

OKANAGAN COLLEGE ACCOUNTABILITY PLAN AND REPORT 2016-17 to 2019-20



Okanagan College Transforms Lives and Communities



Table of Contents



Letter from the Board Chair and the President

Dear Minister,

Each year, as we submit our Accountability Plan and Report, we find reason to reflect on Okanagan College's accomplishments and successes of the past year and the opportunities unfolding in the coming years.

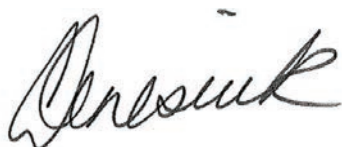
This year has been a remarkable one for the institution, with the opening of a new and renovated trades complex in Kelowna, announcement of a new trades building in Vernon, and start of construction on a new daycare facility in Penticton. Our instructors and administrators, with industry support and guidance, have worked on development of new programs that will welcome their first students in 2017, and have made many refinements to existing programs. All these programs continue to focus on meeting the forecast needs of the regional and provincial labour market. Our College continues to meet and exceed the expectations and goals established by government, and we continue to make progress on our strategic plan.

For the 13th consecutive year, Okanagan College has exceeded government enrolment targets. Our institution served 19,655 people in the last academic year at our four major campuses and nine additional learning centres. A significant component of the growth in that number is our growth in international students: in the 2016-17 fiscal year, there were 802 international FTE students at Okanagan College, an increase of almost 50 per cent in the past year from 539 FTEs.

There are many other highlights that are worth noting in the attached report, which has been prepared in accordance with the Budget Transparency and Accountability Act. We are accountable for meeting the objectives outlined in this plan.

As you review this report, it should provide an appreciation of the College's capacity and commitment to meeting provincial, community, employer and student expectations. We hope it also leads you to understand how we are living up to our commitment to transform lives and communities.

Sincerely,



Connie Denesiuk,
Chair, Okanagan College Board of Governors



Jim Hamilton,
President, Okanagan College

Table of Contents

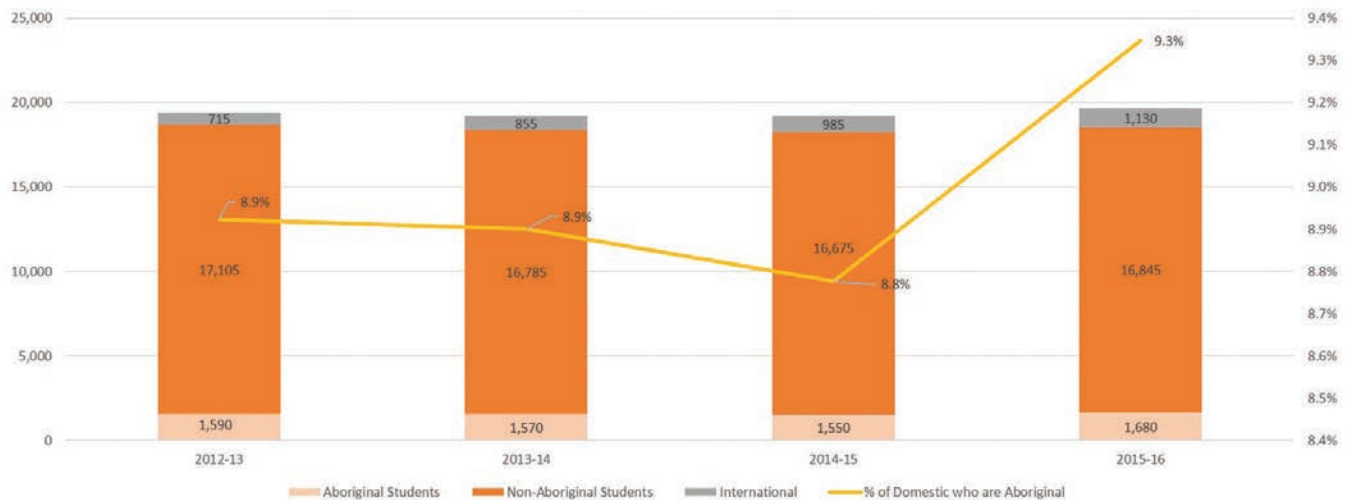
Map of Region	2
Letter from the Board Chair and the President	3
Institutional Overview and Strategic Direction	5
Accountability Institutional Context	8
Key Directions	15
Supporting Learner Readiness and Success	16
Excelling in Teaching, Programming, and Applied Research	21
Working With, and Learning From, the Indigenous Community	25
Serving and Engaging the Community	26
Focusing on Organizational Sustainability	29
Appendix: Performance Measures	30-32
Appendix: Financial Information	33



Institutional Overview & Strategic Direction

OKANAGAN COLLEGE SERVES A LARGE AND DIVERSE REGION that is about six times the size of Prince Edward Island. Almost 20,000 people attend its campuses and learning locations annually; the institution provides access and opportunity for nearly five per cent of the region’s 413,624 population on a yearly basis.

Okanagan College Total Headcount by Academic Year (source: CDW Standard Reports)



Okanagan College is 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. Okanagan College completed development of a new diploma in animation this year, to be offered at the recently-opened Okanagan Centre for Innovation in downtown Kelowna.

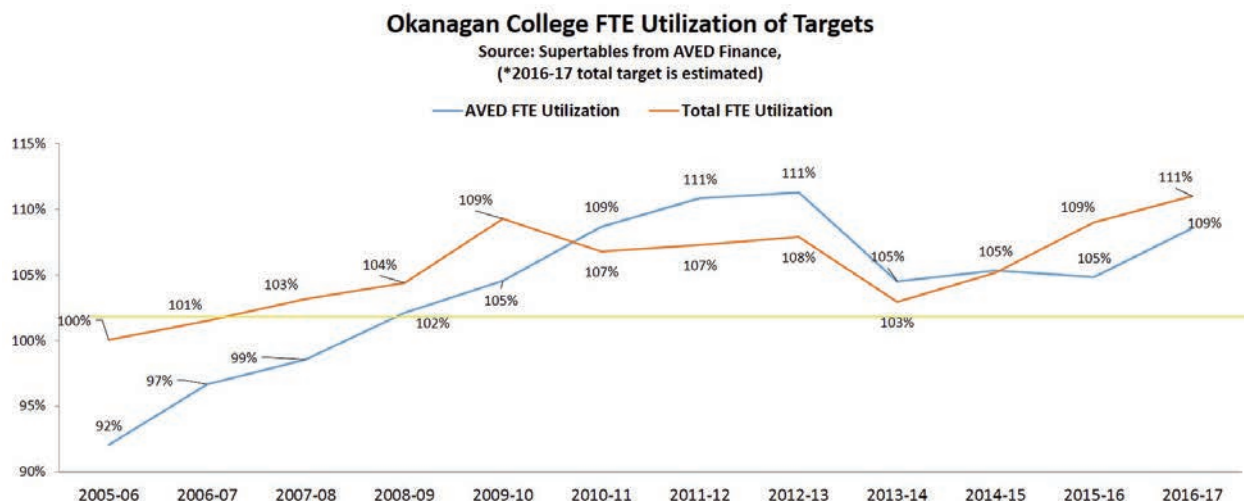
Several other new programs to support regional needs were introduced or developed in 2016-17

- Viticulture Technician Diploma: Accepting applications for fall 2017
- Apprentice Multi-Process Alloy Welding: First enrolments in November 2016
- Aboriginal Support Worker Certificate: First enrolments in November 2016
- Hospitality Service Training Certificate: First enrolments in March 2017



Institutional Overview & Strategic Direction

For the 13th consecutive year, Okanagan College has successfully met government-established FTE domestic enrolment targets, as well as experienced dramatic increases in international student enrolment.



In 2016-17, Okanagan College has met or exceeded Ministry performance measures (see pages 30-31), 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.

AVED FTE Summary			
	Target	Actual	Utilization
Blueprint Baseline	286	286	100.0%
Skills Gap Plan	499	499	100.0%
<i>Target Funded Subtotal</i>	<i>785</i>	<i>785</i>	<i>100.0%</i>
Base Funded	3,949	4,353	110.2%
TOTAL	4,734	5,138	108.5%

The College continues to work within the BC Taxpayer Accountability Principles and supports the Administrative Service Delivery Transformation initiative. Okanagan College has been working on the Support and Services to Students initiatives as outlined in the 2016 [Budget Letter](#), including Open Education Resources, Credit Transfer, and the common application platform, EducationPlannerBC (EPBC).

Institutional Overview & Strategic Direction

As a consequence of faculty and instructor commitment, Okanagan College ranked third in open textbook adoptions out of 31 participating post-secondary institutions in BCcampus' 2015-16 Annual Review of their Open Textbook Project. Okanagan College has worked cooperatively providing credit transfer data and analysis to the provincial Central Data Warehouse and to the BC Council on Admissions and Transfer (BCCAT). As well, the College has had representatives on all three of the EPBC committees: governance, technical, and policy; the College has provided application data and analysis to BCCAT for the EPBC initiative.

College staff has worked collaboratively with the Ministry and BC Stats to provide student outcomes reporting for adult special education students, as well as continued support to develop and showcase the BC Student Outcomes, the Student Transition Program and other collaborative, system-wide committees and programs that contribute to the Ministry and Institutional performance measures.

Okanagan College has assisted AVED and the Ministry of Health to provide health program enrolment data for policy and funding development. The institution continues to work with the Applied Business Technology Online Collaborative Program while it is in transition and is working with BCcampus and the partner institutions to determine the future of this programming, providing analysis and planning resources towards a new model.

Fall 2016 saw introduction of tuition for Adult Basic Education Courses at Okanagan College. A focused effort by the College to promote the availability of grants to help offset tuition and other costs – notably the Adult Upgrading Grant and a new Okanagan College Upgrading Grant – led to less than a 10 per cent decrease in the number of FTEs in the College's Adult Academic and Career Prep program area.

The College's Strategic Plan 2016 – 2020, described in last year's Accountability Plan and Report, is available on the [College website](#) and is included beginning on Page 14. The College has a set of Key Performance Indicators which are available to the public [here](#).



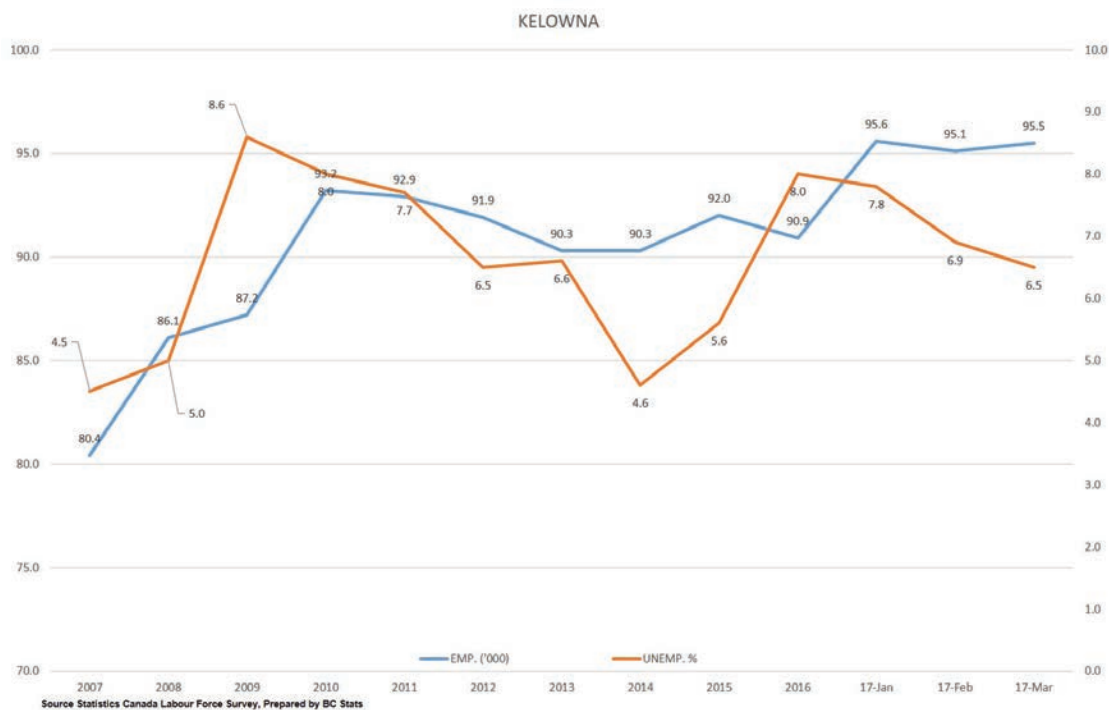
Accountability Institutional Context

Employment and Labour Market

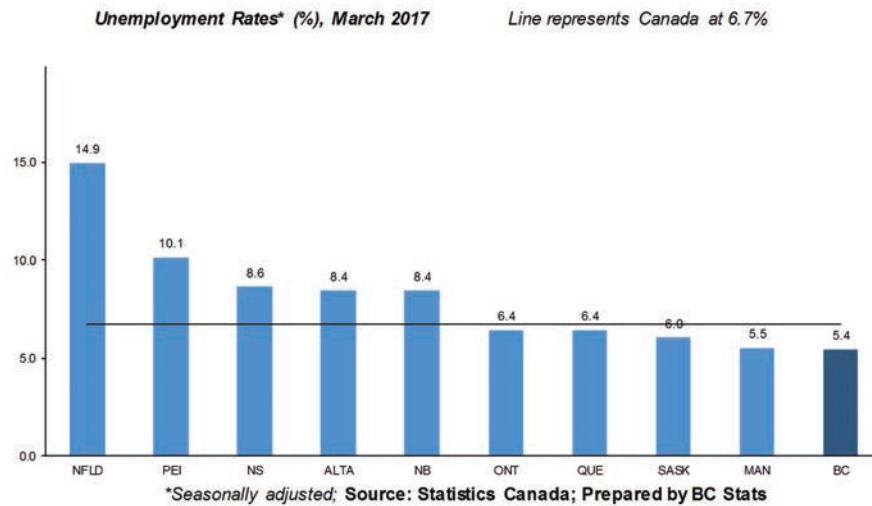
Two predictive metrics for enrolment at Okanagan College are the overall regional unemployment rate, one year out, and the regional Grade 12 headcounts (combined with the immediate K-12 to post-secondary transition rates within the College catchment area). Generally, as employment rates increase and Grade 12 headcounts decrease, College enrolments can be expected to decrease – or at least see slower growth.

Okanagan Employment

In 2016, the largest centre in the region – Kelowna – experienced a higher unemployment rate than the provincial average, eight vs. six per cent, respectively. The unemployment rate for the entire Thompson Okanagan region was similarly above the provincial average (7.9 per cent). The Kelowna unemployment rate has dropped since December to 6.5 per cent at the end of March. The number of people employed has remained steady the last three months, while unemployment has dropped.

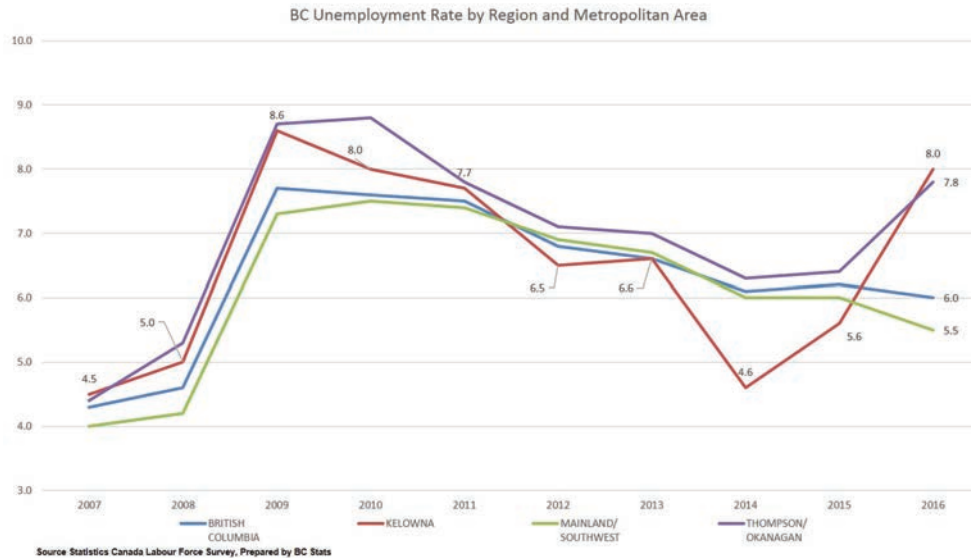


Both the BC and the Canadian average unemployment rates have improved in the last year. British Columbia currently has the lowest unemployment rate of any province in Canada.



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





According to the Regional Check-Up 2017 prepared by the Chartered Professional Accountants of British Columbia (CPABC), while several sectors of the regional Thompson-Okanagan economy were down or stable (including transportation, and wood product manufacturing), two sectors improved: tourism and technology. Accommodation and food services added 1,700 jobs. Passenger volumes at the Kelowna airport (YLW) were up almost nine per cent. CPABC reports that the Thompson-Okanagan is the third-largest high-technology hub in BC, mostly in the Okanagan (633 companies versus 200 in the Thompson-Nicola region). This sector now employs more than 7,600 people, and contributes \$1.3 billion to the economy. This is a sector that continues to emerge and grow. CPABC reports that 60 per cent of the companies in the local Tech sector have been in operation for less than five years.

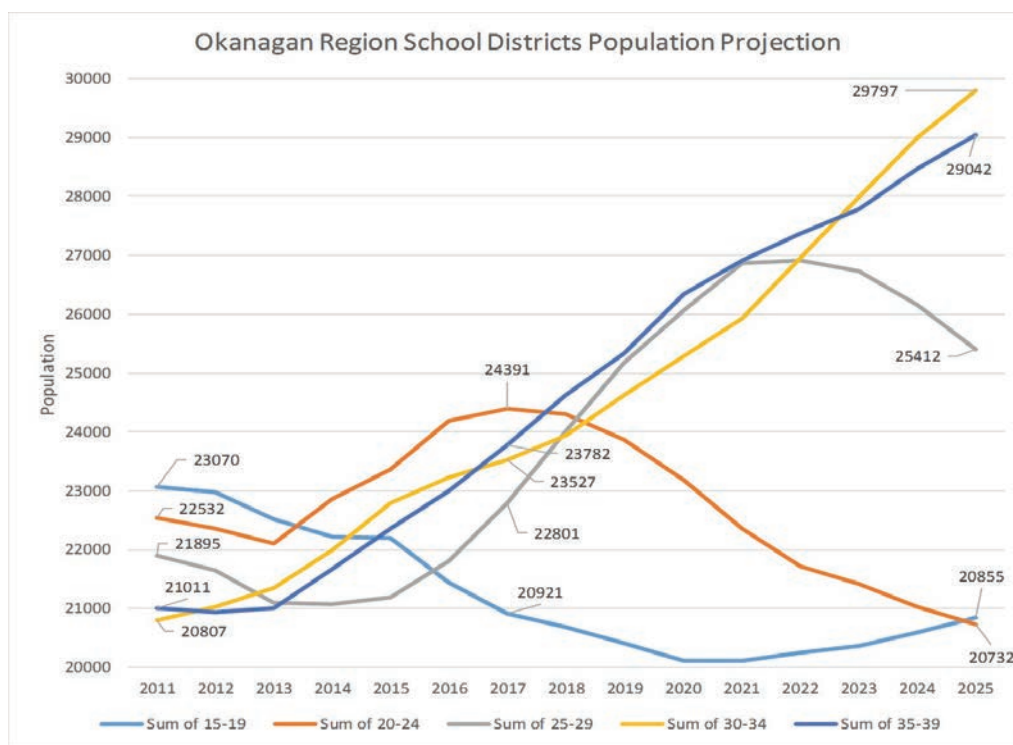
Low unemployment in the region may adversely affect enrolments. However, a transitioning economy (from primary and related services to technology) will create demand for new skills in technology. Interestingly, while Okanagan College and UBC Okanagan continue to see growth and an increased influx of international students and a consequent growth in the number of graduates, there is a decreasing educational attainment rate among the population of the Thompson Okanagan region (from 66.3 per cent with a post-secondary certificate, diploma or degree in 2015 to 63.8 per cent in 2016). CPABC notes that this is probably as a consequence of the addition of 6,500 people without post-secondary attainment to the labour force in 2016. The educational attainment rate in British Columbia is 69.4 per cent.

Accountability Institutional Context

Population Projections and Grade 12 Headcounts

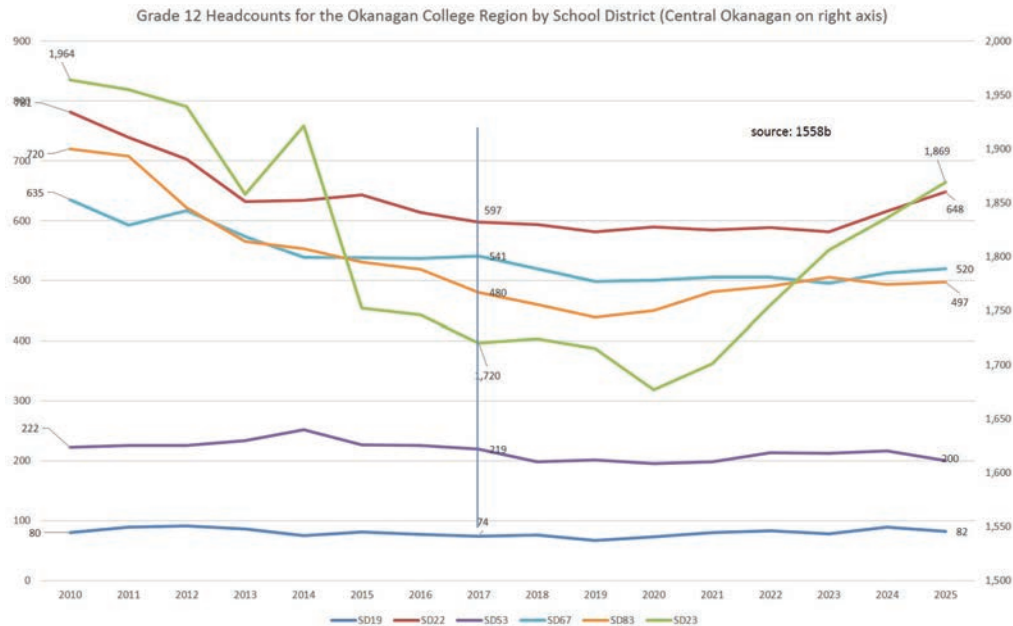
According to the CPABC Regional Check Up, the Thompson-Okanagan development region had the largest year-over-year population growth rate in the province (1.5 per cent), with 7,839 new residents in 2016, for a regional total of 545,503.

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 2020. The 20 to 24 age cohort, after rising over the last five years, will start declining this year and continue shrinking until 2025. The other age groups (25 to 29, 30 to 34, and 35 to 39) are expected to increase until 2021 with the population of 25- to 29-year olds declining in numbers after 2022.



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 Grade 12 headcount is the largest in the College region, slightly smaller than all of the other school districts combined in 2017.

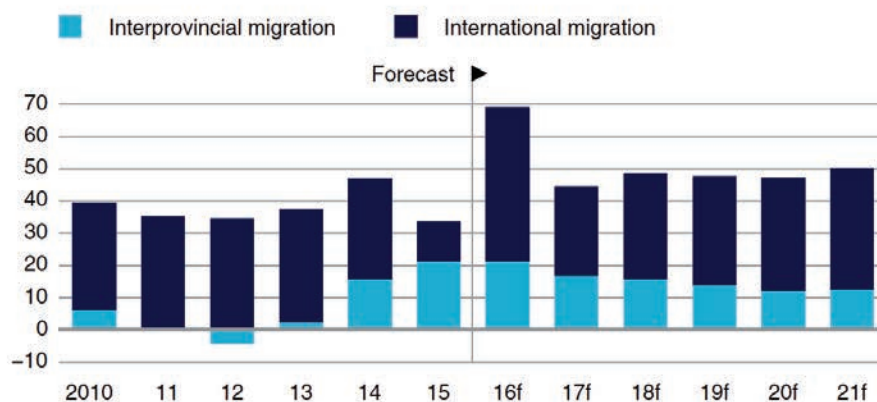


Interprovincial Migration

There has been an increase in the number of people migrating to BC from other provinces, as well as an increase in immigration from other countries. Growth from these two sources is anticipated to continue, if at a slower rate. According to the CPABC Regional Check-Up 2017, 72 per cent of the new residents in the Thompson-Okanagan Region were migrants 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 BC after working in other provinces, especially in the oil and gas patch in Alberta. Interprovincial migration to BC is likely to continue if employment in the industry doesn't see significant improvement.

Sources of Migration - B.C.

(net migration, 000s)



f = forecast

Sources: The Conference Board of Canada; Statistics 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 are well below the provincial average. October 2016 data from Canada Mortgage and Housing data showed Salmon Arm had the lowest vacancy rate – 0.5 per cent, while Kelowna's was only marginally better: 0.6 per cent. Penticton had a 1.1 per cent vacancy rate. Vernon had the highest vacancy rate among the four municipalities in 2016: 1.9 per cent. The provincial average in October 2016 was 1.3 per cent.

Average monthly rents for a bachelor apartment in October 2016 ranged from \$544 in Vernon to \$724 in Kelowna.

The effects of migration to the Okanagan can be seen in the 13 per cent increase in Kelowna home prices last year. According to the Royal LePage House Survey report, the Kelowna area also saw significant increases during the first quarter of 2017. Prices for condominiums jumped by 29 per cent year-over-year. According to the CPABC Regional Check-up 2017, housing starts in Kelowna increased by almost 72 per cent from the previous year.

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 report, the U.S. economy is expected to remain strong until 2019, while China's economy is expected to slow. The Canadian dollar is expected to be under 76 cents US for the next three years, making Canadian education a more affordable option compared to the US.

Crude oil prices are expected to creep up to just under \$60 a barrel in the next three years, which is good for the recovering Alberta economy. Natural gas prices are also expected to remain steadily around \$3.25 per one million British Thermal Units until 2019.

Canada's international reputation continues to be among the world's best – in 2016 Canada was knocked out of top spot on the Reputation Institute's Country RepTrak Survey by Sweden. Canada, though has been No. 1 in four of the last six surveys. Lonely Planet recommended Canada as the No. 1 country to visit in 2017.





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.

Key Directions

Okanagan College Key Direction: Supporting Learner Readiness and Success		
Okanagan College Objectives	Ministry Objectives Aligned	BC AVED Performance Measure
<ul style="list-style-type: none"> • 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. 	<p>Capacity Access Efficiency</p> <p>Service Plan Goal 1: Students are supported to achieve their education, employment and training goals</p> <p>Objectives:</p> <p>1.2: Respond and adapt to the diverse and changing needs of students</p> <p>1.3: Increase participation and successful completion of all students</p> <p>2.1: Increase international participation throughout our education system.</p>	<ul style="list-style-type: none"> • 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

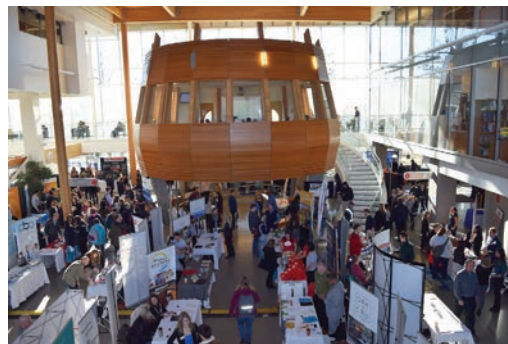
Pathways and Transitions

More than 600 Grade 11 students converged on the Kelowna campus on Feb. 21, 2017 to experience a day in the life of an Okanagan College student and participate in a wide range of College programs.

In April 2016, the College signed a Memorandum of Understanding with Canada Company, a charitable, non-partisan organization, joining other Canadian post-secondary institutions are working with Canada Company under the Military Employment Transition (MET) program. This program provides vets and reservists with recognition for training and experience to fast-track their way to a credential, an important link to military members' and veterans' successful transition to second careers.

In June 2016 a new agreement with Jazz Aviation LP was signed and has opened more career opportunities for pilots graduating from Okanagan College's Commercial Aviation diploma program. The agreement that will see OC participate in the Jazz Aviation Pathways Program (APP), which serves as a fast track for the OC pilots to land flying careers with the national airline. It is among the first aviation schools in Western Canada to participate in the program.

In January 2017, Okanagan College students met with employers from more than 50 businesses from across the Okanagan Valley and beyond at the 10th Annual Business Expo and Employment Fair. Organized by the Okanagan College School of Business and OC Student, Graduate and Co-op Employment Centre, the event takes place annually at the Kelowna campus.



In November, 2016, thousands of students and community members attended Okanagan College's 36th annual Career Fair to connect with dozens of employers and learn about more than 100 programs Okanagan College offers to help people realize their career aspirations.

Key Directions

Programming Support

Okanagan College ranked third in open textbook adoptions out of 31 participating post-secondary institutions in BCcampus's 2015-16 Annual Review of their Open Textbook Project. (Kwantlen Polytechnic University and Camosun College ranked first and second, respectively.)

Experiential Learning

Trades, Technology, Aviation

Okanagan College's Kelowna campus played host to the 20th annual Skills Canada BC Regional Trades and Technologies competition in March 2017. More than 120 students in Grades 6-12 were on campus competing or participating in a variety of hands-on trades training demonstrations in the new Trades Complex.

In April 2016, Okanagan College students went to Moncton, NB to compete in the Skills Canada National competition following their gold medal wins at the provincial competition, which was held in Abbotsford on April 13. The three gold medalists were joined on the podium by an additional eight students who earned four silver and four bronze medals for the College in categories that ranged from Aerospace Technology and Carpentry, to Culinary Arts. By the end of the competition, Okanagan College had captured 11 medals. Zach Andrews added another medal to a growing collection of accolades after returning from the Skills Canada Competition in Moncton, NB with a gold medal in Electronics.

A pair of OC computer science students logged an impressive showing at Battlecode, MIT's longest running programming competition. This year's competition in February 2017 saw more than 1,000 teams registered. In Okanagan College's very first appearance at the competition, Christian Slater and teammate Taylor Adam placed 49th overall, competing against top post-secondary institutions from all over the world.

Three Okanagan College students put their skills to the test at the IEEEExtreme 10th annual student programming competition in October and came out on top. Computer science students Kevin Hall, Brody Travis and Martin Wallace, known as Team Unstumpable, placed second out of 74 teams nationally and an impressive 125th of 2,200 teams globally. The four other Okanagan College teams placed 22, 25, 46 and 52 in Canada.

The Western Canada RoboCup Junior Games took place on Dec. 7, 2016 at Okanagan College's Centre for Learning in Kelowna. Teams from throughout B.C. and as far as Ontario participated in the one-day competition.

Okanagan College is now home to one of only two RedBird MCX flight simulators in Canada, supported by donations of \$125,000 from Carson Air and \$25,000 from ROV Consulting Inc. The simulator, installed in November 2016, is used by students in the Commercial Aviation diploma program.



Key Directions

Business

In March 2017, two individual students and a team from Okanagan College were recognized at the Western Canadian Business Competition (WCBC) hosted at the College's Kelowna campus. In recognition for their contributions, which helped propel the College's team to a second place showing, Loni Johnson and Mindy Strugnell were presented with the VP Operations Award and the VP HR Award, respectively.

Christie Klein and Adrianna Knuth took first place at the HRC West competition held at Kwantlen Polytechnic University in Richmond on March 4, 2017. Their win marked the first victory for an Okanagan College team at the event, now in its fourth year.

The team from OC came first in Financial Education, Entrepreneurship, and Youth Empowerment, as well as third in Ecoliving Green, held March 2017. The four podium finishes earned the team \$5,000 in cash prizes and three berths to the National Exposition.

In February 2017, the team made of up Adrian Lemiski, Brooks Hewko, Merissa Hucul and Nick Gallant took second place at The Winning Pitch competition at the B.C. Tourism Industry Conference in Victoria. Hosted by go2HR, B.C.'s tourism human resource association, The Winning Pitch challenges post-secondary students to propose concepts for new B.C.-based ventures. The group from Okanagan College, coached by OC School of Business professors Blair Baldwin and Laura Thurneer, took second place with their proposal for "Pioneer Adventure Company," a premium cycle tour based out of the South Okanagan.

A trio of third-year marketing students from Okanagan College's School of Business placed second at the 12th annual BDC Marketing Case Competition hosted by Vanier College in Montreal, February 2017. The team from Okanagan College was among 34 competing post-secondary institutions from across the country. The College finished just behind the team from College Edouard Montpetit in Quebec and ahead of the third-place team from Ontario's George Brown College in Toronto. OC's team members included Jacob Kuypers, Talasa Larder and Lathan McKinney. They were coached by faculty members Blair Baldwin and Stacey Fenwick

Students from Okanagan College's School of Business once again showed they are among the best in the country, notching three podium finishes – including a first-place and two runner-up finishes – at Canada's oldest and most prestigious case competition, the Inter-Collegiate Business Competition (I.C.B.C.) at Queen's University in January 2017.

The Financial Literacy team that presented on the CanSave program came second in the country (behind only SFU), beating out powerhouse competitors from Saint Mary's University, Windsor, Ryerson, and Memorial, and receiving a \$2,000 cash prize. The CanSave program is focused on teaching financial skills to elementary students.

Abbey Jones, an Okanagan College business student was recognized in February with an inaugural BC Social Innovation Youth Award, valued at \$1,000. She received the award from the Honourable Michelle Stilwell, Minister of Social Development and Social Innovation, at the BC Summit on Social Innovation in Vancouver, February 2017.



Key Directions

Arts

In December, four regional authors were named the winners of the 2016 Three-hour Short Story contest: "This Time" by Pip Dryden (OC – Kelowna); "Splat" by Daniel Greene (OC – Penticton); "About Otters" by Adam Lauze (OC – Salmon Arm); "Dinner Dive" by Mirka Yargeau (OC – Vernon). The regional winners were awarded a \$250 tuition credit and as the overall winner, Dryden received an additional \$250 tuition credit and will have her story published in limited fine-press edition by Kalamalka Press.

Okanagan College student Elina Briezkalne received an unexpected crash course in broadcasting when her volunteer work with a local charity, the Grindstone Award Foundation, landed her on the set of a Sportsnet shoot for Hockey Night in Canada in March 2017.

Food, Wine, and Tourism

Would-be chefs at OC captured first, second and third place honours in the 27th annual edition of the Top Tomato Recipe contest sponsored by the Florida Tomato Council in October 2016. Annie Low, an international student from Britain studying Advanced Culinary Management at

Okanagan College's Kelowna campus, earned first place with her recipe for a Tomato Chili Jam recipe that incorporates fresh tomatoes, roasted peppers and fresh and dried chilies. Second place went to OC student Morris Hsu, who developed a recipe for tomato iced tea. Hsu slow roasted tomatoes before they were strained and then infused them with mint, fennel leaves and ginger. Third place belonged to, another OC student Elizabeth Devereaux, who stacked a panko-crusted eggplant slice with tomato jam, mozzarella, a tomato slice, tomato mayonnaise and a fresh basil leaf.

Eleven of Canada's top chefs faced off in the 2017 Canadian Culinary Championships in Kelowna February 2017, and dozens of Okanagan College Culinary Arts students had a chance to step into the pressure-cooker of competition.

Carson Bibby was only 16 years old when he first had the opportunity to cook alongside some of Canada's finest chefs at the Canadian Culinary Championships' Gold Medal Plates finale. A year later and another Gold Medal Plates experience under his belt, the young OC Culinary Arts alumna's skills have earned him a job at one of Canada's most acclaimed restaurants. Bibby is now a chef de partie at Atelier, an upmarket Ottawa eatery known for its hypermodern style and 12-course tasting menu prepared using the latest techniques in molecular gastronomy. Working under the watchful eye of award-winning Executive Chef Marc Lepine, Bibby is among the top culinary hands crafting an adventurous dining experience that is rarely the same from one night to another. Bibby credits the dual-credit Culinary Arts program at Okanagan College with helping him build the technical skills he needed to get noticed.



Internationalization

OC was one of approximately 100 institutions from around the world invited to participate in the Salon de l'étudiant or Student Fair hosted in Poissy, located west of Paris in February 2017. Thousands of visitors, many of them high school students, participated and learned about opportunities to study abroad. OC was the only institution from Canada on display. Visitors to the fair had a chance to learn about a variety of the College's program offerings. OC Computer Science Chair Youry Khmelevsky participated showcasing recent research and accomplishments of students and faculty in the Computer Science department.

Inspired by the Diwali festival in India, the Penticton Campus Library Services employees hosted the annual Taste of India luncheon on Nov. 8, 2017. Students, faculty, staff, and community members enjoyed a delicious feast that included samosas, butter chicken or cauliflower, tomato chutney, and chickpeas made by Penticton Library Assistant Surandar Dasanjh.

August 2016, a record 110 students from the Japanese institution, Toyota Technical College, completed the summer program of collision repair training and learning English, bringing the total to more than 1,000 participants since it began in 1992.



Key Directions

Okanagan College Key Direction: **Excelling in Teaching, Programming, and Applied Research**

Okanagan College Objectives	Ministry Objectives Aligned	Performance Measure
<ul style="list-style-type: none"> • 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. 	<p>Quality Objectives 2.2: Enhance quality of PSE system.</p>	<ul style="list-style-type: none"> • Student satisfaction with education • Student assessment of quality of instruction • Student assessment of skill development

Flexible Programming

In March 2017, a special one-time intake of Okanagan College’s Health Care Assistant program completed their studies in Princeton and are already finding opportunities for health care careers in that community. The intake in Princeton was a result of extensive input from the community and support from the Ministry of Advanced Education.

An innovative apprenticeship program developed at Okanagan College aims to help Electricians reduce time away from work and home while training. The Electrician Apprenticeship Level I Blended Program is a new 17-week program that deliver training through a combination of on-campus and online learning. The online component will cut in-class training time in half. The first intake began on March 21, 2017. Apprentices in the blended program will spend five weeks on campus, as opposed to 10 weeks in a traditional program. The College received a grant of \$218,000 from the B.C. government to power up the innovative pilot.

Electrician Apprenticeship Level I – Blended Program 2017



Greater flexibility = less time away from work, home and family.

Innovative Programming

Resistance and Revolution is a new program emphasis within the College's two-year Associate of Arts degree (transferable to B.C. universities) giving students an in-depth opportunity to study the many ways that people around the world have fought and continue to challenge social, political, colonial and economic issues. The program emphasis was developed and approved in 2016-17 and the first students will be admitted in the fall of 2017. "It is vital to understand what leads people to dramatic efforts to foment change, and to appreciate how the drive for social justice and empowerment is harnessed," notes Joan Ragsdale, Okanagan College's Regional Dean for the Shuswap-Revelstoke region. "The program will also sharpen students' critical thinking and analytical skills, something that will serve them well in further studies or in career development," adds Ragsdale.

In November 2016, Okanagan College received a \$50,000 donation from FortisBC to power up a cutting-edge new space at Kelowna campus, assisting in the construction and outfitting of a new natural gas lab, located in the plumbing shop of the renovated and expanded Kelowna Trades. An additional \$25,000 gift from the company will also help the College enhance the delivery of curriculum for construction carpenters and technologists in the Sustainable Construction Management Technology program.

In January 2017, the Wilden Living Lab, a collaborative project between the College and four community partners, received a gold Tommie award, winning the FortisBC Award for Building Energy Efficiency. Built with assistance from 17 of the College's Residential Construction students, the Living Lab is a real-world study on sustainable homebuilding – the only of its kind in North America. The Home of Today and the Home of Tomorrow – two houses constructed side-by-side are part of a real-world study that compares the energy usage patterns of identical structures built with different energy-efficient technologies. Recent EnerGuide testing has shown the Home of Tomorrow to be 52 per cent more energy efficient.

Okanagan College teamed up with Lighthouse Labs - one of Canada's fastest-growing computer coding trainers - to offer an introductory course to start students on the path to a career in coding. The Coding Fundamentals course, which started in October 2016, provided students with some of the most in-demand skills in the high-tech marketplace. Over the course of 60 hours, students will build their coding literacy and learn the fundamentals of web development. Talented developers mentored students as they worked with templates and create apps using coding languages including Ruby, Sinatra and Swift.



Key Directions

Accreditation, Quality Assurance

The Okanagan College BSN program (years 1 and 2) was accredited in 2016 by the Canadian Association of Schools of Nursing (CASN), a national independent body which conducts rigorous evaluation of nursing schools across the country. The OC-UBCO collaborative program is also approved by the College of Registered Nurses of British Columbia (CRNBC), the body that oversees regulation of registered nurses, nurse practitioners, and licensed graduate nurses in B.C.

The College's HCA program received a full five-year recognition status in 2016 from the BC Care Aide & Community Health Worker Registry (CACHWR), the provincial body that oversees registration of HCAs in B.C.

Baldev Gill, Chief Operating Officer of the Human Resources Management Association (HRMA) of BC and the Yukon, was in Kelowna in September, 2016 to recognize Okanagan College as an HRMA-accredited institution, which means graduates of the Human Resources Management program are exempt from writing the National Knowledge Exam, the first step in obtaining the Chartered Professional in Human Resources (CPHR™) designation and a valuable credential for HR professionals.

An Okanagan College instructor received one of the highest honours bestowed by the College of Dental Surgeons BC (CDSBC) in March 2017. Elaine Maxwell, who teaches in the Certified Dental Assistant program at OC, was honoured with the Award of Merit for her significant contribution to the CDSBC over a career that has spanned more than four decades.



Key Directions

Applied Research, Creativity

Okanagan College professor, Melanie Murray's book, "Should Auld Acquaintance: Discovering the Woman Behind Robert Burns," was released by publisher Nightwood Editions, January 2017.

In July 2016, Okanagan College English professor Hannah Calder published her second novel, Piranesi's Figures. Both this novel and her first novel, More House (2009), were published by New Star Books in Vancouver.

Okanagan College Creative Writing and English Professor Kerry Gilbert published her second book of poetry called Tight Wire, through Mother Tongue Publishing, May 2016.

The awards keep rolling in for Dr. Alix Hawley's debut novel, All True Not a Lie in It. Hawley's work was awarded the Ethel Wilson Fiction Prize at the BC Book Prizes Gala held at Government House in Victoria. May 2016.

Okanagan College hosted an especially sweet reception January 2017, and became the first post-secondary institution outside of Europe, and second in the world, to create its very own chocolate recipes, under the name Okanagan College Artisan Chocolate. The exclusive milk and dark chocolate recipes were created by Chef Danny Capadouca and Chef Bernard Casavant in the summer of 2016 when the pair traveled to France to the Or Noir tasting laboratories of Cacao Barry, a chocolate company founded in 1842.

Okanagan College Professor Youry Khmelevsky and students, in partnership with a consultant from France, continued their NSERC-funded research with WTFast in improved speed and connectivity for gamers private networks. WTFast is an international company headquartered in Kelowna.

In May 2017, Okanagan College hosted an NSERC-funded Research, Innovation and Partnerships Expo that brought industry, government, NGOs, College researchers and students together to explore opportunities for collaboration and to showcase research projects at the Colelge.



Key Directions

Okanagan College Key Direction: **Working With, and Learning From, the Indigenous Community**

Okanagan College Objectives	Ministry Objectives Aligned	Performance Measure
Commit to an indigenization plan through engagement with Indigenous communities.	Capacity Access Service Plan: Objective: 1.2: Continue to implement the Aboriginal PSE and training Policy Framework and Action Plan	<ul style="list-style-type: none"> • Aboriginal Student spaces • Credentials awarded to Aboriginal students.

A new full-time Aboriginal Community Support Worker Certificate (ACSW) program was launched in late November, 2016 at the Salmon Arm Campus. This five-month program includes 375 hours of course work and a 70-hour practicum component that focuses on indigenous support.

In August 2016, the College, in partnership with BC Hydro, offered an intake of the Construction Craft Worker Aboriginal Bridging (CCWAB) program. Delivered at Westbank First Nation (WFN) and the College's Kelowna campus, this hands-on program covered a variety of topics, from trades math to carpentry skills to workforce training certifications. The program was tuition-free and included work boots, bus passes, group study sessions, cultural activities, volunteer work experience and job search skills to remove potential barriers and support success.

A group of 13 students from local First Nations bands in Ashcroft and Lillooet attended the Assistant Camp Cook Training Course in October 2016, run by Okanagan College Continuing Studies and the Ashcroft Aboriginal Skills Employment Training Centre. Graduates of the course have already secured employment in Lytton and with a local mining company.

Dozens of students celebrated their achievements at the 8th Annual Aboriginal Student Recognition Ceremony in March 2017.

In September, 2017, a grant of \$1,118 from the Shuswap Community Foundation helped purchase several class sets of adult literacy novels with an Indigenous theme for the instructors of Okanagan College's Adult Literacy program.

A groundbreaking and smudging ceremony for the *na'7k'wulamən* (na - kool - a - min) garden took place at Okanagan College's Kelowna campus in February, 2017. The garden will have 50 local Okanagan plants that are of cultural significance to Syilx people. *Na'7k'wulamən* is a Nsyilxcen word which broadly translates to "the things that we do." It was chosen to reflect the holistic relationship that Indigenous people have with plants, encompassing maintenance of the land, values, beliefs, practices and protocol in relation to the natural world.

In September 2016, more than 350 elementary and secondary students, 75 dancers, 30 vendors and hundreds of OC and community attendees celebrated and honoured Aboriginal culture at the 8th annual Okanagan College Youth Exhibition Powwow.



Key Directions

Okanagan College Key Direction: Serving and Engaging the Community		
Okanagan College Objectives	Ministry Objectives Aligned	Performance Measure
<ul style="list-style-type: none"> • 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. 	<p>Relevance</p> <p>Objectives:</p> <p>1.1: Align PSE and training with labour market demand to achieve a highly skilled workforce.</p> <p>2.3: Increase collaboration, innovation and partnerships.</p>	<ul style="list-style-type: none"> • Student assessment of the usefulness of knowledge and skills in performing job • Unemployment rate

Food, Wine, and Tourism

In October 2016, the inaugural Wine Talks event featured “An International Perspective on Winemaking” with keynote speakers Karen MacNeil and Rob McMillan at Okanagan College. Presented by Liquidity Wines and Okanagan College, this special evening brought two of the world’s most renowned wine industry experts to BC to share their insight and international experience of wine marketing.

Okanagan residents explored some great cuisine prepared by Junior Chefs of Okanagan College and to support African children orphaned by AIDS. Kelowna Grandmothers for Africa and the Okanagan Chefs Association hosted the second annual evening of Discover Africa’s Culture and Cuisine in the Atrium of the Centre for Learning at Okanagan College’s Kelowna Campus, November 2016.

A new viticulture technician diploma program was developed and approved in 2016 with support from the Ministry of Jobs, Tourism and Skills Development and input from the B.C. Wine Grape Council. The first intake of students will be in September, 2017.

Okanagan College became one of two institutions in the world with its own trademarked chocolate recipes from Cacao Barry Or Noir laboratory in the summer of 2016. OC has two custom chocolate recipes: Kalamalka Karamel and Okanagan Noir.

Trades, Technology, Aviation

The annual Spaghetti Bridge competition came to a dramatic close in March 2017 after a duo from Charles Bloom Secondary in Lumby tested their bridge to the point of fail, smashing the competition with a pasta structure that withstood 255.06 kg of load before shattering. The 34th annual competition ran in March 2017.

In February 2017, Okanagan College Enactus students were presented with a \$9,700 cheque from Interior Savings Credit Union in support of their initiative to promote seniors’ wellness. Through the Silver Surfers program, students provide resources and coaching to teach seniors to use technology to communicate with loved ones and safely explore the Internet. The Kelowna branch of the investment firm, Odium Brown, supported Enactus Okanagan College with \$3,500 to allow the student organization to take Silver Surfers to the next level.

Pink Shirt Day is an annual event helping to address the issue of bullying in schools, communities and online. Numerous OC students and employees showed their support by wearing pink to campus. OC Culinary Arts students wowed pink-attired crowds with their culinary creations at the Laurel Packing house for the 3rd Annual Okanagan Boys and Girls Clubs Pink Shirt Day, February 2017.

Key Directions

Business

In February 2017, three Okanagan College business students won first place at UBC Okanagan's inaugural Inventathon and took home \$600 in prize money for their innovative and socially conscious business idea, Refresh —a social enterprise that helps reconcile the issues of food waste and food scarcity in the Okanagan. Okanagan College's Cameron Starcheski, Cooper Simpson and Darren Gillespie were joined by Jaren Larsen and Pablo Doskoch from UBC Okanagan.

In January 2017, the College's Scotiabank Centre for Non Profit Excellence hosted a free panel discussion on the Collective Impact movement, which offers a framework for achieving social change at a community level. The Centre offers workshops and creates resources to assist non-profit organizations.

In July 2016, a \$6,630 grant from the Central Okanagan Foundation (COF) helped Enactus students from Okanagan College continue their efforts to support financial literacy among elementary school children. The grant from the COF supports the College students as they develop a new teacher resource page for the CAN\$ave program.

A supporter of CAN\$ave since its pilot program launched in 2015, Valley First, a division of First West Credit Union, initially pledged \$25,000 to the program for the 2016 school year. However, upon seeing the immediate success and the overwhelming teacher demand for the program, the local credit union has doubled its support in November 2016, to \$50,000, to help Enactus Okanagan College students expand the program to more BC schools. Valley First lends its expertise in the field, and staff volunteer as guest instructors in some of the local classrooms.

The Okanagan Business Students' Association (OBSA) hosted its 38th Annual Business Reception in March 2017.

In January 2017, the Province announced approximately \$416,000 of funding for Okanagan College's Fast Track to Office training program, thanks to the federal-provincial partnership under the Canada-B.C. Job Fund Agreement.



Key Directions

Arts

In February 2017, Okanagan College's Red Dot Players staged a new adaptation of Jane Austen's *Sense and Sensibility*. The troupe was formed in 2010 and the production marked OC English Professor Jeremy Beaulne's sixth time in the director's chair for the Red Dot Players.

One Night: Three Writers saw nationally acclaimed poet Judith Pond assembled with current Okanagan College student Pip Dryden, winner of this year's OC 3-Hr Short Story Contest. Rounding out the trio of speakers, in February 2017, was author Cole Mash, an Okanagan College alumnus and current graduate student at UBC Okanagan.



Health and Social Development

In December 2016, Bachelor of Science in Nursing (BSN) students joined with the Pay it Forward campaign, an annual giving drive started by a former College student and run by the College's Alumni Association. The students sit on the BSN's Global Health committee, a civically-minded, student-led initiative for social equity. Donations of blankets, clothing or unused toiletries to go to three local non-profits: Inn from the Cold, the Kelowna Women's Shelter and Kelowna Gospel Mission.

Penticton will soon have a new \$1.2-million daycare facility with 64 new childcare spaces, thanks to a \$500,000 major capital grant from the BC government and support from Okanagan College and some of its students. Construction began in November 2016, within minutes of the official groundbreaking. The 372-square-metre (4,000 sq. ft.) daycare facility is being constructed to Passive House Design with the goal of being built to net-zero energy and LEED Platinum standards. When the daycare is complete this fall, it will be operated by Penticton and District Community Resources Society (PDCRS).

Dr. Kyleen Myrah and Kerry Rempel of the Okanagan College School of Business, along with Cassandra McColman, a third-year business student, received a Trico Social EnterPrize award for case study research in October 2016. The biennial awards go to Canadian organizations demonstrating best practices, impact and innovation in social enterprise. The Okanagan College researchers partnered with Mission Possible, a Vancouver-based non-profit that helps people challenged by homeless and poverty find meaningful work. The case was published and shared extensively by the Trico Charitable Foundation.

Okanagan College is bouncing with the announcement of a community partnership that will see the College offer women's and men's collegiate teams later this year. An agreement signed in December, 2006 between Okanagan College and the Kelowna College Basketball Society will create capacity for two new teams who will compete under the Okanagan College Coyotes athletic brand and will be working toward inclusion in the PAC-WEST.

Karen Vandergaag, a Bachelor of Business Administration (BBA) Honours student at the Kelowna campus, was one of only 12 young adults across Canada to be awarded an International Youth Fellowship by the Aga Khan Foundation Canada (AKFC). Vandergaag headed to Tanzania in August 2016, where she spent eight months working with CARE, an international NGO dedicated to disaster relief and fighting global poverty. Her work revolved around research and project coordination with the organization's Microfinance and Microenterprise arms.

In February 2017, Joan Ragsdale, Regional Dean Shuswap-Revelstoke, and Kristine Gick, Recruitment and Events Coordinator, braved the cold in support of the Salvation Army and Second Harvest Food Bank for Coldest Night of the Year. The College's Salmon Arm campus raised a total of \$625 for the cause.

Enactus Okanagan College and the Farmbag program, supporting local farmers, again invited Okanagan residents in 2006 to sign up for a three-month subscription to a monthly 25-pound bag of locally and organically grown fruits and vegetables.

Key Directions

Focusing on Organizational Sustainability

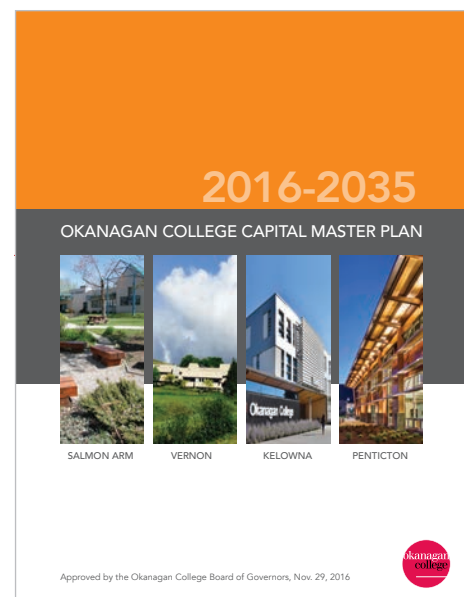
On Nov. 29, 2016 the Board of Governors approved Okanagan College's Capital Master Plan, clearing the path for future development and infrastructure upgrades.

Two Okanagan College projects were recognized for their environmental innovation at the 25th Tommie awards. One of the most advanced and sustainable trades training facilities in the world, the College's new Trades Complex at the Kelowna campus landed top spot for Best Environmental Initiative at the Canadian Home Builders' Association – Okanagan Chapter Awards Gala.

The Jim Pattison Centre of Excellence, in Penticton earned Gold in the university and college buildings category of the 2016 Green Buildings Review, a recent ranking of Canada's greenest buildings. The review was released in Corporate Knights magazine, a nationally distributed publication focused on corporate ethics and identified Canada's dozen greenest buildings, as selected by a panel of building industry experts.

In March, 2017 MLA Steve Thomson was at the Kelowna campus to announce a commitment of \$15.4 million of provincial funding to construct a new \$18.9 million Health Sciences Centre in Kelowna. It will consist of 2,800-square metres of new space over two storeys and will include labs, classrooms and office space for the 13 health and social development programs that are currently located in the existing health building. Construction is scheduled to begin in the summer of 2018 with project completion anticipated for the spring of 2020.

In fall 2016, Okanagan College recently transitioned to BCNET, one of the world's most advanced networks, yielding increasing internet speed and connection to one of Canada's most robust research arteries. With the move to BCNET's enhanced services to Google, Microsoft, Amazon – and its advanced research network – students and employees will experience enhanced delivery of multimedia and other resources through their smart phones, tablets, and laptops, along with College computers in labs, classrooms, and workspaces. Since the transition, campuses are trending toward increased throughput, with up to five-fold improvement in some cases.



APPENDIX: Performance Measures

Okanagan College 2016/17 Accountability Framework Performance Measure Results

Performance measure ¹	Reporting year					
	2015/16 Actual	2016/17 Target	2016/17 Actual	2016/17 Assessment		
Student spaces²						
Total student spaces	4,978	4,734	5,138	Achieved		
Nursing and other allied health programs	475	417	536	Exceeded		
Developmental programs	965	984	965	Substantially achieved		
Credentials awarded³						
Number	2,034	2,016	1,981	Substantially achieved		
Aboriginal student spaces⁴						
Total Aboriginal student spaces	828	≥ 2015/16	844	Achieved		
Ministry (AVED)	583		538			
Industry Training Authority (ITA)	245		306			
Student satisfaction with education⁵						
	%	+/-		%	+/-	
Former diploma, associate degree and certificate students	90.1%	1.2%	≥ 90%	92.0%	1.2%	Achieved
Former apprenticeship students	93.7%	2.1%		94.4%	2.0%	Achieved
Bachelor degree graduates	99.0%	1.3%		100.0%	0.0%	Exceeded
Student assessment of the quality of instruction⁵						
	%	+/-		%	+/-	
Former diploma, associate degree and certificate students	90.3%	1.2%	≥ 90%	93.5%	1.1%	Achieved
Former apprenticeship students	94.4%	2.0%		97.8%	1.3%	Exceeded
Bachelor degree graduates	96.1%	2.5%		98.9%	1.6%	Exceeded
Student assessment of skill development⁵						
	%	+/-		%	+/-	
Former diploma, associate degree and certificate students	86.5%	1.4%	≥ 85%	87.9%	1.6%	Achieved
Former apprenticeship students	82.7%	3.8%		87.7%	3.3%	Achieved
Bachelor degree graduates	93.2%	3.3%		94.2%	3.6%	Exceeded
Student assessment of usefulness of knowledge and skills in performing job⁵						
	%	+/-		%	+/-	
Diploma, associate degree and certificate graduates	84.5%	2.2%	≥ 90%	83.9%	2.4%	Substantially achieved
Former apprenticeship students	90.7%	2.8%		90.5%	2.9%	Achieved
Bachelor degree graduates	94.7%	3.2%		92.8%	4.2%	Achieved
Unemployment Rate^{5,6}						
	%	+/-		%	+/-	
Diploma, associate degree and certificate graduates	9.4%	1.7%	≤ 10.1%	8.8%	1.7%	Exceeded
Former apprenticeship students	8.1%	2.5%		8.9%	2.6%	Exceeded
Bachelor degree graduates	4.0%	2.7%		2.4%	2.4%	Exceeded

APPENDIX: Performance Measures

Notes:

N/A - Not applicable

1. Please consult the 2016/17 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 2015/16 reporting year are based on data from the 2015/16 fiscal year; results from the 2016/17 reporting year are based on data from the 2016/17 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 2016/17 reporting year are a three-year average of the 2013/14, 2014/15, and 2015/16 fiscal years.
4. Results from the 2015/16 reporting year are based on data from the 2014/15 fiscal year; results from the 2016/17 reporting period are based on data from the 2015/16 fiscal year.
5. Results from the 2015/16 reporting year are based on 2015 survey data; results from the 2016/17 reporting year are based on 2016 survey data. For all survey results, if the result is plus or minus the margin of error included 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.

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



APPENDIX: Performance Measures

Okanagan College
2016/17 Accountability Framework Performance Measure Results

Performance measure	Reporting year					
	2015/16 Actual	2016/17 Target	2016/17 Actual	2016/17 Assessment		
Former diploma, associate degree and certificate students' assessment of skill development						
	%	+/-		%	+/-	
Skills development (avg. %)	86.5%	1.4%	≥ 85%	87.9%	1.6%	Achieved
Written communication	82.0%	1.8%		84.8%	1.9%	
Oral communication	78.4%	1.9%		80.5%	2.1%	
Group collaboration	90.3%	1.2%		89.9%	1.4%	
Critical analysis	89.0%	1.3%		92.5%	1.2%	
Problem resolution	87.5%	1.4%		84.7%	1.7%	
Learn on your own	87.0%	1.4%		89.7%	1.4%	
Reading and comprehension	91.6%	1.2%		91.9%	1.3%	
Apprenticeship graduates' assessment of skill development						
	%	+/-		%	+/-	
Skills development (avg. %)	82.7%	3.8%	≥ 85%	87.7%	3.3%	Achieved
Written communication	71.7%	6.0%		70.6%	5.9%	
Oral communication	75.7%	5.3%		80.2%	5.1%	
Group collaboration	82.4%	3.6%		89.4%	2.9%	
Critical analysis	87.0%	3.0%		90.8%	2.6%	
Problem resolution	82.6%	3.5%		91.8%	2.5%	
Learn on your own	86.8%	3.1%		89.3%	2.8%	
Reading and comprehension	92.3%	2.4%		93.3%	2.3%	
Bachelor degree graduates' assessment of skill development						
	%	+/-		%	+/-	
Skills development (avg. %)	93.2%	3.3%	≥ 85%	94.2%	3.6%	Exceeded
Written communication	90.0%	4.0%		90.6%	4.6%	
Oral communication	92.0%	3.6%		96.5%	2.9%	
Group collaboration	93.1%	3.4%		95.4%	3.2%	
Critical analysis	98.0%	1.8%		95.5%	3.2%	
Problem resolution	93.1%	3.3%		95.4%	3.2%	
Learn on your own	94.0%	3.2%		91.9%	4.3%	
Reading and comprehension	92.1%	3.6%		94.1%	3.7%	

Appendix: Financial Information

Financial Statements for Okanagan College are available here:

okanagan.bc.ca/financialstatements



SALMON ARM



VERNON



KELOWNA



PENTICTON