



inspire

OKANAGAN COLLEGE STRATEGIC PLAN



inspire:

[in-'spɪ(-ə)r] *verb*

1. fill (someone) with the urge or ability to do or feel something, especially to do something creative
 - create a positive feeling in a person
 - animate someone with (such a feeling):
"he inspired his students with a vision of freedom"
2. breathe in (air); inhale





Inspire: Our plan and way forward

We all know the world around us is changing rapidly, and while there are many challenges and complexities, there are also infinite opportunities – to transform, grow and innovate.

Following the global pandemic, and in the midst of shifting social and economic realities, Okanagan College plays a vital role in equipping learners with education and training that is relevant to local and global needs. To have the greatest impact, OC is on a journey of transformation.

Launched in 2022, our *Inspire* strategic plan charts a course of action for the next ten years, designed to:

- Build on sixty-plus years of **academic and instructional excellence**, continuing to offer learning opportunities for thousands of students region-wide, enabling them to gain the knowledge, skills and connections to contribute through careers, work and citizenship;
- **Strengthen relationships** between learners, educators, employers, and our communities, with a shared goal to improve quality of life locally and globally, through greater access to post-secondary education;
- **Transform how we work**, with focused intention on supporting our people to achieve our goals. This includes our responsibility to make real progress on the journey of reconciliation with Indigenous peoples, and our responsibility to incorporating sustainability, diversity, equity, inclusion and resilience into our workplace and all that we do;
- **Deliver on our commitments** to the public, including making it easier for people of all ages and backgrounds to access Okanagan College programming, regardless of where they live. We are champions of a culture of lifelong learning, and work in collaboration with community partners to integrate and focus our expertise in those areas that are most relevant to our region.





Our Mission

We transform lives and communities.

Our Vision

We inspire and empower individuals and communities to strengthen and sustain the social, economic, environmental, and cultural resiliency of the region for current and future generations through the creation and sharing of knowledge.

Our Values

Students first. Creating meaningful life-long educational opportunities of the highest quality for alumni, current, and future students is at the heart of everything we do.

Community. We are one College. We enthusiastically embrace the opportunity to work with, learn from, and support everyone we encounter collaboratively and collegially.

Respect. We welcome, embrace, and celebrate that which make us unique in creating an environment in which every individual is valued, affirming our commitment to human dignity for all.

Courage. We are courageous in our actions in areas that contribute to positive change in our communities and beyond. We have the courage to be vulnerable. We are truthful, sincere, and act ethically with honesty and fairness.

Relationships. We steward meaningful relationships built on a foundation of reciprocity. We are compassionate, empathic, and care for the holistic well-being of students, employees, community members, and the land.

Distinction. We choose activities in which we can achieve excellence and positively impact society.

Okanagan College Inspire Plan



OC's Academic Mission

Learners who enroll at Okanagan College follow in the footsteps of thousands of students who have chosen OC since 1963. We have a proud history of working with people and communities to help build capacity, develop careers, and pursue passion projects. Our faculty and instructors educate, teach, equip, and train learners every day, in classrooms, labs, online and across workplaces throughout the Okanagan Shuswap region.

Fundamental to our Academic Mission is our commitment to putting students first, quality education, and relevant and responsive learning. Our OC Learning Framework acts as a guide to all portfolios and lays out goals designed to create supportive and inclusive student experiences:

- Learners and educators are active partners and co-create learning as they explore new concepts, develop skills, achieve desired outcomes and participate in knowledge creation.
- Varied and flexible learning models make education accessible to meet diverse needs of learners.
- Evidence-based teaching practices are pursued vigorously and incorporated into educational opportunities.
- Learners and educators have a shared responsibility in the creation of a learning environment that values respect, equity, diversity, inclusion, and social justice.
- Educators design learning experiences that consider the individual learner and their previous experiences, learning preferences, educational and personal learning goals, and future learning journeys.
- Educators transform their teaching practices through professional development in the scholarship of teaching and learning.

To us, *Transforming lives and communities* is more than just a mission statement – it is a description of our shared promise and role.





Collaboration and Partnership

The Okanagan College community is made up of learners, educators, staff team members, alumni, partners, supporters and donors, and our networks are connected locally and around the world.

We seek out opportunities to work together with employers and organizations on initiatives large and small, because we understand that when students have the chance to experience their learning within the context of how it can make a difference, they will be inspired.

For these reasons, our *Inspire* plan is not just ours – we share it broadly, inviting collaboration and partnerships to enhance and strengthen our programs, the learner experience, and our ability to support and transform the communities we serve.





Our Commitments & Responsibilities

In order to have the greatest impact, Okanagan College has laid out aspirational goals across eight specific areas.

Commitments – How we will create positive impact for OC students and communities

1. Inclusive and equitable access: We will increase the participation and success rates of historically and currently marginalized learner populations by removing artificial, system barriers to post-secondary education.
2. Individualized lifelong learning: We will improve student success and engagement by making decisions that put the learner at the centre of everything we do, knowing there is no one-size-fits-all approach, and that learning happens at any age, from “K to grey.”
3. Integration and focus: We will deliver programming that is aligned to current and future regional needs, building bridges between academic and instructional College portfolios so that students have opportunities to experience different perspectives, skills and ways of thinking.



Responsibilities – How we will transform our College operations to support students and staff

1. **Reconciliation:** We pledge to weave Indigenous world views into our decision-making and actions at OC, as part of our ongoing journey to reconciliation. This includes our learning and research environments, our physical, cultural and social places on our campuses, and our policies and procedures.
2. **Equity, Diversity, Inclusion and Social Justice:** We will seek to strengthen and incorporate diverse views and perspectives across all that we do, with a focus on increasing access for historically and currently marginalized groups, welcoming and supporting all learners.
3. **Sustainability:** As an active partner in the United Nation’s Sustainable Development Goals, we are accountable to meet or exceed expectations of sustainability across physical spaces, energy use, and our daily activities. By stewarding our resources well, including our financial resources, we will ensure Okanagan College continues to create impact for years to come.
4. **Employee Resilience:** Our people are our greatest strength – team members across Okanagan College are the ones who are *Transforming lives and communities* on a daily basis. We will continue to prioritize improved employee engagement, talent management and development, and supports.
5. **Effective and Efficient:** We will be unrelenting in our pursuit of what is best for students and our communities, open to improvement and new ideas, including embracing new technologies, strengthening our practices and reimagining how we support the needs of Okanagan College and our learners.



The first two years: 2022 -2023

The *Inspire* plan was developed following several months of consultation and conversation across the OC community in 2021. Launched in January the following year, the first two years of the strategic plan have been focused on key foundational areas, including:

- Student Journey Mapping
- Student Housing Strategy
- Alumni Engagement Plan
- OC Indigenous Strategic Framework
- Internationalization Plan
- Program Health Assessment
- Flexible Work Policy & supports
- Baseline Employee Experience Survey
- Equity, Diversity, Inclusion and Social Justice workplan
- Accessibility Plan
- Strategic Enrolment Management Plan
- Wellness Strategy for Students & Staff

Learning Ecosystems: The OC of the future

Okanagan College has a vital role to play in our region as we look ahead over the next decade. Provincial labour market analysis continues to highlight increasing demand for professionals who have career-focused, integrated education and training.

At Okanagan College, we are taking an 'ecosystem' approach to how we develop and implement new programming. We are reaching out to employers and industry innovators and bringing them together with our portfolios (Arts & Foundational Programs, Health & Social Development, School of Business, Science & Technology and Trades & Apprenticeship Programs) and we are starting this work in two initial areas.

Food, Beverage and Hospitality/Tourism

We are developing programming that supports the Okanagan region in its continued growth as an international epicentre for food production and sustainable growth, culinary and pastry arts, viticulture and wine-making, brewing, distilling and beverage production, tourism marketing and destination management, and hospitality services.

Healthy, Resilient Communities

We are focusing on new programming that takes a proactive approach to supporting the health of individuals, families and communities, as well as continuing the delivery of courses across more traditional health system disciplines. This includes "upstream" health-related areas, such as recreation, entrepreneurship, sustainable technology and construction. We're also committed to building our more flexible learning pathways into allied health and social services professions.



Where we go from here

Okanagan College is on a journey of transformation – and yet, our passion and dedication to accessible, high-quality learning remains as strong as it was over sixty years ago. Each person who has committed to learning something new, or who shares their expertise and knowledge with others to help them learn, inspires us.

As our world changes, so too do we. And as we evolve and grow, we will adapt in ways that ensures Okanagan College continues to contribute in vital, meaningful ways – benefiting our learners, our region, our province, and the world.

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