OKANAGAN COLLEGE

ACCOUNTABILITY PLAN AND REPORT

2015-16 to 2018-19

Okanagan College Transforms Lives and Communities

Our Region

N
REVELSTOKE
TO CALGARY
TO VANCOUVER
SALMON ARM
TO KOOTENAYS
VERNON
KELOWNA
TO VANCOUVER
SUMMERLAND
PENTICTON
PRINCETON
TO VANCOUVER
OLIVER
KEREMEOS
OSOYOOS
TO KOOTENAYS
TO WASHINGTON STATE, USA

Letter from the Board Chair and the President

Dear Minister Wilkinson,

We are pleased to submit Okanagan College's Accountability Plan and Report for the 2015-16 year.

The report has been prepared in accordance with the Budget Transparency and Accountability Act and we are accountable for meeting the objectives outlined in the plan.

Our institution continues to meet and exceed expectations and goals, demonstrating commitment to our students and communities, our employees and the public policy objectives of government. In addition to the measures included in this report, Okanagan College has a robust array of other indicators that gauge our performance against goals.

We continue to provide a wide range of programming that speaks directly to the forecast needs of the regional and provincial labour market. Much of our programming is closely aligned with needs of industry and reflects input from key employers.

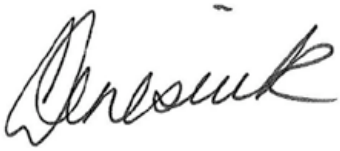
Okanagan College has exceeded government enrolment targets for the 12th year in a row, with growing full-time equivalent student numbers. In the 2015-16 fiscal year, we served nearly 19,000 individuals at our four major campuses and nine additional centres – those students represent a significant portion of the approximately 400,000 people who live within our catchment area.

We have made considerable progress toward the goal of helping the province achieve significant growth in the number of international students studying in British Columbia. Since 2011-12, our full-time equivalent international student numbers have grown by nearly 39 per cent.

In the past year, we invested considerable energy and thought in developing a Strategic Plan for the coming five years. You'll see that reflected in the following pages and arising from that plan we have identified significant areas of focus for Okanagan College, including indigenization, internationalization and supporting learner readiness and success.

As you consider our report, we hope it reinforces your appreciation of Okanagan College's commitment and capacity to meet expectations and needs at the individual, community, regional, provincial, national and international level.

Sincerely,



Connie Denesiuk,
Chair, Okanagan College Board of Governors

Jim Hamilton,
President, Okanagan College Board of Governors

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Institutional Overview and Strategic Direction

OKANAGAN COLLEGE CONTINUES TO DEVELOP IN ITS ROLE as a key provider for post-secondary education in the region it serves. With more than 18,000 people attending its four major campuses and nine other learning locations annually, the institution provides access and opportunity for nearly five per cent of the region's population on a yearly basis.

The College has grown to become B.C.'s second-largest trades training institution and provider of engineering technology programs. It offers several programs unique within the province, including Recreation Vehicle Service Technician and Winery Assistant and continues to build its partnerships with other post-secondary institutions for student and regional benefit.
For the 12th consecutive year, Okanagan College has successfully met government-established FTE domestic enrolment targets, as well as experiencing dramatic increases in international student enrolment.

Through 2015-16, Okanagan College revisited and redeveloped its strategic plan *(see Pages 11-12)*, which has been approved by the Board of Governors and is being realized through institutional activity that focuses on the plan's four key directions:

- Supporting learner readiness and success
- Excelling in teaching, programming and applied research
- Working with, and learning from, the Indigenous community
- Serving and engaging the community

(These are discussed below in the context of Ministry goal alignment and performance.)

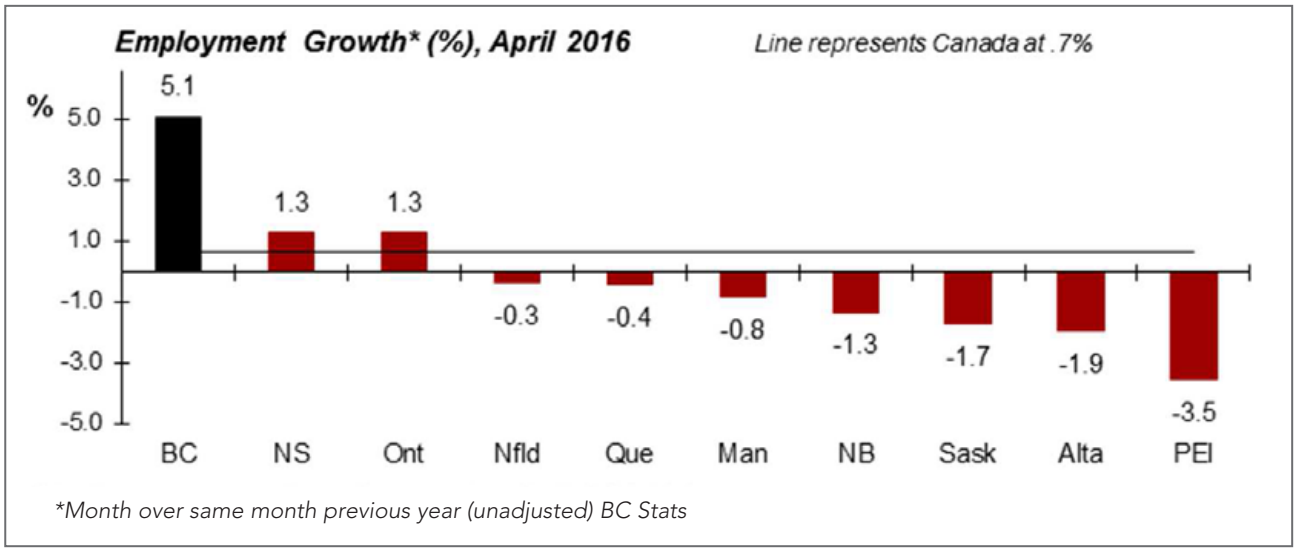
In 2015-16, Okanagan College has met or exceeded Ministry performance measures, including the Ministry's mandate letter priorities of implementing the BC Skills for Jobs Blueprint, and assisting in advancing key strategies with Aboriginal and international student success. The College continues to work within the BC Taxpayer Accountability Principles and supports the Administrative Service Delivery Transformation initiative.

Organizational Context

Regional and B.C. Economy

BC has the best provincial economic outlook in Canada with real GDP growth of 2.7 per cent (Provincial Outlook Winter 2016 Economic Forecast: Conference Board of Canada, April 20, 2016). The housing market is a main driver of the economy. There is expected to be net growth in interprovincial migration as well as international migration. Oil and mineral prices are expected to remain low, especially affecting the Albertan and Saskatchewan economies.

The BC labour market will remain flat as the baby-boomer cohort continues to retire. Strong migration from the rest of Canada may increase the labour supply. B.C. employment has grown by more than five per cent from April 2015 (BC Stats, April 2016), the largest increase in Canada.



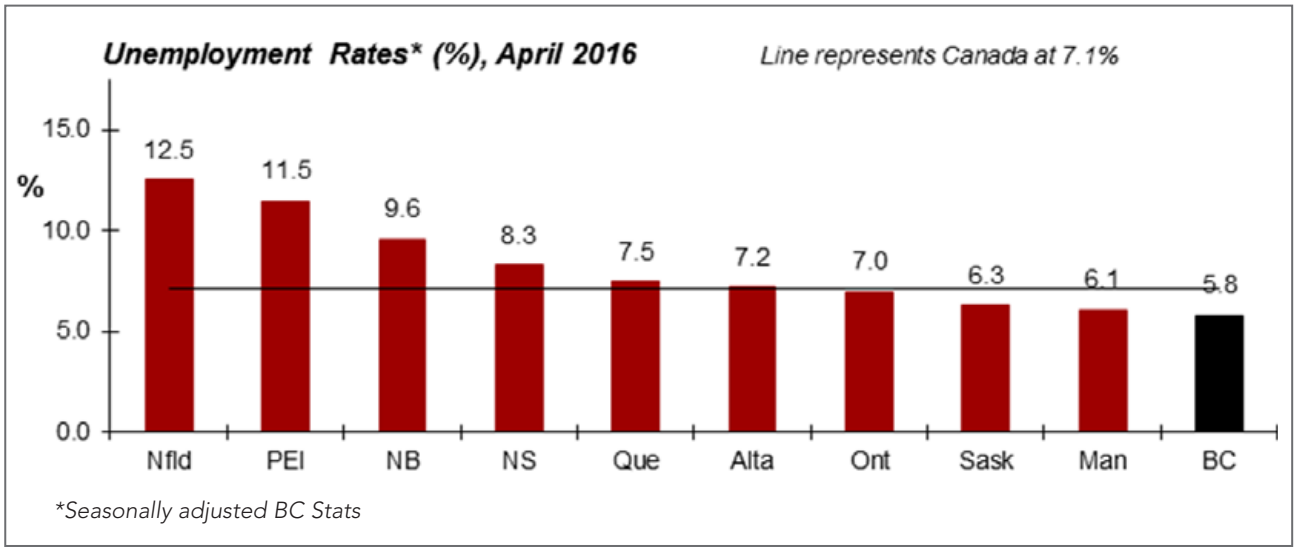
*Month over same month previous year (unadjusted) BC Stats

According to the *BC Labour Market Outlook 2012 – 2022*, demand for workers in the Okanagan region is expected to grow by 0.7 per cent each year on average in forecast period, with the most significant growth expected in nursing and allied health. The Central Okanagan Economic Development Commission (COEDC) has launched a campaign to attract labour market talent to the Okanagan, especially in the technology sector. Features attracting technology businesses are the Okanagan Centre for Innovation, Accelerate Okanagan, access to Dark Fiber (in-place but unused optical fiber), and several digital media companies already established in the Okanagan, such as Bardel Entertainment, Yeti Farm Creative, Disney Interactive and Hyper Hippo Productions. The local technology sector employs over 6,550 people and is the fastest growing tech hub in BC. According to the COEDC, the trained labour force is one of the main factors that makes the Okanagan a prime destination for small business relocations.

According to the commission's research,

> The Okanagan has a diverse economy with prime industry sectors including agriculture, tourism, retail trade, manufacturing, forestry and construction. Key growth industries for the Valley include information and high technology, film, viticulture and wine production as well as aviation and health care.

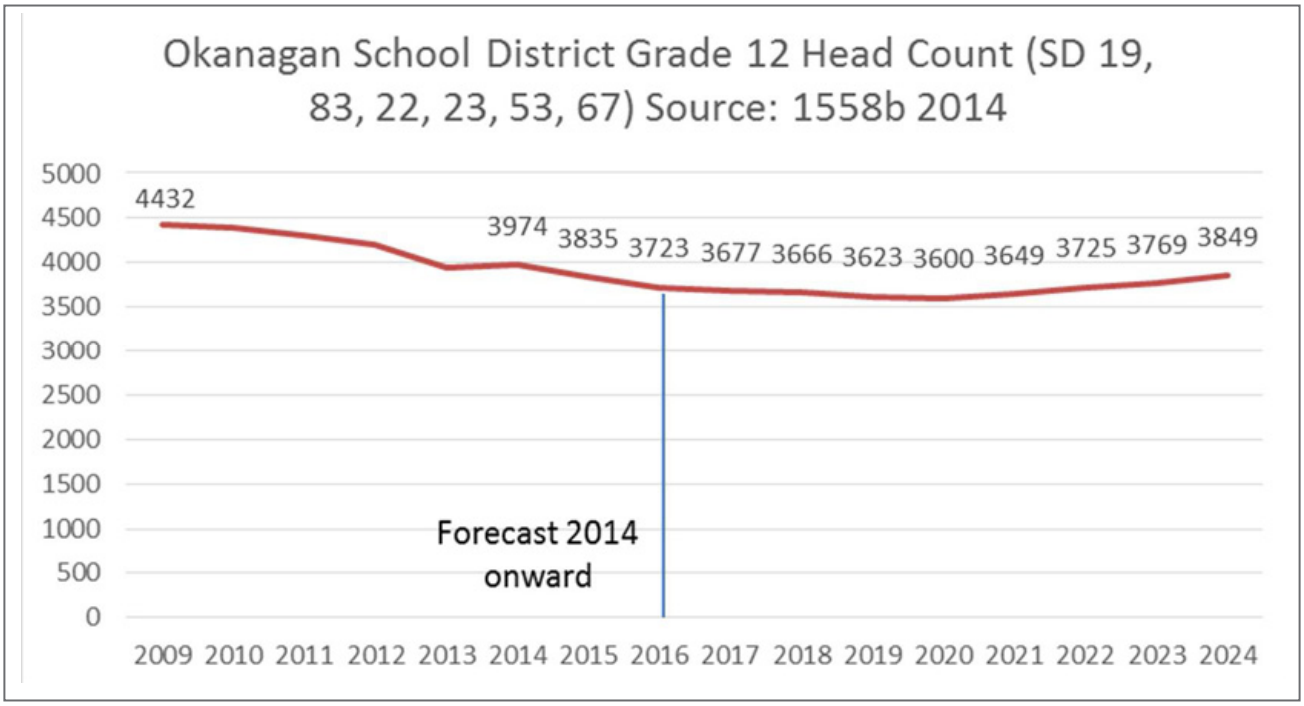
Most of these sectors are likely to do well with a lower Canadian dollar, higher interprovincial migration and improving U.S. and B.C. economies. Forestry and construction should do well with the current housing activity in BC in the next two years, and with the demand for materials and human resources associated with the rebuilding after the devasting Fort McMurray fire. Manufacturing, and services will also benefit from the low Canadian dollar.



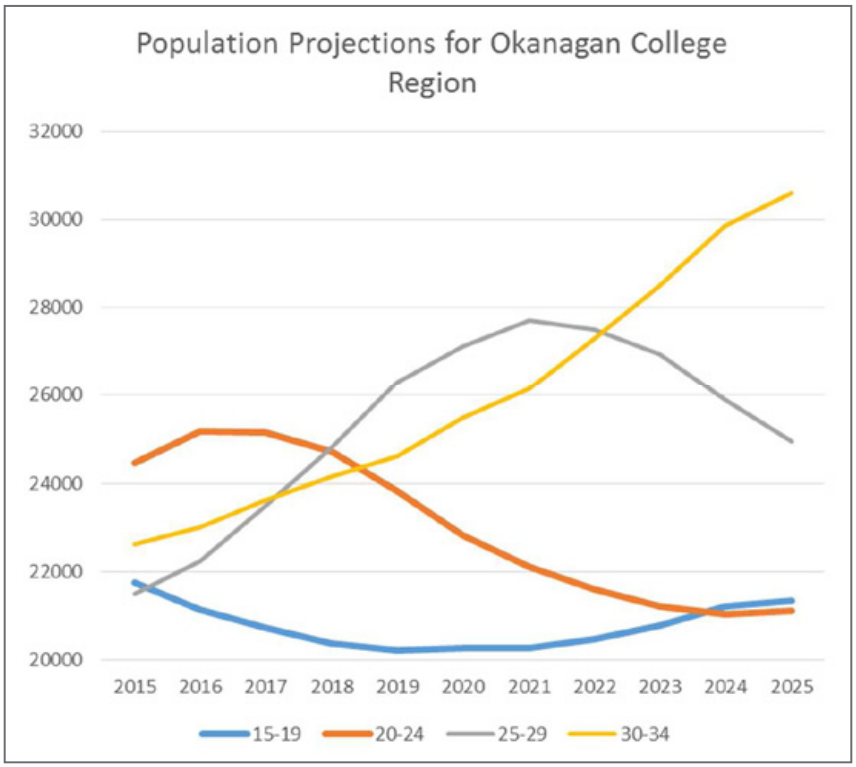
Interprovincial migration will likely come from three sources. First, the Okanagan can expect to see the retirement cohort grow with lifestyle amenities, a good climate, and an active community of retired people. With housing prices in Vancouver and Toronto at a premium, retirees can sell and move to the Okanagan with surplus resources. With housing prices unaffordable for younger people in Vancouver, the Okanagan could see a migration of young people. Lastly, there will likely be a migration or boomerang of British Columbians who had migrated to Alberta, returning as a consequence of a weakened Alberta economy, as well as migration from other parts of Canada.

In the first quarter of 2016, Kelowna development applications up 30 per cent over the previous year – the busiest since 2000. The Kelowna airport (YLW) saw an increase of 7.8 per cent in client traffic over the past year. Regionally, the Central Okanagan real estate market is very busy with a 48 per cent increase in sales. The North Okanagan was up 34 per cent, and the Shuswap increased 12 per cent with residential unit sales declining over one per cent. Rental rates in Kelowna are currently very low, estimated to be 0.5 per cent, according to CMHC.

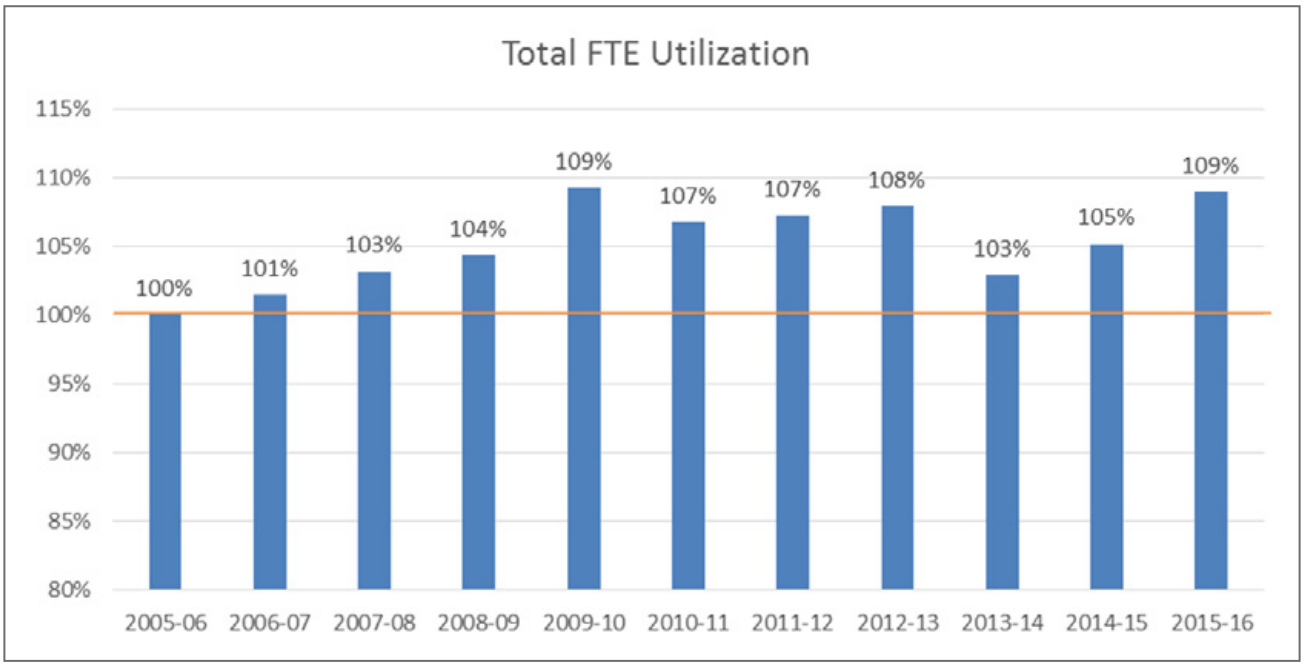
Economic and demographic circumstances will have an effect on Okanagan College. A strengthening local and provincial economy could improve employment rates, with an inverse effect on college enrolments, at the same time that regional Grade 12 populations are forecast to decline for the coming four years.



Opportunities will exist to attract International students, in contract training, and in programming for job-ready skills. Other programming enrolments may tend toward stasis. Opportunities could exist for migrant workers coming to the province and re-skilling to the new market, for example, out of oil and gas into technology, aviation, agriculture, or construction. Other opportunities may exist for the College in entrepreneurship studies.



While FTEs are up, this is mostly in specially funded trades programming. The trend for the next 10 years is for fewer people in the typical college enrolment ages 15 to 19 and 20 to 24 with the latter declining steeply after 2018. There may be opportunities for programming focused on career and professional development targeted to the 25-29 and 30-34 year-old cohorts, recognizing the financial and family demands that are associated with these age groups.



Okanagan College has seen an increase the last few years in distance education; the main reason cited by students for taking distance courses is to continue their education while working. Additional distance education offerings would likely appeal to these age groups as they struggle with balancing their careers and families. This past year, Okanagan College launched the nation's first online Gastroenterology Nursing Certificate program to address a need among practicing nurses. The program provides online curriculum bolstered by a practicum. The College will continue to develop innovative, sustainable programming.

Immediate transition from Okanagan region secondary school graduates to BC public post-secondary fell slightly in academic year 2014-15 to 45 per cent after steadily increasing in the past 10 years from 36 per cent in 2005-06 to 46 per cent in 2013-14. The Okanagan region lags the BC average of over 52 per cent of Grade 12 graduates immediately transitioning to BC public post-secondary schools, and is far behind the Vancouver/Langara region of 63 per cent. Okanagan College receives more than half of the immediately transitioning grads from the region, with about 25 per cent going to UBC Okanagan and the last quarter to other institutions.

International and Canadian Context

The international economic outlook is an important consideration for Okanagan College as it continues to build its profile of international students. According to the Conference Board of Canada, the US, Europe, and Japan are expected to have better performing economies, and China's economy is expected to slow, creating softer prices for commodities. Low commodity prices will hamper the Russian and Latin American economies. The price for oil is not expected to rise much in the next year, which will likely have a suppressing effect on the value of the Canadian dollar. The Canadian economy will be sluggish with only BC, Ontario, Manitoba, and Nova Scotia expecting growth above two per cent in 2016. Canadian federal government spending will increase with an additional $10 billion in each 2016-17 and 2017-18.

The lower Canadian dollar and the rising reputation of post-secondary education in British Columbia and Canada are improving the College's prospects for recruiting additional international students.

MISSION

Okanagan College transforms lives and communities.

We engage, lead and serve through:

- A high quality educational experience for our learners.
- An environment that supports employees and encourages personal and professional growth.
- Collaborative relationships that are responsive to our communities.

CORE VALUES

These serve to guide decision-making as an organization and our actions as individuals.

1. **Learner Success.** Learners are at the heart of everything we do.
2. **Access.** We advocate and promote access to education.
3. **Continuous Improvement.** We strive to do better tomorrow than we did today.
4. **Collegiality.** In all our interactions we act with respect and integrity.
5. **Diversity.** We support an inclusive environment.
6. **Sustainability.** We strive for social, environmental and economic sustainability.
7. **Collaboration.** We embrace the opportunity to work with and learn from each other.
8. **Innovation.** We introduce, evaluate and embrace new ideas.

TOWARD **2020**

KEY DIRECTIONS

Supporting Learner Readiness and Success

Through their educational experience, learners are better prepared for work, life and further study.

- Improve pathways for students into, within, and beyond Okanagan College.
- Provide the best possible support services for learners.
- Enhance the learner experience by improving administrative systems and processes, and by creating an engaging college environment.
- Implement an internationalization plan so that students better understand the world around them.

Excelling in Teaching, Programming, and Applied Research

Students, employers, and the community will benefit from the College's commitment to innovative and responsive education.

- Use the best combination of course delivery methods, such as face-to-face, E-learning, and blended approaches, to address diverse learner and community needs.
- Provide an array of programming that effectively responds to the needs of our students, employers and communities.
- Provide opportunities for teaching professionals to continuously enhance their skills, knowledge and practice.
- Significantly develop applied research, scholarly activity, and knowledge transfer activities to better serve students, communities, and employers.

Working With, and Learning From, the Indigenous Community

The College values and respects Indigenous culture and ways of knowing and is working towards indigenization. The goal is an authentic partnership that benefits all parties and enriches the education of learners.

- Commit to an indigenization plan through engagement with Indigenous communities. The plan will address:
  - Enhancing ties with Indigenous partners.
  - Strengthening support services as well as physical, cultural, and spiritual spaces that are available to learners.
  - Increasing opportunities for the college community to learn from Indigenous knowledge and culture.
  - Identifying possible changes to College policies, structure, and processes that will benefit all.

Serving and Engaging the Community

Strengthening relationships with alumni, employers, and community groups contributes to the health and prosperity of the region the College serves.

- Increase the number and strength of connections.
- Build and sustain relationships with alumni and donors.
- Increase opportunities for engagement with all communities through approaches such as applied research, experiential learning, student employment programs, guest speakers, and events.

Focusing on Organizational Sustainability

The College needs to address the human and financial resources, infrastructure, and environmental challenges that will accompany anticipated demographic, economic, and social changes.

- Seek additional sources of funding to sustain and further develop the College.
- Ensure there are sustainable operations in each of the four regions.
- Augment the College's human resource plan through improved strategies in key areas such as succession planning, employee development and the recruitment and retention of a diverse employee base.
- Complete and implement a sustainability plan that addresses environmental, financial and social sustainability.

Okanagan College Key Directions Align with Ministry Objectives

The College is working on an updated set of key performance measures to align with its new Strategic Plan. The provincial performance measures listed in the following pages are determined by the Performance Measures Working Group, a group of institutional and Ministry members to determine system and institutional measures. Included are the Ministry's Objectives and the Minister's Service Plan objectives, where appropriate.

Okanagan College Key Direction: **Supporting Learner Readiness and Success**		
Okanagan College Objectives	**Ministry Objectives Aligned**	**BC AVED Performance Measure**
• Improve pathways for students into, within, and beyond Okanagan College. • Provide the best possible support services for learners. • Enhance the learner experience by improving administrative systems and processes, and by creating an engaging college environment. • Implement an internationalization plan so that students better understand the world around them.	**Capacity** **Access** **Efficiency** **Service Plan Goal 1:** Students are supported to achieve their education, employment and training goals *Objectives* 1.2 Respond and adapt to the diverse and changing needs of students 1.3 Increase participation and successful completion of all students 2.1 Increase international participation throughout our education system.	• Student Spaces – total and designated program areas • Credentials Awarded • Transition rate of secondary school students to public Post-secondary Education. • International student spaces • Year-to-year retention rate • Time to completion

Discussion:

In June, 2015, 920 Trades students and 438 vocational and academic students were conferred their credentials.

Okanagan College offered its Professional Cook Level One program to prepare the chefs of tomorrow, offered in partnership with School District 19 and the City of Revelstoke.

More than 100 Grade 10, 11 and 12 students received a great deal of career advice and encouragement from members of Salmon Arm's Rotary Clubs and their community partners at a career mentoring day held on April 23 at the Salmon Arm campus.

A class of 11 students from Okanagan College's Residential Construction program, under the guidance of their instructor David Lovisa, experienced hands-on training as they built a high-end home in the South Okanagan in concert with Greyback Construction.

Okanagan College was one of five post-secondary institutions to receive $50,000 in one-time funding from the B.C. government to develop coding-related skills to support the province's growing tech sector. Growing out of that funding, Okanagan College and Accelerate Okanagan partnered to offer a new Mobile Coding for Android and iOS program. Upon completing the program, students were able to pitch their app idea to Accelerate Okanagan for a chance to earn a scholarship that will help the individual build a business around the app in order get it ready for market.

2015 was the 25th anniversary of the British Columbia Secondary School Mathematics Contest (BCSSMC), founded and chaired by Okanagan College Math Professor Dr. Clint Lee since its inception in 1990 and hosted at Okanagan College.

Destination Osoyoos and Okanagan College partnered to deliver Passport to Employment – an innovative program that aims to grow the food, wine and tourism industry by providing free, hands-on training to high school students in Osoyoos and Oliver. Passport to Employment's curriculum contains hands-on training and certification options in areas that the food, wine and tourism industry has long recognized are skill gaps. Topics included essential employment skills, professionalism in the workplace, as well as front desk, housekeeping and cashier training. Students will also earn valuable industry recognized certificates, including FoodSafe, WorldHost, Serving it Right, WorkSafe BC Occupational First Aid, WHMIS (Workplace Hazardous Materials Information System) and BC Wine Server.

The new 302-hour online Gastroenterology Nursing Certificate program, developed by Okanagan College with support and input from the health care community, is unique and addresses a national need among practicing nurses. The Okanagan College program provides online curriculum bolstered by a practicum.

Okanagan College has earned the designation of Registered Education Provider (R.E.P.) from the Project Management Institute (PMI), the world's largest project management member association.

Graduating students, alumni and community members met with over 60 companies at the ninth annual Business Expo & Employment Fair at Okanagan College's Kelowna campus.

Okanagan College's 34th annual Career Fair in November, 2015 saw hundreds of high school and College students (as well as their families and members of the community) come to the Kelowna campus seeking insights and opportunities about careers and educational paths.

Okanagan College's Student Services International Education Advisor Danai Bélanger earned her Regulated Canadian Immigration Consultant (RCIC) certification. She joined the College in January 2014, advising international students on opportunities Okanagan College can afford them and providing support on the process of studying abroad.

A new version of "View my Application" in myOkanagan that will benefit applicants and also facilitate a smoother administrative process has been developed using an application of LEAN process management and mapping. It is part of the multi-year Registrar's Office Admissions and Registration Project (RARP) that was worked on collaboratively with the IT Services department.

Okanagan College has activated B.C.'s second largest solar panel system at its Kelowna campus, taking another step towards its goal to be energy net zero by 2025. The 194 kW electrical solar photovoltaic array system is the second largest in the province, only slightly smaller than the 258 kW system built on top of the LEED Platinum certified Jim Pattison Centre of Excellence at the College's Penticton campus. From 2007 to 2013 the College successfully reduced its energy consumption per square meter by 32.2 per cent.

Okanagan College's Jim Pattison Centre of Excellence earned LEED Platinum certification recently for the Penticton building from the Canada Green Building Council. It is globally recognized as a means of assessing green building practices and outcomes. The building has been recognized for its sustainable features with several prestigious awards, including:

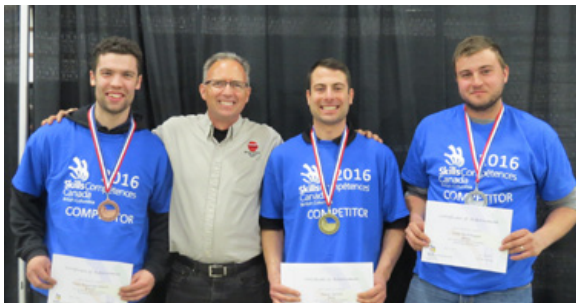
- International Architecture Awards' Green GOOD DESIGN Award from the European Centre for Architecture Art Design and Urban Studies
- Two awards from the Illuminating Engineering Society
- A Canadian Green Building Award from SAB (Sustainable Architecture Building) Magazine.

In early 2016, Corporate Knights Magazine recognized the building as the greenest in the Canada's post-secondary built environment.

Okanagan College Key Direction: **Excelling in Teaching, Programming, and Applied Research**		
Okanagan College Objectives	**Ministry Objectives Aligned**	**BC AVED Performance Measure**
• Use the best combination of course delivery methods, such as face to face, E learning, and blended approaches, to address diverse learner and community needs. • Provide an array of programming that effectively responds to the needs of our students, employers and communities. • Provide opportunities for teaching professionals to continuously enhance their skills, knowledge and practice. • Significantly develop applied research, scholarly activity, and knowledge transfer activities to better serve students, communities, and employers.	**Quality** *Objectives* 2.2 Enhance quality of PSE system.	• Student satisfaction with education • Student assessment of quality of instruction • Student assessment of skill development

Discussion:

Okanagan College students claimed half a dozen medals at the annual Skills BC provincial competition held in Abbotsford in April, including gold in two categories, earning berths into the national competition in Saskatoon next month. The College's Nathan Schulte took gold in Plumbing and Ethan Delichte also won gold in Automotive Service Tech, both outperformed competitors from across the province. Daniel Forbes won silver in Automotive Collision Repair and bronze was won by the following apprentices: Samantha Wardrop in Aerospace Technology, Maxwell Anderson in Automotive Service Tech, and Nathan Barg in Cabinetmaking.



Graduating Okanagan College students demonstrated their expertise once again at the 2015 Skills Canada National Competition held in Saskatoon in late May. Josh Wams won gold in Electronics and bronze medals went to Ethan Delichte in Automotive Service Tech and Nathan Schulte in Plumbing.

Okanagan College's business administration students achieved podium finishes for three teams at the Enactus Western Canadian regional championships held in Calgary.

Three Okanagan College business students impressed judges at the TRU Human Resources Management Case Competition taking first place in a high-pressure challenge that put their business knowledge to the test.

Fourth-year Okanagan College Bachelor of Business students Karen Vandergaag, David Langille and Curtis Loyd, coached by College professor Dr. Yunke He (a CFA Charterholder) faced a challenging business case competition as part of an academic exercise on the global stage.

Catherine Links, a student in the Health Care Assistant program at the Penticton campus, was awarded the $750 prize for a project she has developed to strengthen care-giver/resident connections in complex care situations.

Performance Plan

An Okanagan College student's ingenuity has the potential to provide running parents with a better experience as they push their children's strollers or wheelchairs while jogging. Melissa Lang undertook a capstone graduating project as part of her Therapist Assistant Diploma program at Okanagan College's Kelowna campus. The prototype, built by Lang using a recycled elliptical machine, has attachable arms that easily lock onto any stroller or wheelchair without changing their structure. Runners are able to push while keeping natural swinging arm-motions that reduces the risk of injury by keeping the body moving fluidly. A nationally accredited program, the Therapist Assistant Diploma at Okanagan College uniquely offers assistant-level training in all three disciplines: physiotherapy, recreational, and occupational therapy.

The Arts Experience (ArtsX) program was designed by faculty to provide an avant-garde learning option for the two-year university-transferable Associate of Arts Degree. The first students were admitted to the program in Fall 2015.

In the 2015 Institute of Electrical and Electronics Engineers (IEEE) Xtreme Programming world-wide competition, one of Okanagan College's first-year Bachelor of Computer Information Systems teams placed in the top 25 teams across Canada, and top 500 world-wide out of 2,000 global teams (and more than 6,400 students).

The inaugural Interprofessional Training Event (IPE) was hosted at Okanagan College on July 15, in partnership with the Justice Institute of BC (JIBC). The day's events were geared towards promoting teamwork and providing communications tools to help the various health care disciplines collaborate in providing best-practice patient care. A total of 52 students from the College's Practical Nursing, Health Care Assistant and Pharmacy Technician programs participated along with students from JIBC's Primary Care Provider (paramedic).

Working with the Regional Services department of the City of Kelowna (and its partners), fourth-year Bachelor of Business Administration Honours student Alex Fullerton conducted a study throughout the Central Okanagan. Fulerton's research helps to provide insights about citizens' perceptions and attitudes towards idling and air quality to inform decision making during future considerations of anti-idling bylaws in the region.

In a crowded Toronto ballroom, Okanagan College professor Alix Hawley was named the recipient of the national Amazon.ca First Novel Award for her debut novel "All True Not a Lie in It." The novel also earned Hawley B.C. Book Prize's Ethel Wilson Fiction Prize.

The culmination of five years of research and putting pen to paper, Okanagan College's Criminology Professor Dr. Jarkko Jalava and Psychology Professor Dr. Stephanie Griffiths have co-authored (with SFU professor Michael Maraun) the analytical and research based book "The Myth of the Born Criminal."

Advancing Early Childhood Educators' (ECE) training curricula to include the benefits of unstructured outdoor play for children's wellbeing is no child's play for Dr. Beverlie Dietze, Okanagan College's Director of Learning and Teaching. It's serious work that received a significant $195,000 national funding boost from the Lawson Foundation, one of 14 projects across Canada to receive funding as part of an Outdoor Play Strategy.

Okanagan College Key Direction: **Working With, and Learning From, the Indigenous Community**		
Okanagan College Objectives	**Ministry Objectives Aligned**	**BC AVED Performance Measure**
• Commit to an indigenization plan through engagement with Indigenous communities. The plan will address: • Enhancing ties with Indigenous partners. Strengthening support services as well as physical, cultural, and spiritual spaces that are available to learners. • Increasing opportunities for the college community to learn from Indigenous knowledge and culture. • Identifying possible changes to College policies, structure, and processes that will benefit all.	**Capacity** **Access** **Service Plan Goal 1:** *Objectives* 1.2 Continue to implement the Aboriginal PSE and training Policy Framework and Action Plan	• Aboriginal Student spaces • Credentials awarded to Aboriginal students.

Discussion:

The Stepping Forward program was developed by Okanagan College in coordination with First Nation partners to provide a well-rounded education program for Aboriginal learners experiencing barriers to employment, including lack of high school graduation, work and life skills training. The Ministry of Advanced Education supported the program with funds from the Aboriginal Community Based Delivery Partnership Program.

Okanagan College launched a new Construction Craft Worker two-level apprenticeship program. Last November, the College created an intake tailored specifically for Aboriginal students. In addition to the WFN and ALIB, the College partnered with agencies throughout the province to break down barriers for students. The Aboriginal Community Based Training Partnerships (ACBTP) Program provided tuition and books, tools, lunches, safety gear and transportation.

Weeks after rolling out the Toward 2020 Strategic Plan, Okanagan signed a Memorandum of Understanding with its partners in the Westbank First Nation (WFN). During a WFN regular Council meeting on Feb. 1 Chief Robert Louie and Okanagan College President Jim Hamilton signed the agreement for the College and Band, which have a long history of partnership in educational and training programs, as well as cultural events. Included in the MOU is a commitment by both organizations to work together on projects and programs that will increase access to post-secondary education and build professional capacity. Okanagan College has also committed to support WFN students in their success in post-secondary.

Aboriginal culture was celebrated and recognized at the Kelowna campus during the seventh annual Powwow. This year marked a significant milestone: Okanagan College and several First Nations and Metis partners signed a commitment that recognizes the school's responsibility and commitment to indigenous education and collaboration with Aboriginal communities. The Indigenous Education Protocol was developed by Colleges and Institutes Canada (CICAN) through its Indigenous Education Committee.

Okanagan College Bachelor of Business Administration student and Nisga'a Nation member Tina Miller joined forces with UBCO student Mary Song to help organize the fifth annual Women's Memorial Vigil to Honour Missing and Murdered Indigenous Women in Kelowna on Feb. 14. A crowd of about 50 gathered in front of the Kelowna courthouse to remember the victims, give voice to the ongoing tragedy, and provide healing support to families and friends of the victims.

Okanagan College Key Direction: **Serving and Engaging the Community**		
Okanagan College Objectives	**Ministry Objectives Aligned**	**BC AVED Performance Measure**
• Increase the number and strength of connections. • Build and sustain relationships with alumni and donors. • Increase opportunities for engagement with all communities through approaches such as applied research, experiential learning, student employment programs, guest speakers, and events.	**Relevance** *Objectives* 1.2 Align PSE and training with labour market demand to achieve a highly skilled workforce. 2.3 Increase collaboration, innovation and partnerships.	• Student assessment of the usefulness of knowledge and skills in performing job • Unemployment rate

Discussion:

Sarah Comba, a Business Administration Diploma alumna, partnered with the Okanagan College Alumni Association for the 10th year to lead the Pay It Forward Giving Challenge, that benefits a local shelter for the homless.

With a little help from modern technology, Okanagan College English Professor Dr. Shona Harrison has given Kelowna's rich history a collective voice. In late April, the Old Kelowna Facebook page created by Harrison celebrated its one-year anniversary and more than 8,400 followers.

More than 400 runners crossed the finish line at Okanagan College's 13th annual Half Marathon, 10 K and Relay Race in Kelowna, an event that raises funds to support student bursaries.

A British Aerospace Model Jetstream 31, valued at nearly $700,000 was donated to support of the College's Aircraft Maintenance Engineering (AME) M-License program. The donation marks the most valuable gift of equipment the College has received in its 50-plus-year history.

First Things First Okanagan's Solar Fair: A Symposium on Solar Energy, took place at Okanagan College's Jim Pattison Centre of Excellence in Sustainable Building Technologies and Renewable Energy Conservation. The College joined Berry and Smith Trucking, the Penticton Indian Band, Terrateck, Swiss Solar and Penticton Whole Foods as sponsors of the event.

The Penticton campus hosted a reception recognizing the Jim Pattison Centre of Excellence's LEED Platinum designation, the first for a building of its size in the Okanagan. A group of nearly 100 supporters that included employees, donors, students, contractors, architects and neighbours attended the event. President Jim Hamilton and Regional Dean Donna Lomas had the opportunity to address the group as they unveiled the plaque that represents the LEED Platinum achievement.

Courtney Miller, a young Kelowna nurse completing her Bachelor of Science in Nursing degree (BSN) this year, saw her decision-making confidence put to the test in April during an aid trip to Zambia. She helped set up a health clinic accompanied only by one doctor and another student nurse in a rural Zambian village. Each day she would assess, diagnose and prescribe medications to more than a hundred patients. "I even got to deliver babies." For her embodiment of the true spirit of philanthropy in our community, the Okanagan College student was named the recipient of the W. Brett Wilson Prize. A group of students in the Vernon Residential Construction Program were recognized at a community BBQ event celebrating their contribution to building the new Lake Country Food Bank facility. Students stepped up to help the Food Bank by providing labour and materials to get the building to lock-up stage, a donation value worth approximately $15,000, all part of their hands-on training and education.

As a culmination of their learning, Okanagan College students from the Adult Special Education department's course "History of People with Disabilities in BC" went on a field trip to Tranquille Farm in the Kamloops area. Previously, the farm was a care institution for people with disabilities. In recognition of the history, the students, accompanied by College Instructor Wanda Radies, planted a rose bush and installed a commemorative plaque.

Opportunities for more public art displays in downtown Vernon will be considered as a result of Okanagan College student Kaitlyn Kendall's class project for her Social Entrepreneurship course, taught by Dr. Kyleen Myrah. Combining learning and real-world needs Kendall provided the Downtown Vernon Association (DVA) with a much-needed Public Art Plan for the city's core.

The Okanagan Centre for Innovation (OCI), including a digital media centre that Okanagan College is participating in, received $3.4 million from the federal government. The College is planning a digital media lab and equipment space in the new building as an additional learning location for its students. At a news conference, the Hon. Michelle Rempel, then the Minister of State for Western Economic Diversification (WD), described how the new centre is anticipated to benefit start-ups and the region's booming technology sector.

Okanagan College welcomed 88 students and three instructors from the Toyota Technical College (TTC) in Nagoya, Japan; 2015 was the 24th year that Okanagan College has partnered and hosted a group from the TTC. There were a total of 210 Study Tour students studying at the College over the summer and fall.

Students and instructors in Okanagan College's entry-level carpentry/joinery class were joined by Vernon Fire Chief Keith Green and Deputy Fire Chief Jack Blair in Kelowna as they handed over a set of custom cabinets for the fire hall at Predator Ridge. The 12 students worked on the project as part of their hands-on curriculum in the foundational program and as a result, the Predator Ridge fire hall will be better equipped to support the fire fighters in the region.

One of the wine industry's most renowned figures experienced the best of B.C.'s food and wine during a collaborative chefs' dinner at Vancouver's acclaimed L'Abattoir restaurant. Okanagan College's Culinary Manager Chef Bernard Casavant, also President of the Okanagan Chefs' Association, was part of a team tasked with impressing honoured guest Steven Spurrier. Visiting B.C. from London, U.K. Spurrier is the editor of renowned Decanter Magazine. The dinner was part of the BC Wine Institute's celebration of the 25th anniversary of BC VQA.

Okanagan College's Director of Continuing Studies and Corporate Development, Dr. Dennis Silvestrone, was honoured by the Canadian Institute of Management (CIM).

Advancing Early Childhood Educators' (ECE) training curricula to include the benefits of unstructured outdoor play received a significant national funding boost from Lawson Foundation as it announced funding for 14 projects across Canada as part of its $2.7 million Outdoor Play Strategy, including one led by Okanagan College's Dr. Beverlie Dietze.

For the fourth year in a row, Okanagan College's erudite team of spelling aficionados displayed exceptional spelling talents, earning first place in the 2015 Junction Literacy Centre Adult Spelling Bee Fundraiser.

The Okanagan College Art Show held on May 3 at the Volcanic Hills Winery showcased the artistic talents of 15 individuals from our College community. The artists gathered their paintings and easels to display for visitors and art aficionados who were enjoying the Okanagan Spring Wine Festival simultaneously.

In 2015, 84 OC riders joined Bike to Work week, the biggest team to date. Breaking another record, the team also rode the longest distance with 2,918 kms collectively logged.

During the Campus Commuter Challenge, 125 Okanagan College employees and students participated, up significantly from the 73 registered in 2014. In addition 14,562 km of alternate transportation (i.e. walking, public transit) were logged. Again a significant increase from the 6,500 km logged the previous year.

In October, Okanagan College's Infusions Restaurant dedicated its early dinner seating to those interested in discussing ideas that will make our community an even better place to live. Part of the Central Okanagan Foundation's 100 Dinners series, conversations are meant to be informed by the 2015 Vital Signs report and citizens' own experiences living in the region. The Vital Signs Report is a national program led by community foundations and compiles knowledge about the communities in which we live to evaluate and bring awareness to our quality of life.

Twenty-two individuals and two teams of Okanagan College employees were selected as finalists for the fourth annual Employee Excellence Awards in 2015.

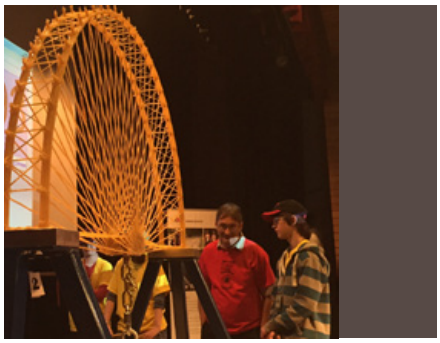
Okanagan College's Electrical Department Chair Jim Gamble was one of five Canadian instructors who participated in a workshop to update and create an Interprovincial Standardized Exam (IPSE) questions bank that will be used to assess students completing their electrical trades training. Gamble was selected by the Industry Training Authority (ITA) to represent B.C. post-secondary instructors in the workshop, which was held in Ottawa and hosted by the Red Seal Program for national standards.

Armed with only their creativity and the words at their fingertips, 60 budding writers participated in Okanagan College's annual 3-Hour Short Story contest. Up against a 180-minute ticking clock, the Grade 11, 12 and Okanagan College students were also challenged with needing to incorporate the secret phrase - "downy moustache" - into their story, a phrase only revealed at the start of the contest. For his tale about family history, alcoholism, and memories painted in watercolours, as recounted by a grandmother to her grandson, second-year Associate of Arts degree student Daniel Greene from Vernon took home the overall top prize for his story "Watercolours." He received an additional $250 tuition credit and will have his story published in a limited fine-print edition by the Kalamalka Press.

Steaming bowls of soup made by local restaurants warmed things up on a cold winter's day at the inaugural Enactus Okanagan College Soup's On event in Salmon Arm; 109 guests tasted samples to raise awareness and funds for the Second Harvest food bank. The event raised $1,000 that will help those most in need, especially at a time when food bank shelves need replenishing. The event also raised an additional $1,000 to support ongoing Enactus Okanagan College community projects.

Industry partnerships and applied learning models proved once again to be successful when Okanagan College School of Business students partnered with the Dairy Farmers of Canada to bring to life the sold-out Poutine and Pinot event on Feb. 20, part of the Okanagan Wine Festivals signature events.

Two Grade 3 classes at AS Matheson Elementary in Kelowna received an early education in financial literacy thanks to the innovative CANSave curriculum integration program developed by five Enactus Okanagan College students in partnership with Valley First. Over a five-week period, the College students created a simulated economy within the classroom to teach the children the values of needs vs. wants, saving for the future, and the importance of giving back. Valley First committed to providing $25 for each student who successfully completed the program. The dollars earned were donated to the class's charity of choice, the SPCA, during a cheque presentation for $1,125.



The 33rd annual Okanagan College Spaghetti Bridge Building Heavyweight competition came to a surprising finish after a series of disqualifications launched the team of Anna Offenwanger and Ephraim Nowak from UBC Okanagan into the top spot; their bridge withstood an impressive 184.3 kgs of load before exploding in front of a packed lecture theatre at the College

Kelowna entrepreneur Chris Danek, CEO and founder of Monster Money, took home the $5,000 grand prize from the 10th Venture Okanagan Investors' Forum that was held at Okanagan College. The company (which will be rebranding to Spot) provides a person-to-person digital money transfer system

Kelowna's WTFast (a private gaming network provider), the Natural Sciences and Engineering Research Council of Canada (NSERC), and Okanagan College have come together to collectively contribute $750,000 in funding and resources for an applied research project led by Okanagan College Computer Science department Chair Dr. Youry Khmelevsky.

Okanagan College business and civil engineering technology students and alumni Trevor Tuck, Dylan Decker, Colton Cheney and Shelby Miller have created an online company that caters to a niche market in the two-wheeled world. TBS Bike Parts (tbsbikeparts.com) is a company that retails mountain bike parts across North America, without extensive investment in salespeople or bricks-and-mortar storefront, saving consumers between 30 and 40 per cent.

Okanagan College

2015/16 Accountability Framework Performance Measure Results

Performance measure	Reporting year			
	2014/15 Actual	2015/16 Target	2015/16 Actual	2015/16 Assessment
Student spaces[2]				
Total student spaces	5,004	4,751	4,978	Achieved
Nursing and other allied health programs	526	409	475	Exceeded
Developmental	960	984	965	Substantially Achieved
Credentials awarded[3]				
Number	1,992	1,922	2,034	Achieved
Aboriginal student spaces[4]				
Total Aboriginal student spaces	748	N/A	828	Not assessed
Ministry (AVED)	555		583	
Industry Training Authority (ITA)	193		245	
Student satisfaction with education[5]				
	% +/-		% +/-	
Former diploma, associate degree and certificate students	94.0% 0.9%	≥ 90%	90.1% 1.2%	Achieved
Apprenticeship graduates	92.4% 2.5%		93.7% 2.1%	Achieved
Bachelor degree graduates	98.0% 2.0%		99.0% 1.3%	Exceeded
Student assessment of the quality of instruction[5]				
	% +/-		% +/-	
Former diploma, associate degree and certificate students	95.2% 0.8%	≥ 90%	90.3% 1.2%	Achieved
Apprenticeship graduates	93.7% 2.3%		94.4% 2.0%	Achieved
Bachelor degree graduates	97.0% 2.5%		96.1% 2.5%	Achieved
Student assessment of skill development[5]				
	% +/-		% +/-	
Former diploma, associate degree and certificate students	Results not comparable[7]	≥ 85%	86.5% 1.4%	Achieved
Apprenticeship graduates	Results not comparable[7]		82.7% 3.8%	Achieved
Bachelor degree graduates	93.8% 3.5%		93.2% 3.3%	Exceeded

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APPENDIX: Performance Measures

Student assessment of usefulness of knowledge and skills in performing job[5]						
	%	+/-		%	+/-	
Diploma, associate degree and certificate graduates	83.4%	2.2%	≥ 90%	84.5%	2.2%	Substantially achieved
Apprenticeship graduates	93.3%	2.9%		90.7%	2.8%	Achieved
Bachelor degree graduates	89.1%	4.8%		94.7%	3.2%	Achieved
Unemployment rate[5,6]						
	%	+/-		%	+/-	
Diploma, associate degree and certificate graduates	9.3%	1.6%	≤ 10.8%	9.4%	1.7%	Achieved
Apprenticeship graduates	11.5%	3.3%		8.1%	2.5%	Exceeded
Bachelor degree graduates	3.2%	2.6%		4.0%	2.7%	Exceeded

Notes:

TBD - for measures where results are still to be received, the fields have been labelled as "To Be Determined".

N/A - Not applicable

[1] Please consult the 2015/16 Standards Manual for a current description of each measure. See http://www.aved.gov.bc.ca/framework/docs/standards_manual.pdf

[2] Results from the 2014/15 reporting year are based on data from the 2014/15 fiscal year; results from the 2015/16 reporting year are based on data from the 2015/16 fiscal year. Excludes Industry Training Authority student spaces.

[3] Annual performance is measured using a rolling three-year average of the most recent fiscal years, e.g., the results for the 2015/16 reporting year are a three-year average of the 2012/13, 2013/14, and 2014/15 fiscal years.

[4] Results from the 2014/15 reporting year are based on data from the 2013/14 fiscal year; results from the 2015/16 reporting period are based on data from the 2014/15 fiscal year.

[5] Results from the 2014/15 reporting year are based on 2014 survey data; results from the 2015/16 reporting year are based on 2015 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. Survey results are not assessed if the number of respondents is less than 20 or the margin of error is greater than 10%.

[6] Target is the unemployment rate for those aged 18 to 29 with high school credentials or less for the province.

[7] In 2015 the wording of the skills develompent questions changed. Until 2014, respondents were asked to indicate the "extent to which their in-school training provided them with opportunitites to develop various professional skills" and used a five-point scale. in 2015, respondents were asked "how helpful their program was at developing a number of professional skills" and used a four-point scale.

Target assessment scale	**Description**
Exceeded	110% or more of the target
Achieved	100% - 109% of the target
Substantially achieved	90% - 99% of the target
Not achieved	Less than 90% of the target
Not Assessed	Survey results with less than 20 respondents or a margin of error of 10% or greater, descriptive measures, and measures without targets

Okanagan College

2015/16 Accountability Framework Performance Measure Results

Performance measure	Reporting year					
	2014/15 Actual		2015/16 Target	2015/16 Actual		2015/16 Assessment
Former diploma, certificate, and associate degree students' assessment of skill development						
	%	+/-		%	+/-	
Skill development (avg. %)	77.6%	1.8%	≥ 85%	86.5%	1.4%	Achieved
Written communication	73.2%	2.1%		82.0%	1.8%	
Oral communication	69.6%	2.3%		78.4%	1.9%	
Group collaboration	81.2%	1.6%		90.3%	1.2%	
Critical analysis	83.0%	1.5%		89.0%	1.3%	
Problem resolution	73.7%	1.9%		87.5%	1.4%	
Learn on your own	79.8%	1.7%		87.0%	1.4%	
Reading and comprehension	82.4%	1.6%		91.6%	1.2%	
Apprenticeship graduates' assessment of skill development						
	%	+/-		%	+/-	
Skill development (avg. %)	77.0%	4.8%	≥ 85%	82.7%	3.8%	Achieved
Written communication	71.2%	7.0%		71.7%	6.0%	
Oral communication	69.4%	7.1%		75.7%	5.3%	
Group collaboration	82.9%	3.9%		82.4%	3.6%	
Critical analysis	82.8%	3.8%		87.0%	3.0%	
Problem resolution	75.3%	4.5%		82.6%	3.5%	
Learn on your own	79.6%	4.1%		86.8%	3.1%	
Reading and comprehension	77.6%	4.2%		92.3%	2.4%	
Bachelor degree graduates' assessment of skill development						
	%	+/-		%	+/-	
Skill development (avg. %)	93.8%	3.5%	≥ 85.0%	93.2%	3.3%	Exceeded
Written communication	92.8%	3.8%		90.0%	4.0%	
Oral communication	97.0%	2.5%		92.0%	3.6%	
Group collaboration	96.0%	2.8%		93.1%	3.4%	
Critical analysis	97.0%	2.5%		98.0%	1.8%	
Problem resolution	90.0%	4.3%		93.1%	3.3%	
Learn on your own	91.8%	4.1%		94.0%	3.2%	
Reading and comprehension	91.8%	4.0%		92.1%	3.6%	

APPENDIX: Financial Information

Financial Statements for Okanagan College are available here:

http://www.okanagan.bc.ca/Campus_and_Community/employees/finance-corporate-services/financial-services/Financial_Statements.html

SALMON ARM

VERNON

KELOWNA

PENTICTON