progress would continue, in addition to the process of ensuring the international agreements are transferred appropriately. This transition process is currently ongoing, with details ironed out by a working group, of which I am a member.

From an accreditation perspective, Technology Accreditations Canada, or TAC, absorbed CTAB last fall. The process of scheduling legacy CTAB program reviews with TAC programs and potential new programs at colleges across the country is ongoing.

I'm very proud of what we were able to accomplish these past two years. My term started with a tremendous evening at the Discovery Centre, followed by negotiating a new lease for a more functional office space; streamlining, optimizing and upgrading the business side of the organization; adding talented and eager members to council and of course, the work at the national level. The incoming executive of Alan Attwater as President, Haley Newell as Vice-President and Sam Younis as finance chair is an extremely bright, talented group – TechNova is in good hands.

I want to extend a heartfelt thanks to the volunteers on council, certification board and the various committees for their dedication and hard work. As always, we are looking for a few more volunteers – if you're interested in any capacity, please reach out! I also want to thank Office Manager Vivian Ernst and Registrar Joe Simms for their hard work. I want to say a special thank you to Executive Director Louis LeBel. Louis invited me to council back in 2013, and has been an excellent resource and mentor, not only for myself but every member of council. Louis is a tremendous advocate and ambassador for TechNova, and I can't thank him enough for his support over the past two years.

Our members are everything, and during this difficult time I want to express my best wishes to each member and their families, wishing you good health and safety.

2.0   Registrar's Report – Joe Simms, CET

2019 was a productive year for TechNova. Although we did not see any major increase in membership numbers, we have not seen a significant drop in membership. We have however seen a constant increase in foreign applications and an ever increase in interest in moving to Nova Scotia. Transfers into the province from other Jurisdictions and transfers out to other CM's were relatively equal. The following is a breakdown on the certifications granted in 2019.

Date	Total Applications	Certified Members	Associate Members	International Certifications	Files require additional Information	Files Rejected
February	37	18	7	2-Associate Status	10	-
April	13	8	4	1 – Associate Status	0	-
June	28	17	5	0	4	2
September	16	7	4	0	5	-
November	17	7	4	1 – Associate Status	3	2
Totals	111	57	24	4	22	4

For the year 2019 a total of 85 new members were added to the register. A total of 6 members were transferred into TechNova, and 4 members were transferred to other provinces.

A total of 4 international applicants were accepted by the Certification Board. In closing, I would like to thank Vivian for her dedicated work in preparing files for the Certification Board, and to all Board members who have devoted their time and expertise in reviewing all applications and submissions.

Thank You,
Joe Simms, CET Registrar

3.0   Act Enforcement – Mark Bamford, C.Tech

The Act Enforcement Committees responsibly is to investigate complaints registered against our membership and ensuring that the integrity of our designations is kept intact. In 2019 we investigated 4 notices of possible misuse of the CET, C.Tech designation of which all were founded to have been used within the bylaws of Technova.

There were no complaints against our membership. Our designation is an important part of our professionalism which we as a group have worked hard to achieve and maintain, it is our duty to remain vigilant and ensure that all those who hold themselves out to be certified truly are.

Thank you,
Mark Bamford, C.Tech

4.0   Finance Report – Haley Newell, CET

First, I would like to introduce myself, my name is Haley Newell and I have been Finance Chair for the past four years. I have been involved with TechNova since attending one of our accredited programs at the Nova Scotia Community College.

As the Finance Chair, it has been my responsibility to monitor financial affairs of the Society. I report directly to the Executive Council and present findings to the Council during its regular meetings.

With the support from all of TechNova's members, we all can continue to build the measurable value of the designations we all can be proud of. Enclosed in the AGM package is the council-approved 2020 financial budget. It outlines the key areas of expenses which makes all of TechNova's affairs possible. The past year we have worked hard at lowering our operating costs, so we are able to conduct more member outreach and provide more benefits to our membership this coming year.

Our Financial Statements for the operations and cash flow for 2019 were audited by Lyle Tilley Davidson, and the results were found to be in accordance with the Canadian Generally Accepted Accounting Principles. This has been included in the AGM booklet for review as well.

I would like to thank our Office Manager, Vivian Ernst for continuing to keep our office running. I look forward to continuing to help TechNova in the coming years.

5.0 Communications Director's Report – Kuria Mbaabu, C. Tech

The communications director at TechNova is responsible for the delivery of information to the membership, using various print and electronic methods. The primary methods of communication to the membership are via the Leadership in Technology newsletter and website. Social media platforms such as Facebook and Twitter are also in use and we are exploring more avenues, and it is a goal of mine in 2020 to introduce a digital newsletter for our TechNova Members.

1. Leadership in Technology Magazine

Fall 2020 Edition of Leadership in Technology. We are currently researching different software platforms to provide TechNova members with a digital newsletter. I have narrowed down the selection of programs to achieve this task and will be working to release our first digital newsletter in the fall.

I am always on the lookout for content for the newsletter. If a member has an interesting article, or a company is interested in advertising in the newsletter, please contact me. My contact information is available on the website.

2. Member Survey Results

We continue to actively engage our members and recently conducted a survey asking TechNova members if they were aware of the discounts, they currently have access too. Based on the survey results, 63% of our members are aware of our current TechNova member benefits, which is good!

3. Additional TechNova Membership Savings

An opportunity for TechNova to add more partners for benefits is being explored and we are currently having discussions on negotiating contracts. I am hoping to have those completed this summer and add some exciting new ones that members have requested such as partnerships with Hotels, Hardware Stores etc.

There have been delays in implementing these items due to the current COVID-19 climate but things are starting to move again and I am hopeful that everything will be in place before the end of summer.

I would to also thank the volunteers who serve on Council and Certification Board for their hours of hard work, and those who volunteer their time to participate in program accreditations.

6.0   CCTT National Director's Report

Presented by: Louis LeBel, FEC(Hon), CET, IntET(Canada)

I am pleased to report that we have accomplished a great deal this past year. CCTT has work with the provinces to sign an agreement to get a single national body and national accrediting body as well as working with the International Engineering Alliance, IEA. At this time CCTT remains the signatory to all the international agreements and accords and is working with the new accrediting body to bring their standards in line with the international requirements. Internationally CCTT continues to ensure Canadian programs and workforce have international equivalency. Our educational accords ensure graduates from CTAB ACCREDITED programs in Canada are accepted throughout the world. Nova Scotia students are lucky to have a college that understands that accreditation is important. After graduating and getting experience technicians and technologists can be granted the international designation and be put on the CCTT international register. Once on the register these people can work in countries that are signatories to the agreements.

CCTT provided international reviewers for countries that are part of the accords and in 2019 we sent a reviewer to South Africa to do an international review and CTAB did an accreditation in Qatar. As the CCTT representative to the IEA and the Chair of the International Technician Agreement, I was asked to do research in 2018/19 on how engineering education is being done around the world. Although I expected that the majority of engineering education would be the traditional instructor lead classroom and laboratory setting, I was pleasantly surprised by to innovation that is around the world. In one country they have placed laboratory facilities in tractor-trailer to reach smaller communities and have classes online via video and/or AI systems; while in at least three countries there are now 100% online engineering programs.

The IEA has signed an agreement with UNESCO and WFEO to review and update the international standards so that they reflect contemporary values and employer needs as well as equip engineering professional of the future to incorporate the practices that advance the UN Sustainable Goals. It is the purpose of the Working Group to review these benchmark standards and make recommendations where appropriate. Some of the goals are to advise of gaps or refinement to:

- coverage of emerging technologies (e.g., smart cities, autonomous systems, and artificial intelligence, communications and pervasive networking, augmented reality, 3d printing, security, data mining, cloud computing, sensor integration and innovative materials)
- coverage of emerging engineering disciplines (e.g., synthetic biology, sustainable energy, mechatronics, infrastructure, and smart cities, artificial intelligence and big data)
- aligning engineering with the UN Sustainable Development Goals (no poverty, zero hunger, good health and well-being, quality education, gender equality, clean water and sanitation, affordable and clean energy, decent work and economic growth, industry, innovation, and infrastructure, reducing inequality, sustainable cities and communities, responsible consumption and production, climate action, life below water, life on land, peace, justice, and strong institutions, and partnerships for the goals)

7.0   Executive Staff Officer's Report

Presented by: Louis LeBel, FEC(Hon.) , CET, IntET(Canada)

Over the past year we have continued to work with the provincial government on two key areas, the Internationally Educated Engineering Working group and the other regulators on Fair Regulated Practices Act, FRPA. The reporting data that is required for FRPA requires a great deal of effort, but it has also lead to a better understanding of where we are losing members and how long it takes to actually get someone certified. TechNova is currently sitting on FRPA's Process Review Project Advisory Committee to make recommendations for changes as we move forward. TechNova will be up for a review and we are continuing to update all our policies.

Much of the time this past year was spent on getting all the provinces back into a single national body and having a single national accreditation group. In Winnipeg all of the presidents signed on to an agreement to join TPC, Technology Professionals Canada. That said the Canadian Council of Technicians and Technologists is still in place because it is authorized to represent Canada with the International Engineering Alliance, IEA. TPC's focus national in focus but they have committed to take on the international agreements to ensure that Canadian Technicians and Technologists can maintain their international designations. We have also signed a merger of the Canadian Technology Accreditation Board and Technology Accreditations Canada to form a signal national accreditation group.

In 2020 we will be going paperless and all contact should be via email. All members should have responded to a request to update your contact information. If you have not been in contact with the office, please email or call to update your contact information.

Lastly, I would like to thank all the volunteers for the work that they have done and continue to do on behave of our membership. Without volunteers we would not be able to function and keep costs down unlike other provinces where certification costs are hundreds of dollars and membership fees are also high.

For information on what is going on nationally, internationally and to learn more about the value of certification read my Canadian Council of Technician and Technologist National Director's report.

8.0   NEW BUSINESS

A. 2020 Budget:
- o As outlined in the AGM 2019 Booklet

B. Presentations/Awards
- The amount of $500.00 will be awarded to students from NSCC in the technical accredited programs and a one-year free membership in 2021.
- Ray Fiske Award did not have any qualifying applications, therefore was not awarded.
- Meloche Monnex Continuing Education Bursary did not have any qualifying applications, therefore was not awarded.
- Gift Certificates were awarded to Council members and Certification Board members in the amount of $100.00 for their volunteer work.

TechNova President's Award recipient Raquel Pires! She sent us a wonderful story about her background and goals as an Engineering Technology Graduate! Industrial Engineering Technology, Ivany Campus

"I'm an international student from Brazil. Back home, I used to work as a chemistry technician, and after a couple of months in this role, I felt the urge to go beyond. I can say that living during a pandemic while I am not in my home country was not in my plans, and financial instability comes with that. In the middle of everything that is happening, this award gives me some hope and security to focus more on my education, and worry less about how I am going to afford it. Receiving this award makes me feel more confident about the things I can achieve and how far I can go, and this will definitely be an asset in the upcoming academic year. I want to stay in Nova Scotia as a permanent resident and build my career as an Industrial Engineering Technologist here. Also, I want to support other international students to achieve their goal to access a high-quality postsecondary education. I believe that receiving this award; I can inspire other students to pursue their dreams by showing them that this is something feasible and that they should go for it as well. I feel extremely blessed for having this opportunity and I hope to honour your expectations!"

- Door Prize awarded by TechNova by way of an online interactive draw
  - o Ipad: Larry Meagher

C. Nominations, Elections and Installations:
- Alan Attwater, CET, IntET (Canada); offering for President
- Haley Newell, CET; offering for Vice President

- Sam Younis, CET was appointed as Finance Chair

TechNova is the Society of Certified Engineering Technicians and Technologists of Nova Scotia

9.0   Recognition

Volunteers:
- Mike MacLean thanked the volunteers on the Certification Board and the Council members who gave their time to sit on these committees and Vivian Ernst for her work as Office Manager for the last 12 years.

Long Service Awards

TechNova would like to extend congratulations to our Long Service Award members for 2019! Thank you for all your contributions to Technology in Nova Scotia!

25 Years	30 Years	40 Years
J.G. Robert LeBlanc, CET	Robert Murphy, CET	Norman Ferguson, CET
Stephane J.G. Colin, CET	Paul Coombs, CET	Martin Neynens, CET
Andrew Thomas, CET	Bruce Hall, CET	Stephen Ehrhardt, CET
Gerald Vautour, CET	Ernest Trites, CET	Donald Mosher, CET
J. Ronald Cameron, CET	Michael Laycock, CET	
	Paul Bailey, CET	
	Bradford Harnett, CET	
	Robert MacKenzie, CET	
	James MacDonald, CET	

10.0   Adjournment: December 30, 2021 (2 Week Question Period)

No questions were received in this time period.

2020 Annual General Meeting

President's Report – 2020 Business Year

I would like to start by welcoming all of you to the 2020 Annual General Meeting and to thank all of our volunteers on our various committees and staff that have worked tirelessly on behalf of the membership over the last year by participating on council and on our various committees.

Another year in the books, a year of adversity, challenges, but also evolution and development. We've all heard over this last year words like "unprecedented" and "disruption," and our thoughts are with all those who have been affected. We can also apply words like "perseverance" and "adaptability" while we've all been adjusting to the new normal. We can also take a moment to acknowledge that we're not just surviving the circumstance but thriving within it. As we continue to follow provincial health guidelines, we are unfortunately unable to meet in person once again this year; after consideration, we've opted once again for a pre-recorded video accompanied by an emailed booklet, also available through the website. We have shifted to virtual delivery of council, committee, and executive meetings. While we continue to adapt as things evolve, it has shown what is possible. To that end, I would like to put out a call for volunteers; there are many ways you can make an impact on our profession. If you have any interest, please don't hesitate to reach out. Regardless of your location many voices will make for a strong organization.

We are in the process of implementing and testing a new database system as part of our ongoing efforts to go digital, paperless, and improve our ability to communicate with the membership through online transactions, member surveys, and feedback. The most significant benefit you gain through certification is the use of protected titles, C.E.T., C.Tech, and A.Sc.T. These titles show your present and future employers that you have a standard of professionalism and education that will benefit them and their companies. Beyond that, we do have cost-saving benefits through collaboration with various partners. Still, we want to hear from you and what is of worth to our membership. As we continue to build on our affinity programs, we want to ensure we are providing what is most valued to our membership

At the National level, we continue to make incredible strides in unifying all the provincial associations under one national body. Along with all the legacy CCTT provinces, we are active within the TPC leadership council and have a strong voice within the working group who are guiding the merger process. CCTT continues in kind while ensuring the international agreements are appropriately transferred, protecting the international designations, and promoting mobility on the national and international level.

Regarding accreditation, things continue to move forward with Technology Accreditation Canada (TAC), regularly adding new programs while continuing to deliver a high level of service to existing and legacy CTAB programs. This is an essential service; graduating from a nationally accredited program gives an advantage upon graduating and starting their careers.

Again, sincerest thanks to all our volunteers and staff who make all this possible. As always, we are looking for volunteers, and if you're interested, please reach out. Finally, I would like to offer a special thank you to our Executive Director, Louis Lebel, who always goes above and beyond, and Mike MacLean, who, as our voice in the TPC working group, is a strong contributor in protecting our interests on the national stage.

Respectfully Submitted,

Alan Attwater, CET, IntET (Canada)
President

Registrar's Report 2020 AGM

2020 was a very productive year for new certifications with TechNova. With a year of uncertainty related to Covid, TechNova had seen an increase in applications for certification. From the beginning of January to year end, we received a total of 119 new applications were received. These consisted of 7 international, 5 applications from other provinces and the remainder were from Nova Scotia.

To the end of December, a total of 88 new members were added to the Registrar. This consisted of Certified and Associate Members. Most of the new members added, were graduates of recognized programs in Nova Scotia, five were from accredited programs from other provinces in Canada and three were international graduates. The remaining 31 unprocessed applications will be carried forward to 2021. These applications are mostly lacking essential information which is required before the Certification Board review.

Transfers into Nova Scotia or to other CM's was down significantly with only two members applying for transfer to TechNova, and no applications for transfer out of the province. The table below outlines the make-up of all members certified.

Discipline	Total	Applied Science Technician	Applied Science Technologist	Associate Technician	Associate Technologist	Certified Engineering Technician	Certified Engineering Technologist
Bioscience	8		2			2	4
Building	88		1	1	3	56	25
Chemical	12			5		3	9
Civil	365		3		5	56	294
Electrical	201		1		2	39	158
Electrical Electronics	2		1			0	1
Electronics	285		2	8	3	110	161
Electronics Mechanical	1	1				1	0
Environmental	22		1	1	1	2	16
Forestry	1	1				0	0
Geomatics	36					4	32
Industrial	19			1	1	2	15
Information Technology	5					3	2
Instrumentation	6					2	4
Mechanical	276	1	2	2	4	80	173
Mining	4		1			1	2
Petroleum	5					1	4
Renewal Resources	1					0	1
TOTALS	1337	3	14	18	19	362	901

TechNova is the Society of Certified Engineering Technicians and Technologists of Nova Scotia

In closing, I would like to thank Vivian for her dedicated work in preparing files for the Certification Board, and to all Board members who have devoted their time and expertise in reviewing all applications and submissions.

Thank You,

Joe Simms, *CET*
Registrar

Act Enforcement Officer's Report

The Act Enforcement Committees responsibly is to investigate complaints registered against our membership and ensuring that the integrity of our designations is kept intact. In 2019 we investigated 4 notices of possible misuse of the CET, C.Tech designation of which all were founded to have been used within the bylaws of Technova.

There were no complaints against our membership. Our designation is an important part of our professionalism which we as a group have worked hard to achieve and maintain, it is our duty to remain vigilant and ensure that all those who hold themselves out to be certified truly are.

Thank you,

Alan Attwater, CET, IntET (Canada)

2020: A Year of Firsts for Technology Accreditation Canada

2020 was a year of firsts for Technology Accreditation Canada (TAC) with the first CTAB accredited program audited under the TAC accreditation process. With travel restricted due to COVID-19, the first virtual site visits were conducted, receiving positive feedback from educational contacts and auditors. The first 5-year comprehensive review of the National Accreditation Criteria and accreditation process was completed paving the way for several improvements to be implemented in 2021. And late in the year, the second phase of the CTAC Review Project commenced with a Standards Development Committee, comprising of certified professionals and educators from across the country, reviewing the first discipline (Electrical) Canadian Technology Accreditation Criteria (CTAC). The CTAC, a modified version of the National Technology Benchmarks, are the collection of general and discipline learning outcomes, used by TAC for accreditation. The CTAC Review Project involves addressing several key issues with the CTAC, followed by an in-depth review of each CTAC over a 3-year period.

Key Accomplishments
- 8 programs granted national program accreditation
- Total number of accredited programs climbed to 174 under the TAC and CTAB banners
- 64 applications received, 12 were from new programs, 46 from CTAB accredited programs and 6 were renewals
- 40 auditors were added to registry bringing the total to 142 auditors

These achievements demonstrate TAC's ongoing commitment to innovation, advancement and enhancing value for our customers and stakeholders in the engineering technology and applied science profession. TAC looks forward to building on this momentum with a particular focus on securing more accreditation commitments from Alberta institutions and programs.

Nova Scotia Community College Accreditations

All NSCC programs are currently CTAB accredited, though will transition to TAC accreditation based on the schedule below.

Program	Campus	Transition Timing
Survey Technician	COGS	2021/22 academic year
Electronic Engineering Technology	Ivany	2021/22 academic year
Environmental Engineering Technology	Ivany	2021/22 academic year
Electrical Engineering Technology	Ivany	2021/22 academic year
Architectural Engineering Technician	Ivany	2021/22 academic year
Construction Management Technology	Ivany	2021/22 academic year
Mechanical Engineering Technology	Ivany	2021/22 academic year
Civil Engineering Technology	Ivany	2021/22 academic year
Electronic Engineering Technician	Marconi	2022/23 academic year
Geomatics Engineering Technology	COGS	2022/23 academic year

Electronic Engineering Technician	Kingstec	2022/23 academic year
CAD Technician Mechanical	Lunenburg	2022/23 academic year
Electronic Engineering Technician	Ivany	2022/23 academic year
Industrial Engineering Technology	Ivany	2022/23 academic year
Electronic Engineering Technician	Pictou	2022/23 academic year
Energy Sustainability Engineering Technology	Annapolis	Will not transition to TAC at this time. Accreditation to expire Apr 30/21

Accreditation is recognized worldwide as an objective method of assessment and a valuable tool to identify program strengths and challenges. This independent seal of approval represents excellence in education and the high standards of the profession graduates will be joining. Achieving accreditation provides students, industry and the educational institution confidence the program has met defined standards.

As the national accrediting body for the engineering technology and applied science profession, TAC is committed to partnering with educational institutions to ensure students receive the highest quality education which meets the profession's national educational standards. TechNova joined TAC in late 2019.

Member Opportunities

With the significant number of audits scheduled for 2021, TAC is looking to expand its pool of auditors. This is a great professional development opportunity and chance to serve your profession. TechNova members will also have the opportunity to participate on Standards Development Committees tasked with the reviewing the remaining CTAC.

Respectfully submitted by Sean Piercey,
TechNova Representative,
TAC Board of Directors

Canadian Council of Technicians and Technologists
National Director Report

The Canadian Council of Technician and Technologist have worked with Technology Professional Canada over the past year to transfer our programs to the new national body. I would like everyone to thank Mr. Rick Tachuk for all the hard work that he has put in to help make our transition a successful one. By this August we should see all of the programs that were administered by CCTT transfer to TPC. TPC has agreed to keep Canada in the international Engineering Alliance for a two-year trial period.

Often when chatting with TechNova members they either have no idea what the CCTT has been doing for them or they have no idea that they are part of the CCTT and now TPC. For more information about this group, you can go to http://www.technologyprofessionals.ca/ . TPC is your new national voice with government and education across the country as well as internationally as part of the International Engineering Alliance. Our goal is to represent all technicians and technologists across Canada and to promote the profession.

This year CCTT has partnered with ASTBC to rejuvenate the national gateway for all technology professionals. We worked with all provinces to update the new national standard. For those of you that have use the National Technology Benchmarks you may have heard that we have moved to the CTAC, Canadian Technology Accreditation Criteria which is used by all provinces. CCTT has signed an agreement to that merged CTAB and TAC and signed an agreement to allow TAC access to the international accords to make sure that Canadian programs remain internationally recognized when they meet in the international graduate attributes.

Internationally CCTT continues to work with the International Engineering Alliance (IEA) to ensure Canadian programs and workforce have international equivalency. Our educational accords ensure graduates from CTAB programs that were accredited and newly accredited programs by TAC are accepted throughout the world. Nova Scotia students are lucky to have a college that understands that accreditation is important. After graduating and getting experience technicians and technologists can be granted the international designation and be put on the international register. Once on the register these people can work in countries that are signatories to the agreements. This is good for employers that wish to do international business and technicians and technologists that may want to work internationally.

This year CCTT will attend the International Conference in online. That said there has been a great deal of work during the year. The IEA has worked to update the international standards and in June we will see the progress that has been made. Over the years we have worked with the IEA and generally only met once a year to work

collaboratively on internationally important issues. Since covid started, we have been using technology to work on projects continuously and meet most months.

Lastly, I have agreed to accept the nomination to continue as the Chair of the Agreement for International Engineering Technicians.

Respectfully Submitted,

Louis Lebel, FEC(Hon), CET, IntET(Canada)
CCTT National Director

Executive Staff Officers (ESO) Report – 2020 AGM

This has been a trying year with Covid preventing us from getting together but through technology we have actually increased the work that TechNova is doing both provincially and nationally. With the remote access all of the volunteers have continues to support our operations and we have gained new members. That said many members did not renew this year and we are going to reach out to them to see if we can bring them back to TechNova. For those of you who have not heard, Vivian has left TechNova and has moved to another part of Nova Scotia. I wish her all the best in her new community and would like to say thank you for all the work you did while you were with us. I would also like to thank all the volunteers that have supported our committees and council during covid. With Vivian gone I have been handling most of the calls and emails and it is having been interesting to hear directly from so many of our members. Several have decided that with covid it is time to retire and they have moved to our retired status.

Over the past year we have not met in person but have instead used zoom or teams to meet online and continue the important work. The office is now closed to the public but someone will be in several times a week to progress the work that needs to be done. While we are working remotely, I would suggest that email is the best way to get in touch with the office or our council. We have also continued to meet with provincial government organizations to make sure that TechNova is able to meet the needs of the people of NS. With the work that we have done with the provincial government we have secured a contract that will enable us to move to a fully online organization. By the end of the year, we will have a new website with a member's interface and regular updates to members. Automatic invoice will go out and you will be able to pay online next year. That said it is important to make sure that your email address is correct. We will also have a new online certification system that will be tied into the new national gateway.

If you have any suggestions with regard to the new online system or events that you would like us to do, please email us. If you haven't already completed your salary survey, go to our Facebook page and click on the link.

For information on what is going on nationally, internationally and to learn more about the value of certification read my Canadian Council of Technician and Technologist National Director's report.

Respectfully Submitted,

Louis Lebel, FEC(Hon), CET, IntET(Canada)
TechNova ESO

TechNova is the Society of Certified Engineering Technicians and Technologists of Nova Scotia

2021 Operating Budget

General Revenue	
Memberships 2020	$1,000.00
Memberships 2021	$220,000.00
Processing Fees	$7,000.00
Newsletter Advertising	$6,000.00
Promotional Items Sold	$200.00
Transfer Fees	$500.00
Late Fees	$4,000.00
Rings Sold	$6,000.00
Stamps Sold	$500.00
Sponsorships & Donations	$8,000.00
Net Sales	**$253,200.00**

Payroll Expenses	
Wages and Salaries	$39,000.00
EI Expenses	$1,000.00
CPP Expenses	$1,800.00
Employee Benefits	$2,200.00
Subcontract	$12,000.00
Total Payroll Expense	**$56,000.00**

General & Admin. Expenses	
Accounting	$4,000.00
Training	$500.00
Legal	$1,000.00
Advertising & Promotions	$6,500.00
Website	$1000.00
Printing	$2,500.00
Newsletter	$12,000.00
Bad Debts (Unpaid Dues)	$15,000.00
Dues & Fees	$27,000.00
Assessment Fees	$0.00
Awards & Incentives	$10,000.00
Courier	$500.00
Postages	$1,600.00
AGM Conference	$10,000.00
IQA Program Fees	$0.00

TechNova is the Society of Certified Engineering Technicians and Technologists of Nova Scotia

Meetings and Conferences	$2,000.00
Amortization Expense	$0.00
Equipment	$2,000.00
Insurance	$3,000.00
Interest & Bank Charges	$5,500.00
Database Licensing	$1,000.00
PayPal Fees	$650.00
Office Expenses	$9,000.00
Gifts	$6,500.00
Photocopier	$4,000.00
Miscellaneous	$0.00
Rent	$39,000.00
Repairs & Maintenance	$1,000.00
Rings	$3,000.00
Stamps	$500.00
Telecommunications	$9,000.00
Cell Phone	$1,400.00
Meals & Entertainment	$2,000.00
Travel	$5,000.00
TBR	$0.00
Total Gen. & Admin Exp.	**$186,150.00**

Total Expense	**$212,150.00**

Net Income	**$11,050.00**

Respectfully submitted,

Sam Younis, CET
Finance Chair

Awards
TechNova Student Achievement Awards 2020

College and Campus	Program	Winner
NSCC Pictou	Electronics Engineering Technician	No name provided
NSCC Kingstec	Electronics Engineering Technician	Jericho Padua
NSCC Marconi	Electronic Engineering Technician	Jordan Murphy
NSCC COGS	Survey Technician	Alexey Sharikov
	Geomatics Engineering Technology	Robert Bottrill
	Energy Sustainability Engineering Technology	Mahmoud Ragab
NSCC Waterfront	Architectural Engineering Technician	Istvan Kirzsan
	Environmental Engineering Technology	Ben Underhill
	Construction Management Technology	Bradley Becket
	Electronics Engineering Technician	Daniel Lee
	Electrical Engineering Technology	Yohak Choi
	Electronics Engineering Technology	Eddy Hanifen
	Mechanical Engineering Technology	Dane Bolton
	Civil Engineering Technology	Rose Lauder
	Industrial Engineering Technology	Joel Martin
NSCC Lunenburg	CAD Mechanical Technician	Tyler Myalls

Meloche Monnex Continuing Education Bursary

The Meloche Monnex Continuing Education Bursary is an award of $1000 and is awarded each year to a member, or child of a member, who is enrolled in a recognized technology program at the post-secondary level. The winner is selected at random from all eligible applicants. The deadline for entry is October 1st. Entries must include proof of enrollment.

Ray Fiske Education Award

Named in honor of long-time Registrar Mr. Ray Fiske, P.Eng., CET (Hon), TechNova awards a $500 bursary each year to the son or daughter of a member who is undertaking post-secondary studies.

The winner is drawn at random from all qualified applicants. The deadline for entries is October 1st.

TechNova President's Award

Starting in Fall of 2018, Technova introduced the TechNova President's Award, a new bursary for student in their final year of study in an accredited program. This new award is open to all students who meet the criteria.

Nominations, Elections and Installations

- No Nominations, Elections and Installations

Appointments:

- No Appointments

2021 Annual General Meeting

President's Report – 2022 Business Year

I would like to start by welcoming all of you to the 2020 Annual General Meeting and to thank all of our volunteers on our various committees and staff that have worked tirelessly on behalf of the membership over the last year by participating on council and on our various committees.

Another challenging year with ongoing COVID restrictions and provincial health guidelines preventing us from getting together once again. While we continue to adapt as things evolve, it has shown what is possible in adopting a hybrid model with mixture of in-person and virtual engagement for council and executive meetings. To that end, I would like to put out a call for volunteers; there are many ways you can make an impact on our profession. If you have any interest, please don't hesitate to reach out. Regardless of your location, many voices will make for a strong organization.

Despite the challenges and limitations, we had a busy year at TechNova and are now preparing to bring our new website live, with member interface, online invoicing and payment, and the ability to communicate with the membership through, member surveys, and feedback. The most significant benefit you gain through certification is the use of protected titles, C.E.T., C.Tech, and A.Sc.T. These titles show your present and future employers that you have a standard of professionalism and education that will benefit them and their companies. We also have a new online certification system that will be linked to the new national gateway, allowing reviewers to work more rapidly while also providing a fair and open method for evaluating everyone against national standards. We do have cost-saving benefits through collaboration with various partners. Still, we want to hear from you and what is of worth to our membership. As we continue to build on our affinity programs, we want to ensure we are providing what is most valued to our membership

At the National level, we continue to make incredible strides in unifying all the provincial associations under one national body. Along with all the legacy CCTT provinces, we are active within the TPC leadership council and have a strong voice within the working group who are guiding the merger process. CCTT continues in kind while ensuring the international agreements are appropriately transferred, protecting the international designations, and promoting mobility on the national and international level.

Regarding accreditation, things continue to move forward with Technology Accreditation Canada (TAC), regularly adding new programs while continuing to deliver a high level of service to existing and legacy CTAB programs. This is an essential service; graduating from a nationally accredited program gives an advantage upon graduating and starting their careers. Again, sincerest thanks to all our volunteers and staff who make all this possible. As always, we are looking for volunteers, and if you're interested, please reach out. Finally, I would like to offer a special thank you to our Executive Director, Louis Lebel, who continually went above and beyond in serving the association and its membership, and wish him well in his well-deserved retirement.

Respectfully Submitted,

Alan Attwater, CET, IntET (Canada)
President

Registrars AGM Report 2021

A total of **112 application files** were processed for 2021, this includes Transfers and Upgrades.

Applicant Type	Files processed
CTAB/TAC Accredited	54
Military	5
Upgrade	10
International	8
Non-Accredited	13
Transfers	22
Total Files	112

Applicants	Decision of Board
42	Applicants were awarded status as Technologist.
12	Applicants were awarded status as Technicians
8	Applicants were awarded status as Associate Members
2	International Applicants Certified
1	Applicant(s) were rejected by the Board
17	Files In Progress
8	Upgraded from Associate to Certified
20	Provincial Transfers-In to TechNova
2	Provincial Transfers-Out to other CM'S
112	Total Files

2021 was a very productive year for the Certification Board, with a total of 112 applications for certification, upgrading and transfers. In total 91 new members were added to the register.

For 2021 we had a total of 164 memberships lapsed, for nonpayment of dues this has been the largest decrease of members in recent history.

Applications for International candidates is on par with 2020 of the 8 applications received 3 have been awarded associate status, the remaining five applicants are in the process of review. One applicant formally awarded associate status in 2020 was upgrade to Certified Engineering Technician.

Thank You,

Joe Simms, *CET*
Registrar

Act Enforcement Officer's Report

The Act Enforcement Committee is responsible for dealing with complaints registered against our membership and ensuring that the integrity of our designations is defended. In 2021 we recorded zero infractions upon our designations and zero complaints against our membership. We will continue to work to ensure the integrity of our designations, which is an important sign of our professionalism, and it is our duty to ensure that all those who hold themselves out to be certified truly are.

Respectfully submitted,

Beth Denton-Robicheau, C.Tech

2021: Technology Accreditation Canada

TAC continues to evolve in 2022. TAC 2.0 focuses on enhancing client experience with a new accreditation model, revised audit process and new automated system. With increased capacity, an ambitious 57 audits are planned. A revised standards development review process is expected to substantially advance the Canadian Technology Standards (CTS) Revision Project.

The total number of accredited programs climbed to 182 under the TAC and CTAB banners with a milestone of 100 TAC accredited programs. TAC looks forward to building on this momentum with a particular focus on securing more accreditation commitments from Ontario institutions and programs.

Nova Scotia Community College Accreditations

TechNova joined TAC in late 2019. All NSCC programs are currently CTAB accredited, though each program will transition to TAC accreditation based on the schedule below.

Program	Campus	Transition Timing
Survey Technician	COGS	June 21, 2022 Site Visit
Electronic Engineering Technology	Ivany	October 20, 2022 Site Visit
Environmental Engineering Technology	Ivany	October 25, 2022 Site Visit
Electrical Engineering Technology	Ivany	October 11, 2022 Site Visit
Architectural Engineering Technician	Ivany	October 27, 2022 Site Visit
Construction Management Technology	Ivany	June 14, 2022 Site Visit
Mechanical Engineering Technology	Ivany	October 13, 2022 Site Visit
Civil Engineering Technology	Ivany	October 18, 2022 Site Visit
Electronic Engineering Technician	Marconi	2022/23 academic year
Geomatics Engineering Technology	COGS	2022/23 academic year
Electronic Engineering Technician	Kingstec	2022/23 academic year
CAD Technician Mechanical	Lunenburg	2022/23 academic year
Electronic Engineering Technician	Ivany	2022/23 academic year
Industrial Engineering Technology	Ivany	2022/23 academic year
Electronic Engineering Technician	Pictou	2022/23 academic year

As the national accrediting body for the engineering technology and applied science profession, TAC is committed to partnering with educational institutions to ensure students receive the highest quality education which meets the profession's national educational standards. Work continues to migrate international agreements and accords for Canada to Technology Professionals Canada (TPC) and TAC with an expected conclusion this Spring 2022.

Respectfully submitted.

Sean Piercey CET, IntET(Canada)
TechNova Representative, TAC Board of Directors

CCTT/TPC National Director's Report: Louis LeBel, CET

- The Canadian Council of Technician and Technologist have worked with Technology Professional Canada over the past two years to transfer our programs to the new national body. I would like everyone to thank Mr. Rick Tachuk for all the hard work that he has put in to help make our transition a successful one. By this August we should see all of the programs that were administered by CCTT transfer to TPC. TPC has agreed to keep Canada in the international Engineering Alliance for a two-year trial period.

- Often when chatting with TechNova members they either have no idea what the CCTT has been doing for them or they have no idea that they are part of the CCTT and now TPC. For more information about this group, you can go to http://www.technologyprofessionals.ca/ . TPC is your new national voice with government and education across the country as well as internationally as part of the International Engineering Alliance. Our goal is to represent all technicians and technologists across Canada and to promote the profession.

- In 2020 CCTT partnered with ASTBC to rejuvenate the national gateway for all technology professionals. We worked with all provinces to update the new national standard. For those of you that have use the National Technology Benchmarks you may have heard that we have moved to the CTS, Canadian Technology Standards which are used some provinces. CCTT has signed an agreement to that merged CTAB and TAC and signed an agreement to allow TAC access to the international accords to make sure that Canadian programs remain internationally recognized when they meet in the international graduate attributes.

- Internationally CCTT continues to work with the International Engineering Alliance (IEA) to ensure Canadian programs and workforce have international equivalency. Our educational accords ensure graduates from CTAB programs that were accredited and newly accredited programs by TAC are accepted throughout the world. Nova Scotia students are lucky to have a college that understands that accreditation is important. After graduating and getting experience technicians and technologists can be granted the international designation and be put on the international register. Once on the register these people can work in countries that are signatories to the agreements. This is good for employers that wish to do international business and technicians and technologists that may want to work internationally.

- Last year CCTT attended the International Conference in online. That said there has been a great deal of work during the year. The IEA has worked to update the international standards and every country unanimously approved the new standards. Over the years we have worked with the IEA and generally only met once a year to work collaboratively on internationally important issues. Since covid started, we have been using technology to work on projects continuously and meet most months.

- Last year I agreed to accept the nomination to continue as the Chair of the Agreement for International Engineering Technicians, but I have now decided that it is time to retire, and I will leave that post.

Executive Director's Report: Louis LeBel, CET

- This has been a trying year with Covid preventing us from getting together but through technology we have actually increased the work that TechNova is doing both provincially and nationally. With the remote access all of the volunteers have continues to support our operations and we have gained new members. That said many members did not renew this year and we are going to reach out to them to see if we can bring them back to TechNova. I would like to thank all the volunteers that have supported our committees and council during covid. Several members have decided that with covid it is time to retire, and they have moved to our retired status. I would like to wish them all the best in this new phase of life, and I will be joining them this summer.

- Over the past year we have not met in person but have instead used zoom or teams to meet online and continue the important work. The office is now closed to the public, but Erin will be in several times a week to progress the work that needs to be done. While we are working remotely, I would suggest that email is the best way to get in touch with the office or our council. We have also continued to meet with provincial government organizations to make sure that TechNova is able to meet the needs of the people of NS. With the work that we have done with the provincial government we have secured a contract that will enable us to move to a fully online organization. We have a new website with a member's interface, and this will allow us to do regular updates to members. Automatic invoice will go out and you will be able to pay online. That said it is important to make sure that your email address is correct. We also have a new online certification system that will be tied into the new national gateway and allow reviewers to do their work more efficiently and provide a fair and open system that will evaluate everyone against the national standards.

- A very interesting development this past year was the work that Manitoba is doing in trying to bring the Engineers and Technicians and Technologist under one Act and work together. I believe that this approach would be better for the Engineering team and have better protection for public safety.

- If you have any suggestions with regard to the new online system or events that you would like us to do, please email us.

- For information on what is going on nationally, internationally and to learn more about the value of certification read my Canadian Council of Technician and Technologist National Director's report.

- I would like to thank the out going executive council members for the work they have done over the past two years and wish the new executive the best of luck.

- As some of you already know I am leaving TechNova and retiring. I have enjoyed my time with TechNova and have held almost all positions that we have. I would encourage everyone to get involved it will be very rewarding.

Thank you to everyone that I have met over the years and who knows maybe after some time away I may have to come back to help out.

2022 Operating Budget

Cost Code	Description	Annual Budget
500	**Revenue**	
500.150	Membership 2022	220,000
500.150	Processing/Application Fees	7,000
500.200	Ethics Exam Fees	-
800.250	Transfer Fees	500
500.300	Late Fees (2021 Membership)	4,500
500.350	Late Dues (2020 Membership)	500
500.400	Newsletter Advertising	6,000
500.450	Promotional Sale	200
500.500	Rings/Stamps Sale	6,500
500.550	Sponsorship & Donations	8,000
	TOTAL Revenue	$ 253,200
600	**Payroll Expenses**	-
600.100	Wages & Salaries	-
600.150	Employees Benefits	-
600.200	Subcontract (Reg.+Admin+ ED)	62,400
	TOTAL Payroll Expenses	$ 62,400
800	**General & Admin Expenses**	
800.100	Accounting Fees	4,000
800.150	Training	-
800.200	Legal Fees	5,000
800.250	Advertising & Promotions	7,500
800.300	Website	500
800.350	Printing	2,000

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800.400	Newsletter		3,000
800.450	Bad Debts/unpaid dues		15,000
800.500	Dues & Fees (TPC+CCTT)		27,000
800.550	Awards & Bursaries		14,000
800.600	Courier		500
800.650	Postages		1,600
800.700	AGM Conference - 2022		-
800.750	IAQ Program Fees		5,000
800.800	Meeting/Conferences		2,000
800.850	Equipment/Office		2,000
800.900	Insurance		3,300
800.950	Bank and Interest Charges		5,500
800.1000	Office Expense		5,000
800.1050	Gifts (council members/special guests)		1,000
800.1100	Photo Copier		4,000
800.1150	Rent		60,000
800.1200	Repairs & maintenance		1,000
800.1250	Rings/Stamps		4,000
800.1300	Telephone/Cellular Expense		6,400
800.1350	Entertainment/Meals		2,000
800.1400	Travel		5,000
	TOTAL General & Admin Expenses	**$ 186,300**	
	Operating Income	**$ 4,500**	

Respectfully submitted,

Sam Younis, CET
Finance Chair

Awards

TechNova Student Achievement Awards 2020

College and Campus	Program	Winner
NSCC Pictou	Electronics Engineering Technician	No name provided
NSCC Kingstec	Electronics Engineering Technician	No name provided
NSCC Marconi	Electronic Engineering Technician	No name provided
NSCC COGS	Survey Technician	No name provided
	Geomatics Engineering Technology	No name provided
	Energy Sustainability Engineering Technology	No name provided
NSCC Waterfront	Architectural Engineering Technician	No name provided
	Environmental Engineering Technology	No name provided
	Construction Management Technology	No name provided
	Electronics Engineering Technician	No name provided
	Electrical Engineering Technology	No name provided
	Electronics Engineering Technology	No name provided
	Mechanical Engineering Technology	No name provided
	Civil Engineering Technology	No name provided
	Industrial Engineering Technology	No name provided
NSCC Lunenburg	CAD Mechanical Technician	No name provided

Meloche Monnex Continuing Education Bursary

The Meloche Monnex Continuing Education Bursary is an award of $1000 and is awarded each year to a member, or child of a member, who is enrolled in a recognized technology program at the post-secondary level. The winner is selected at random from all eligible applicants. The deadline for entry is October 1st. Entries must include proof of enrollment.

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Named in honor of long-time Registrar Mr. Ray Fiske, P.Eng., CET (Hon), TechNova awards a $500 bursary each year to the son or daughter of a member who is undertaking post-secondary studies.

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TechNova President's Award

Starting in Fall of 2018, Technova introduced the TechNova President's Award, a new bursary for student in their final year of study in an accredited program. This new award is open to all students who meet the criteria.

- Shawn Smith, CET; offering for President
- Beth Denton-Robicheau, C.Tech; offering for Vice President

Appointments:

- Erin Smith-Burton, CET; Council member appointment
- Parth Pate, CET; Council member appointment
- Phillip Duncan, CET; Council member appointment

President
Alan Attwater, CET IntET (Canada)

Vice President
Haley Newell, CET

Past President
Mike MacLean, CET IntET (Canada)

Treasurer
Sam Younis, CET

Councilors
Louis LeBel, FEC(Hon), CET, IntET(Canada)
Sam Younis, CET
Kuria Mbaabu, C.Tech
Beth Denton-Robicheau, C.Tech
Alan Attwater, CET IntET (Canada)
Sean Piercey, CET
Haley Newell, CET
Shawn Smith, CET

Certification Board
Doug Bach, CET, P.Eng; Chair
David MacMillan, CET
Don Jardine, P.Eng, CET, (Hon)
Marc Pallard, CET
Mark Bamford, CET
Martin MacArther, C.Tech
Sam Younis, CET
Scott Parsons, C.Tech
Joe Simms, CET, Registrar
Sean Piercey, CET

CCTT Director
Louis LeBel, FEC(Hon), CET, IntET(Canada)

CTAB Director
Alan Attwater, CET

Office Manager	**Registrar**	**Executive Staff Officer**
Vacant	Joe Simms, CET	Louis LeBel, FEC(Hon), CET, IntET(Canada)

TechNova is the Society of Certified Engineering Technicians and Technologists of Nova Scotia

Boards/Committees

Education Committee
Chair
Louis LeBel, CET, IntET(Canada)

Certification Board
Chair
Doug Bach, CET, P.Eng

Act Enforcement
Chair
Beth Denton-Robicheau, C.Tech

TechNova Mission, Vision, and Values

MISSION

Providing leadership by certifying technology professionals and promoting the profile of technology professions in Nova Scotia.

VISION

TechNova will promote safety and proficiency in Nova Scotia and contribute to the province's economic prosperity by certifying technology professionals.

TechNova will be a solution-focused organization, proactively meeting the professional needs of its members.

TechNova will enhance the profile of technology professions by fostering relationships with strategic partners.

VALUES

We value Respect:
By actively listening to members and stakeholders, we develop relationships from a foundation of mutual trust and respect.

We value Innovation:
We promote innovation by welcoming change, encouraging creative problem solving and continuous improvement.

We value Collaboration:
Through open communications with members and stakeholders, we foster a spirit of teamwork and co-operation by promoting inclusivity and welcoming a diversity of ideas.

We value Integrity:
We are committed to excellence and integrity in all that we do by employing high standards and incorporating best practices.

We value Service:
By providing prompt, relevant service, we are responsive to our members and the technology professions.

We value Accountability:
We are accountable to our members and stakeholders by practicing good stewardship of our resources and by being transparent in our activities.