OKANAGAN COLLEGE

2015-16 to 2018-19

Okanagan College Transforms Lives and Communitie s

Dear Minister Wilkinson,

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

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

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

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

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

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

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

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

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

According to the commission's research,

> The Okanagan has a diverse economy with prime industry sectors including agriculture, tourism, retail trade, manufacturing, forestry and construction. Key growth industries for the Valley include information and high technology,

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

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

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

STRATEGIC PLAN2016-2020

Our Purpose

Okanagan College transforms lives and communities.

We engage, lead and serve through:

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Our 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.

2020

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

Okanagan College Key Direction: Supporting Learner Readiness and Success		
Okanagan College Objectives	Ministry Objectives Aligned	BC AVED Performance Measure
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A class of 11 students from Okanagan College's Residential Construction program, under the guidance of their instructor

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

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

A new version of "View my Application" in myOkanagan that will benefit applicants and also facilitate a smoother administrative process has been developed using an application of LEAN process management and mapping. It is part of

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

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

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

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

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

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

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

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

Discussion:

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

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

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

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

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

Discussion:

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

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

More than 400 runners crossed the finishn285/T11E0 r

Courtney Miller, a young Kelowna nurse completing her Bachelor of Science in Nursing degree (BSN) this year, saw

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