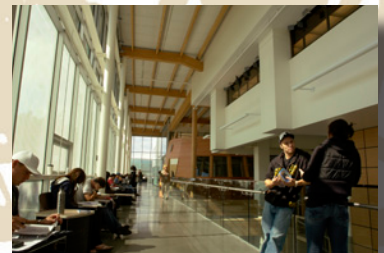


Okanagan College transforms lives and communities

# Accountability Plan and Report

2009-10 to 2012-13





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## Letter from the Board Chair and the President

The Hon. Moira Stilwell  
Minister of Advanced Education and Labour Market Development

Dear Minister Stilwell,

This review of Okanagan College's performance in 2009-2010 and the summary of our plans for 2010-11 and beyond should communicate the many accomplishments of Okanagan College and our role in helping your Ministry and the Province meet its objectives in the realm of post-secondary education.

As British Columbia and the country emerges from the economic challenges of 2008 and 2009, the importance of investment in post-secondary education and training is evident. As economies are reshaped, the skill sets of our young people and those changing careers need to follow suit. Ensuring those people have access to relevant training and education close to home has to be a priority.

With the support of the provincial government and the communities we serve, Okanagan College has created that access. A look at our enrolments over the past five years provides a telling indicator of the appetite and need for such access: student enrolment numbers, on a full-time equivalent basis, have grown more than 60 per cent since 2005-06 at Okanagan College. In 2009-10, more than 20,000 individuals participated in education and training at our campuses and centres: that's the equivalent of about one in every 20 people in our College region who attended an Okanagan College program or course.

There is significant alignment between our institution's objectives and goals and those of the Ministry. The attached document summarizes where they come together and how we have performed in relation to key accountability measures. Student success is at the heart of our key directions, and our service, facility and education improvements are aimed at supporting and enhancing that success.

In the past year, our participation in an array of community, regional, national and international initiatives has grown. We have connected with a growing number of colleague institutions across the country and around the world and have participated in a host of provincial and national programs. Importantly, our students have been a significant contributor to that growing profile.

In our first report to you as Minister in 2009, we expressed a wish that our next report – this one – would paint a similar picture of success for Okanagan College and our students. We hope you'll agree that it succeeds on that count.

Sincerely,

A handwritten signature in blue ink that reads "Lance Kayfish".

Lance Kayfish,  
Chair, Okanagan College Board of Governors

A handwritten signature in blue ink that reads "Jim Hamilton".

Jim Hamilton,  
President, Okanagan College

Okanagan College continued its growth and development in 2009-2010, as it expanded programs and created additional access for students throughout the region.

The College has been the largest contributor to growth in post-secondary education in the Okanagan region over the past five years, serving approximately 60 per cent more full-time equivalent students in 2009-10 than in 2005-06.

The College's four major campuses – at Salmon Arm, Vernon, Kelowna and Penticton - are now supplemented by a host of other training facilities within the region, which is home to approximately 397,160 people (8.9 per cent of the province's population.)

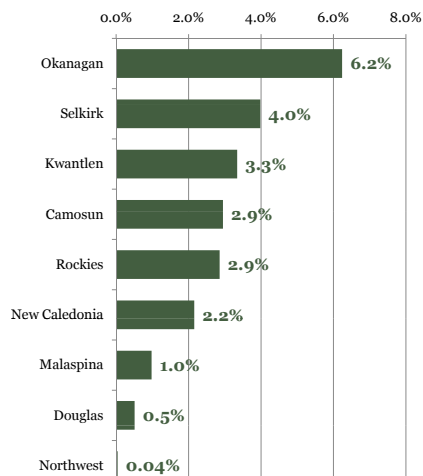
Rapid growth in trades and apprenticeship programming means that Okanagan College is now B.C.'s second-largest trades training facility. Okanagan College's annual budget of \$88 million supports more than 1,000 staff, making the institution one of the largest employers within the region.

Several issues or trends affect the Okanagan, Similkameen, Shuswap and Revelstoke regions that impact or have implications for the College and its development in the years ahead:

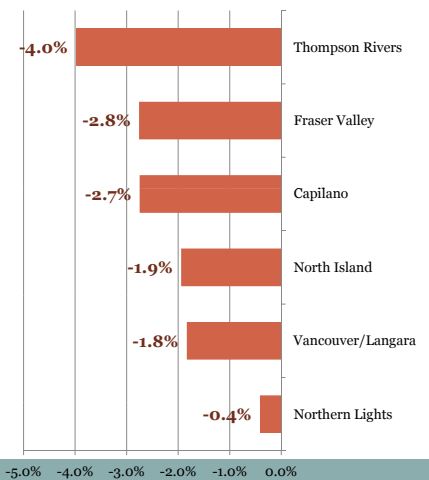
## Net Change in Immediate-Entry Transition Rates by Region (Grade 12 Grads of 2001/02 vs. 2007/08)

19

### Regions Showing Net Increase

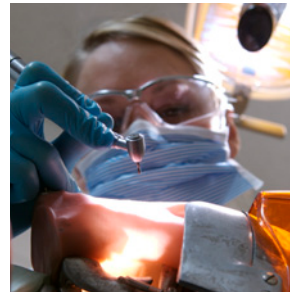


### Regions with Net Decrease



- the region has one of the oldest populations in Canada, with approximately 20 per cent of the population older than 65 in 2009 (compared to B.C.'s 14.7 per cent). That proportion of plus-65 citizens is expected to grow to 23.6 per cent by 2019 (B.C.'s is estimated to grow to 18.6 per cent).
- although improving, the rate of immediate transition from K-12 to post-secondary among students within the Okanagan College region is still below the provincial average: 41.7 per cent in 2007-08, vs. 52.2 per cent provincially.

- There have been improvements in the employment situation within the Thompson-Okanagan region – the unemployment rate has dropped from 10 per cent in May 2009 to 9.2 in May 2010.
- Provincial forecasts for economic growth within the region call for real GDP to expand by 4.3 per cent in 2010 which exceeds the long-term average annual growth rate. The forecast is based on projections of a moderate increase in accommodation services, resumed growth in softwood lumber production and modest growth in employment.
- A slump in tourism activity that affected the regional economy in 2008-2009 is expected to reverse itself in 2010, with room revenues forecast to increase by 12.2 per cent in 2010.



Okanagan College's development has been guided by a Strategic Plan, an Education Plan and a Master Capital Plan, which serve to inform annual budget and operating plans. The Strategic Plan is currently under review, with a revisit of the College's Mission, Vision, Values and Key Directions. The Education Plan is also under review and development, with both the Strategic and Education Plans for the coming five to 10 years expected to be reviewed and adopted by the Board of Governors by Fall 2010.

### ● Mission

Okanagan College transforms lives and communities. We educate, train and support our students to excel in the workplace, to succeed in further education and to become lifelong learners.

### ● Vision

We are the college of first choice: a college which students are proud to attend, where employees are proud to work, and whose graduates are highly valued in the workplace and at other post-secondary institutions. Our vibrant campus life supports an excellent education for our local, national and international students. We promote the free exchange of ideas and the development and application of critical thinking skills. Our goal is to develop global citizenship in our community of informed learners.

As leaders in the economic, cultural and intellectual growth of our communities we work collaboratively with all our partners to anticipate and meet education and labour market needs.

### ● Values

#### **Student success**

Student success is our first priority.

#### **Learning centred**

Learning is at the centre of everything we do. We respect the diverse ways in which our students and employees learn.

#### **Ethical behaviour**

We value a culture where employees and students act ethically, conduct themselves with integrity and fairness, and practice open communication.

#### **Respect for each other**

We cultivate a respectful, integrated and co-operative learning community and value the contributions each of us makes and the support we provide to each other.

#### **Equity and accessibility**

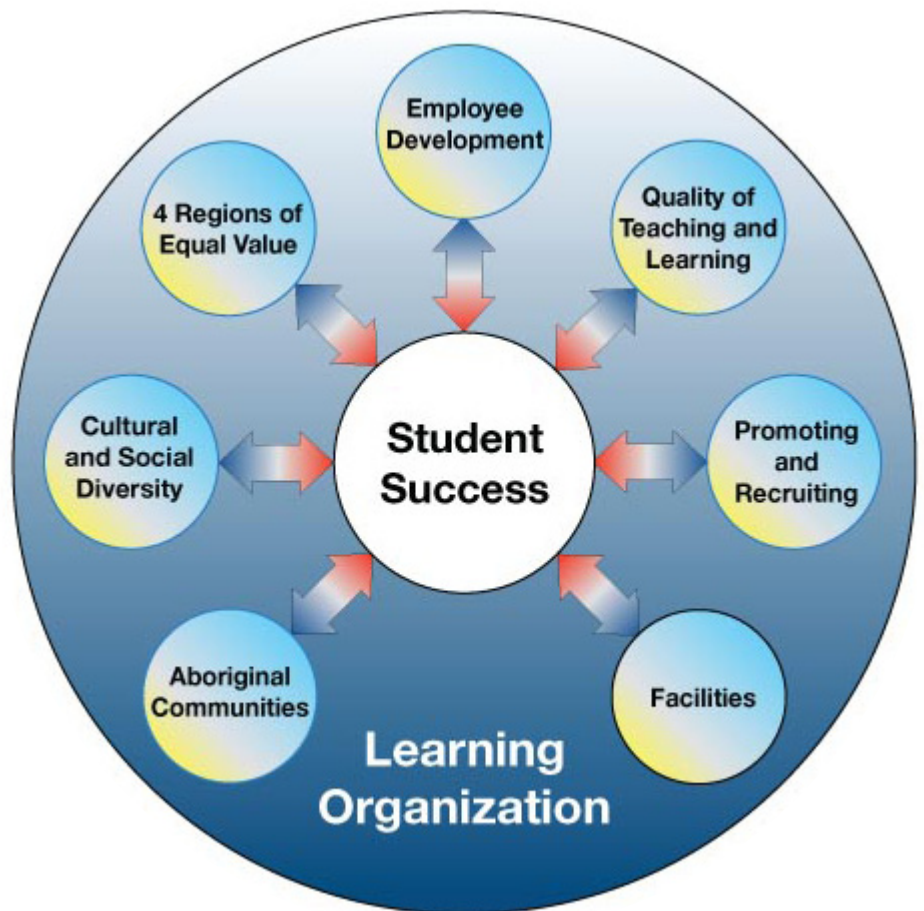
We encourage an equitable and accessible environment, which promotes, involves and reflects our diverse communities.

### **Respect for Aboriginal culture, tradition and individuals**

We embrace Aboriginal history and tradition and actively encourage participation and involvement by Aboriginal people and communities.

### **Okanagan College's Key Directions**

The institution's key directions draw from the vision, mission and values of the organization and help focus and inform planning, budget and activities. Underpinning Okanagan College's key directions is the College's focus on being a learning organization. While that shapes what the organization does and how it behaves, student success is at the heart of our key directions.





## Regional Economy, Labour Force, Skills Shortage & Changing Demographics

Similar to the rest of the province and most parts of Canada, the Okanagan College region is emerging from the effects of the recession, with signs of activity and renewed economic vitality.

Unemployment rates are down, for instance, in the Thompson Okanagan region: Service Canada reports a 9.2. per cent unemployment rate in May 2010, down from 10 per cent in the same period last year.

- Housing starts are up in most communities within the College region. In Kelowna, housing starts in April 2010 (as reported by CMHC) were 249 – comparable to the pre-recession 2008 levels and up 346 per cent from the same month in 2009. Similarly, Vernon reported 53 housing starts in April 2010, up from 17 in the previous year (312 per cent increase). Salmon Arm reported 9 in April 2010, up from two in the same month a year earlier. Penticton reported a rebound to 89 housing starts in April, 2010 – up from 12 in April, 2009 (a 742 per cent increase).

- Business bankruptcies fell in 2009 from their 2008 levels – 66 were reported in the Thompson Okanagan Development Region in 2009, down from 89 in 2008. Consumer bankruptcies, however, rose from 1,018 in 2008 to 1,573 in 2009.

- The number of business incorporations in the Thompson Okanagan region fell in 2009, from 2008 levels: from 3,124 in '08 to 2,375 in '09.

- Real estate activity has quickened in the region – the Okanagan Mainline Real Estate Board reports a year-to-date improvement in housing sales (to April 30, 2010) of 43.6 per cent over the same period the previous year, while the South Okanagan Real Estate Association shows an increase of 53.9 per cent. Average house prices climbed 10.4 per cent in the Okanagan Mainline region and eight per cent in the South Okanagan.



- Major projects continue to spur employment and activity in the Okanagan College region, from the College's own projects (the \$28-million Centre of Excellence in Sustainable Building Technologies and Renewable Energy Conservation – due for completion in March 2011 – and the \$1 million addition to the Trades Training facility in Salmon Arm), to highway improvement projects (Highway 97 between Summerland and Peachland, and between Vernon and Armstrong, Highway 33 widening), to a host of major projects referenced in the province's inventory. Those include the re-opening of the Copper Mountain Mine in Princeton (\$366 million, completion in summer 2011), to the Mica Dam upgrades (approx. \$880 million, starting in 2010). Major residential projects throughout the region are starting to resurface.

The population of the College region is expected to grow by approximately 29 per cent by 2036, at annual rates that range between 0.6 per cent and 1.2 per cent annually. BC Stats projects that by the end of the forecast period (2036), the Okanagan region will have almost eight dependents for every 10 people of working age – and most of those dependents will be seniors. One of the interesting projections from the work of B.C. Statistics is that the number of 18-29 year olds will be higher through every year until 2036 than it is currently. The growth in this cohort will occur until about 2014 and in the last 10 years (2026-2036) of the projection. BC Stats is also forecasting a significant increase in the population of young adults in the Okanagan College region in post-secondary cohort (those aged 18 to 29) over the course of the projection.

Of significant interest to Okanagan College is the projected decrease in the Grade 12 population in the seven school districts that comprise the College region (SDs 19, 22, 23, 53, 58, 67 and 83). The 2010 estimate of the Grade 12 enrolment is 4,917 – that is forecast to drop to 4,230 by 2019: a decrease of approximately 14 per cent in nine years. The region with the largest projected decrease is School District 83 (North Okanagan Shuswap), with 918 Grade 12 students in 2010, declining to 676 in 2019: a 26.4 per cent decrease.

Okanagan College has made service to Aboriginal communities and people a key direction and has seen a dramatic increase in the number of Aboriginal students registered at the College. The College has introduced several programs that are offered on-reserve, and a growing array of services and facilities at its campuses meet the needs of Aboriginal learners. More of the Aboriginal people in the Okanagan College region are in the 15-24 year old cohort (7.6 per cent of the total 16,825 regional Aboriginal population, than is the provincial average (6.5 per cent). There are 25 Reserves within the Okanagan College region.

## **Okanagan College Goals & Objectives:**

The Institutional Accountability Plan addresses a multi-year planning horizon. The Plan, therefore, reflects both long-term and short-term institutional goals and requirements:

### **a) Long-Term: “Key Directions”** (see Page 7)

Flowing directly from the Mission, Vision, and Values of Okanagan College, our Key Directions are general statements that provide long-term strategic guidance for all our initiatives and operating plans. They are reviewed annually, with major revision undertaken approximately every five years to reflect changes in our internal and external environments. Such a review is underway now and is slated for completion before fall 2010.

### **b) Short-Term: “College-Wide Goals” and “Operational Imperatives”**

The shorter- and medium term priorities for Okanagan College are described by our College Wide Goals and Operational Imperatives. For 2010-11 those goals and objectives are:

## **College-Wide Goals 2010-11**

### STUDENTS

Student success is the central key direction for Okanagan College.

An important indicator of our effectiveness in this area is our success in retaining students and helping them achieve their educational objectives.

Our two goals in this area for 2010-11 are:

1. Work together to increase student retention rates at an institutional level by two per cent year over year.
2. Work together to increase the proportion of Aboriginal students who achieve their educational goals by two per cent.

### EMPLOYEES

Okanagan College's success depends upon engaged, committed and satisfied employees. The employee survey provides important feedback.

Our goal for 2010-11 is:

3. Work together to address our top two actionable issues as identified in the 2009 employee survey.

### COMMUNITIES

Our graduates and former students are our best connection to the communities we serve. Engaged and supportive alumni can better serve as institutional advocates, ambassadors and advisors. Our goal for 2010-11 is:

4. Work together to increase the number of alumni and other former students who participate in college activities, events and groups, or who contribute to the college and its goals in other ways.

## Operational Imperatives 2010/11

1. Balance the 2010-11 Budget
2. Ensure the Centre of Excellence project remains on target for completion and remains within budget
3. Implement the College Violence Prevention and Crisis Management Plan
4. Initiate and complete the five-year review of the Institutional Strategic Plan
5. Continue Implementation of the Green Sustainability Plan
6. Meet FTE targets

## FIVE STRATEGIC OBJECTIVES SUMMARY

Objective	Okanagan College Accountability	Okanagan College Achievement
Capacity	Student spaces total Health spaces Developmental spaces Credentials awarded	Achieved: 8% above target Exceeded: 31% above target Exceeded: 14% above target Target not assessed.
Access	Number of students who are Aboriginal Per cent of student who are Aboriginal	Exceeded: 18% above target Exceeded: 13% above target
Quality	<i>Student satisfaction with education</i> Diploma, Associate Degree, Certificate graduates >% Baccalaureate graduates >90% <i>Student assessment of the quality of instruction</i> Diploma, Associate Degree, Certificate graduates >90% Baccalaureate graduates >90% <i>Student assessment of skill development</i> Diploma, Associate Degree, Certificate graduates >85% Baccalaureate graduates >85%	Achieved: 93.1% Exceeded: 96.4%  Achieved: 93.5% Exceeded: 97.6%  Substantially achieved (several measures) Achieved (several measures)
Relevance	Student assessment of the usefulness of knowledge and skills in performing job Diploma, Associate Degree, Certificate graduates >90% Baccalaureate graduates >90% Unemployment rate Diploma, Associate Degree, Certificate graduates <=12.5% Baccalaureate graduates <= 12.5%	Substantially achieved: 84.9% Achieved: 91.8%  Exceeded: 9.2% Achieved: 8.5%
Efficiency	<i>Contribute to system level accountability</i>	

See Accountability Framework Performance Measure Results, Pg. 17

Target assessment scale	Description
Exceeded	More than 10% above target
Achieved	Up to 10% above target
Substantially achieved	Up to 10% below target
Not achieved	More than 10% below target

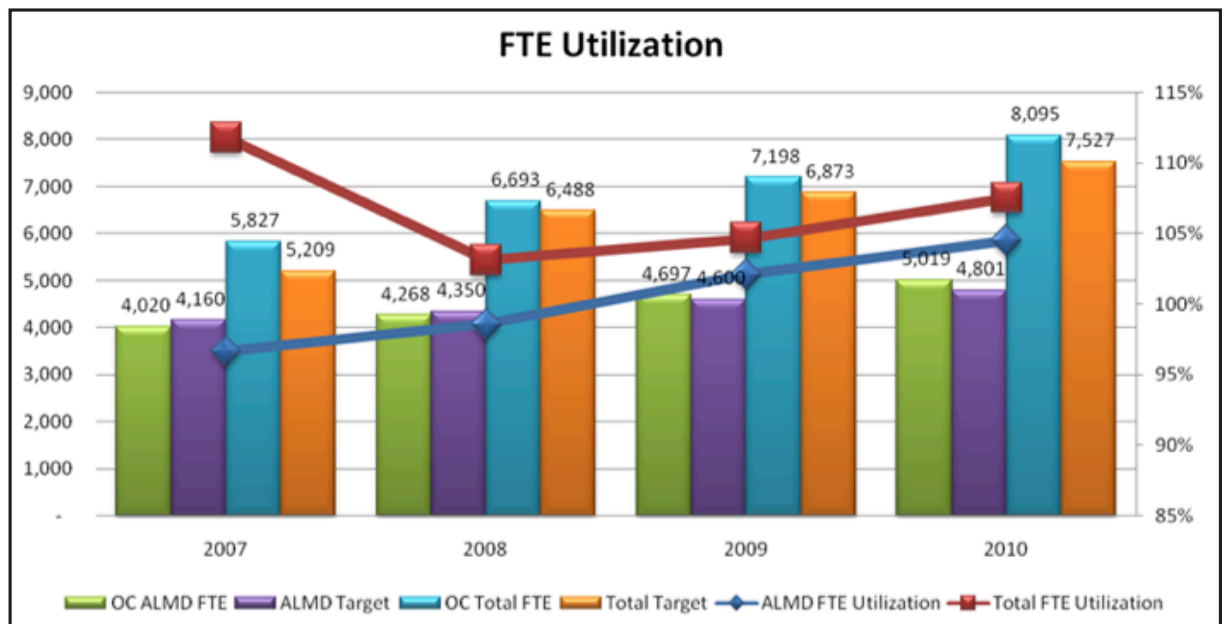
## Alignment of Operational Imperatives with Ministry/ System Objectives & Performance Measures:

Of the 15 accountability measures targets set out by the Ministry, Okanagan College has exceeded seven, achieved six, and substantially achieved two. None have been underachieved.

2009-2010 was a year of successes and achievements for Okanagan College students and for the institution itself. Many of those successes address directly the objectives and goals described by the Ministry of Advanced Education and Labour Market Development (ALMD), as described in the chart on the previous page. Other significant achievements include (organized on the basis of Okanagan College's Key Directions for 2009-2010)

### A. FOUR REGIONS OF EQUAL VALUE

- Meeting or exceeding enrolment targets; (ALMD and ITA Combined – see charts and explanation below).



FTEs	2005-06	2009-10	Change
<b>Central Okanagan</b>	3499	5422	<b>55%</b>
<b>North Okanagan</b>	595	942	<b>58%</b>
<b>South Okanagan</b>	417	816	<b>95%</b>
<b>Shuswap-Revelstoke</b>	381	626	<b>64%</b>
<b>Distance Education</b>	172	290	<b>69%</b>
<b>Okanagan College</b>	5065	8095	<b>60%</b>

- 20,770 individuals received education or training at Okanagan College in 2009-2010. Enrolment in each of Okanagan College's regions and at each of our campuses increased in 2009-2010
- Increasing access to and choices in post-secondary education throughout the Okanagan College region, with the introduction of new programs (Environmental Studies, HVAC, GeoThermal, for example)



*SIFE Okanagan's Green Team won first place in the country after presenting to a panel of industry experts on a variety of community-minded sustainable projects that included partnerships with the Kelowna and Vernon Chamber of Commerce and Glenmore Elementary.*

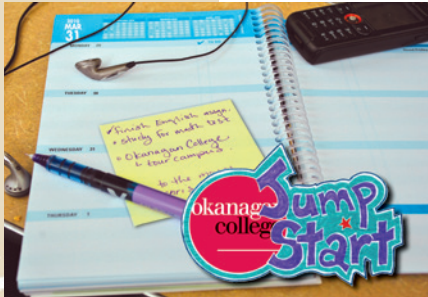


## B. STUDENT SUCCESS

- Number of credentials awarded by Okanagan College in 2009-10 increased by 27 per cent over the previous year (2,053 in 09-10, up from 1,616)
- Increase in student assessment of the quality of instruction (93.5 per cent in 2009-2010, up from 84 per cent in 2008-09 among former diploma, associate degree and certificate students), and in the assessment of the usefulness of knowledge and skills in performing jobs (84.9 per cent in 2009-10, up from 79.7 in 2008-09)
- First reported survey of baccalaureate graduates from Okanagan College showed 97.6 per cent of grads reporting satisfaction with the quality of instruction and 91.8 per cent reporting satisfaction with usefulness of knowledge and skills in performing job.
- Exceeded targets for overall student satisfaction with education (93.1 per cent among former diploma, associate degree and certificate students, and 96.4 per cent among baccalaureate graduates)
- Supported Business Administration, Trades, Arts and Technologies students as they distinguished themselves at regional, national and international competitions. Okanagan College administration was recognized by the national Students in Free Enterprise organization for the Most Supportive Administration.

## C. ABORIGINAL COMMUNITIES

- Signed a Memorandum of Affiliation with En'owkin Centre, which is an Indigenous cultural, educational and creative arts institution in Penticton, that offers university/college transfer diplomas and certificate programs. The MOA will serve to enhance the institutions' working relationship, creating a Joint Affiliation Committee, which will research, advise and develop new courses, programs and resources for learners.
- Increased the number of Aboriginal students attending Okanagan College by 18 per cent from 856 students to 1,010. That is a significant increase from 2007-08, when Okanagan College registered 513 Aboriginal students.
- Offered five Aboriginal Gateway to the Trades Programs in Chase, in Kelowna and in Vernon
- Opened new Aboriginal Gathering Place in Salmon Arm in September 2009.
- Hosted First Nations potluck for Band members, Elders and students at the Vernon Campus.
- The Aboriginal Centre on the Kelowna campus was expanded.
- Hosted the first Aboriginal "Pow Wow" in the history of the institution and drew participants from throughout the Okanagan-Shuswap.



## D. PROMOTING AND RECRUITING

- Continued second year of a student transition program co-ordinator position as a partnership between Okanagan College and the seven school districts that comprise the College region. Implemented funding arrangements for a third year.
- Continued development and implementation of programs to familiarize applicants with Okanagan College programs and services before the start of school (Jump Start).
- Increased number of applicants to Okanagan College for Fall 2009. These were 18 per cent higher than in the previous year.
- Applications and enrolments in winter semester continued to increase as well: January 2010 enrolment statistics show approximately 5.7 per cent more students attending the College's campuses than in January 2009.
- Created new "Become a Student Portal" on the Okanagan College website, making it easier for prospective students to find answers to frequently-asked questions; reorganized important admission and policy information in easier-to-access formats; and made it easier to connect with College personnel to get personal attention.

## E. FACILITIES

- Opened the new five-storey, 70,000 square foot, \$28-million Centre for Learning on the Kelowna Campus, built to LEED Gold standards (undergoing certification) and brought approximately 100 staff back onto campus from temporary locations and rented facilities, opened 24 new classrooms with 685 instructional seats.
- Construction commenced and is proceeding on-time and on-budget for the new \$28-million Centre of Excellence in Sustainable Building Technologies and Renewable Energy Conservation on our Penticton campus. The facility will house approximately 800 students and a variety of programs that will be new to Okanagan College, including HVAC, Geothermal and the Applied Conservation Technician program, with the latter being developed jointly with the En'Owkin Centre.
- By the end of 2009-2010, \$1.45 million of the \$5 million fundraising goal had been realized for the Centre of Excellence in Penticton.
- Work has commenced on the \$1 million expansion of the Salmon Arm Trades Training facility. The expansion will house an additional 144 students and add 2,783 square feet of shop and classroom space.
- Little Scholars Child Daycare Centre on the Kelowna campus was opened in August 2009
- Opened a new leased trades training facility at Ackland Road location in Kelowna in January 2010.
- Completed renovation of the Kelowna campus library facility to improve student learning and library spaces; six group study areas have been incorporated and the learning commons spaces have been increased to 78 from 51. The Learning Centre has been relocated into the renovated Library space.



*New \$28 Million Centre for Learning*



## F. CULTURAL AND SOCIAL DIVERSITY

- Worked with School District 23, OSTEC and Science World to host Science World in conjunction with Okanagan College's Career Fair.
- Hosted a traditional Pow Wow at the Kelowna Campus, September, 2009.
- Worked with Kelowna Community Resources Society and a host of other cultural organizations to develop an "OK to say" protocol focused on responding to racism within the Central Okanagan.
- Worked with Kelowna Community Resources to host a Diversity Health Fair (the first in the region) at the Kelowna Campus of Okanagan College
- Hosted a first-ever Women in Trades Conference at the Kelowna Campus in the fall of 2009 – keynote address by Kevin Evans of the ITA.



## G. EMPLOYEE DEVELOPMENT/QUALITY OF TEACHING AND LEARNING

- Identified and supported the further development of the Institute for Leadership in Learning and Teaching – series of workshops for all staff held at each campus.
- Under the aegis of the ILLT, implemented program of peer observation for instructional staff.
- Appointed the College's first Publisher in Residence (Robert MacDonald) and the third Entrepreneur in Residence (Doug Manning)
- Undertook second employee survey, and established working group to identify priorities for further development within the College.  
81 per cent of those responding said they were satisfied with their employment at the College. 89.1 per cent agreed or strongly agreed with the statement that they were proud to work at Okanagan College.





## Okanagan College 2009/10 Accountability Framework Performance Measure Results<sup>1</sup>

Performance measure	Reporting year					
	2008/09 Actual	2009/10 Target	2009/10 Actual	2009/10 Target assessment		
<b>Student spaces<sup>2</sup></b>						
Total student spaces	4,697	4,801	5,019	Achieved 5% above target		
Nursing and other allied health programs	481	405	529	Exceeded 31% above target		
Developmental	939	984	1,120	Exceeded 14% above target		
<b>Credentials awarded<sup>3</sup></b>						
Number	1,616	under review	2,053	Not assessed		
<b>Aboriginal student headcount<sup>4</sup></b>						
Number	856	≥ previous year	1,010	Exceeded		
Percent	4.7%		5.3%	Exceeded		
<b>Student satisfaction with education<sup>5</sup></b>						
	%	+/-		%	+/-	
Former diploma, associate degree and certificate students	95.5%	0.9%	≥ 90%	93.1%	0.9%	Achieved
Baccalaureate graduates			≥ 90%	96.4%	2.7%	Exceeded
<b>Former diploma, certificate, and associate degree students' assessment of skill development<sup>5</sup></b>						
	%	+/-		%	+/-	
Skill development (avg. %)	80.7%	1.9%	≥ 85%	79.0%	1.7%	Substantially achieved
Written communication	74.0%	2.4%		77.1%	2.1%	
Oral communication	77.4%	2.3%		74.3%	2.2%	
Group collaboration	82.2%	1.7%		81.2%	1.6%	
Critical analysis	86.0%	1.6%		83.4%	1.4%	
Problem resolution	78.8%	1.9%		77.5%	1.7%	
Learn on your own	81.6%	1.8%		78.7%	1.6%	
Reading and comprehension	84.8%	1.6%		80.9%	1.5%	
<b>Baccalaureate graduates' assessment of skill development<sup>5</sup></b>						
	%	+/-		%	+/-	
Skill development (avg. %)	NA	NA	≥ 85.0%	87.1%	5.0%	Achieved
Written communication				85.2%	5.4%	
Oral communication				86.9%	5.2%	
Group collaboration				89.2%	4.6%	
Critical analysis				85.5%	5.2%	
Problem resolution				88.0%	4.9%	
Learn on your own				92.8%	3.9%	
Reading and comprehension				81.9%	5.7%	

<b>Student assessment of the quality of instruction<sup>5</sup></b>						
	%	+/-		%	+/-	
Former diploma, associate degree and certificate students <sup>6</sup>	84.0%	1.6%	≥ 90%	93.5%	1.2%	Achieved
Baccalaureate graduates	NA	NA	≥ 90%	97.6%	2.2%	Exceeded
<b>Student assessment of usefulness of knowledge and skills in performing job<sup>5</sup></b>						
	%	+/-		%	+/-	
Former diploma, associate degree and certificate students <sup>7</sup>	79.7%	2.1%	≥ 90%	84.9%	2.0%	Substantially achieved
Baccalaureate graduates	NA	NA	≥ 90%	91.8%	4.6%	Achieved
<b>Unemployment rate<sup>5,8</sup></b>						
	%	+/-		%	+/-	
Former diploma, associate degree and certificate students <sup>7</sup>	7.1%	1.3%	≤ 12.5%	9.2%	1.5%	Exceeded
Baccalaureate graduates	NA	NA	≤ 12.5%	8.5%	4.2%	Achieved

**Notes:**

TBD - for measures where results are still to be received, the fields have been labeled as "To Be Determined".  
NA - Prior data not available.

<sup>1</sup> There have been a number of changes to the performance measures for the 2009/10 reporting cycle. Please consult the standards manual for a description of each measure. See [http://www.aved.gov.bc.ca/framework/documents/standards\\_manual.pdf](http://www.aved.gov.bc.ca/framework/documents/standards_manual.pdf).

<sup>2</sup> Results from the 2008/09 reporting year are based on data from the 2008/09 fiscal year; results from the 2009/10 reporting year are based on data from the 2009/10 fiscal year.

<sup>3</sup> Annual performance is measured using a rolling three-year average of the most recent academic years, e.g., the results for the 2009/10 reporting year are a three-year average of the 2006/07, 2007/08 and 2008/09 academic years. Revisions are incorporated once a year based on October 2009 CDW data and January 2010 RUCBC data. The formula for the credentials target is currently under review. In the interim, the 2009/10 result has not been assessed.

<sup>4</sup> Results from the 2008/09 reporting year are based on data from the 2007/08 academic year; results from the 2009/10 reporting year are based on data from the 2008/09 academic year.

<sup>5</sup> Results from the 2008/09 reporting year are based on 2008 survey data; results from the 2009/10 reporting year are based on 2009 survey data. For all survey results, if the result plus or minus the margin of error includes the target, the measure is assessed as achieved. In all cases, the survey result and the margin of error are used to determine the target assessment.

<sup>6</sup> The 2009/10 Diploma, Associate Degree and Certificate (DACSO) survey results are calculated using a new method which includes the three response categories "Very good, Good and Adequate". The 2008/09 results are shaded because they were calculated on a different basis and should not be compared with the 2009/10 results.

<sup>7</sup> The 2009/10 Diploma, Associate Degree and Certificate (DACSO) survey results include graduates only. The 2008/09 results are shaded because they were calculated on a different basis and should not be compared with the 2009/10 results.

<sup>8</sup> Target is the unemployment rate for those aged 18 to 29 with high school credentials or less for the Interior region.

Target assessment scale	Description
Exceeded	More than 10% above target
Achieved	Up to 10% above target
Substantially achieved	Up to 10% below target
Not achieved	More than 10% below target

## **Projects Underway:**

Centre of Excellence in Sustainable Building Technologies and Renewable Energy

Conservation – completion March 2011

Salmon Arm Trades Training Facility – Completion August 2010

## **Projects in Early Planning Stages:**

Kelowna Trades Expansion

## Okanagan College

### Accountability Framework Performance Targets: 2010/11 - 2012/13

Performance measure	2010/11	2011/12	2012/13
<b>Student spaces</b>			
Total student spaces	4,757	4,703	4,703
Nursing and other allied health programs	361	361	361
Developmental programs	984	984	984
<b>Credentials awarded</b>			
Number	TBD		
<b>Aboriginal student headcount</b>			
Number	1,010	≥ previous year	
Percent	5.3%	≥ previous year	
<b>Student satisfaction with education</b>			
Former diploma, associate degree and certificate students	≥ 90%		
<b>Former diploma, certificate, and associate degree students' assessment of skill development</b>			
Skill development (avg. %)	≥ 85%		
<b>Student assessment of the quality of instruction</b>			
Former diploma, associate degree and certificate students	≥ 90%		
<b>Unemployment rate</b>			
Former diploma, associate degree and certificate students	≤ unemployment rate for individuals with high school credentials or less		
<b>Student assessment of usefulness of knowledge and skills in performing job</b>			
Former diploma, associate degree and certificate students	≥ 90%		

**Audited Financial Statements  
can be found at:**

**[www.okanagan.bc.ca/administration/finance-corporate-services/financial-services/Financial\\_Statements.html](http://www.okanagan.bc.ca/administration/finance-corporate-services/financial-services/Financial_Statements.html)**