

OKANAGAN COLLEGE  
ACCOUNTABILITY PLAN AND REPORT  
2017-18 to 2020-21

*Okanagan College Transforms Lives and Communities*





# Regional Map



## Letter from the Board Chair and the President

Dear Minister Mark,

As we submit our annual Accountability Plan and Report, it is reassuring to note that Okanagan College continues to grow and develop additional ways to serve our region and province. The College's full-time equivalent (FTE) student count for 2017-2018 shows we are larger than ever, with 8,745 full-time equivalent students – an increase of seven per cent over the previous year.

Construction is nearing completion on a new \$6.2-million Trades Training Centre at our Vernon campus, supported with funds from the Provincial and Federal governments, as well as generous donations from our community. Workers are finishing construction on a new welding building on our Penticton campus, and 48 children are enjoying the Little Learners Academy childcare centre, opened on our campus last year. Planning is complete and work is about to commence on a new \$18.9-million Health Sciences Centre on our Kelowna campus (expected to open in late spring, 2020).

Okanagan College began offering several new programs in 2017-18, including diplomas in animation and viticulture technology. We have grown our profile in other areas - including our aircraft maintenance engineering program - in response to pressing labour market needs and opportunities. We are at work on a host of other new programs that speak to regional economic development opportunities. Our applied research profile continues to build, supported by federal and industry investments.

A significant component of our student growth is as a consequence of an increase in our international student cohort. In two years, Okanagan College's FTE international numbers have increased from 539 to 960.

Within the pages of this report, there is much evidence of the success Okanagan College has had at meeting the accountability expectations of the Province, our students, employees and the communities we serve. This report has been prepared in accordance with the Budget Transparency and Accountability Act and we are accountable for meeting the objectives outlined in this plan.

Sincerely,



Christopher Derickson  
Chair, Okanagan College Board of Governors



Jim Hamilton,  
President, Okanagan College

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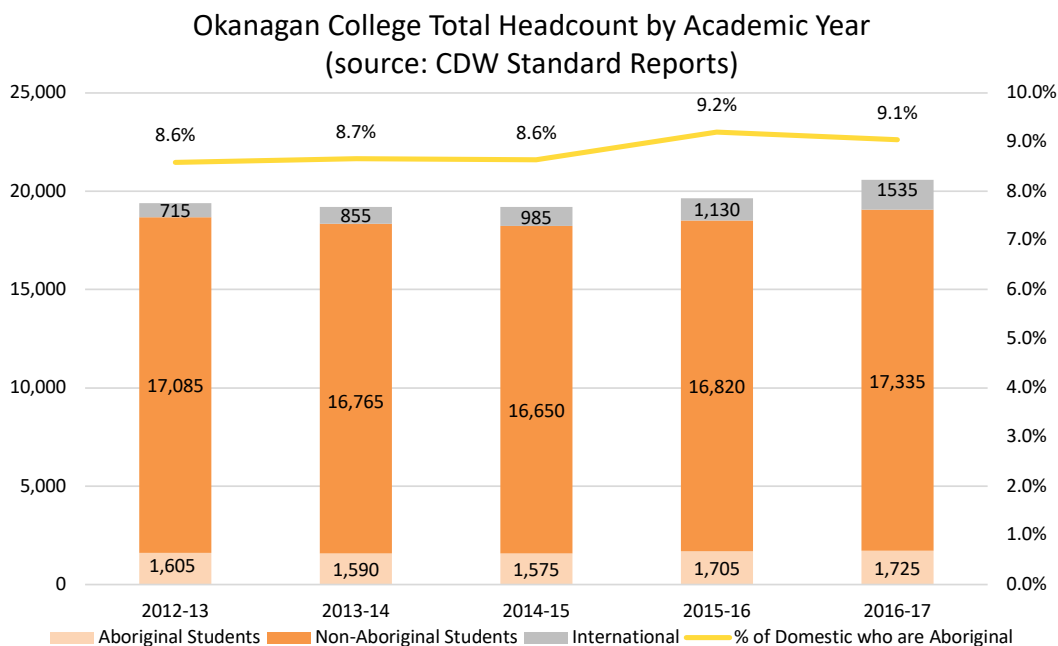
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## Institutional Overview & Strategic Direction

Okanagan College serves a region that is more than six times the size of Canada’s smallest province, with a population (419,077) that is nearly three times that of PEI. More than 20,000 people attended the College’s four major campuses and nine other learning centres in academic year 2016-17 – about five per cent of the regional population.



The College now offers more than 130 programs that provide credentials, ranging from Adult Upgrading to post-baccalaureate diplomas in marketing and accounting. A significant investment in facilities and programs over the past 13 years has resulted in Okanagan College becoming B.C.’s second-largest trades training provider.

Several programs were introduced or expanded in 2017-18 to meet student and employer needs and interests. Those included:

- Viticulture Technician Diploma: began in Fall 2017
- Animation Diploma Program: began in Fall 2017
- Expansion of the Aircraft Maintenance Engineering Structures course to meet industry skills needs

Work is afoot on a new applied arts degree. New programs developed and approved in 2017 include a post-baccalaureate diploma in Human Resources Management, and a partnership with Brock University and UBC Okanagan to offer the Trades Technology Teacher Education Diploma program.

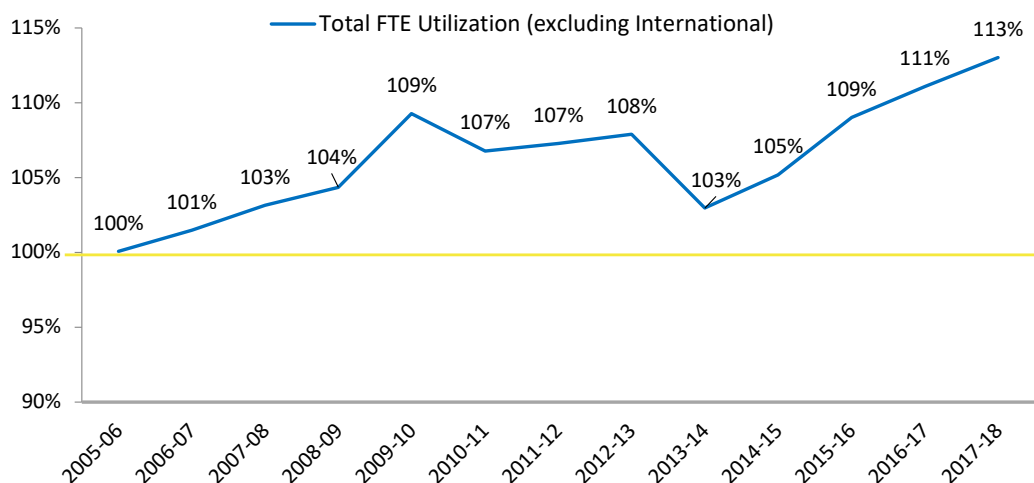
For the 14th year, Okanagan College has successfully met government established FTE domestic enrolment targets, and has experience significant increases in international student enrolment.

# Institutional Overview & Strategic Direction

## Okanagan College FTE Utilization of Targets

Source: Supertables from AVED Finance

(\*2017-18 total target is estimated)



In 2017-18, Okanagan College has met or exceeded Ministry performance measures (see pages 36-38), including the Ministry's mandate letter priorities of:

- Implementing the Skills Gap Plan,
- Deepening BC's talent pool in support of the technology strategy,
- Working with government and Aboriginal communities to implement the Aboriginal Post-Secondary Education and Training Policy Framework and Action Plan,
- Working with government to encourage and promote the development and use of online resource and open textbooks to support post-secondary affordability for students,
- Working with government and other institutions to develop and implement a common application system,
- Promote safe campuses,
- Exceeding the financial targets identified in the Ministry's three-year service plan, and
- Maximizing the efficient use of public post-secondary administrative resource through participation in the Administrative Service Delivery Transformation initiative

AVED FTE Summary			
	Target	Actual	Utilization
Baseline	286	286	100.0%
<b>Skills Gap Plan</b>	<b>592</b>	<b>592</b>	<b>100.0%</b>
<i>Target Funded Subtotal</i>	<i>878</i>	<i>878</i>	<i>100.0%</i>
Base Funded	3,860	4,487	116.0%
<b>TOTAL</b>	<b>4,738</b>	<b>5,365</b>	<b>113.0%</b>

The College continues to work within the BC Taxpayer Accountability Principles.

In its 2016-17 annual report, BC Campus reported that Okanagan College ranked third in open textbook adoption. A Working Group has been established at the college that focuses on Open Educational Resources and Practices, with

## Institutional Overview & Strategic Direction

goals of promoting awareness and exploring ways to facilitate open educational practices in support of the College's programming and teaching priorities of Okanagan College.

College staff work on many provincial committees, including BCCAT, (co-chaired by Okanagan College President Jim Hamilton), and the EducationPlannerBC Governance Working Group (chaired by Dr. Andrew Hay, Okanagan College's Vice President Education).

After a provincial policy decision in mid-2017, Okanagan College employees worked diligently to adjust the Adult Basic Education program to a tuition-free model and to communicate that swiftly to prospective students and registrants in time for the fall 2017 intake.

The College's Strategic Plan (2016-2020) is available on the College [website](#) and is including beginning on Page 17.

Two important strategic initiatives have been underway at the College over the past year, notably the development of an Internationalization Plan and an Indigenization Plan. The latter will incorporate input from the two nations (Shuswap and Okanagan), 10 First Nations Bands, several Friendship Centres and Metis organizations that are a part of the Okanagan College region. There are already outcomes from the development of the plan, including the addition of an Indigenous Garden on the College's Kelowna campus and continued support for an annual PowWow and Aboriginal Student celebration. A tentative schedule calls for the Indigenization Plan to be complete within the next year.

The College has been working with the Provincial Government, employers and several Bands over the past year to develop programming that meets Aboriginal student needs and is culturally-responsive and appropriate. Programs include an Aboriginal Support Worker program, a Construction Craft Worker program for Aboriginal Students, Introduction to Office Administration, and an Aboriginal Early Childhood Education program.

The College's Key Performance Indicators are available for public review at [okanagan.bc.ca/kpis](http://okanagan.bc.ca/kpis). Those KPIs are presented as a dashboard, but with links to the various sources and measures that they are derived from. In addition to Ministry-developed performance measures, the College uses a significant number of other measures, including information drawn from participation in the Community College Survey of Student Engagement (CCSSE), which is conducted independently, as well as the College's own surveys of student satisfaction and employee engagement.

While full results are not yet available, the College's most recent survey of students (February to April 2018) shows that 91 per cent of students said that attending Okanagan College has been a good experience for them and 91 per cent said they would recommend their program or course to other people..

The most recent (2017) surveys conducted through the Student Outcomes project show Okanagan College apprentices register 94 per cent satisfaction with their education, Bachelor Degree graduates with a 99 per cent satisfaction rate, and Diploma, Associate Degree and Certificate graduates with a 91 per cent satisfaction rate.

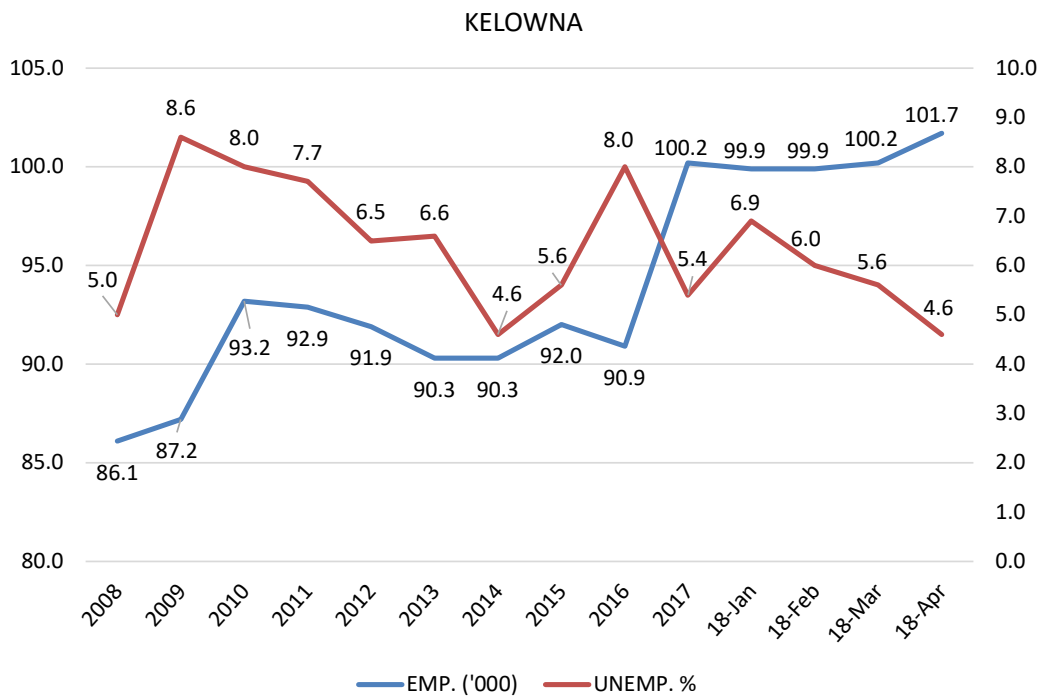


# Accountability Plan and Report

## Employment and Labour Market

Variables that can inform enrolment forecasting at Okanagan College are the overall regional unemployment rate, (one year out), and the regional Grade 12 headcounts (combined with the immediate K-12 to post-secondary transition rates within the College catchment area).

Generally, as employment rates increase and Grade 12 headcounts decrease, College enrolments can be expected to decrease – or at least see slower growth.



## Okanagan Employment

BC's unemployment rate declined by 0.9 per cent in 2017, dropping to 5.1 per cent. This was the ninth consecutive year of decline.

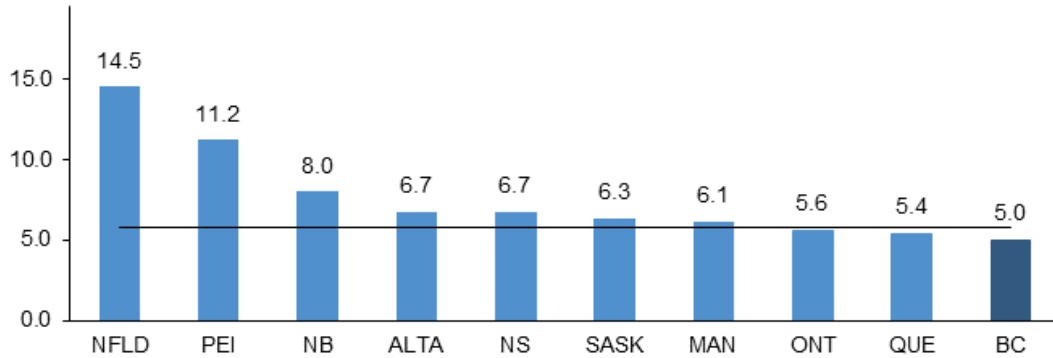




# Accountability Plan and Report

**Unemployment Rates\* (%), April 2018**

Line represents Canada at 5.8%

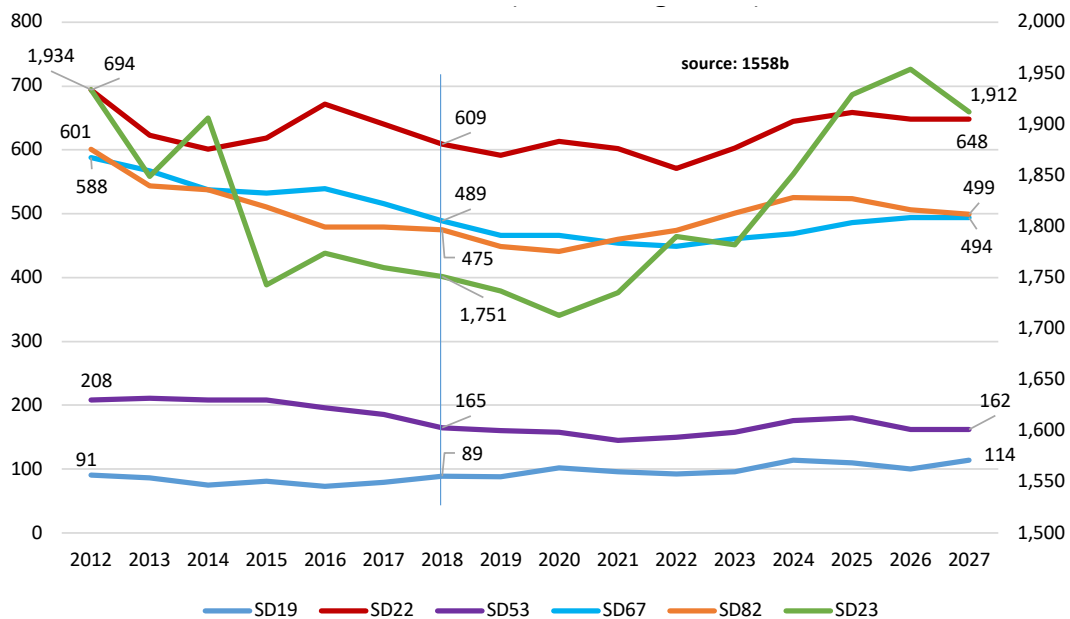


\*Seasonally adjusted; Source: Statistics Canada; Prepared by BC Stats

Despite significant improvement over the previous year Kelowna continued to experience a slightly higher unemployment rate than the provincial average i.e. 5.4 per cent.

The unemployment rate for the entire Thompson Okanagan region (7.1 per cent) also saw year-over-year improvement yet it remained higher than the provincial average. The Kelowna unemployment rate has dropped further since December to 4.6 per cent at the end of April, 2018.

## Grade 12 Headcounts for the Okanagan College Region by School District (Central Okanagan - SD23 - on right axis)

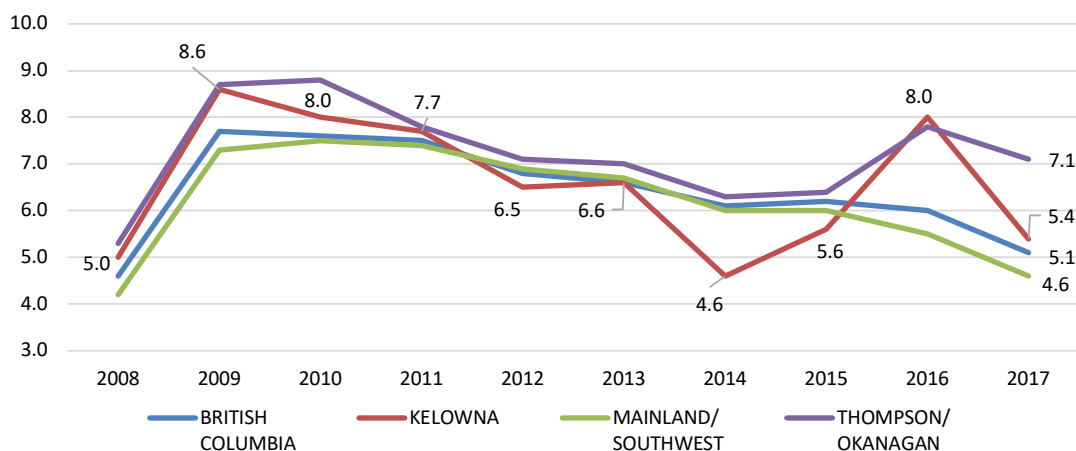


# Accountability Institutional Context

As summarized by the International Monetary Fund (IMF), Canadian gross domestic product (GDP) showed that the national economy grew three per cent for all of 2017 — a much-stronger pace compared with 2016 when growth was 1.4 per cent. This overall GDP improvement was reflected in the national as well provincial employment picture.

Both Canadian and BC average unemployment rates continued to improve in the last year. British Columbia currently has the lowest unemployment rate of any province in Canada.

**BC Unemployment Rate by Region and Metropolitan Area**



Source Statistics Canada Labour Force Survey, Prepared by BC Stats

Central 1 estimates real gross domestic product grew by 4.3 per cent in B.C. in 2017, the provincial economy is forecast to expand three per cent this year, before averaging 2.3 per cent and 3.3 per cent in 2019 and 2020. This will mark more than ten years of continuous economic expansion for the provincial economy.

Overall deceleration in hiring is expected following robust gains over the previous two years.

The Central 1 economic forecast predicts that in the next two years the BC unemployment rate will continue to be below five per cent. The consumer price index increases are expected to hold steady at approximately two per cent. Population for the province is expected to grow by just over one per cent.

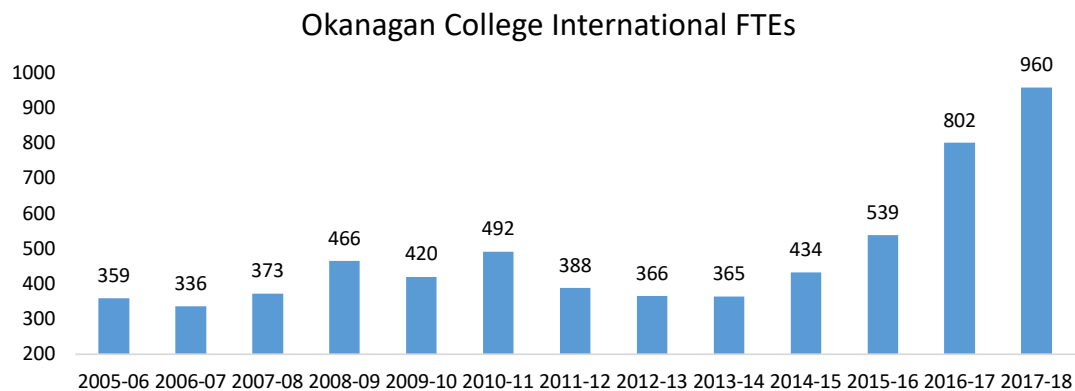


## Accountability Institutional Context

Low unemployment in the region may adversely affect enrolments. However, an overall increase in regional population as well as a transitioning economy from primary and related services to technology will continue to create demand for new skills and training. Improvements in transition rates from K-12 to post-secondary institutions may also improve the enrolment picture.

According to the Chartered Professional Accountants BC (CPABC) Regional Check-Up 2017, BC's labour force educational attainment for workers between ages 25 and 54 increased by two per cent in 2017, which means that the share of those workers in the main segment of the workforce with post-secondary accreditation rose to 71.4 per cent. The educational attainment of Thompson-Okanagan region's labour force also rebounded from a decline in 2016 to achieve an all-time high in 2017 of 67.9%. This gain resulted from the addition of 7,800 individuals with post-secondary accreditation to the labour force and the loss of 6,500 workers with less education.

Okanagan College and UBC Okanagan also continue to see growth and an increased influx of international students and a consequent growth in the number of graduates.



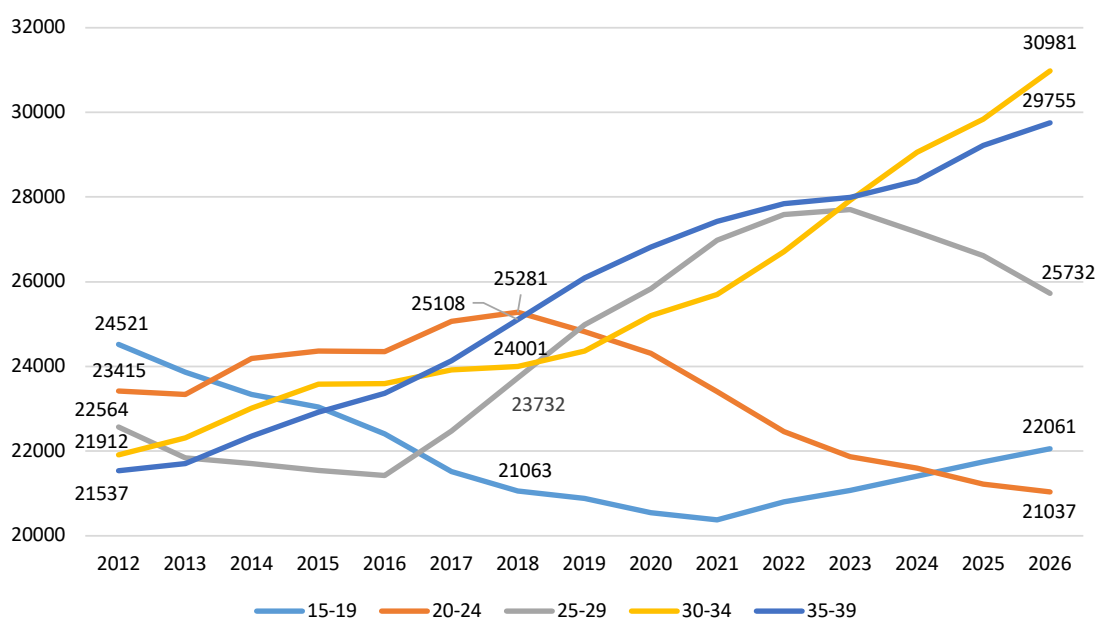


# Accountability Institutional Context

## Population Projections and Grade 12 Headcounts

Below are the population projections for the 15 to 39 age cohorts for the Okanagan Region; these age groups account for more than 90 per cent of the fall term headcount at the College. Overall, the regional population for the 15 to 19 age cohort will continue to decline until 2021. The 20 to 24 age cohort, after rising over the last few years, will start declining this year and continue shrinking until 2026. The population of 25- to 29-year olds is also forecast to start declining after 2023. The other age groups (30 to 34 and 35 to 39) are expected to increase until 2026.

Okanagan Region Population Projection (by School District)



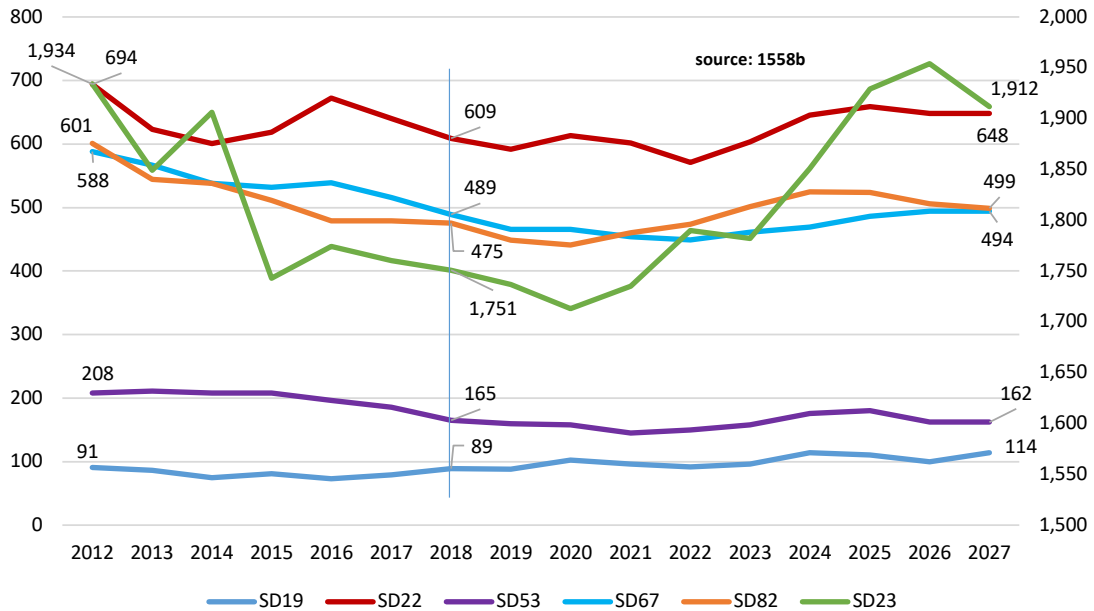
According to BC Stat’s PEOPLE population projections, by 2025 the Central Okanagan’s largest working age population cohort will be the 30- to 34-year-olds, followed by the 35- to 39-year-old group. In the Okanagan school districts outside of the Central Okanagan (i.e. Vernon, Okanagan Shuswap, Okanagan Skaha, and Okanagan Similkameen), the largest working-age cohort is projected to be 60 to 64 age group, far greater in numbers than the 20- to 24-year-old group. Demand for various types of college programming will be uneven in the valley, based on expected population numbers.

The Central Okanagan School District (23) Grade 12 headcount is the largest in the College region, slightly smaller than all of the other school districts combined in 2018.

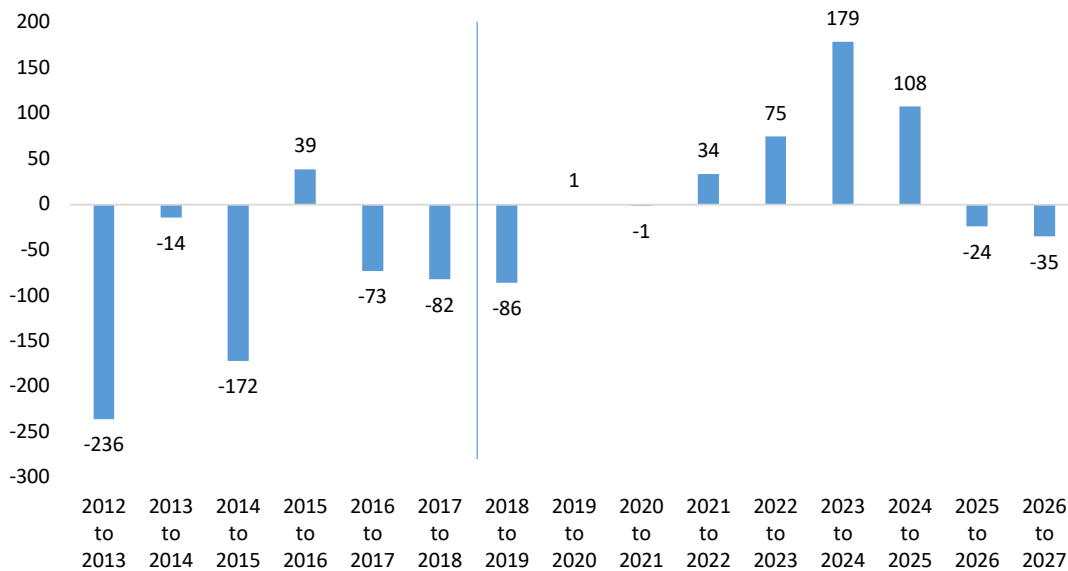


Dental Assistant students have the chance to practice on simulators before moving on to real patients.

### Grade 12 Headcounts for the Okanagan College Region by School District (Central Okanagan - SD23 - on right axis)



### Change in Grade 12 Headcounts for the Okanagan College Region



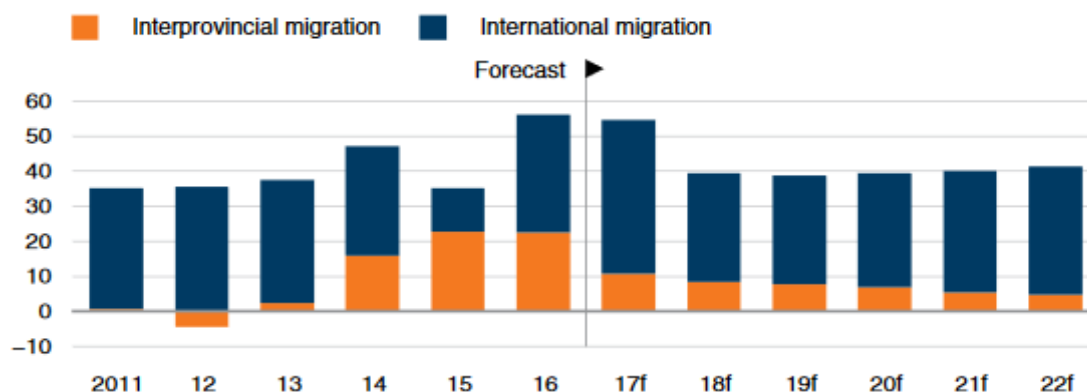
# Accountability Institutional Context

## Interprovincial Migration

In recent years, there has been an increase in the number of people migrating to B.C. from other provinces, as well as an increase in immigration from other countries. In migration from these two sources is anticipated to continue, albeit at a slower rate.

### Sources of Migration to BC.

(net migration, 000s)



f=forecast

Sources: The Conference Board of Canada; Statistics Canada

According to the CPABC Regional Check-Up 2017, 72 per cent of the new residents in the Thompson-Okanagan Region migrated from Alberta and other provinces. The population growth was concentrated in the Central Okanagan Regional District, attracting 83 per cent of the new residents. Some of the interprovincial migration may be British Columbians returning to B.C. after working in other provinces, especially in the oil and gas sector in Alberta.

However, Alberta’s economic rebound surpassed expectations in 2017. Building off the surge in economic activity in 2017, the Albertan economy is forecast to expand at a solid rate of 2.7 per cent in 2018. It is anticipated that Alberta will move from recovery to expansion, with continued growth of around 2.5 per cent a year from 2019 to 2021. In the Alberta Economic Outlook 2018-21, WTI oil prices are assumed to range from US \$59 - 63 per barrel from 2018-19 to 2020-21, which is good for the recovering Alberta economy as well as the overall Canadian economy. Alberta Natural Gas Reference Price (Cdn\$/GJ) are also expected to remain in the range of \$2 to \$ 2.20. According to ATB Financial’s 2018 Alberta Economic Outlook, after averaging 7.9 per cent in 2017, Alberta’s unemployment rate is expected to average 6.8 per cent this year and fall to 6.4 per cent in 2019.

With improving prospects in Alberta labour market the influx of workers to BC as well Thomson-Okanagan region from Alberta may decrease in 2018 and possibly reverse over the coming years.



**Students in the Sustainable Construction Management Technology program built a portable bird-banding station for the Okanagan Similkameen Conservation Alliance and Environment Canada.**



## Accountability Institutional Context

### Housing

In three of the municipalities that are home to Okanagan College's major campuses – Kelowna, Salmon Arm and Penticton – the rental vacancy rates of private apartments are well below the provincial average.

October 2017 Rental Market report from Canada Mortgage and Housing Corporation (CMHC) showed Salmon Arm maintaining the lowest vacancy rate, hovering close to 0.0 per cent (a decline from 0.5 per cent in 2016). Kelowna's vacancy rate has decreased from 0.6 percent in 2016 to 0.2 per cent in 2017.

Penticton had a 0.9 per cent vacancy rate (down from 1.1 per cent in 2016). Vernon had the highest vacancy rate among the four municipalities in 2017 at 1.5 per cent (down from 1.9 per cent in 2016). The provincial average in October 2017 was 1.3 per cent virtually unchanged from 2016.

Average monthly rents also continued their upward trajectory in 2017. A bachelor apartment in October 2017 cost \$579 in Salmon Arm (up from \$560 in 2016), \$619 in Vernon (up from \$587 in 2016), and \$859 in Kelowna (up from \$710 in 2016).

The effects of migration to the Okanagan can be seen more prominently in the exponential increase in Kelowna home prices on a year-over-year basis.

The aggregate price of a home in Kelowna grew in the first quarter of 2018 by 9.6 per cent year-over-year to \$632,477, according to the Royal LePage House Price Survey released in April 2018. When broken out by housing type, the median price of a condominium increased 13.1 per cent year-over-year to \$411,827, while the median price of a bungalow rose 12.1 per cent to \$636,279 in the same period. The median price of a two-storey home rose 7.4 per cent year-over-year to \$714,357.



# Accountability Institutional Context

## Global Economy & International Factors

There are several global economic factors that may influence the Canadian and British Columbian economies. These factors can also influence the numbers of international students that come to BC.

According to the Central 1 Economic Analysis of British Columbia report (2018-2020), Global economic growth is expected to maintain modest momentum and a cyclical uplift over the forecast period which underpins export gains, stronger commodity prices, and higher investment. The International Monetary Fund (IMF) raised its global growth forecast to 3.9 per cent in both 2018 and 2019, marking a 0.2 percentage point increase from its fall forecasts, driven mostly by advanced economies. Central 1 forecasts Canadian economic growth of 2.2 per cent in 2018 and 2.0 per cent thereafter following 2017's strong 3.0 per cent expansion.

That said, trade uncertainty has intensified. NAFTA renegotiations are still ongoing, and a cloud of uncertainty exists for export growth and business investment, and broadly global growth.

Nearly three-quarters of global chief financial officers (CFOs) believe the U.S. economy will remain strong over the next three years. Of the 497 CFOs across 30 countries surveyed by Zurich Insurance Group, Ernst & Young (EY) and the Atlantic Council, 71 per cent expected continued improvement in the US business environment over the next three years, while 61 per cent felt confident or extremely confident about investing in the US. This is despite rising calls for protectionism and the renegotiation of long-established trade arrangements by President Donald Trump's administration.

While the Canadian dollar appreciated throughout 2017, it is forecast to face much uncertainty this year. Although, an increase in oil prices and short-term interest rates spreads have favoured the Canadian currency in the short run, NAFTA-related uncertainty will continue to put pressure on the Canadian dollar. RBC Economics expects the dollar to hover at 78 US cents early this year before strengthening to 82 cents by the end of 2018. As the Canadian dollar strengthens the overall cost of Canadian education is expected to increase for the international students.

From the reputational point of view, Canada is known for being a safe space as well as an ethical country with an effective government. Canada has regained the top spot in the 2017 Country RepTrak, by the Reputation Institute, who measured the reputation of the 55 countries with the largest economies in the world. Canada is used to the top spot - in the past six years placed first four times. In 2016 and 2014, we were in second place, beat out by Sweden and Switzerland respectively. Lonely Planet also recommended Canada as the No. 1 country to visit in 2017.

International students that ultimately intend to immigrate to Canada also continue to benefit from one of the most accommodating rules at the Provincial and Federal levels that facilitate their permanent residency in Canada.





## 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 (See page 19)

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 (See page 24)

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 (See page 28)

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 (See page 30)

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 (See page 34)

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.

## Key Directions - Supporting Learner Readiness and Success

Okanagan College Key Direction: <b>Supporting Learner Readiness and Success</b>		
<b>Okanagan College Objectives</b>	<b>Ministry Objectives Aligned</b>	<b>BC AEST Performance Measure</b>
<ul style="list-style-type: none"> <li>• Improve pathways for students into, within, and beyond Okanagan College.</li> <li>• Provide the best possible support services for learners.</li> <li>• Enhance the learner experience by improving administrative systems and processes, and by creating an engaging college environment.</li> <li>• Implement an internationalization plan so that students better understand the world around them.</li> </ul>	<ul style="list-style-type: none"> <li>• Capacity</li> <li>• Access</li> <li>• Relevance</li> <li>• Efficiency</li> <li>• Quality</li> </ul>	<ul style="list-style-type: none"> <li>• Student Spaces – total and designated program areas</li> <li>• Credentials Awarded</li> <li>• Transition rate of secondary school students to public post secondary education</li> <li>• International student spaces</li> <li>• Year-to-year retention rate</li> <li>• Time to completion</li> </ul>

### Pathways and Transitions

The Penticton campus welcomed over 120 elementary school students for the Spring into Math event on April 4, 2017. The event served as a final project for students in the Mathematics for Elementary Teachers program. This is an excellent opportunity for our college students to connect with the local teaching community. It also gives our local elementary students a chance to experience some hands-on activities with the hope that they leave campus having learned something new.

In September 2017, Okanagan College began offering a new program option that will allow students considering a career in the mining sector to get a jump on their first year of science studies at Okanagan College, and then bridge into one of a number of mining programs at British Columbia Institute of Technology (BCIT). The Collaborative Mining Engineering and Technology Diploma/Degree pilot program offers students across British Columbia a convenient conduit into BCIT's Mineral Exploration and Mining Technology or Mining and Mineral Resource Engineering programs.

Teens in Grades 9 through 12 were able to tap into a unique two-week summer camp hosted at the College's Vernon campus in July, 2017. Tech Gateway, one of this year's new Camp OC offerings, is designed to give older students a glimpse into careers in the technology sector, focusing on everything from computer science, to coding.

Okanagan College successfully promoted the resumption of tuition-free Adult Basic Education (ABE) and English as a Second Language (ESL) for domestic students at Okanagan College and other B.C. postsecondary institutions. College officials developed communications materials and strategies for those students who were already enrolled when the policy decision was formalized by the province, those who were in the application process, and for the general public.

High school students in School District 23 were able to get a jump on their Education Assistant (EA) training as a consequence of a new collaboration between Okanagan College and the School district. The dual-credit program allowed students to split their final academic year, spending the first half completing their Grade 12 studies and the second half working towards completion of the EA certificate. The four and a half-month, full-time program was offered at George Elliot Secondary School in Lake Country.

In the late fall, a class of Women in Trades Training (WITT) Gateway students in Kelowna completed custom shelving for Arion Therapeutic Farm, a nonprofit wildlife habitat with playgrounds and nature trails for all ages and abilities. Students put their blueprint reading and measurement skills to the test, and then used jig saws, tables saws and hand drills to build an innovative array of shelves.

## Key Directions - Supporting Learner Readiness and Success

An opportunity at Okanagan College to test-drive a career in the trades put Frances Sadowick on the path to a career she loves and helped her build the confidence to pursue it. Her story was a focal point for an open house in March that invited women to follow in Sadowick's footsteps and learn about opportunities to train for a future in the building trades. Sadowick took a 12-week Gateway to the Building Trades program and as soon as her Gateway program wrapped, she applied to, and was sponsored again by Okanagan College Women in Trades to enrol in the Plumbing and Piping Trades Foundation program. Sponsorship included full tuition, textbooks, personal protection equipment and tools required for the program. "

### Programming Support

More than 70 students pulled a productive all-nighter at the Penticton campus in late March 2018. The fourth annual Long Night Against Procrastination was a chance for students, with the help of faculty, to focus on putting end-of-term assignments (which they may or may not have put off) behind them. Professor Frances Greenslade was one of those faculty members assisting students into the wee hours of the night. "At 2 a.m. or 3 a.m. or 4 a.m., after the pizza's been eaten, after the third or fourth or sixth cup of coffee, when Jupiter and its four moons hang above the southern horizon, a kind of clarity and calm sometimes descends, dropping like the wind drops when it's blown all night," writes Greenslade in a blog about the event. "At those times, something seems to let loose deep in the heart of you, and you can write because it's now or never."

A new wellness pilot project at Okanagan College's Penticton campus – Flourish that ran from September 2017 to April 2018 promoted positive mental health and provided students tools and resources they need to thrive in their studies and personal lives. Flourish was comprised of a series of free drop-in workshops open to all students and touched on tips and strategies for managing stress, anxiety and depression. Guest speakers throughout the year helped open up the conversation about mental health and work to break down stigmas of mental illness and the challenges students encounter in daily life.



More than 150 students took part in the Penticton campus' Stress Buster event in February, 2018, making for a rather relaxing day around campus. The event was full of fun activities to help students beat the stress including aromatherapy, beading, board games, colouring, stress ball making, yoga and some therapy dogs were on site as well. Several nursing students also came to the event to showcase strategies for combating stress through exercise, sleep, test anxiety information and for time management. The newest campus wellness project, Flourish, encouraged students to take a pledge to choose to flourish in their own mental health. Special guests from The Women's Resource Centre also attended the event and hosted a quilting table where students made squares to honour women.

The Stress Less Fair, sponsored by the Salmon Arm Campus Life Committee, took place on March 13 and encouraged students to focus on de-stressing. Students had a blast playing games, spending time with the St. Johns Ambulance therapy dogs, eating healthy snacks and learning about success strategies and stress release activities they can do on their own time.



**Therapy dogs are just part of the efforts that go into reducing stress for students at Okanagan College campuses.**

## Key Directions - Supporting Learner Readiness and Success

### Trades, Technology, Aviation

Five Okanagan College students found their way to Winnipeg, MB to compete in the Skills Canada National Competition in May 2017, after gold medal-winning performances at the provincial competition in Abbotsford on April 5. Joining the gold medalists on the podium at the Skills BC Provincial Competition were eight additional OC students who earned four silver and four bronze medals in an array of trades and technology disciplines, from Aerospace Technology to Refrigeration. OC was unbeatable in the province in the areas of Automotive Collision Repair, Automotive Service, Carpentry, Culinary Arts and IT. Brendan Battersby, a second year student in the College's Network and Telecommunications Engineering Technology (NTEN) program won gold in IT – Network Systems Administration. Kurt Breton, a level 4 apprentice earned gold in Automotive Service, while Lukas Pfob, also a level 4 apprentice, took the top spot in Carpentry. Siobhan Detkavich, a dual-credit Culinary Arts student at Okanagan College and Southern Okanagan Secondary School, came away with gold in the Culinary Arts (Secondary) category. Andreas Roth, a level 3 apprentice, won gold in Automotive Collision Repair – a category swept by OC. Roth was joined on the podium by Caleb Loewen who brought home the silver medal and Marcel Kaemmerzell, who earned bronze.



**Siobhan Detkavich**

Three of the five Okanagan College competitors earned bronze medals at the Skills Canada National Competition (SCNC) held in Winnipeg from May 31 – June 3. Battersby took home the bronze in the IT Network Admin competition. Battersby graduated from the Network and Telecommunications Engineering Technology (NTEN) program at the College's Spring Convocation Ceremony in Kelowna in June. He is employed by iTel Networks Inc. Detkavich of Oliver earned bronze in the Cooking competition. Detkavich has completed her Level 2 Professional Cook apprenticeship at the Kelowna campus and works in the kitchen at Terrafina Restaurant at Hester Creek by RauDZ. Roth won bronze in the Autobody competition. Roth is a Level 3 Motor Vehicle Body Repairer apprentice at the Kelowna campus and is employed by Boyd Autobody and Glass.

Okanagan College Computer Science faculty and students joined forces with renowned 3D modeling expert Dr. Kenichi Sugihara on an international research project aimed at simplifying the way buildings are assessed and repaired after natural disasters. Sugihara is a professor of Information Science at Gifu Keizai University in Japan who specializes in Computer Graphics (CG) and Geographic Information Systems (GIS). His current research explores how cutting-edge algorithms can automatically generate 3D urban models. Enter Dr. Youry Khmelevsky, Chair of the Computer Science program at Okanagan College, who with the help of Second-year Bachelor of Computer Information Systems (BCIS)





## Key Directions - Supporting Learner Readiness and Success


students Matt Cocar and Marty Wallace, helped Sugihara refine his working model of a program specifically tailored to evaluate roof damage in buildings using 3D simulations. In 2017, the six-month project was awarded a \$25,000 Natural Sciences and Engineering Research Council of Canada (NSERC) Engage grant and also received in-kind support from GIS software distributor Esri Canada.

Dozens of Okanagan College culinary and pastry arts students and apprentices were able to join 11 of Canada's top chefs as they participated in the Canadian Culinary Championships (Gold Medal Plates) held in Kelowna in February, 2018. Chef Alex Chen of Boulevard Kitchen & Oyster Bar in Vancouver was the eventual winner of the competition. The College once again hosted the popular Black Box Competition, an Iron Chef-style contest, on the morning of Feb. 3. Chen was supported by OC students Siobhan Detkavich, Jillian Leatherland, Caitlan Lapka and Shelly Nguy. OC Culinary Arts students and instructors also provided culinary delights for competing chefs, judges, media and guests throughout the Championships.

### Business

An impressive finish at the Enactus Canada Regional Exposition in late February, 2018 meant three Okanagan College Enactus student teams participated in the national competition in May for the chance to once again distinguish themselves as Canada's best. Enactus OC sent five teams – totaling 34 students – to compete in regionals in Calgary last weekend. The results once again surpassed expectations with two first-place finishes, one in the TD Entrepreneurship Challenge and the other in the Scotiabank Youth Empowerment Challenge. An OC Enactus team also scored a third-place finish in the Scotiabank Eco-Living Green Challenge.

Business students from across the country vied for the top spots at the Western Canadian Business Competition (WCBC) hosted at Okanagan College in March and a team from OC was celebrated for taking strategic planning to new heights. Over the course of two fast-paced days of competition, student teams were tasked with running a complex business simulation – predicting all aspects of a hypothetical company's trajectory over an eight-year timeframe. They then presented their best strategic solutions to a panel of judges. First-, second- and third-year business students competed at the junior level, while fourth-year students competed as seniors. At the junior level, the host team from the College finished second to College of the Rockies and Langara College took the top spot at the senior level, besting teams from (second-place) McMaster University, Medicine Hat College and the home team from the College. 2018 marks the 29th time the Western Canadian Business Competition has run. The College has hosted for the past seven years.



**Kristine Menard is a Cree student from Saddle Lake, Alberta studying Business Administration at OC – one of 1,725 Aboriginal students who attended the college in the 2016-17 academic year.**

## Key Directions - Supporting Learner Readiness and Success

Okanagan College School of Business students Mitchell Folk, Andrea Poznikoff and Jessee Regnier comprised the only B.C. team to make the finals of the prestigious HRC West Case Competition at SAIT in March 2018. HRC West is the first business case competition in Western Canada dedicated entirely to Human Resources. The trio placed fourth overall.

### Internationalization

Marking 26 years of successful educational and cultural partnership, students and officials from the Toyota Technical College celebrated the completion of yet another year with Okanagan College on August 16, 2017. The exchange program sees students from the Japanese institution travel to the College's Kelowna campus for training in the state-of-the-art Trades facilities. Students learned Collision Repair and customer service at the College. They also had the chance to explore Kelowna and experience Canadian culture during their stay. In 2017 a record group of 120 students attended, bringing the total number of participants over the past 26 years to more than 1,100.

A new pilot project initiated at the Kelowna campus in fall 2017 provided additional support to help both international and domestic students succeed in the classroom. Communications Professors Jillian Garrett, Michael Saad and Ed Henczel launched Managing Culturally Diverse Classrooms, a project which seeks to help struggling students on a one-on-one basis with common concerns spanning assignment completion, group work, policies, citing, online resources, research, classroom expectations and more. The project worked on a professor referral basis only and was open to all departments and levels of study. Each student received a tailored experience based on their needs. The project received support from the OC Innovation Fund and also included a research component which saw Garrett, Saad and Henczel explore best practices for supporting international students with a focus on nurturing the relationship between domestic and international students.

Nearly 300 people, including OC students, local high school students and community members converged on the Kelowna campus for International Development Day on Oct. 25, 2017. Hosted by the International Development diploma program, this popular annual event celebrates the role of Okanagan individuals and organizations in creating a better world through international humanitarian actions, aid and development efforts across the globe. Sixteen non-profit organizations showcased their work through displays in the Atrium of the Centre for Learning throughout the day this year. Students from OC and Kelowna Secondary School also had a chance to join drop-in talks by OC faculty and guest speakers.



**A record number of students from Toyota Technical School participated in the 26<sup>th</sup> annual cultural and educational tour to Okanagan College.**

Okanagan College Key Direction: <b>Excelling in Teaching, Programming, and Applied Research</b>		
Okanagan College Objectives	Ministry Objectives Aligned	BC AEST Performance Measure
<ul style="list-style-type: none"> <li>• 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.</li> <li>• Provide an array of programming that effectively responds to the needs of our students, employers and communities.</li> <li>• Provide opportunities for teaching professionals to continuously enhance their skills, knowledge and practice.</li> <li>• Significantly develop applied research, scholarly activity, and knowledge transfer activities to better serve students, communities, and employers.</li> </ul>	<ul style="list-style-type: none"> <li>Quality</li> <li>Relevance</li> <li>Access</li> <li>Capacity</li> </ul>	<ul style="list-style-type: none"> <li>• Student satisfaction with education</li> <li>• Student assessment of quality of instruction</li> <li>• Student assessment of skill development</li> </ul>

### Flexible Programming

Amid a growing need for health care professionals across the province, the College offered an August, 2017 intake of its Health Care Assistant (HCA) program at the Revelstoke campus with support from a local foundation that stepped up with support for students in that community. The Revelstoke District Health Foundation provided bursaries valued at \$1,000 each.

Three new part-time viticulture courses started in January 2018 at the Penticton campus offering budding grape growers greater flexibility as they train for careers in the vineyard. The courses ran Jan. 3 – April 26, 2018 and spanned three key cornerstones of viticulture – vineyard health and nutrition, irrigation and trellis systems and vineyard operations. The courses were developed as part of the College’s new Viticulture Technician diploma program that launched in September, 2017. The two-year pilot program was made possible with funding from both the federal and provincial governments through labour market agreements, and developed in partnership with the B.C. Wine Grape Council.



2017-18 was the inaugural season for the OC Coyotes Men's and Women's Basketball teams



## Key Directions - Excelling in Teaching, Programming, and Applied Research

### Innovative Programming

A new English course purposefully brought doom and gloom to students at Okanagan College's Penticton campus in fall 2017 when English professor Jeremy Beaulne created and offered a unique course topic that has never before been offered at the College – the apocalypse. Titled *Visions of the Apocalypse in Literature and Film*, the course looked at different types of apocalypses including alien and technological invasions, zombies, ecological decimation and other doomsday scenarios.

Okanagan College became one of two B.C. post-secondary institutions to enter into agreement with EJTC Enterprises (E2 Inc.) to provide electrical trades students access to North America's leading training program in advanced lighting controls. The training is also being offered at BCIT. The program trains qualified electricians in the planning, installation and operation of advanced lighting controls systems, such as occupancy sensors.

A new elective course offered by Okanagan College in fall 2017 looked at the regulatory process and business impact of the federal government's pursuit of legalizing the recreational cannabis industry. In the *Emerging Marijuana Industry* course, third- and fourth- year students learned about: regulation requirements, legal and legislative frameworks, pricing issues and risk assessments, impact on auxiliary industries (such as tourism, health, agriculture, law enforcement), and business ethics. The course provides an objective perspective and did not include manufacturing or technical operational content.

Three local companies demonstrated that generosity comes in many forms through the donation of their time and expertise to give trades students a new cutting-edge natural gas lab. John Davina of KalWest Mechanical Systems Inc., Rob Jemson and Shawn Campbell of Midvalley Sheet Metal and Mathieu Pastinelli of British Columbia Safety Authority lent a hand to set up an industry-ready training space for Plumbing and Piping Trades students at the Kelowna campus. Part of the College's \$35-million trades complex renovation and expansion, the design of the brand new 1,500 square-foot natural gas lab was originally assisted with a donation from FortisBC.

Canada's largest private utility company is helping address the skills gap in the province through a generous gift that will support trades training at Okanagan College. In March 2018, FortisBC announced a \$42,000 gift for the new Vernon campus Trades Training Centre (to open in August, 2018). In addition to supporting the facility, the gift will also provide students with some state-of-the-art equipment and help the College deliver training on the latest techniques in energy efficient construction. The gift from FortisBC includes a \$20,000 donation toward the facility. FortisBC's Conservation and Energy Management group also contributed \$12,000 to support curriculum development that will allow the College to deliver training on energy-efficient construction techniques.



Okanagan College expanded its Aircraft Maintenance Engineering Structures program in 2017-18 with support from industry and the ITA.



## Applied Research, Creativity

A number of Business faculty's case research projects received honours and recognitions, as well as been published in respected journals. In May 2017, Dr. Kyleen Myrah, Kerry Rempel and Dean Warner received yet another award at the Administrative Sciences Association of Canada (ASAC) National Conference held in Montreal. They received the Best Case Award for their work "MP Maintenance: Evaluating the Marketing Strategy of a Social Enterprise." The case study centers around a full service property maintenance company that employs Downtown Eastside residents in Vancouver.

Last year the trio also received an honourable mention for another social enterprise case featuring clients of the John Howard Society of the North Okanagan. This case has just been published in the prestigious Case Research Journal: Myrah, Rempel & Warner. (Winter, 2017). Howard Industries: A Social Enterprise Worth Continuing? Case Research Journal, 37(1). Another case study published is one by Myrah and colleague Roberta Sawatzky which was recently selected for publication in the Women's Leadership special issue of the Case Research Journal. The case looks at the leadership of two social entrepreneurs in Vancouver. Myrah & Sawatzky. (Fall, 2016). Lunapads: Co-Leadership in a Social Business. Case Research Journal, 36(4). Last but not least, earlier in March the Trico Foundation published the Mission Possible case by Myrah and Rempel which had received the Social EnterPrize case award grant last summer.

Keynote speaker David Chalk inspired more than 70 attendees at RIPE – the Research and Innovations Partnership Expo – held at the Kelowna campus on May 9, 2017. This day-long exploration of applied research began with Chalk's presentation, in which he called upon researchers and industry partners to work together to innovate, giving many examples of companies and projects that either didn't recognize opportunity, or were wildly successful at tapping into changing technologies. Attendees were treated to demonstrations ranging from 3D printing to chocolate to how to create a "plug and play" home, as well as workshops on grant writing, skills development for students, and much more. The day also included a call for research partners to develop real-world projects that address industry and community issues.

Through a unique collaborative research project, an Okanagan College instructor spent the late spring and summer of 2017 exploring new strategies that may help reduce tendonitis in tree planters in B.C. and beyond. "There are thousands of tree planters in the province, and while we may think of repetitive strain injuries such as carpal tunnel syndrome, or tennis elbow, imagine planting up to 2,500 trees each day for a number of months," says Darrell Skinner, an instructor in the Therapist Assistant program. Working closely with the owner and staff of Total Physiotherapy in Houston, BC, Skinner visited planting camps across Northern B.C. to implement and study new ways of taping hands and wrists. Data gathered will provide insight into how such methods may prevent tendonitis in this specialized group of workers in the future. The project is funded by an Engage Grant from NSERC, the Natural Sciences and Engineering Research Council of Canada. Student involvement has also been a key component of the project every step of the way. Recent graduate Alisha Lemke has been assisting with literature review and compiling prior research. Student Riley Orchard helped with further analysis of the research results in the fall.



Life drawing is just one aspect of Okanagan college's new animation diploma program, introduced in fall 2017.

## Key Directions - Excelling in Teaching, Programming, and Applied Research

An applied research project led by Okanagan College's Director of Learning and Applied Research Dr. Beverlie Dietze engaged industry and community members to help create a play space unlike any other in the region. Dietze garnered feedback through workshops as part of a \$91,000 research project funded by the Social Sciences and Humanities Research Council (SSHRC) and developer New Monaco. The goal is to support New Monaco in creating a unique naturalized play space in Peachland that will fit children's zest for curiosity, learning, and development.

From exploring the pros and cons of distance education to tips and tricks for project management, a series of professional development sessions organized by the College's Learning and Applied Research department is empowering more employees than ever. The Fall 2017 workshop series ramped up on August 28 and by mid-October more than 50 employees have participated in 11 sessions.

Vernon-based companies, nonprofit organizations and individuals had the opportunity on Oct. 27 to learn more about applied research and the benefits of connecting with Okanagan College. Two sessions, led by Dr. Andrew Hay, the College's Vice President Education, and Dr. Beverlie Dietze, the College's Director of Learning and Applied Research, presented on current College research including designing outdoor playgrounds for children and ways to speed up and stabilize online connections for gamers.

Dr. Terence Day, OC Professor of Geography, Earth and Environmental Science, had his research published in mid-2017 in a special issue of Sustainability, a peer-reviewed open access journal. The article, entitled "The Contribution of Physical Geographers to Sustainability Research" provides a systematic review of peer-reviewed research by physical geographers on sustainability. The results show that physical geographers are active in sustainability research in terms of a spatial perspective, an understanding of human interactions with the environment and an ability to recognize, interpret, and project environmental change and its impacts.

How do baby boomers differ from Generation Y when it comes to picking out their preferred pinot? It's a question a pair of OC researchers will seek to answer as one of two new applied research projects to receive federal funding. The Social Sciences and Humanities Research Council of Canada (SSHRC) awarded Lee Cartier and Svan Lembke of the Okanagan School of Business \$46,385 to undertake a project examining generational differences towards wine purchases. The research is being conducted in collaboration with the BC Wine Institute which will also contribute \$30,000 to the project. Trades instructors Luke Skulmoski and Sean Jarvis were awarded \$23,995 from the Natural Sciences and Engineering Research Council of Canada (NSERC) to develop a device for counting used recyclable aluminum beverage containers for a Vernon-based business.



**Chef Danny Capadouca showcasing OC's trademarked chocolate to the community**

Dual-credit Carpentry student Noah Dorsey and Dean of Trades Steve Moores attended the Colleges and Institutes Canada Applied Research Symposium in Ottawa on Feb. 12, 2018 where they showcased an innovative applied research project aimed at helping homeowners achieve greater flexibility and reduced cost in their energy usage. In 2016-17, Dorsey worked with Electrical Instructor Lukas Skulmoski, and Andrew Gaucher, President of Catalyst Land Development, the industry partner on the project, to help bring to life a new concept that could allow homeowners to safely and easily connect/disconnect electrical services and circuits when they move or add onto their homes. OC was among more than a dozen other institutions showcased at the Symposium, which took place at Parliament Hill. The event highlights the impact of applied research and innovation experience for students in Canada.

Okanagan College Key Direction: <b>Working With, and Learning From, the Indigenous Community</b>		
Okanagan College Objectives	Ministry Objectives Aligned	BC AEST Performance Measure
<ul style="list-style-type: none"> <li>Commit to an indigenization plan through engagement with Indigenous communities.</li> </ul>	Access Quality	Aboriginal Student Spaces Credentials awarded to Aboriginal Students

Okanagan College has a new Chair and Vice Chair for its Board of Governors. Chris Derickson, a councillor with the Westbank First Nation and a four-year veteran of the Board, was elected as chair on Tuesday, Jan. 30. Gloria Morgan, a former chief of the Spltasin Indian Band and an Enderby resident, was acclaimed as vice chair at the Board’s November meeting. Morgan has been on the Board of Governors since 2016. She was a Chief of the Spltasin Indian Band from 2001 to 2005 and has been an RCMP officer, a general practice lawyer as well as a Crown Prosecutor. She was the President of the Enderby and District Chamber of Commerce, and member of the RCMP’s E Division Aboriginal Advisory Committee, and served on the board of the Provincial Community Co-ordination for Women’s Safety.

The Kelowna campus is home to a traditional Indigenous garden. Named the Naʔkʷulamən Garden or “things that we do,” the garden hosts a wide variety of indigenous plants that are of significance to the Syilx/Okanagan people of the region. The garden is located by the north entrance to the Centre for Learning. It involves more than 380 plants and was opened officially on June 27, with more than 100 dignitaries attend. The garden now includes two story poles featuring carvings by a renowned local Aboriginal artist, Les Louis of the Lower Similkameen Band of the Okanagan Nation Alliance. The pictographs include an array of plant and animal species that are significant to the Indigenous peoples of the region.

International scholar and global leader at the forefront of transforming Maori and Indigenous Education, Dr. Graham Hingangaroa Smith was at the Kelowna campus on Friday, Aug.18 to deliver a public presentation on indigenization. His message for institutions, such as Okanagan College, was that before taking on the grand projects associated with big changes, it’s important to first change the inherent thinking within the institution. This starts with what he calls a “two-inch long revolution,” change in our minds and the way we think. He continued to communicate that everyone shares the responsibility for indigenization and that it is a communal journey. While simple in concept, he emphasized that those two-inches can sometimes take years to traverse. Dr. Smith’s life work has been dedicated to building up the emergence of Maori Education Studies through the development of immersion schools (elementary to post-secondary level). In 2005 he received an honorary Doctor of Literature from Okanagan University College (OUC).

Scores of dancers and drummers from across the B.C. interior converged on Okanagan College’s Kelowna campus to take part in the Annual Youth Exhibition Powwow on Thursday, Sept. 21, and their efforts were applauded by one of the largest crowds in the event’s nine-year run. More than 600 local elementary and high school students joined in the celebration, along with hundreds of community members, College students and staff. Volunteers prepped for two nights and on the day of the event to be able to serve up a feast for more than 1,100 people.



**Okanagan College’s Ninth Annual Powwow drew more than 600 area elementary students to the Kelowna campus in September, 2017.**



The first group of apprentices to strap on their tool belts in the Construction Craft Worker Level 2 Aboriginal Journeyperson Preparation program gathered at the Kelowna campus on Tuesday, Oct. 5 for a welcome ceremony. The program is a collaborative training opportunity presented by BC Hydro and Okanagan College. In the program, apprentices complete technical training through a series of in-class and hands-on projects. The program offers Aboriginal apprentices a chance to advance their careers in the construction trades by boosting their technical, supervisory and project management skills. Along the way, students receive mentorship and support from Aboriginal tradespersons.

What do reconciliation and indigenization look like in a post-secondary context? Tosh Southwick, Executive Director of First Nation Initiatives and Community Engagement at Yukon College came to the College on Oct. 24 to speak about Yukon College's experience with Indigenization. She also spoke to Okanagan College's Leadership Team at a planning session while she was in the Okanagan.

Internationally renowned master carver and Indigenous artist Darren McKenzie recently set up shop at the College to develop a new course - Indigenous Wood Sculpting - that ran Feb. 2-18 and again McKenzie is a Cree and Métis artist from Vancouver. His work has been displayed extensively at museums and galleries across North America over the past three decades, from the Museum of Arts and Design in New York to a solo exhibition at the Art Gallery of Regina to the Douglas Reynolds Gallery in Vancouver.

Fourteen aboriginal students were recognized for their academic successes on March 17, 2018 at the 9th Annual Aboriginal Student Recognition Ceremony in Kelowna. The ceremony was well attended by students from all four campuses and their friends and families who witnessed the ceremony. Attendees were welcomed to the territory by visiting elder Grouse Barnes – of the Syilx territory – who gave a traditional prayer. Keynote speaker Madelaine McCallum gave an inspirational speech and brought the audience to tears with her story of triumph through culture and dance. Multiple traditional dancers also performed as well as an Inuit throat singer. Students were honoured with two traditional songs and were given a welcoming address from Kelowna Mayor Colin Basran, Westbank First Nations Councillor (and Board of Governors Chair) Chris Derickson and Board of Governors Vice Chair Gloria Morgan.



**A ceremony in mid-March 2018 honoured Aboriginal students for their academic successes.**



## Key Directions - Serving and Engaging the Community

Okanagan College Key Direction: <b>Serving and Engaging the Community</b>		
Okanagan College Objectives	Ministry Objectives Aligned	BC AEST Performance Measure
<ul style="list-style-type: none"> <li>• Increase the number and strength of connections.</li> <li>• Build and sustain relationships with alumni and donors.</li> <li>• Increase opportunities for engagement with all communities through approaches such as applied research, experiential learning, student employment programs, guest speakers, and events.</li> </ul>	Relevance Access Capacity Efficiency	<ul style="list-style-type: none"> <li>• Sponsored Research Funding</li> <li>• Unemployment Rate</li> <li>• Student Spaces</li> <li>• Student Assessment of the Quality of Instruction</li> </ul>

In October, 2017 a group of Okanagan College faculty and staff teamed up to raise funds and awareness for the homeless in Kelowna in the annual PUSH to End Homelessness fundraiser. PUSH to End Homelessness is Inn from the Cold's (IFTC) largest fundraiser of the year. The goal is to help some of the most vulnerable people in our community. The fundraiser challenges participants to solve clues, complete challenges, and work on a photo scavenger hunt, all while pushing a shopping cart through the streets of downtown Kelowna to draw awareness to the issue of homelessness. Each team is encouraged to raise \$1,000. The OC Road Warriors team surpassed its fundraising goal, raising \$1,195.

The 12th annual Pay it Forward (PIF) drive wrapped up at the Kelowna campus in December. Led by OC alumna and campaign founder Sarah Comba, the PIF initiative invited students and employees to donate lightly used winter clothing in various holiday themed containers found around the Kelowna campus. The PIF drive ran for two weeks and completed on Dec. 1. Comba and several volunteers spent the day sorting the donations and delivered six truckloads of warm winter gear to various local charities.

**Enactus Okanagan College students made a huge splash throughout the Okanagan in 2017-18 with a number of different projects, from CAN\$ave, which teaches elementary students financial literacy to helping seniors use iPads to connect to family members.**



## Key Directions - Serving and Engaging the Community

### Food, Wine and Tourism

Nearly 100 area winemakers jammed the Community Hall in the Jim Pattison Centre of Excellence last in early April, 2017 to learn how to make better bubbles. The topic was sparkling wine, and winemakers from throughout the Okanagan gathered to hear from Marcello Galetti, a top wine consultant in Italy, Denis Bunner, (Chef de Cave assistant at Champagne Bollinger) and Thierry Lemaire, the principal of Nuance Wine Supplies. The event was sponsored by Artus Bottling, Nuance and Okanagan College and is part of the Bottling Excellence series started in 2016 by Lemaire and Norman Cole, the owner of Artus Bottling. The goal of the series is help winemakers improve the quality of their wines by providing access to leading edge presenters, technology and worldwide best practices.

After a wildly successful two-year run in Salmon Arm, Enactus Okanagan College students decided to expand their popular Soup's On initiative to Kelowna and Vernon in 2017. The inaugural Soup's On Vernon took place at Okanagan Spirits' Vernon location in May. Tickets were capped at 100 and the event sold out quickly. Basket Case Picnics produced a Thai soup that garnered the most votes. \$4,000 was raised, with half of the proceeds going to the Upper Room Mission and half to benefit Enactus Okanagan College students. Two days later the soup was back on, this time in the Centre for Learning at the College's Kelowna campus, where attendees had a chance to sample and vote for their favourite bowl from 14 of the city's top chefs. The winning soup was a Thai Pumpkin Curry by Chef April Roy of Train Station Pub. More than \$2,000 was raised in support of the Central Okanagan Community Food Bank and Enactus OC students. Based on the strong community support for the inaugural events, Enactus OC hopes to be able to run the events annually in Kelowna and Vernon, in addition to Salmon Arm.

Together with Liquidity Winery, Okanagan College presented Wine Talks, An International Perspective on Wine Marketing, for the second time, in June, 2017. Featured speaker was Mark Davidson, Global Education Manager for Wine Australia. Davidson has more than 35 years of experience in the hospitality sector and is a former Sommelier of the Year at the Vancouver International Wine Festival. Joining him was the founder of WineDrops, Karen Graham. WineDrops offers commentary on policy and business issues in the Canadian wine and liquor industry, along with analytical and strategic advisory work through KMG Strategy Consulting. Rob McMillan, Executive Vice-President of the Wine Division of Silicon Valley Bank, also joined the panel, having presented at the first Wine Talks in November 2016. The event drew more than 100 people.

In October, the Wine Talks series continued, with one of the most recognizable names in the Canadian wine industry. John E. Peller, Chair and Chief Executive Officer of Andrew Peller Limited was the keynote speaker. The event drew more than 100 people.

**Almost 100 area winemakers gathered in the Penticton campus in April 2017 to learn more about making better sparkling wines, from experts from Italy, France and Canada.**



## Key Directions - Serving and Engaging the Community

### Trades, Technology, Aviation

A unique tiny house built by students in the College's Sustainable Construction Management Technology (SCMT) program is now providing a secure environment at the Vaseux Lake Bird Observatory, just south of Penticton, for bird banding. The building was presented to the Okanagan Similkameen Conservation Alliance in April 2017. Students were tasked with producing a space where bird banders could do their work in a secure environment. That meant creating a portable space that would discourage theft and vandalism, allow as much natural light as possible into the space and be environmentally friendly. The observatory at Vaseux Lake is a project of the Okanagan Similkameen Conservation Alliance (OSCA). Since 2005, 17,000 birds and 109 different bird species have been recorded at the observatory.

A class of Residential Construction students from the Penticton campus spent several weeks in the spring of 2017 at the En'owkin Centre, working on everything from flooring to painting, among other projects, as part of a major summer renovation to the centre. The class also built multi-purpose sheds for the property. En'owkin is the Okanagan Nation Alliance's post-secondary language and cultural institution.

The Okanagan College Enactus teams have returned from the 2017 Enactus Canada National Exposition in Vancouver in May, 2017 with two major awards. The CANSave program received first prize in the Capital One Financial Education Challenge category for their program that teaches financial literacy to elementary school students. Taking home a national second-place finish in the Scotiabank Youth Empowerment challenge, also for the CANSave program, was a Vernon-based team of students. Enactus Okanagan College was also awarded a trophy for the nation's Top Campus Administration. Business student Cody Troutman was one of only 12 in the country to earn a \$2,500 John Dobson founder's bursary for his work in the area of leadership, while OC alumnus Drew Vincent was recognized with a national award as the Top Alumni Over 30.

A new online tool developed by Okanagan College School of Business Professor Kerry Rempel and researchers from UBC Okanagan and unveiled in April 2017 will provide easier access to social housing information in Kelowna. i-Search Kelowna is a publicly available mapping tool, detailing all emergency shelter, assisted-living housing and low-income accommodation in the city. The project was developed with input and funding from the Central Okanagan Foundation and the United Way of Central and South Okanagan, as well as a number of other local technology organizations. The research team is multi-disciplinary and includes a PhD student and Masters student from UBCO and an undergraduate student from the College. The public can access the i-Search Kelowna mapping tool by visiting the website [isearchkelowna.ca](http://isearchkelowna.ca).

A photograph of Erin O'Reilly, a young woman with long dark hair and safety glasses, working in a workshop. She is wearing a dark blue long-sleeved shirt with a logo on the front. She is focused on a task, using a tool on a piece of metal. The background shows a workshop environment with various tools and equipment.

**Erin O'Reilly completed the College's Sheet Metal Worker Foundation certificate program.**



## Key Directions - Serving and Engaging the Community

The Central Okanagan Foundation for Youth (COFFY) and United Way's GenNext partnered to offer Youth Initiative Grants for up to \$2,000, and two Enactus Okanagan College initiatives received funding in May, 2017: Accelerate Youth and Silver Surfers. These grants are available to young people up to age 25 who are partnering with an organization to create positive change in their local community. A committee comprising of COFFY and GenNext representatives met in late March to review the applications and make funding decisions. GenNext is an affinity group of United Way CSO consisting of young professionals who are looking to support our community in a meaningful way, and the Central Okanagan Foundation for Youth (COFFY) committee is made up of young adults age 15 - 25. Since its establishment in 2002, COFFY has been building an endowment fund with the COF and the income generated is used to support youth projects and programs in the Central Okanagan.

A collaborative program that helps Shuswap entrepreneurs launch their bright ideas received a boost of its own in June, 2017 when it was named one of the top community projects in the province. Launch-a-Preneur is a joint project hosted by Okanagan College, the College's Enactus team, Community Futures Shuswap and the Salmon Arm Economic Development Society. The popular program provides support, resources and mentorship to assist individuals with a business idea to successfully launch in the Shuswap. The Shuswap Launch-a-Preneur program received the Community Project Award at the 2017 BC Economic Development Awards in Victoria. Shuswap Launch-a-Preneur took home the award for population under 20,000, while the City of Prince George's Economic Development department took home the hardware for population more than 20,000.

Dr. Kyleen Myrah, a professor in the School of Business, was selected in June, 2017 to co-chair Journey Home, a new City of Kelowna task force on homelessness. The City of Kelowna says that the Journey Home strategy focuses on the system of services supporting those who are homeless and those at risk of homelessness, making recommendations for appropriate housing in the spectrum of emergency, transitional and supportive housing. The task force is part of larger strategy to combat homelessness in Kelowna. Myrah's current research focuses on social enterprise and leadership development. With fellow professor Kerry Rempel, Myrah has been a Lead Faculty Research with the Scotiabank Centre for Non-Profit Excellence developing training resources to support organizational sustainability. Recently, Myrah and Rempel and the Scotiabank Centre partnered with Andrew Greer from Purppl, a community enterprise accelerator, to deliver training on the fundamentals of social enterprise called SoFun. This community workshop included an examination of Mission Possible, an organization which helps those affected by homelessness and was the subject of a recent case study published by Myrah and Rempel. The Journey Home task force begins formally meeting in September, with a final report expected in June 2018.



**The Enactus OC Launch-a-Preneur program in Salmon Arm received the Community Project Award at the 2017 BC Economic Development Awards.**

Recognizing a need for better access to communication for some of the community's most vulnerable people, the College's Enactus team purchased and installed two iPads in Interior Health's mobile RV overdose prevention unit in August, 2017. The Call Home program gives free iPad access to all unit visitors as a resource to connect with their loved ones. Interior Health launched the mobile unit in late April as a response to the opioid crisis. In July approval was received from Health Canada to operate the unit as a supervised consumption site, making it among the first in Canada. Last month alone, more than 1,000 visitors were logged.



## Key Directions - Focusing on Organizational Sustainability

Okanagan College Key Direction: <b>Focusing on Organizational Sustainability</b>		
<b>Okanagan College Objectives</b>	<b>Ministry Objectives Aligned</b>	<b>BC AEST Performance Measure</b>
<ul style="list-style-type: none"> <li>• Seek additional sources of funding to sustain and further develop the College.</li> <li>• Ensure there are sustainable operations in each of the four regions.</li> <li>• 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.</li> <li>• Complete and implement a sustainability plan that addresses environmental, financial and social sustainability.</li> </ul>	Capacity Relevance Quality Efficiency	n/a

### Focusing on Organizational Sustainability

While upholding its core value of striving for social, environmental and economic sustainability during 2017-18, the College continued to be a sector leader in environmental sustainability. The College’s physical space has grown by 35 percent since 2007 and despite growth, the institution has decreased greenhouse gas emissions by 26 percent. As a result of per-square-metre energy consumption reductions, it is estimated that in 2017-18 the College saved \$365,291 over what its utility expenditures would have been without the reductions.

2017-18 saw shovels in the ground in Penticton and Vernon campuses for major capital projects.

The Penticton campus is now home to the Little Learners Academy, a childcare facility operated in partnership with Onesky Community Resources Society. The new Little Learners Academy became Canada’s first Passive House certified childcare centre, earning the much sought-after designation in November, 2017 at the NetPositive Symposium hosted by Passive House Canada in Vancouver. The project was also recognized locally as a Silver Finalist for the 2018 Tommie Awards in the category of Best Environmental Initiative in Construction (Residential or Commercial).

At the Vernon campus, construction has advanced significantly on the new \$6.2 million Trades Training Centre. This LEED Gold project is supported by the federal and provincial governments. The building is expected to host its first students in August.



## Key Directions - Focusing on Organizational Sustainability

Meanwhile, the Trades Complex in Kelowna has received two more awards for its innovative design and green technology. The facility, which opened in September 2016, secured first place overall at the Regional American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) in Seattle, Washington. It has also topped the list in the category for Existing Educational buildings. The Trades Complex also received an Award of Merit (Excellence in Architecture for Building Additions or Adaptive Reuse category) at the Society for College and University Planning (SCUP) Excellence Awards. Furthermore, it secured Best Environmental Initiative in Construction at the 2017 Tommie Gold Awards presented by the Canadian Home Builders' Association (CHBA) Okanagan. (In 2016, the building earned Best Overall Entry and Best Community Institutional project at the 8th Annual Southern Interior Construction Association Commercial Building Awards.)

Our graduates and students also continue to enrich the community with their sustainable innovations.

The Sustainable Construction Management Technology (SCMT) program (a two-year diploma program based at the Centre of Excellence at Okanagan College's Penticton campus) graduated its first cohort in 2017. The SCMT program is designed to enable the emerging generation of construction managers and technologists to deliver true sustainable development.

David Sawatzky, one of the graduates, has embraced sustainability as a way of life, a fact that can be seen in the one-of-a-kind, ultra-energy-efficient home he recently constructed for his family. Sawatzky's family moved into their new custom 1,700-square-foot house in Lumby in fall 2017. It boasts the most sustainable and industry innovative features available, including: LED lighting, a super insulated concrete form foundation, Energy Star compliant fixtures and appliances, low flow plumbing fixtures, and a heat recovery ventilator (HRV) and mini-split ductless heat pump. The house features a 7.4 kW solar photovoltaic array (28 panels that generate 265 watts each) that Sawatzky expects will generate all the electricity needed to power the home, and perhaps even more.

In another instance, a pair of Okanagan College Business Administration students joined forces with Civil and Mechanical Engineering students to launch a new project in the spring of 2018 that will help people charge devices on the go. Project ReCharge focuses on developing products that integrate solar technology into our day-to-day lives. The idea was sparked by two fourth-year Bachelor of Business Administration students, Nick Gallant and Cooper Simson, as well as a second-year Civil Engineering Technology diploma student Josh Wiebe.



**Project ReCharge prototype**

Economic and social sustainability has also continued to be a top priority at the Okanagan College. This is reflected in the College's \$112-million operating budget for 2018-19 passed by the Board of Governors on March 27, 2018. The budget will help provide new programs, new student support, and help address pressures that have come with recent years' growth. The budget added 13 new instructional positions in a variety of programs, including arts, science, technology, business administration and trades. There will also be a new counsellor and additional staff for co-op education, for the learning centres in Kelowna and Penticton and in education advising.

The College continues to proactively ensure a safe, secure and respectful environment for its students and employees. A new Okanagan College safety app for students and staff was launched in the fall of 2017. The app was suggested by the Kelowna Joint Occupational Health and Safety (JOHS) Committee. The app provides immediate access to 911, campus security, first aid, emergency procedures, campus maps, support services and more. A portion of the 2018-19 budget is also going toward establishing a mental health first aid network and funding for health care services. There will also be an additional health and safety coordinator position created in 2018-19.

## Appendix: Performance Measures

## Okanagan College

### 2017/18 Accountability Framework Performance Measure Results

Performance measure <sup>1</sup>	Reporting year					
	2016/17 Actual	2017/18 Target	2017/18 Actual	2017/18 Assessment		
<b>Student spaces<sup>2</sup></b>						
Total student spaces	5,138	4,738	5,365	Exceeded		
Nursing and other allied health programs	536	421	615	Exceeded		
	965	984	984	Exceeded		
<b>Credentials awarded<sup>3</sup></b>						
Number	1,908	1,933	1,880	Substantially achieved		
<b>Aboriginal student spaces<sup>4</sup></b>						
Total Aboriginal student spaces	844	>= 2016/17	924	Achieved		
Ministry (AEST)	538		593			
Industry Training Authority (ITA)	306		331			
<b>Student satisfaction with education<sup>5</sup></b>						
	%	+/-		%	+/-	
Former diploma, associate degree and certificate students	92.0%	1.2%	≥ 90%	91.5%	1.2%	Achieved
Former apprenticeship students	94.4%	2.0%		92.7%	2.3%	Achieved
Bachelor degree graduates	100.0%	0.0%		98.9%	1.4%	Exceeded
<b>Student assessment of the quality of instruction<sup>5</sup></b>						
	%	+/-		%	+/-	
Former diploma, associate degree and certificate students	93.5%	1.1%	≥ 90%	93.6%	1.1%	Achieved
Former apprenticeship students	97.8%	1.3%		95.9%	1.8%	Achieved
Bachelor degree graduates	98.9%	1.6%		96.8%	2.5%	Exceeded
<b>Student assessment of skill development<sup>5</sup></b>						
	%	+/-		%	+/-	
Former diploma, associate degree and certificate students	88.0%	1.3%	≥ 85%	86.9%	1.4%	Achieved
Former apprenticeship students	88.2%	2.4%		86.0%	2.7%	Achieved
Bachelor degree graduates	94.2%	2.6%		91.3%	4.0%	Exceeded
<b>Student assessment of usefulness of knowledge and skills in performing job<sup>5</sup></b>						
	%	+/-		%	+/-	
Former diploma, associate degree and certificate students	83.9%	2.4%	≥ 90%	82.8%	2.4%	Substantially achieved
Former apprenticeship students	90.5%	2.9%		89.9%	3.0%	Achieved
Bachelor degree graduates	92.8%	4.2%		88.6%	4.8%	Achieved
<b>Unemployment Rate<sup>5,6</sup></b>						
	%	+/-		%	+/-	
Diploma, associate degree and certificate graduates	8.8%	1.7%	≤ 13.1%	9.2%	1.7%	Exceeded
Former apprenticeship students	8.9%	2.6%		10.3%	2.7%	Exceeded
Bachelor degree graduates	2.4%	2.4%		2.2%	2.1%	Exceeded

Continues on next page...

## Appendix: Performance Measures

### Notes:

TBI - Institutions are required to include their target and assessment.

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

N/A - Not applicable

1. Please consult the 2017/18 Standards Manual for a current description of each measure. See [https://www2.gov.bc.ca/assets/gov/education/post-secondary-education/institution-resources-administration/accountability-framework/standards\\_manual.pdf](https://www2.gov.bc.ca/assets/gov/education/post-secondary-education/institution-resources-administration/accountability-framework/standards_manual.pdf)
2. Results from the 2016/17 reporting year are based on data from the 2016/17 fiscal year; results from the 2017/18 reporting period are based on data from the 2017/18 fiscal year.
3. Annual performance is measured using a rolling three-year average of the most recent fiscal years, e.g., the results for the 2017/18 reporting year are a three-year average of the 2014/15, 2015/16, and 2016/17 fiscal years. Changes have been made to the Credentials Awarded methodology. The details of the new methodology can be found on page 17 of the 2017/18 Standards Manual . Results from the 2016/17 reporting year have been recalculated to reflect the change in methodology.
4. Results from the 2016/17 reporting year are based on data from the 2015/16 fiscal year; results from the 2017/18 reporting period are based on data from the 2016/17 fiscal year.
5. Results from the 2016/17 reporting year are based on 2016 survey data; results from the 2017/18 reporting year are based on 2017 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. Changes have been made to the Student assessment of skill development methodology to better reflect the answers provided by individual students. The details of the new methodology can be found on page 21 of the 2017/18 Standards Manual . Results from the 2016/17 reporting year have been recalculated to reflect the change in methodology.

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



**Viticulture Technician students using a vineyard as an outdoor lab and classroom.**



## Appendix: Performance Measures

### Okanagan College 2017/18 Accountability Framework Performance Measure Results

Performance measure	Reporting year					
	2016/17 Actual		2017/18 Target	2017/18 Actual		2017/18 Assessment
<b>Former diploma, associate degree and certificate students' assessment of skill development</b>						
	%	+/-		%	+/-	
Skills development (avg. %)	88.0%	1.3%	≥ 85%	86.9%	1.4%	Achieved
Written communication	84.8%	1.9%		82.3%	2.0%	
Oral communication	80.5%	2.1%		80.6%	2.0%	
Group collaboration	89.9%	1.4%		87.3%	1.5%	
Critical analysis	92.5%	1.2%		92.3%	1.2%	
Problem resolution	84.7%	1.7%		85.2%	1.6%	
Learn on your own	89.7%	1.4%		87.3%	1.5%	
Reading and comprehension	91.9%	1.3%		92.2%	1.2%	
<b>Apprenticeship graduates' assessment of skill development</b>						
	%	+/-		%	+/-	
Skills development (avg. %)	88.2%	2.4%	≥ 85%	86.0%	2.7%	Achieved
Written communication	70.6%	5.9%		69.3%	6.2%	
Oral communication	80.2%	5.1%		70.3%	5.9%	
Group collaboration	89.4%	2.9%		87.7%	3.1%	
Critical analysis	90.8%	2.6%		89.7%	2.7%	
Problem resolution	91.8%	2.5%		89.2%	2.8%	
Learn on your own	89.3%	2.8%		90.2%	2.8%	
Reading and comprehension	93.3%	2.3%		89.2%	2.8%	
<b>Bachelor degree graduates' assessment of skill development</b>						
	%	+/-		%	+/-	
Skills development (avg. %)	94.2%	2.6%	≥ 85%	91.3%	4.0%	Exceeded
Written communication	90.6%	4.6%		95.6%	3.0%	
Oral communication	96.5%	2.9%		91.5%	3.9%	
Group collaboration	95.4%	3.2%		91.6%	3.8%	
Critical analysis	95.5%	3.2%		94.7%	3.1%	
Problem resolution	95.4%	3.2%		86.0%	4.9%	
Learn on your own	91.9%	4.3%		90.2%	4.3%	
Reading and comprehension	94.1%	3.7%		89.1%	4.5%	

Financial Statements for Okanagan College are available here:

[okanagan.bc.ca/financialstatements](http://okanagan.bc.ca/financialstatements)



SALMON ARM



VERNON



KELOWNA



PENTICTON